

CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

RESOLUTION AND PROMULGATION

WORKING RULE AGREEMENT

Monday 2nd December 2013

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 6th January 2014** the Subsistence Allowance (WR.15) shall be increased to £35.00 per night. (HMRC approval has been granted for this).

With effect from **Monday 30th June 2014** 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	(827)	322.53
Skill Rate 4	(891)	347.49
3	(943)	367.77
2	(1008)	393.12
1	(1048)	408.72
Craft Rate	(1100)	429.00

WR 1.5.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours) £
Year 1	(457)	£178.23
Year 2	(590)	£230.10
Year 3 without NVQ 2	(691)	£269.49
Year 3 with NVQ 2	(878)	£342.42
Year 3 with NVQ 3	(1100)	£429.00
On completion with NVQ 2	(1100)	£429.00

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

The taxed daily travel allowance will increase by 3% 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 18 month period to March 2014.

New fare & travel allowance scales will be promulgated in May 2014.

WR.12 STORAGE OF TOOLS.

Employers' maximum liability to increase to £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE.

£35.00 per night

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

Industry sick pay to increase to £110.50 per week.

WR.21 BENEFIT SCHEMES.

WR.21.1 Death benefit is £25,000 and doubled to £50,000 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 29th June 2015 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	(852)	332.28
Skill Rate 4	(918)	382.59
3	(972)	379.08
2	(1039)	405.21
1	(1079)	420.81
Craft Rate	(1133)	441.87

WR 1.5.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours.
Year 1	(470)	£183.30
Year 2	(608)	£237.12
Year 3 without NVQ 2	(710)	£296.00
Year 3 with NVQ 2	(904)	£351.12
Year 3 with NVQ 3	(1133)	£441.87
On completion with NVQ 2	(1133)	£441.87

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

The taxed daily travel allowance will increase by 3% 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 2015.

New fare & travel allowance scales will be promulgated in May 2015.

WR.12 STORAGE OF TOOLS.

Employers' maximum liability £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE.

Subject to HMRC approval, the £35.00 per night allowance will be increased by the RPI for the 18 month period to March 2015.

WR.20 SICK PAY.

WR.20.4 Amount of Payment

Industry sick pay £115.00 per week.

WR.21 BENEFIT SCHEMES.

WR.21.1 Death benefit is £25,000 and doubled to £50,000 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 27th June 2016.



S Murphy.
Operatives' Secretary



G C Lean.
Employers' Secretary

2nd December 2013.