

CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

RESOLUTION AND PROMULGATION

WORKING RULE AGREEMENT

With effect from Monday 10<sup>th</sup> July 2023 the following basic minimum pay rates 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	(1125)	438.75
Skill Rate 4	(1172)	457.08
3	(1240)	483.60
2	(1326)	517.14
1	(1376)	536.64
Craft Rate	(1446)	563.94

**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	(650)	253.50
Year 2	(776)	302.64
Year 3 without NVQ 2	(905)	352.95
Year 3 with NVQ 2	(1158)	451.62
Year 3 with NVQ 3	(1446)	563.94
On completion with NVQ 2	(1446)	563.94

## IR.2023.2 Pay

Then with effect from Monday 1<sup>st</sup> January 2024 the following basic minimum pay rates will apply.

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

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours) £
General Operative	(1125)	438.75
Skill Rate 4	(1190)	464.10
3	(1259)	491.01
2	(1346)	524.94
1	(1397)	544.83
Craft Rate	(1468)	572.52

### WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours. £
Year 1	(660)	257.40
Year 2	(788)	307.32
Year 3 without NVQ 2	(919)	358.41
Year 3 with NVQ 2	(1175)	458.25
Year 3 with NVQ 3	(1468)	572.52
On completion with NVQ 2	(1468)	572.52

### 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 21-22 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.

With effect from 1<sup>st</sup> April 2023 the National Minimum Wage for apprentices aged 21 to 22 is £10.18 per hour and the National Living Wage for someone aged 23 and over is £10.42 per hour.

**IR.2023.2 Pay**

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

With effect from the **10<sup>th</sup> July 2023** the daily fare and travel allowances will be as follows -

<b>Miles</b>	<b>Travel (Taxed)</b>	<b>Fare (Not Taxed)</b>
<b>9</b>	<b>1.27</b>	<b>5.57</b>
<b>10</b>	<b>1.51</b>	<b>6.02</b>
<b>11</b>	<b>1.74</b>	<b>6.50</b>
<b>12</b>	<b>1.98</b>	<b>6.95</b>
<b>13</b>	<b>2.22</b>	<b>7.40</b>
<b>14</b>	<b>2.45</b>	<b>7.86</b>
<b>15</b>	<b>2.69</b>	<b>8.30</b>
<b>16</b>	<b>2.93</b>	<b>8.75</b>
<b>17</b>	<b>3.16</b>	<b>9.20</b>
<b>18</b>	<b>3.39</b>	<b>9.66</b>
<b>19</b>	<b>3.64</b>	<b>10.11</b>
<b>20</b>	<b>3.87</b>	<b>10.50</b>
<b>21</b>	<b>4.10</b>	<b>10.90</b>
<b>22</b>	<b>4.35</b>	<b>11.27</b>
<b>23</b>	<b>4.58</b>	<b>11.66</b>
<b>24</b>	<b>4.81</b>	<b>12.07</b>
<b>25</b>	<b>5.07</b>	<b>12.45</b>
<b>26</b>	<b>5.30</b>	<b>12.84</b>
<b>27</b>	<b>5.53</b>	<b>13.22</b>
<b>28</b>	<b>5.77</b>	<b>13.62</b>
<b>29</b>	<b>6.00</b>	<b>13.99</b>
<b>30</b>	<b>6.23</b>	<b>14.37</b>
<b>31</b>	<b>6.47</b>	<b>14.73</b>
<b>32</b>	<b>6.71</b>	<b>15.09</b>
<b>33</b>	<b>6.94</b>	<b>15.46</b>
<b>34</b>	<b>7.18</b>	<b>15.80</b>
<b>35</b>	<b>7.42</b>	<b>16.18</b>
<b>36</b>	<b>7.65</b>	<b>16.55</b>
<b>37</b>	<b>7.89</b>	<b>16.90</b>
<b>38</b>	<b>8.13</b>	<b>17.26</b>
<b>39</b>	<b>8.37</b>	<b>17.64</b>
<b>40</b>	<b>8.61</b>	<b>18.00</b>

**IR.2023.2 Pay**

<b>41</b>	<b>8.84</b>	<b>18.36</b>
<b>42</b>	<b>9.07</b>	<b>18.72</b>
<b>43</b>	<b>9.31</b>	<b>19.09</b>
<b>44</b>	<b>9.54</b>	<b>19.47</b>
<b>45</b>	<b>9.78</b>	<b>19.81</b>
<b>46</b>	<b>10.03</b>	<b>20.17</b>
<b>47</b>	<b>10.26</b>	<b>20.54</b>
<b>48</b>	<b>10.49</b>	<b>20.91</b>
<b>49</b>	<b>10.73</b>	<b>21.26</b>
<b>50</b>	<b>10.96</b>	<b>21.63</b>

With effect from the **1<sup>st</sup> January 2024** the daily fare and travel allowances will be as follows -

<b>Miles</b>	<b>Travel (Taxed)</b>	<b>Fare (Not Taxed)</b>
<b>9</b>	<b>1.29</b>	<b>5.57</b>
<b>10</b>	<b>1.53</b>	<b>6.02</b>
<b>11</b>	<b>1.76</b>	<b>6.50</b>
<b>12</b>	<b>2.01</b>	<b>6.95</b>
<b>13</b>	<b>2.25</b>	<b>7.40</b>
<b>14</b>	<b>2.49</b>	<b>7.86</b>
<b>15</b>	<b>2.73</b>	<b>8.30</b>
<b>16</b>	<b>2.97</b>	<b>8.75</b>
<b>17</b>	<b>3.21</b>	<b>9.20</b>
<b>18</b>	<b>3.44</b>	<b>9.66</b>
<b>19</b>	<b>3.69</b>	<b>10.11</b>
<b>20</b>	<b>3.93</b>	<b>10.50</b>
<b>21</b>	<b>4.16</b>	<b>10.90</b>
<b>22</b>	<b>4.41</b>	<b>11.27</b>
<b>23</b>	<b>4.65</b>	<b>11.66</b>
<b>24</b>	<b>4.88</b>	<b>12.07</b>
<b>25</b>	<b>5.14</b>	<b>12.45</b>
<b>26</b>	<b>5.38</b>	<b>12.84</b>
<b>27</b>	<b>5.62</b>	<b>13.22</b>
<b>28</b>	<b>5.85</b>	<b>13.62</b>
<b>29</b>	<b>6.09</b>	<b>13.99</b>
<b>30</b>	<b>6.33</b>	<b>14.37</b>
<b>31</b>	<b>6.56</b>	<b>14.73</b>

### IR.2023.2 Pay

32	6.81	15.09
33	7.05	15.46
34	7.28	15.80
35	7.53	16.18
36	7.77	16.55
37	8.00	16.90
38	8.25	17.26
39	8.50	17.64
40	8.73	18.00
41	8.97	18.36
42	9.21	18.72
43	9.45	19.09
44	9.68	19.47
45	9.93	19.81
46	10.18	20.17
47	10.41	20.54
48	10.65	20.91
49	10.89	21.26
50	11.12	21.63

### WR.15 SUBSISTENCE ALLOWANCE.

With effect from the 10<sup>th</sup> July 2023 the subsistence payment will be £49.08 per night

### WR.20 SICK PAY.

#### WR.20.4 Amount of Payment

With effect from the 10<sup>th</sup> July 2023 the Industry sick pay, which is in addition to SSP, will be £154.02 per week.

With effect from the 1<sup>st</sup> January 2024 the Industry sick pay, which is in addition to SSP, will be £156.33 per week.



J SWAIN  
Operatives' Secretary



S SMITH  
Employers' Secretary