

CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

RESOLUTION AND PROMULGATION

WORKING RULE AGREEMENT

Friday 24th May 2019

With effect from **Monday 24th June 2019** 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	(953)	371.67
Skill Rate 4	(1027)	400.53
3	(1087)	423.93
2	(1162)	453.18
1	(1206)	470.34
Craft Rate	(1267)	494.13

WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours.
Year 1	(570)	£222.30
Year 2	(680)	£265.20
Year 3 without NVQ 2	(793)	£309.27
Year 3 with NVQ 2	(1015)	£395.85
Year 3 with NVQ 3	(1267)	£494.13
On completion with NVQ 2	(1267)	£494.13

APPRENTICES and the NATIONAL MINIMUM & LIVING WAGE

Employers should note that if an apprentice is in the second or final year of training and aged between 21 and 24 then the National Minimum Wage must apply. For apprentices aged 25 and over and in the second or final year of training the National Living Wage must apply. These are enforceable by HMRC.

Currently the National Minimum Wage for someone aged 21 to 24 is £7.70 per hour and the National Living Wage for someone aged 25 and over is currently £8.21 per hour. These will increase from 1st April 2020.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

Miles	Travel (Taxed)	Fare (Not Taxed)
9	1.10	4.67
10	1.30	5.05
11	1.51	5.44
12	1.72	5.82
13	1.93	6.20
14	2.13	6.59
15	2.33	6.97
16	2.54	7.34
17	2.74	7.72
18	2.94	8.10
19	3.16	8.48
20	3.36	8.81
21	3.57	9.14
22	3.77	9.46
23	3.97	9.79
24	4.18	10.12
25	4.39	10.44
26	4.60	10.77
27	4.80	11.09
28	5.00	11.42
29	5.21	11.74
30	5.41	12.05
31	5.61	12.35
32	5.83	12.66
33	6.03	12.97
34	6.24	13.25
35	6.44	13.57
36	6.64	13.88
37	6.85	14.18

38	7.05	14.48
39	7.27	14.79
40	7.47	15.10
41	7.67	15.40
42	7.88	15.70
43	8.08	16.01
44	8.28	16.32
45	8.49	16.61
46	8.70	16.92
47	8.91	17.23
48	9.11	17.53
49	9.31	17.83
50	9.52	18.14

WR.12 STORAGE OF TOOLS.

Employers' maximum liability £750.00 pa.

WR.15 SUBSISTENCE ALLOWANCE.

£40.76 per night.

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

Industry sick pay, which is in addition to SSP, £135 per week.

WR.21 BENEFIT SCHEMES.

WR.21.1 Death benefit will be £40,000 and doubled to £80,000 if death occurs either at work or travelling to or from work. Such benefit is normally provided through the B&CE Group.

All of the above elements were agreed as part of the 2018 pay and conditions negotiations.