

CONSTRUCTION INDUSTRY JOINT COUNCIL
RESOLUTION AND PROMULGATION
WORKING RULE AGREEMENT

May 2015

With effect from **Monday 29th June 2015** the following basic rates of pay and other conditions detailed in this promulgation 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)	358.02
3	(972)	379.08
2	(1039)	405.21
1	(1079)	420.81
Craft Rate	(1133)	441.87

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	(470)	183.30
Year 2	(608)	237.12
Year 3 without NVQ 2	(710)	276.90
Year 3 with NVQ 2	(904)	352.52
Year 3 with NVQ 3	(1133)	441.87
On completion with NVQ 2	(1133)	441.87

APPRENTICES and the NATIONAL MINIMUM WAGE

Employers should note that if an apprentice is in the second or final year of training and aged 21 or over then the National Minimum Wage must apply. This is enforceable by HMRC.

Currently the National Minimum Wage for someone aged 21 or over is £6.50 per hour.

From 1st October 2015 the National Minimum Wage for someone aged 21 or over will increase to £6.70 per hour.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
15	1.04	4.32
16	1.16	4.58
17	1.27	4.83
18	1.38	5.09
19	1.51	5.35
20	1.62	5.61
21	1.74	5.86
22	1.85	6.12
23	1.98	6.38
24	2.09	6.64
25	2.20	6.90
26	2.31	7.06
27	2.43	7.23
28	2.55	7.40
29	2.67	7.57
30	2.78	7.73
31	2.89	7.90
32	3.01	8.07
33	3.13	8.24
34	3.25	8.40
35	3.36	8.57
36	3.47	8.74
37	3.58	8.91
38	3.71	9.07
39	3.82	9.24
40	3.94	9.41
41	4.05	9.58
42	4.16	9.74

Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
43	4.29	9.91
44	4.40	10.08
45	4.52	10.25
46	4.63	10.41
47	4.76	10.58
48	4.87	10.75
49	4.98	10.92
50	5.09	11.08
51	5.21	11.25
52	5.33	11.42
53	5.45	11.59
54	5.56	11.75
55	5.67	11.92
56	5.79	12.09
57	5.91	12.26
58	6.03	12.43
59	6.14	12.59
60	6.25	12.76
61	6.36	12.93
62	6.49	13.10
63	6.60	13.26
64	6.72	13.43
65	6.83	13.60
66	6.94	13.77
67	7.07	13.93
68	7.18	14.10
69	7.30	14.27
70	7.41	14.44
71	7.54	14.60
72	7.65	14.77
73	7.76	14.94
74	7.87	15.11
75	7.99	15.27

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 £750.00

WR.15 SUBSISTENCE ALLOWANCE.

£35.32 per night

WR.20 SICK PAY

WR.20.4 Amount of Payment

Industry sick pay £115.00 per week.



G C LEAN
Employers' Secretary



B Rye
Acting Operatives' Secretary

May 2015