



STEEPLEJACK & LIGHTNING PROTECTION INDUSTRY

Appendix 1 - 2025 Notice

The ATLAS Council has agreed on the following minimum rates, which take effect **from 1 April 2025**.

Steeplejack	Rate/hour	Increase
Advanced Steeplejack (NVQ Level 3)	£17.84	£0.43
Steeplejack (NVQ Level 2)	£15.15	£0.37
Trainee over 21	£12.61	£0.31
Trainee over 21 after six months	£12.89	£0.31
Lightning Protection	Rate/hour	Increase
Advanced Lightning Protection Operative (NVQ Level 3)	£14.47	£0.35
Lightning Protection Test Operative (NVQ Level 3)	£13.68	£0.33
Lightning Protection Operative (NVQ Level 2)	£13.04	£0.32
Trainee over 21	£12.21	£0.76
Trainee over 21 after six months	£12.41	£0.67

Sick Pay	Rate/day	Increase
First two weeks	£23.91	£0.58
Thereafter	£28.03	£0.68

Lodging Allowance – subject to confirmation by HMRC	Rate/night	Increase
Outside the M25 boundary	£52.22	£2.01
Inside the M25 boundary	£64.41	£2.48

Pension – auto-enrolment
Employers must ensure a pension is in place for all staff. From April 2019, the total minimum contribution is 8%, and the minimum employer contribution is 3%.

Supervisor (Chargehand supplement)	Rate/hour	increase
Supervisor (Chargehand Supplement)	£1.20	n/a

Age	Steeplejack		Lightning Conductor Fitter	
	1 st year	2 nd year	1 st year	2 nd year
16 – 17	£7.74	£10.31	£7.55	£9.62
18 -20	£11.60	£12.25	£10.83	£11.43
21+	£12.57	£12.89	£12.21	£12.21

Notes

- The rates are for apprentices undertaking an apprenticeship programme at NCC Bircham Newton
- Apprentices should be paid for 39 hours at an hourly rate plus travel allowance at NCC Bircham Newton