



# Employment Briefing

Construction Confederation

May 2008

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## Construction Industry Joint Council Working Rule Agreement

With effect from Monday 30 June 2008 the following basic rates of pay, allowances and additional payments will apply:

### WR.1 Entitlement to basic and additional rates of pay

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
General Operative	775	302.25
Skill Rate 4	835	325.65
3	885	345.15
2	946	368.94
1	982	382.98
Craft Rate	1030	401.70

*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.1.2.2 Additional payment for skilled work

These rates have been deleted with effect from the 26 June 2006.

### WR.1.5.2 Apprentice pay rates

Stage of training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
Year 1	429	167.31
Year 2	554	216.06
Year 3 without NVQ2	648	252.72
Year 3 with NVQ2	824	321.36
Year 3 at with NVQ3	1030	401.70
On completion of apprenticeship with NVQ2	1030	401.70

### National Minimum Wage

*Employers should note that if an apprentice is in the second year of training and aged 22 or over then the national minimum wage must apply. Currently the national minimum wage for an adult worker is £5.52 per hour and from 1 October 2008 is £5.73 per hour.*

**WR.5 Daily Fare and Travel Allowances**

Distance in kilometers	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
15	0.98	3.60
16	1.09	3.82
17	1.20	4.03
18	1.30	4.25
19	1.42	4.46
20	1.53	4.68
21	1.64	4.89
22	1.74	5.11
23	1.86	5.32
24	1.97	5.54
25	2.07	5.75
26	2.18	5.89
27	2.29	6.03
28	2.41	6.17
29	2.51	6.31
30	2.62	6.45
31	2.73	6.59
32	2.83	6.73
33	2.95	6.87
34	3.06	7.01
35	3.17	7.15
36	3.27	7.29
37	3.38	7.43
38	3.50	7.57
39	3.60	7.71
40	3.71	7.85
41	3.82	7.99
42	3.92	8.13
43	4.04	8.27
44	4.15	8.41
45	4.26	8.55

Distance in kilometers	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
46	4.36	8.69
47	4.48	8.83
48	4.59	8.97
49	4.70	9.11
50	4.80	9.25
51	4.91	9.39
52	5.03	9.53
53	5.13	9.67
54	5.24	9.81
55	5.35	9.95
56	5.45	10.09
57	5.57	10.23
58	5.68	10.37
59	5.79	10.51
60	5.89	10.65
61	6.00	10.79
62	6.12	10.93
63	6.22	11.07
64	6.33	11.21
65	6.44	11.35
66	6.54	11.48
67	6.66	11.62
68	6.77	11.76
69	6.88	11.90
70	6.98	12.04
71	7.10	12.18
72	7.21	12.32
73	7.32	12.46
74	7.42	12.60
75	7.53	12.74

**WR.12 Storage of Tools**

Employer's maximum liability shall be £600.00

**WR.13 Loss of Clothing**

This rule has been deleted with effect from 26 June 2006.

**WR.15 Subsistence Allowance**

Subsistence allowance will be £29.17 per night

**WR.20 Sick Pay****WR.20.4 Amount of Payment**

Industry sick pay will be £107.16 per week

**WR.21 Benefit Schemes**

**WR.21 (a)** Death benefit £23,000

**WR.21.3 Easybuild Pension Contributions**

The minimum employer contribution shall be £5.00 per week. Where the operative contributes between £5.01 and £10.00 per week the employer shall increase the minimum contribution to match that of the operative, up to a maximum of £10.00 per week. For new entrants to the industry and re-entrants (job changers) who decline to make a minimum personal contribution of £5.00 per week then the employer will also make no contribution.

**SCHEDULE 2**

Extra Rate:	(pence per hour)	Weekly Rates based on 39 hours £
A	17	6.63
B	28	10.92
C	37	14.43
D	42	16.38
E	64	24.96