

Construction Industry Joint Council

22nd August 2012

Resolution and Promulgation Working Rule Agreement

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

With effect from **Monday, 1st October 2012** death benefit [WR.21.1(b)] is to be increased from £23,000 to £25,000. Such benefit to be doubled to £50,000 if death occurs either at work or travelling to or from work.

With effect from **Monday 7th January 2013** the following basic pay rates will apply (WR.1).

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours)
General Operative	(803)	£313.17
Skill Rate 4	(865)	£337.35
3	(916)	£357.24
2	(979)	£381.81
1	(1017)	£396.63
Craft Rate	(1067)	£416.13

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	(444)	£173.16
Year 2	(573)	£223.47
Year 3 without NVQ 2	(671)	£261.69
Year 3 with NVQ 2	(853)	£332.67
Year 3 with NVQ 3	(1067)	£416.13
On completion with NVQ 2	(1067)	£416.13

NATIONAL MINIMUM WAGE

Employers should note that if an apprentice is in the second year of training and aged 21 or over then the national minimum wage for an adult worker must apply.

The national minimum wage for an adult worker is £6.19 per hour from 1 October 2012.

WR.12 STORAGE OF TOOLS.

Employer's maximum liability £600.00

WR.15 SUBSISTENCE ALLOWANCE.

With effect from 2nd July 2012 £33.26 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 with effect from 1st October 2012 to be increased to £25,000 and doubled to £50,000 if death occurs either at work or travelling to or from work. Such benefit to normally be 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 the return from the 2013 Christmas/New Year holiday.