

**Construction Industry Joint Council (CIJC)
Resolution and Promulgation
Working Rule Agreement**

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With effect from Monday 25 June 2018

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Working Rule Agreement

Following negotiations between the parties to the Construction Industry Joint Council, the Council has adopted recommendations for a two year agreement on pay and other conditions and thereby settles all outstanding claims.

With effect from **Monday 25 June 2018** the following basic pay rates and allowances will apply.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours)
General Operative	(926)	£361.14
Skill Rate 4	(998)	£398.22
3	(1057)	£412.23
2	(1129)	£440.31
1	(1172)	£457.08
Craft Rate	(1231)	£480.09

These rates are agreed and promulgated on the basis that any increase shall not be reduced by any 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	(550)	£214.50
Year 2	(660)	£257.40
Year 3 without NVQ 2	(770)	£300.03
Year 3 with NVQ 2	(985)	£384.15
Year 3 with NVQ 3	(1231)	£480.09
On completion with NVQ 2	(1231)	£480.09

APPRENTICES and the NATIONAL MINIMUM & LIVING WAGE

Employers should note that 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 the second or final year of training the National Living Wage must apply. These are enforceable by HMRC.

Currently the National Minimum Wage for someone aged 21 to 24 is £7.38 per hour and the National Living Wage for someone aged 25 and over is currently £7.83 per hour. These will increase from 1 April 2019.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES

The scale for calculating allowances was in 2016 re-calibrated from kilometres to miles. The rates published are for the return journey.

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/AA Route Planner (or similar) using the post codes of the operative's home address and place of work, based on the most direct route.

(WR.5.2) DAILY FARE AND TRAVEL ALLOWANCES

Miles	Travel (Taxed)	Fare (Not Taxed)
9	1.08	4.54
10	1.28	4.91
11	1.48	5.29
12	1.69	5.66
13	1.89	6.03
14	2.09	6.40
15	2.29	6.77
16	2.49	7.13
17	2.69	7.50
18	2.89	7.87
19	3.10	8.24
20	3.30	8.56
21	3.50	8.88
22	3.70	9.19
23	3.90	9.51
24	4.10	9.83
25	4.31	10.15
26	4.51	10.47
27	4.71	10.78
28	4.91	11.10
29	5.11	11.41
30	5.31	11.71
31	5.51	12.00
32	5.72	12.30
33	5.92	12.60
34	6.12	12.88
35	6.32	13.19
36	6.52	13.49
37	6.72	13.78
38	6.92	14.07
39	7.13	14.37
40	7.33	14.67
41	7.53	14.97
42	7.73	15.26
43	7.93	15.56
44	8.13	15.86
45	8.33	16.14
46	8.54	16.44
47	8.74	16.74
48	8.94	17.04
49	9.14	17.33
50	9.34	17.63

WR.12 STORAGE OF TOOLS

Employers' maximum liability is £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE

£40.00 per night. (This has been approved by HMRC and is subject to the Operative completing an Application for Subsistence Allowance Form).

WR.20 SICK PAY

WR.20.4 Amount of Payment

Industry sick pay to increase to £130 per week.

WR.21 BENEFIT SCHEMES

WR.21.1 Death benefit is currently £32,500 and doubled to £65,000 if death occurs either at work or travelling to or from work. Such benefit is normally provided through the B&CE Group. The parties to the agreement are working towards increasing this benefit to £40,000 doubled to £80,000 if death occurs either at work or travelling to or from work. The exact date when this improvement can be introduced is subject to actuarial work yet to be completed. A promulgation will be published when the date of change is settled.

With effect from **Monday 24 June 2019** the following basic pay rates and allowances will apply.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours)
General Operative	(953)	£371.67
Skill Rate 4	(1027)	£400.53
3	(1087)	£423.93
2	(1162)	£453.18
1	(1206)	£470.34
Craft Rate	(1267)	£494.13

WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours)
Year 1	(570)	£222.30
Year 2	(680)	£265.20
Year 3 without NVQ 2	(793)	£309.27
Year 3 with NVQ 2	(1015)	£395.85
Year 3 with NVQ 3	(1267)	£494.13
On completion with NVQ 2	(1267)	£494.13

WR.5 DAILY FARE AND TRAVEL ALLOWANCES

The taxed daily travel allowance will increase by 2.9% in line with the increase in basic pay rates. The non-taxed fare allowance will (*subject to HMRC approval*) increase by the CPI for the 12 month period to March 2019.

New fare & travel allowance scales will be promulgated in May 2019.

WR.12 STORAGE OF TOOLS

Employers' maximum liability £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE

Subject to HMRC approval, the £40.00 per night allowance will be increased by the CPI for the 12 month period to March 2019 and a new allowance will be promulgated in May 2019.

WR.20 SICK PAY

WR.20.4 Amount of Payment

Industry sick pay will increase to £135 per week.

WR.21 BENEFIT SCHEMES

WR.21.1 Death benefit will be £40,000 and doubled to £80,000 if death occurs either at work or travelling to or from work. Such benefit is normally provided through the B&CE Group.

PERIOD OF SETTLEMENT

The Employers shall not be required to consider any application for a change in the Operatives' pay and conditions, which would have effect before Monday 29 June 2020.

May 2018