

Construction Industry Joint Council (CIJC) Working Rule Agreement

The parties to the Construction Industry Joint Council (CIJC) have agreed the basic rates of pay and other conditions as set out in this promulgation with effect from Monday 29 June 2015.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
General Operative	(852)	332.28
Skill Rate 4	(918)	358.02
3	(972)	379.08
2	(1039)	405.21
1	(1079)	420.81
Craft Rate	(1133)	441.87

These rates are agreed and promulgated on the basis that any increase shall not be reduced by an adjustment in existing contractual bonus schemes.

WR.1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
Year 1	(470)	183.30
Year 2	(608)	237.12
Year 3 without NVQ 2	(710)	276.90
Year 3 with NVQ 2	(904)	352.52
Year 3 with NVQ 3	(1133)	441.87
On completion with NVQ 2	(1133)	441.87

If an apprentice is in the second or final year of training and aged 21 or over, then the National Minimum Wage must apply. This is enforceable by HMRC. The National Minimum Wage for someone aged 21 or over is £6.50 per hour and will increase to £6.70 per hour from 1 October 2015.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES - See overleaf.

WR.12 STORAGE OF TOOLS - Employer's maximum liability shall be £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE - £35.32 per night.

WR.20 SICK PAY - Industry sick pay will be £115.00 per week. This is in addition to Statutory Sick Pay (SSP) but payable for a maximum of 10 weeks.

WR.21 BENEFIT SCHEMES

WR.21.1 Death benefit with effect from 1 May 2014 increased to £30,000 and doubled to £60,000 if death occurs either at work or travelling to or from work. Such benefit to normally be provided through the B&CE Group.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES

Distance one way in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not taxed)	Distance one way in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not taxed)
15	1.04	4.32	46	4.63	10.41
16	1.16	4.58	47	4.76	10.58
17	1.27	4.83	48	4.87	10.75
18	1.38	5.09	49	4.98	10.92
19	1.51	5.35	50	5.09	11.08
20	1.62	5.61	51	5.21	11.25
21	1.74	5.86	52	5.33	11.42
22	1.85	6.12	53	5.45	11.59
23	1.98	6.38	54	5.56	11.75
24	2.09	6.64	55	5.67	11.92
25	2.20	6.90	56	5.79	12.09
26	2.31	7.06	57	5.91	12.26
27	2.43	7.23	58	6.03	12.43
28	2.55	7.40	59	6.14	12.59
29	2.67	7.57	60	6.25	12.76
30	2.78	7.73	61	6.36	12.93
31	2.89	7.90	62	6.49	13.10
32	3.01	8.07	63	6.60	13.26
33	3.13	8.24	64	6.72	13.43
34	3.25	8.40	65	6.83	13.60
35	3.36	8.57	66	6.94	13.77
36	3.47	8.74	67	7.07	13.93
37	3.58	8.91	68	7.18	14.10
38	3.71	9.07	69	7.30	14.27
39	3.82	9.24	70	7.41	14.44
40	3.94	9.41	71	7.54	14.60
41	4.05	9.58	72	7.65	14.77
42	4.16	9.74	73	7.76	14.94
43	4.29	9.91	74	7.87	15.11
44	4.40	10.08	75	7.99	15.27
45	4.52	10.25			

Having due regard for health and safety, an operative may be required to travel distances beyond the published scale, in which case payment for each additional kilometre should be made based on the difference between the rate for the 74th and 75th kilometre. All distances shall be measured using the RAC Route Planner or similar using the postcodes of the operative's home address and place of work, based on the shortest distance route (WR.5.2).