

CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)
RESOLUTION AND PROMULGATION
WORKING RULE AGREEMENT

Wednesday 22nd June 2016

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 25th July 2016** the following basic pay rates will apply. Dispensation for the non taxed lodging and fare allowances has been granted by HMRC effective **1st August 2016**.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

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

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	(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

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 £6.70 per hour and will increase to £6.95 per hour from 1st October 2016.

The National Living Wage for someone aged 25 and over is currently £7.20 per hour and will increase from 1st April 2017.

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

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

Miles	Increase pence/mile.			
	Travel (Taxed)	Fare (Not Taxed)	Travel	Fare
9	1.02	4.30		
10	1.21	4.65	0.19	0.35
11	1.40	5.00	0.19	0.35
12	1.59	5.35	0.19	0.35
13	1.78	5.70	0.19	0.35
14	1.97	6.05	0.19	0.35
15	2.16	6.40	0.19	0.35
16	2.35	6.75	0.19	0.35

17	2.54	7.10	0.19	0.35
18	2.73	7.45	0.19	0.35
19	2.92	7.80	0.19	0.35
20	3.11	8.10	0.19	0.30
21	3.30	8.40	0.19	0.30
22	3.49	8.70	0.19	0.30
23	3.68	9.00	0.19	0.30
24	3.87	9.30	0.19	0.30
25	4.06	9.60	0.19	0.30
26	4.25	9.90	0.19	0.30
27	4.44	10.20	0.19	0.30
28	4.63	10.50	0.19	0.30
29	4.82	10.80	0.19	0.30
30	5.01	11.08	0.19	0.28
31	5.20	11.36	0.19	0.28
32	5.39	11.64	0.19	0.28
33	5.58	11.92	0.19	0.28
34	5.77	12.20	0.19	0.28
35	5.96	12.48	0.19	0.28
36	6.15	12.76	0.19	0.28
37	6.34	13.04	0.19	0.28
38	6.53	13.32	0.19	0.28
39	6.72	13.60	0.19	0.28
40	6.91	13.88	0.19	0.28
41	7.10	14.16	0.19	0.28
42	7.29	14.44	0.19	0.28
43	7.48	14.72	0.19	0.28
44	7.67	15.00	0.19	0.28
45	7.86	15.28	0.19	0.28
46	8.05	15.56	0.19	0.28
47	8.24	15.84	0.19	0.28
48	8.43	16.12	0.19	0.28
49	8.62	16.40	0.19	0.28
50	8.81	16.68	0.19	0.28

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).

WR.12 STORAGE OF TOOLS.

Employers' maximum liability is £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE. (effective 1st August 2016).

£36.00 per night

WR.20 SICK PAY.**WR.20.4 Amount of Payment (Effective 25th July 2016)**

Industry sick pay to increase to £118.00 per week.

WR.21 BENEFIT SCHEMES. (effective 1st August 2016).

WR.21.1 Death benefit is £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.

With effect from Monday 26th June 2017 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	(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

WR 1.4.2 Apprentice Rates

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

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

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.

Employers' maximum liability £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE.

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

WR.20 SICK PAY.**WR.20.4 Amount of Payment**

Industry sick pay will increase to £122.50 per week.

WR.21 BENEFIT SCHEMES.

WR.21.1 Death benefit is £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.

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 2018.



B. Rye.
Operatives' Secretary



G C Lean.
Employers' Secretary

22nd June 2016.