

Apprentice Rates of Pay - 1 April 2019

Following a delegated decision on 29 June 2018, effective from 19 July 2018, Apprentices will be paid the National Minimum Wage Rate for their age from the beginning of their apprenticeship. Heavy Vehicle Mechanic or Civil Engineering Apprentices in years 3 and 4 will continue to be paid higher rates (see note below)

	Aged Under 18			Aged 18 - 20			Aged 21-24			Aged 25 and over		
	per week	per annum	grade code and SCP	per week	per annum	grade code and SCP	per week	per annum	grade code and SCP	per week	per annum	grade code and SCP
All Years (except below)	£160.95	£8,392	APP 2018 16-17	£227.55	£11,865	APP 2018 18-20	£284.90	£14,856	APP 2018 21-24	£303.77	£15,839.48	APP 2018 25+
Year 3 (Heavy Vehicle Mechanic or Civil Engineering Apprenticeship only)				£332.91	£17,359	APP 2018 3HV	£332.91	£17,359	APP 2018 3HV	£332.91	£17,359	APP 2018 3HV
Year 4 (Heavy Vehicle Mechanic or Civil Engineering Apprenticeship only)				£428.03	£22,319	APP 2018 4HV	£428.03	£22,319	APP 2018 4HV	£428.03	£22,319	APP 2018 4HV

Years 3 & 4 - Heavy Vehicle Mechanics & Civil Engineer Apprenticeships												
Heavy Vehicle Maintenance & Civil Engineering Apprentices in years 1 and 2 are paid same rates as other Apprentices. In years 3 and 4 the rates for these specific apprentices demonstrate recognition of the competence of 3 rd and 4 th year apprentices when compared against a fully qualified mechanic or engineer. As well as the income that the Mechanic Apprentice generates in years 3 and 4 in relation to increased mechanic capacity.												
APP 2018 3HV =	70% of min of g7		APP 2018 4HV4 =			90% of min g7						

National Minimum Wage (or National Living Wage) rates apply

01.04.2019 rates*	per hour	Apprentices aged 19 or over who have been employed as an Apprentice for more than a year must be paid at least the National Minimum Wage (National Living Wage if aged 25 or over). The delegated decision of June 2018 means that we pay all apprentices, including those in their first year, at the NMW for their age.
25 and over (grade APP1 and scp 07)	£8.21	
21-24 years (grade APP1 and scp 04)	£7.70	
18 -20 years (grade APP1 and scp 03)	£6.15	
under 18 years	£4.35	
Apprentice (under 19 years or in 1st year) (for information only - we do not apply this)	£3.90	

*NMW rates and NLW rate are reviewed annually from 1st April