

2008/09 Pay Scale

Pay rises for apprentices is linked to their progress and if progress is not made OSB will not recommend a pay rise. This information will be given to the apprentice's employer at the start of the programme and will then be detailed on subsequent reviews. If the review is not due when the pay rise is due then it is up to the apprentice to source the evidence to give to the employer.

Bricklaying

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Completion of Units VR01 & VR03 J/K & Site Evidence	£145
3	Year 2	Level 1 Complete, AON & Comms Key Skills & ERR	£200
4	Year 3	FMA Framework Completed	£260

Carpentry F/T Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Completion of Units VR01, VR03	£145
3	Year 2	Level 1, AON & Comms Key Skills & ERR Completed	£200
4	Year 3	FMA Framework Completed	£260

Carpentry D/R Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Completion of Units VR01, VR03 J/K & Site Evidence	£145
3	Year 2	All possible Units NVQ/ICA, AON & Comms Key Skills & ERR completed	£200
4	Year 3	FMA Framework Completed	£260

P&D Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Site Evidence for VR01, VR03, & VR330 Assessed	£145
3	Year 2	Level 1, AON & Comms Key Skills & ERR Completed	£200
4	Year 3	FMA Framework Completed	£260

Plumbing D/R Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Two Technical Certificate exam Passed	£145
3	Year 2	Four Technical Certificate exam & AON Key Skills passed	£200
4	Year 3	Technical Certificate Level 2 completed & both Key Skills passed, all NVQ assessments completed	£260
5	Year 4	NVQ Level 2 passed, BPEC passed & Four other level 3 exams passed	£315

Plumbing F/T Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Two PEO Units completed	£145
3	Year 2	PEO Level 1 completed & AON Key Skills	£200
4	Year 3	Technical Certificate Level 2 completed & both Key Skills passed, all NVQ assessments completed	£260
5	Year 4	NVQ Level 2 passed, BPEC passed & Four other level 3 exams passed	£315

Electrician F/T Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Technical Certificate Units 201, 202 passed, Comms Key Skills passed	£145
3	Year 2	Technical Certificate Level 2 completed & all Key Skills passed	£200
4	Year 3	Technical Certificate Level 3 passed, NVQ Units 001, 004 covered twice & Units 012, 013 & 014 covered once.	£260
5	Year 4	NVQ Units 001 & 004 completed, Units 012, 013, 014 covered twice, Units 011, 002 & 015 covered once	£315

Electrician D/R Route

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Technical Certificate units 201 & 202 passed	£145
3	Year 2	One Key Skill passed and NVQ units 301 & 304 covered once	£200
4	Year 3	Technical Certificate level 2 passed, NVQ units 301 & 304 completed & 305, 306, 307 covered once	£260
5	Year 4	Technical Certificate level 3 passed, NVQ units 012, 013 & 014 completed, Units 011, 002 & 015 covered once	£315

Plastering

Key Stage	Period (beginning)	Stage (what should be completed before pay rise due)	Pay P.W.
1	Start		£105
2	March Yr 1	Completion of Units VR01 & VR03 J/K & Site Evidence	£145
3	Year 2	Level 1 Complete, AON & Comms Key Skills & ERR	£200
4	Year 3	FMA Framework Completed	£260

- Please note:** the Law currently states that an apprentice, no matter what their age, is not eligible for the national minimum wage (NMW) in their first year of training. After that, if they are due the NMW this should be paid even if it is above our recommended rates. The minimum wage is set differently for 18-21 and 22+. You should ensure you know the current up to date rates which can be found at www.hmrc.gov.uk/nmw
 The 16&17 year rate does not need to be paid while on an approved Government funded training scheme such as your apprentice is on.

Please see flow chart below

National Minimum Wage (NMW) and On Site Bristol Pay Rates

