

CONSTRUCTION TRADES (EXCLUDING ELECTRICAL AND PLUMBING)

With effect from Monday 2nd July 2018 the following basic rates of pay, allowances and additional payments will apply:

Entitlement to Basic and Additional Rates of Pay:

OPERATIVES

	Per hour £
Trainee General Operative (Maximum 12 months)	Minimum Wage
General Operative	8.97
Skill Rate 4	9.67
3	10.24
2	10.94
1	11.36
Craft Rate	11.93

Refer to Schedule 1 of the MACCS Terms and Conditions for the definition of Skill Rates.

APPRENTICES

	Per hour £
Year 1	5.14
Year 2	6.40
Year 3 without NVQ2	7.48
Year 3 with NVQ2	9.53
Year 3 with NVQ3	11.93
On completion of apprenticeship with NVQ2	11.93

Working Hours

The normal working week will be maintained at 39 hours

Condition of Employment

The conditions of Employment shall continue to be those prescribed from the time to time by the MACCS Terms and Conditions.

Sick Pay

Industry sick pay will be £115.00 per week. For details of entitlement to sick pay and duration refer to MACCS Terms and Conditions.

Minimum Wage Legislation

Employers should be aware of the need to comply with current Minimum Wage rates, and in particular the arrangements that apply to apprentices. The minimum wage does not need to be

paid to apprentices (i.e. those trainees under formal training agreement with their employer and the Isle of Man Government who:

- have not attained the age of 19; or
- are between the age of 19 and 25, but are within the first 12 months of the apprenticeship.

An apprentice who has attained the age of 25 will be entitled to receive the minimum wage.