

**Construction Industry Joint Council (CIJC)
Working Rule Agreement (WRA)
Revised 1st May 2013**

Employers and Unions have agreed a revised Working Rule Agreement effective from 1st May 2013 and outlined below are the main changes:-

Copies of the new agreement may be obtained either through your Trade Association/Union or direct from Construction Industry Publications (CIP) 0870 078 4400.

WR.13 HIGHWAYS MAINTENANCE

This is a new rule specifically designed to give guidance to employers and unions when dealing with the many varied employment arrangements for Highways Maintenance Workers. Additionally Schedule 1 has been expanded to incorporate a specific section for Highways Maintenance Workers.

WR.17 GUARANTEED MINIMUM WEEKLY EARNINGS

This has been amended to make it clear that guaranteed minimum weekly earnings are based on normal contractual working hours and guaranteed minimum hourly rate of pay as defined in WR.1.

WR.17.4 Temporary Lay-off.

The Joint Secretaries' Guidance on page 49 has been amended to make it clear that the operative is entitled to normal payment for the day of notification of lay-off.

WR.18 ANNUAL HOLIDAYS

The following paragraphs have been added:-

This is an absolute entitlement that cannot be replaced by rolling it up into basic pay, bonus or any other allowance which would result in the operative not receiving their full holiday pay when taking annual leave.

The entitlement to statutory paid holidays continues to accrue during the entire period of employment, notwithstanding that the operative may be absent due to sickness, paternity/maternity leave etc.

WR.20.4 Amount and Duration of Payment

The rule dealing with entitlement to Industry Sick Pay has been re-worded as below to make it clearer. The entitlement has not changed.

- (d) *After 15 continuous weeks employment the operative shall be entitled to a total of seven weeks' Industry Sick Pay (ISP) in addition to SSP (inclusive of any ISP received in the previous 12 months) in respect of absence that starts after these 15 weeks.*
- (e) *After 26 continuous weeks employment the operative shall be entitled to a total of 10 weeks' Industry Sick Pay (ISP) in addition to SSP (inclusive of any ISP received in the previous 12 months) in respect of absence that starts after these 26 weeks.*
- (a) *This entitlement is based on a rolling 12 month period or single period of absence, whichever is the longer.*

WR.20.7 Qualifying Conditions for Payment

To clarify the entitlement the words "subject to the SSP linking provisions" have been added.

- (b) *That the first three Qualifying Days (for which no payment shall be due) have elapsed in each period of absence-subject to the SSP linking provisions.*

WR.21 BENEFIT SCHEMES

This rule has been completely replaced with a new rule that gives full details of all of the accident benefit entitlements and arrangements under the new Government “auto-enrolment” pension scheme.

WR.25 TRADE UNIONS

The following new rule has been included:-

25.10 Blacklisting

The CIJC does not condone any form of blacklisting of any worker.

WR.29 LENGTH OF NIGHT WORK WR6-10 & 13

This is a new rule which allows “A typical” workers such as the newly described Highways Maintenance Workers, Night Workers Etc. to utilise Regulation 23(a) of the Working Time Regulations 1998 for the Collective Agreement to facilitate working arrangements beyond 8 hours per night and making it clear that no worker can be compelled to work beyond 8 hours.

The old **WR.29 SUPPLEMENTARY AGREEMENTS** becomes **WR.30** & the old **WR.30 DURATION OF AGREEMENT** becomes **WR.31**

SCHEDULE I

The following amendments have been made:-

Tower Cranes

Over 20 Tonnes max. lifting capacity at min. radius; driver of Craft (was 1)

RAIL

Plate Layer (not labourer in a gang) 3 (re-instated)

HIGHWAYS MAINTENANCE – (Complete new section)

Lead safety fence installer. Craft

Holder of appropriate qualification in vehicle restraint systems.
Team leader, erector, installer and maintenance of vehicle safety fencing.

Safety fence installer. 3

Holder of appropriate qualification in vehicle restraint systems.
Erector, installer and maintenance of vehicle safety fencing.

Traffic management operative. 3

Installing, maintaining and removal of traffic management systems.

Trainee traffic management operative. 4

Assist in Installing, maintaining and removal of traffic management systems.

Lead traffic management operative (TMF equivalent). Craft

Holder of appropriate qualification in installation, maintenance and removal of traffic management systems.

Highways Maintenance operative. 3

Undertake routine and cyclical maintenance duties and secondary response. To include, lighting, structures and other general highways duties.

Highways Incident Response Operative. 2

Holder of appropriate qualification in incident response.
Routine and cyclical maintenance and incident response.