CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

RESOLUTION AND PROMULGATION

WORKING RULE AGREEMENT

With effect from Monday 20th July 2026 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	(1318)	514.02
Skill Rate 4	(1330)	518.70
3	(1407)	548.73
2	(1504)	586.56
1	(1561)	608.79
Craft Rate	(1640)	639.60

WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours. £
Year 1	(829)	323.31
Year 2	(880)	343.20
Year 3 without NVQ 2	(1027)	400.53
Year 3 with NVQ 2	(1313)	512.07
Year 3 with NVQ 3	(1640)	639.60
On completion with NVQ 2	(1640)	639.60

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 19 and 20 then the National Minimum Wage must apply. For apprentices aged 21 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 1st April 2026 the National Minimum Wage for apprentices aged 19 to 20 is £10.85 per hour and the National Living Wage for someone aged 21 and over is £12.71 per hour.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES.

With effect from Monday **20th July 2026** the daily fare and travel allowances will be as follows -

Miles	Travel (Taxed)	Fare (Not Taxed)
9	**1.44**	**6.09**
10	**1.71**	**6.58**
11	**1.97**	**7.11**
12	**2.25**	**7.60**
13	**2.52**	**8.10**
14	**2.78**	**8.59**
15	**3.05**	**9.08**
16	**3.32**	**9.57**
17	**3.58**	**10.06**
18	**3.83**	**10.57**
19	**4.12**	**11.05**
20	**4.39**	**11.49**
21	**4.65**	**11.92**
22	**4.93**	**12.32**
23	**5.20**	**12.75**
24	**5.45**	**13.20**

25	**5.74**	**13.61**
26	**6.01**	**14.04**
27	**6.28**	**14.45**
28	**6.54**	**14.91**
29	**6.80**	**15.31**
30	**7.07**	**15.72**
31	**7.32**	**16.11**
32	**7.61**	**16.50**
33	**7.88**	**16.89**
34	**8.13**	**17.28**
35	**8.41**	**17.70**
36	**8.68**	**18.10**
37	**8.94**	**18.48**
38	**9.22**	**18.87**
39	**9.49**	**19.29**
40	**9.75**	**19.69**
41	**10.02**	**20.08**
42	**10.29**	**20.47**
43	**10.56**	**20.88**
44	**10.82**	**21.29**
45	**11.10**	**21.66**
46	**11.38**	**22.05**
47	**11.63**	**22.47**
48	**11.90**	**22.87**
49	**12.16**	**23.25**
50	**12.42**	**23.66**

WR.15 SUBSISTENCE ALLOWANCE.

With effect from Monday 20th July 2026 the subsistence payment will be £53.69 per night

WR.20 SICK PAY.

WR.20.4 Amount of Payment

With effect from Monday 20th July 2026 the Industry sick pay, which is in addition to SSP, will be £174.66 per week.

WR.18 ANNUAL HOLIDAY

With effect from the 1st January 2027 the annual holiday entitlement will be increased to 23.5 days holiday (an addition of 4 hours).

With effect from the 1st January 2028 an additional 4 hours will be added to the annual holiday entitlement. This increases the entitlement to 24 days plus 8 bank holidays.

We know that some sites find the management of an additional half day holiday problematic. If this is an issue, then a payment for four hours can be made in lieu of the additional four hours holiday in 2027 only.

J POULTER
Operatives' Secretary

S SMITH
Employers' Secretary

June 2026