



**CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)**

**RESOLUTION AND PROMULGATION**

**WORKING RULE AGREEMENT**

With effect from **Monday 28<sup>th</sup> June 2021** 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	(977)	381.03
Skill Rate 4	(1053)	410.67
3	(1114)	434.46
2	(1191)	464.49
1	(1236)	482.04
Craft Rate	(1299)	506.61

**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	(584)	£227.76
Year 2	(697)	£271.83
Year 3 without NVQ 2	(813)	£317.07
Year 3 with NVQ 2	(1040)	£405.60
Year 3 with NVQ 3	(1299)	£506.61
On completion with NVQ 2	(1299)	£506.61

## **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 22 then the National Minimum Wage must apply. For apprentices aged 23 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 22 is £8.36 per hour and the National Living Wage for someone aged 23 and over is currently £8.91 per hour. These were established in 1<sup>st</sup> April 2021.

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

<b>Miles</b>	<b>Travel (Taxed)</b>	<b>Fare (Not Taxed)</b>
<b>9</b>	<b>1.14</b>	<b>4.73</b>
<b>10</b>	<b>1.35</b>	<b>5.11</b>
<b>11</b>	<b>1.56</b>	<b>5.51</b>
<b>12</b>	<b>1.78</b>	<b>5.90</b>
<b>13</b>	<b>1.99</b>	<b>6.28</b>
<b>14</b>	<b>2.20</b>	<b>6.67</b>
<b>15</b>	<b>2.42</b>	<b>7.05</b>
<b>16</b>	<b>2.63</b>	<b>7.43</b>
<b>17</b>	<b>2.84</b>	<b>7.81</b>
<b>18</b>	<b>3.05</b>	<b>8.20</b>
<b>19</b>	<b>3.27</b>	<b>8.58</b>
<b>20</b>	<b>3.48</b>	<b>8.92</b>
<b>21</b>	<b>3.69</b>	<b>9.25</b>
<b>22</b>	<b>3.90</b>	<b>9.57</b>
<b>23</b>	<b>4.11</b>	<b>9.90</b>
<b>24</b>	<b>4.32</b>	<b>10.24</b>
<b>25</b>	<b>4.55</b>	<b>10.57</b>
<b>26</b>	<b>4.76</b>	<b>10.90</b>
<b>27</b>	<b>4.97</b>	<b>11.23</b>
<b>28</b>	<b>5.18</b>	<b>11.56</b>
<b>29</b>	<b>5.39</b>	<b>11.88</b>
<b>30</b>	<b>5.60</b>	<b>12.20</b>
<b>31</b>	<b>5.81</b>	<b>12.50</b>
<b>32</b>	<b>6.03</b>	<b>12.81</b>
<b>33</b>	<b>6.24</b>	<b>13.12</b>
<b>34</b>	<b>6.45</b>	<b>13.41</b>
<b>35</b>	<b>6.67</b>	<b>13.74</b>
<b>36</b>	<b>6.88</b>	<b>14.05</b>
<b>37</b>	<b>7.09</b>	<b>14.35</b>
<b>38</b>	<b>7.30</b>	<b>14.65</b>

<b>39</b>	<b>7.52</b>	<b>14.97</b>
<b>40</b>	<b>7.73</b>	<b>15.28</b>
<b>41</b>	<b>7.94</b>	<b>15.59</b>
<b>42</b>	<b>8.15</b>	<b>15.89</b>
<b>43</b>	<b>8.36</b>	<b>16.21</b>
<b>44</b>	<b>8.57</b>	<b>16.52</b>
<b>45</b>	<b>8.79</b>	<b>16.81</b>
<b>46</b>	<b>9.01</b>	<b>17.12</b>
<b>47</b>	<b>9.22</b>	<b>17.44</b>
<b>48</b>	<b>9.43</b>	<b>17.75</b>
<b>49</b>	<b>9.64</b>	<b>18.05</b>
<b>50</b>	<b>9.85</b>	<b>18.36</b>

#### **WR.15 SUBSISTENCE ALLOWANCE.**

£41.66 per night.

#### **WR.20 SICK PAY.**

##### **WR.20.4 Amount of Payment**

Industry sick pay, which is in addition to SSP, £138.38 per week.

#### **JOINT SECRETARIES' NOTE**

##### **Leave in Case of Bereavement**

The opening of the third paragraph of the guidance note is amended as follows –

“As a guide, employers are encouraged to consider payment of basic rate during absence in respect of bereavement in accordance with the following scale. In the event of the death of a spouse/partner or child and where the operative has the responsibility for dealing with the funeral arrangements up to **five** days paid leave may be granted. In the event of the death of a parent or parent of spouse/partner and where the operative has responsibility for funeral arrangements up to **three** days may be granted.”

All other aspects of the text remain as written.

*All of the above elements were agreed as part of the 2021 pay and conditions negotiations.*