

National Guaranteed Rates for Graded Employees									
	Grade 1 Adult	Grade 1 16/17 Years	Grade 2 Adult	Grade 2 16/17 Years	Grade 3 Adult	Grade 3 16/17 Years	Grade 4	Grade 5	Grade 6
Basic rate/Day Rate	£12.96	£10.03	£14.87	£11.44	£16.86	£12.96	£19.73	£20.73	£21.66
Night Shift	£16.40	£12.69	£18.80	£14.47	£21.32	£16.40	£24.96	£26.22	£27.40
Afternoon	£15.28	£11.82	£17.53	£13.49	£19.87	£15.28	£23.26	£24.44	£25.54
Double Days Shift									
Morning	£15.04	£11.64	£17.26	£13.28	£19.57	£15.04	£22.91	£24.07	£25.15
Afternoon	£16.06	£12.42	£18.42	£14.17	£20.89	£16.06	£24.44	£25.68	£26.84
3 Shifts									
5 Days	£15.85	£12.27	£18.18	£13.99	£20.62	£15.85	£24.13	£25.35	£26.49
7 Days	£16.06	£12.42	£18.42	£14.17	£20.89	£16.06	£24.44	£25.68	£26.84
Rolling Sales									
Days	£15.55	£12.04	£17.84	£13.73	£20.22	£15.55	£23.67	£24.87	£25.99
Nights	£17.10	£13.24	£19.62	£15.09	£22.25	£17.10	£26.03	£27.36	£28.59
Overtime									
Rate A	£18.14	£14.04	£20.81	£16.02	£23.60	£18.14	£27.62	£29.02	£30.32
Rate B	£23.33	£18.05	£26.76	£20.59	£30.34	£23.33	£35.50	£37.32	£39.00

Categorised Work Rates of Pay									
	Grade 1 Adult	Grade 1 16/17 Years	Grade 2 Adult	Grade 2 16/17 Years	Grade 3 Adult	Grade 3 16/17 Years	Grade 4	Grade 5	Grade 6
Basic rate/Day Rate	£14.46	£11.18	£16.59	£12.80	£18.86	£14.46	£22.31	£23.25	£24.22
Night Shift	£18.30	£14.14	£20.98	£16.20	£23.85	£18.30	£28.22	£29.41	£30.64
Afternoon	£17.05	£13.18	£19.56	£15.09	£22.23	£17.05	£26.29	£27.41	£28.56
Double Days Shift									
Morning	£16.79	£12.98	£19.26	£14.87	£21.89	£16.79	£25.90	£26.99	£28.12
Afternoon	£17.92	£13.85	£20.55	£15.86	£23.36	£17.92	£27.64	£28.80	£30.01
3 Shifts									
5 Days	£17.68	£13.68	£20.28	£15.66	£23.06	£17.68	£27.28	£28.43	£29.62
7 Days	£17.92	£13.85	£20.55	£15.86	£23.36	£17.92	£27.64	£28.80	£30.01
Rolling Sales									
Days	£17.35	£13.42	£19.90	£15.36	£22.63	£17.35	£26.77	£27.90	£29.07
Nights	£19.09	£14.75	£21.89	£16.91	£23.86	£19.09	£29.44	£30.69	£31.97
Overtime									
Rate A	£20.24	£15.65	£23.22	£17.92	£26.40	£20.24	£31.23	£32.55	£33.91
Rate B	£26.03	£20.12	£29.86	£23.05	£33.94	£26.03	£40.15	£41.84	£43.59



Incentive Bonus Arrangements

There is no change to the Incentive Bonus Arrangements (IBA) as part of the imposed pay increase. IBA will remain at a maximum value of £2.37 per hour.

Proficiency Payments for Welding - increase of 7.2%

Category A	No Payment
Category B	From 26/01/26 - 16p
Category C	From 26/01/26 - 25p
Category D	From 26/01/26 - 36p
Category E	From 26/01/26 - 47p

Apprentice Rates

National Guaranteed Rates	Year 1	Year 2	Year 3	Year 4
Basic rate/Day Rate	£8.96	£11.59	£14.31	£16.76
Night Shift	£11.33	£14.67	£18.12	£21.21
Afternoon	£10.57	£13.66	£16.90	£19.77
Double Days Shift				
Morning	£10.40	£13.46	£16.64	£19.46
Afternoon	£11.11	£14.36	£17.76	£20.77
3 Shifts				
5 Days	£10.96	£14.18	£17.52	£20.50
7 Days	£11.11	£14.36	£17.76	£20.77
Rolling Sales				
Days	£10.75	£13.91	£17.20	£20.12
Nights	£11.83	£15.30	£18.92	£22.13
Overtime				
Rate A	£12.55	£16.23	£20.06	£23.47
Rate B	£16.13	£20.87	£25.79	£30.17



Categorised Rates	Year 1	Year 2	Year 3	Year 4
Basic rate/Day Rate	£9.00	£11.66	£15.09	£18.17
Night Shift	£11.39	£14.74	£19.09	£22.99
Afternoon	£10.62	£13.74	£17.80	£21.42
Double Days Shift				
Morning	£10.45	£13.53	£17.53	£21.09
Afternoon	£11.15	£14.44	£18.70	£22.51
3 Shifts				
5 Days	£11.01	£14.26	£18.46	£22.22
7 Days	£11.16	£14.44	£18.70	£22.51
Rolling Sales				
Days	£10.81	£13.99	£18.11	£21.81
Nights	£11.88	£15.38	£19.92	£23.98
Overtime				
Rate A	£12.61	£16.32	£21.13	£25.44
Rate B	£16.20	£20.98	£27.17	£32.71