

**CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)**

**RESOLUTION AND PROMULGATION**

**WORKING RULE AGREEMENT**

The original Promulgation was issued on 24<sup>th</sup> May 2019. However, the Fare & Travel scales had been incorrectly calculate and this Promulgation supersedes it with the correct figures. No adjustment should be made to operatives who have already been paid under the old scales but the new, correct, scales contained in this Promulgation should be applied at the earliest opportunity.

With effect from Monday 24<sup>th</sup> June 2019 the following basic pay rates and allowances will apply.

**WR.1 ENTITLEMENT TO BASIC RATES OF PAY**

<b>Classification</b>	<b>Basic Pay (pence per hour)</b>	<b>Weekly Rates (based on 39 hours) £</b>
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**

<b>Stage of Training</b>	<b>Basic Pay (pence per hour)</b>	<b>Weekly Rates based on 39 hours. £</b>
Year 1	(570)	£222.30

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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 1<sup>st</sup> April 2020.

**WR.5 DAILY FARE AND TRAVEL ALLOWANCES.**

<b>Miles</b>	<b>Travel (Taxed)</b>	<b>Fare (Not Taxed)</b>
<b>9</b>	<b>1.11</b>	<b>4.63</b>
<b>10</b>	<b>1.32</b>	<b>5.00</b>
<b>11</b>	<b>1.52</b>	<b>5.39</b>
<b>12</b>	<b>1.74</b>	<b>5.77</b>
<b>13</b>	<b>1.94</b>	<b>6.14</b>
<b>14</b>	<b>2.15</b>	<b>6.52</b>
<b>15</b>	<b>2.36</b>	<b>6.90</b>
<b>16</b>	<b>2.56</b>	<b>7.27</b>
<b>17</b>	<b>2.77</b>	<b>7.64</b>
<b>18</b>	<b>2.97</b>	<b>8.02</b>
<b>19</b>	<b>3.19</b>	<b>8.40</b>
<b>20</b>	<b>3.40</b>	<b>8.72</b>
<b>21</b>	<b>3.60</b>	<b>9.05</b>
<b>22</b>	<b>3.81</b>	<b>9.36</b>
<b>23</b>	<b>4.01</b>	<b>9.69</b>
<b>24</b>	<b>4.22</b>	<b>10.02</b>
<b>25</b>	<b>4.43</b>	<b>10.34</b>
<b>26</b>	<b>4.64</b>	<b>10.67</b>
<b>27</b>	<b>4.85</b>	<b>10.98</b>
<b>28</b>	<b>5.05</b>	<b>11.31</b>
<b>29</b>	<b>5.26</b>	<b>11.63</b>
<b>30</b>	<b>5.46</b>	<b>11.93</b>
<b>31</b>	<b>5.67</b>	<b>12.23</b>
<b>32</b>	<b>5.89</b>	<b>12.53</b>
<b>33</b>	<b>6.09</b>	<b>12.84</b>

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<b>34</b>	<b>6.30</b>	<b>13.12</b>
<b>35</b>	<b>6.50</b>	<b>13.44</b>
<b>36</b>	<b>6.71</b>	<b>13.75</b>
<b>37</b>	<b>6.91</b>	<b>14.04</b>
<b>38</b>	<b>7.12</b>	<b>14.34</b>
<b>39</b>	<b>7.34</b>	<b>14.64</b>
<b>40</b>	<b>7.54</b>	<b>14.95</b>
<b>41</b>	<b>7.75</b>	<b>15.25</b>
<b>42</b>	<b>7.95</b>	<b>15.55</b>
<b>43</b>	<b>8.16</b>	<b>15.86</b>
<b>44</b>	<b>8.37</b>	<b>16.16</b>
<b>45</b>	<b>8.57</b>	<b>16.45</b>
<b>46</b>	<b>8.79</b>	<b>16.75</b>
<b>47</b>	<b>8.99</b>	<b>17.06</b>
<b>48</b>	<b>9.20</b>	<b>17.36</b>
<b>49</b>	<b>9.41</b>	<b>17.66</b>
<b>50</b>	<b>9.61</b>	<b>17.96</b>

**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.*