Appendix M – Trainee and Modern Apprentice Pay Rates

CCC Pay Grades - Training Contracts [Including Apprentices]

Table 1	Year 1 - Grade Structure [MODAPP] - 2020-21		
Level	**Spinal Point**	**Salary [£]**	**Hrly Rate [£]**
1	**1001**	8,778	4.5500
2 and 3	**1005**	12,827	6.6489
4	**1003**	15,820	8.2000
5	**1006**	17,842	9.2480
-	**1002**	12,443	6.4500
-	**1004**	16,823	8.7200

Table 2	Year 2+ - Age Dependent - 2020-21							
Level	**16-17**		**18-20**		**21-24**		**25+**	
	Salary [£]	**Hrly Rate [£]**	**Salary [£]**	**Hrly Rate [£]**	**Salary [£]**	**Hrly Rate [£]**	**Salary [£]**	**Hrly Rate [£]**
1	8,778	4.5500	12,443	6.4500	15,820	8.2000	16,823	8.7200
2 and 3	12,827	6.6489	12,827	6.6489	15,820	8.2000	16,823	8.7200
4	15,820	8.2000	15,820	8.2000	15,820	8.2000	16,823	8.7200
5	17,842	9.2480	17,842	9.2480	17,842	9.2480	17,842	9.2480

1. Year 1 – The Council's rate of pay will be dependent on Apprentice entry level [table 1].
1. Year 2+ - The Council's rate of pay will be dependent on Apprentice age [table 2] or level [table 1], whichever is the higher. The rate of pay should not reduce for Apprentices entering Year 2+.
2. Spinal Points – With the exception of 1005 and 1006, all spinal points will increase in line with the National Minimum / Living Wage set by Government and not dependent on the NJC National Pay Award.
3. The application of a pay supplement for weekend working [8%] and term time working [4%] will not operate for training contracts and government funded job placement schemes.