

CONSTRUCTION INDUSTRY JOINT COUNCIL
RESOLUTION AND PROMULGATION
WORKING RULE AGREEMENT

June 2011

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

With effect from Monday, 5th September 2011 the following basic rates of pay will apply:

With effect from Monday 27th June 2011 the following revised Fare and Subsistence 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	(787)	306.93
Skill Rate 4	(848)	330.72
3	(898)	350.22
2	(960)	374.40
1	(997)	388.83
Craft Rate	(1046)	407.94

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 1.5.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
Year 1	(435)	169.65
Year 2	(562)	219.18
Year 3 without NVQ 2	(658)	256.62
Year 3 with NVQ 2	(836)	326.04
Year 3 with NVQ 3	(1046)	407.94
On completion with NVQ 2	(1046)	407.94

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
15	£0.98	£3.96
16	£1.09	£4.20
17	£1.20	£4.43
18	£1.30	£4.67
19	£1.42	£4.91
20	£1.53	£5.14
21	£1.64	£5.38
22	£1.74	£5.62
23	£1.86	£5.85
24	£1.97	£6.09
25	£2.07	£6.32
26	£2.18	£6.48
27	£2.29	£6.63
28	£2.41	£6.79
29	£2.51	£6.94
30	£2.62	£7.09
31	£2.73	£7.25
32	£2.83	£7.40
33	£2.95	£7.55
34	£3.06	£7.71
35	£3.17	£7.86
36	£3.27	£8.02
37	£3.38	£8.17
38	£3.50	£8.32
39	£3.60	£8.48
40	£3.71	£8.63
41	£3.82	£8.78
42	£3.92	£8.94

Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
43	£4.04	£9.09
44	£4.15	£9.24
45	£4.26	£9.40
46	£4.36	£9.55
47	£4.48	£9.71
48	£4.59	£9.86
49	£4.70	£10.01
50	£4.80	£10.17
51	£4.91	£10.32
52	£5.03	£10.47
53	£5.13	£10.63
54	£5.24	£10.78
55	£5.35	£10.94
56	£5.45	£11.09
57	£5.57	£11.24
58	£5.68	£11.40
59	£5.79	£11.55
60	£5.89	£11.70
61	£6.00	£11.86
62	£6.12	£12.01
63	£6.22	£12.16
64	£6.33	£12.32
65	£6.44	£12.47
66	£6.54	£12.63
67	£6.66	£12.78
68	£6.77	£12.93
69	£6.88	£13.09
70	£6.98	£13.24
71	£7.10	£13.39
72	£7.21	£13.55
73	£7.32	£13.70
74	£7.42	£13.86
75	£7.53	£14.01

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 kilometer should be made based on the difference between the rate for the 74th and 75th kilometre.

All distances shall be measured utilising the RAC Route Planner (or similar) using the post codes of the operative's home address and place of work, based on the shortest distance route. (WR.5.2).

WR.12 STORAGE OF TOOLS.

Employer's maximum liability £600.00

WR.13 LOSS OF CLOTHING

WR.13 was deleted with effect from 26th June 2006.

WR.15 SUBSISTENCE ALLOWANCE.

£32.10 per night

WR.20 SICK PAY

WR.20.4 Amount of Payment

Industry sick pay £107.16 per week.

WR.21 BENEFIT SCHEMES

WR.21.1 Death benefit £23,000. From October 2010, this entitlement has been improved removing a qualifying period of service and the requirement for beneficiaries to prove dependency. Accident provisions have been improved with the inclusion of permanent loss of hearing as a claimable entitlement. These benefits are provided through the B&CE Group.

WR.21.2 EasyBuild pension contributions. The minimum employer contribution shall be £5.00 per week. Where the operative contributes between £5.01 and £10.00 per week the employer shall increase the minimum contribution to match that of the operative up to a maximum of £10.00 per week. From 30 June 2008, employers are not required to make an EasyBuild pension contribution for operatives who are either new to the industry or change jobs within the industry and decline to make a personal EasyBuild pension contribution of at least £5.00 per week.

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 25th June 2012.



G.C. LEAN
Employers' Secretary



G. Guy
Acting Operatives' Secretary

8th June 2011