

Construction Industry Joint Council (CIJC) Working Rule Agreement

The parties to the Construction Industry Joint Council (CIJC) have adopted recommendation for a **two year** agreement on pay.

Tables for basic pay rates are given below for the two years from **Monday 25 July 2016** and **Monday 26 June 2017**.

Dispensation for the non-taxed lodging and fare allowances has been granted by HMRC effective from **1 August 2016**.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

- FROM MONDAY 25 JULY 2016

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
General Operative	873	340.47
Skill Rate 4	941	366.99
3	996	388.44
2	1065	415.35
1	1106	431.34
Craft Rate	1161	452.79

- FROM MONDAY 26 JUNE 2017

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
General Operative	897	349.83
Skill Rate 4	967	377.13
3	1024	399.36
2	1094	426.66
1	1136	443.04
Craft Rate	1193	465.27

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

- FROM MONDAY 25 JULY 2016

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
Year 1	500	195.00
Year 2	623	242.97
Year 3 without NVQ 2	728	283.92
Year 3 with NVQ 2	927	361.53
Year 3 with NVQ 3	1161	452.79
On completion with NVQ 2	1161	452.79

- FROM MONDAY 26 JUNE 2017

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
Year 1	514	200.46
Year 2	640	249.60
Year 3 without NVQ 2	748	291.72
Year 3 with NVQ 2	953	371.67
Year 3 with NVQ 3	1193	465.27
On completion with NVQ 2	1193	465.27

If an apprentice is in the second, or final year, of training and aged between 21 and 24, then the National Minimum Wage must apply. For apprentices aged 25 and over and in their second, or final year, of training the National Living Wage must apply. This is enforceable by HMRC.

The National Minimum Wage for someone aged 21 to 24 is £6.70 per hour and will increase to £6.95 per hour from 1 October 2016 and the National Living Wage for someone aged 25 and over is currently £7.20 per hour and will increase from 1 April 2017.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES - effective 1 August 2016 (APPENDIX A)

Note: The taxed daily travel allowance will increase by 2.75% in line with the increase in basic pay rates. The non-taxed fare allowance will (subject to HMRC approval) increase by the RPI for the 12 month period to March 2017.

New fare & travel allowance scales will be promulgated in May 2017

WR.12 STORAGE OF TOOLS

Employer's maximum liability shall be £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE - effective 1 August 2016

£36.00 per night.

Note: Subject to HMRC approval, the £36.00 per night allowance will be increased by RPI for the 12 month period to March 2017 and a new allowance will be promulgated in May 2017.

WR.20 SICK PAY - effective 25 July 2016

Industry sick pay will be £118.00 per week and will increase to £122.50 per week from 2017.

WR.21 BENEFIT SCHEMES effective from 1 August 2016

WR.21.1 DEATH BENEFIT – increased to £32,500 and doubled to £65,000 if death occurs either at work or travelling to or from work. Such benefit to normally be provided through the B&CE Group.

APPENDIX A

WR.5 DAILY FARE AND TRAVEL ALLOWANCES. (Effective 1 August 2016)

The scale for calculating allowances have been re-calibrated from kilometres to miles as follows:

Distance one way in Miles	Travelling Allowance (Taxed)	Fare Allowance (Not taxed)	Distance one way in Miles	Travelling Allowance (Taxed)	Fare Allowance (Not taxed)
9	1.02	4.30	30	5.01	11.08
10	1.21	4.65	31	5.20	11.36
11	1.40	5.00	32	5.39	11.64
12	1.59	5.35	33	5.58	11.92
13	1.78	5.70	34	5.77	12.20
14	1.97	6.05	35	5.96	12.48
15	2.16	6.40	36	6.15	12.76
16	2.35	6.75	37	6.34	13.04
17	2.54	7.10	38	6.53	13.32
18	2.73	7.45	39	6.72	13.60
19	2.92	7.80	40	6.91	13.88
20	3.11	8.10	41	7.10	14.16
21	3.30	8.40	42	7.29	14.44
22	3.49	8.70	43	7.48	14.72
23	3.68	9.00	44	7.67	15.00
24	3.87	9.30	45	7.86	15.28
25	4.06	9.60	46	8.05	15.56
26	4.25	9.90	47	8.24	15.84
27	4.44	10.20	48	8.43	16.12
28	4.63	10.50	49	8.62	16.40
29	4.82	10.80	50	8.81	16.68

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 mile should be made based on the difference between the rate for the 49th and 50th mile.

All distances shall be measured utilising the RAC Route Planner/AAA 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).