

## 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.