

Construction Industry Joint Council (CIJC)

June 2011

Resolution and Promulgation Working Rule Agreement

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

With effect from **Monday, 5th September 2011** the following basic rates of pay will apply:

With effect from **Monday 27th June 2011** the following revised Fare and Subsistence 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	(787)	306.93
Skill Rate 4	(848)	330.72
3	(898)	350.22
2	(960)	374.40
1	(997)	388.83
Craft Rate	(1046)	407.94

Stage of Training	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours) £
Year 1	(435)	169.65
Year 2	(562)	219.18
Year 3 without NVQ 2	(658)	256.62
Year 3 with NVQ2	(836)	326.04
Year 3 with NVQ 3	(1046)	407.94
On completion with NVQ 2	(1046)	407.94

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.5 Daily fare and travel allowances

Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)	Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)	Distance in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not Taxed)
15	£0.98	£3.96	36	£3.27	£8.02	57	£5.57	£11.24
16	£1.09	£4.20	37	£3.38	£8.17	58	£5.68	£11.40
17	£1.20	£4.43	38	£3.50	£8.32	59	£5.79	£11.55
18	£1.30	£4.67	39	£3.60	£8.48	60	£5.89	£11.70
19	£1.42	£4.91	40	£3.71	£8.63	59	£5.79	£11.55
20	£1.53	£5.14	41	£3.82	£8.78	60	£5.89	£11.70
21	£1.64	£5.38	42	£3.92	£8.94	61	£6.00	£11.86
22	£1.74	£5.62	43	£4.04	£9.09	62	£6.12	£12.01
23	£1.86	£5.85	44	£4.15	£9.24	63	£6.22	£12.16
24	£1.97	£6.09	45	£4.26	£9.40	64	£6.33	£12.32
25	£2.07	£6.32	46	£4.36	£9.55	65	£6.44	£12.47
26	£2.18	£6.48	47	£4.48	£9.71	66	£6.54	£12.63
27	£2.29	£6.63	48	£4.59	£9.86	67	£6.66	£12.78
28	£2.41	£6.79	49	£4.70	£10.01	68	£6.77	£12.93
29	£2.51	£6.94	50	£4.80	£10.17	69	£6.88	£13.09
30	£2.62	£7.09	51	£4.91	£10.32	70	£6.98	£13.24
31	£2.73	£7.25	52	£5.03	£10.47	71	£7.10	£13.39
32	£2.83	£7.40	53	£5.13	£10.63	72	£7.21	£13.55
33	£2.95	£7.55	54	£5.24	£10.78	73	£7.32	£13.70
34	£3.06	£7.71	55	£5.35	£10.94	74	£7.42	£13.86
35	£3.17	£7.86	56	£5.45	£11.09	75	£7.53	£14.01

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 £600.00

WR.15 Subsistence allowance

£32.10 per night

WR.13 Loss of clothing

WR.13 was deleted with effect from 26th June 2006

WR.20 Sick Pay

Industry sick pay £107.16 per week

WR.21 Benefit Schemes

WR.21.1 Death benefit £23,000. From October 2010, this entitlement has been improved removing a qualifying period of service and the requirement for beneficiaries to prove dependency. Accident provisions have been improved with the inclusion of permanent loss of hearing as a claimable entitlement. These benefits are provided through the B&CE Group.

WR.21.2 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. From 30 June 2008, employers are not required to make an EasyBuild pension contribution for operatives who are either new to the industry or change jobs within the industry and decline to make a personal EasyBuild pension contribution of at least £5.00 per week.