



SCOTTISH BUILDING APPRENTICESHIP AND TRAINING COUNCIL

PROPOSED PAY RATES FOR LEVEL 2 CIVILS MAs

(A) Rates for those starting within the industry or those without industry/industrial experience

	<u><i>Proposed New Level 2 MAs' Rate (Based on 2011 SBATC and CIJC WRA Rates)</i></u>	<u><i>Reason</i></u>
Year 1	£3.45	Same as SBATC Apprentice Rate (Year 1)
Year 2	£4.46	Same as SBATC Apprentice Rate (Year 2)
Year 3 (First 6 months)	£7.87	Improver Rate General operative Rate (Advisory Only)

NB: After the completion of the first 6 months in year 3 the rate is set at Skill Rate 4 (Currently £8.48)

(B) Rates for those having had industry/industrial experience but commencing new employment (indenture) with employer

	<u><i>Proposed New Level 2 MAs' Rate (Based on 2011 SBATC and CIJC WRA Rates)</i></u>	<u><i>Reason</i></u>
Year 1	£7.87	General Operative Rate
Year 2	£7.87	General Operative Rate

NB: After the completion of the second year 3 the rate is set at Skill Rate 4 (Currently £8.48)