

RE: JNC Red Book Employee Representative Points on Offer.

Dear Harry

Following on from the meeting held on 30<sup>th</sup> July 2025, the employer leads requested a formalised document to consider our concerns with the National Employers Offer with their wider groups.

Please find structured response set out below.

**Building Labourer grade SCP 2 to SCP 3 April 1<sup>st</sup> 2026 :**

While it is appreciated that this move would shift the labourer grade further from the NMW than would be achieved solely through the 3.2% increase for 2025, we believe this requires more structure to ensure the agreement doesn't stifle aspiration. The TU's believe the labourer grade should be distinct from the operative grade and would propose the following to prevent a wider concertina scenario.

With effect from 1st April 2025

- Building labourer grade moved to NJC SCP3 plus 4% increase
- Heating & Ventilation Mate grade moved to NJC SCP4 plus 4% increase
- Building Operative grade moved to NJC SCP4 plus 4%
- Plumber grade moved to NJC SCP5 plus 4%
- Engineer & Electrician grade move to NJC SCP6 plus 4%

With effect from 1<sup>st</sup> April 2026

- 3.5% on Building Labourer grade
- 3.5% on Heating & Ventilation Mate grade
- 3.5% on Building Operative grade
- 3.5% on Plumber grade
- 3.5% on Engineer and Electrical grade

**JNC Craft Apprentice rates:**

While the TU appreciate the government wish to move away from age related pay rates, the increment in apprenticeship rates are designed to create differentials between the stages and not ages. This is used to promote progression through competence and encourages workers to be more productive through timely completion rates.

The TU have no appetite to move away from this model and believe this requires more industry thought as opposed to removing from our structures and allowing low pay commission to set rates according to age.

With this in mind, and viewing above section on SCP shift the TU are proposing the following to retain a structured approach to apprenticeship delivery:

**Building & Civil Engineering Apprentices (excluding plumbers)**

**Rate per week and rate for calculation of overtime and other premium rates:**

**Based on 37 hrs as no delineation for rates in or out of London**

**From April 2025\*\***

<b>Age at entry</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year and until Skills Test or NVQ level 2 is passed *</b>	<b>On passing Skills Test or NVQ Level 2</b>
<b>16</b>	<b>£7.90 per hour £292.30 @ 37 hours 60% rate</b>	<b>£9.21 per hour £340.77 @ 37 hours 70% rate</b>	<b>£12.50 per hour £462.57 @ 37 hours 95% rate</b>
<b>17</b>	<b>£7.90 per hour £292.30 @37 hours 60% rate</b>	<b>£11.19 per hour £414.00 @ 37 hours 85% rate</b>	<b>£12.50 per hour £462.57 @ 37 hours 95% rate</b>

**Equivalent rates for other craft apprenticeships**

- \* Note: Where apprentices are in their second year and are aged 18-20 the £11.19 rate should apply.
- \*\*Note: Where an apprentice is in the 2nd or 3rd year of training and is over the age of 21, employers must check to see whether they are entitled to either the National Minimum Wage or the National Living Wage. In some instances, this may be higher than the rates listed above. In these situations, the employer must always pay the highest rate the apprentice is entitled to. The National Minimum Wage and the National Living Wage rates are due to increase on 01st April 2026, and 01st April 2027. The applicable new rates will be available to view at: <https://www.gov.uk/national-minimum-wage-rates>  
It is the responsibility of the employer to ensure that apprentices are paid the correct rate

**From April 2026**

**Continuation as above proposal for 2026 (3.5% on all grades)**