NATIONAL MINIMUM & LIVING WAGE POLICY

Our Commitment

SPL Powerlines UK are committed to providing the best terms and conditions to its employees. This policy sets out our commitment to pay all employees at least the National minimum wage and National Living wage in all roles within the business.

The National Minimum Wage and National Living wage is a rate of pay per hour which is enough to make sure workers and their families can live free from poverty, the rates of pay are set by the UK government, adopted by SPL Powerlines UK and reviewed yearly in April.

How much will the company pay?

We will pay the UK National Minimum wage and National Minimum Living wage as required by the government which is reviewed yearly for the UK.

These rates are for the National Living Wage (for those aged 21 and over) and the National Minimum Wage (for those of at least school leaving age).

Current rates

These rates are for the National Living Wage (for those aged 21 and over) and the National Minimum Wage (for those of at least school leaving age). The rates change on 1 April every year.

	21 and over	**18 to 20**	**Under 18**	**Apprentice**
April 2024 (current rate)	£11.44	£8.60	£6.40	£6.40
April 2025	£12.21	£10.00	£7.55	£7.55

Apprentices are entitled to the apprentice rate if they're either:

- aged under 19
- aged 19 or over and in the first year of their apprenticeship

Apprentices are entitled to the minimum wage for their age if they both:

- are aged 19 or over
- have completed the first year of their apprenticeship
- We will ensure that all our employees are paid the National Minimum and Living Wage (this includes apprentices)

Executive Owner

The Managing Directors are the Executive Owners of this policy and are responsible for ensuring that the resources needed to achieve our commitments are made available.

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Martin Hawley
Managing Director

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Guenter Kielmayer
Managing Director