

There has been no increase in basic pay rates since the last Working Rule Agreement (WRA) expired on 30 June 2009 so the 2008/09 rates will continue to apply until further notice. Fare and subsistence allowances increased from Monday 28 June 2010 but travel allowance remains unchanged.

The parties to the Construction Joint Industry Council (CIJC) have agreed that from **Monday 28 June 2010**, the following will apply:

WR.1 ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
General Operative	(775)	302.25
Skill Rate 4	(835)	325.65
3	(885)	345.15
2	(946)	368.94
1	(982)	382.98
Craft Rate	(1030)	401.70

These rates are agreed and promulgated on the basis that any increase shall not be reduced by an adjustment in existing contractual bonus schemes.

WR.1.5.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
Year 1	(429)	167.31
Year 2	(554)	216.06
Year 3 without NVQ 2	(648)	252.72
Year 3 with NVQ 2	(824)	321.36
Year 3 with NVQ 3	(1030)	401.70
On completion with NVQ 2	(1030)	401.70

Employers should note that the National Minimum Wage must apply for an apprentice in the second year of training and aged 22 or over. The current national minimum wage for an adult worker is £5.52 per hour and will increase to £5.73 per hour from 1 October 2008.

SCHEDULE 2

Extra Rate	(pence per hour)	Weekly Rates based on 39 hours (£)
A	(17)	6.63
B	(28)	10.92
C	(37)	14.43
D	(42)	16.38
E	(64)	24.96

WR.5 DAILY FARE AND TRAVEL ALLOWANCES – See overleaf.

WR.12 STORAGE OF TOOLS – Employer's maximum liability shall be £600.00.

WR.15 SUBSISTENCE ALLOWANCE – £30.47 per night.

WR.20 SICK PAY – Industry sick pay will be £107.16 per week.

WR.21 BENEFIT SCHEMES

WR.21.1(a) Death benefit £23,000. From October 2010, this entitlement will become fully insured removing the requirement for beneficiaries to prove dependency. Accident provisions will be improved with the inclusion of permanent loss of hearing as a claimable entitlement.

WR.21.3 EasyBuild pension contributions. The minimum employer contribution shall be £5.00 per week. Where the operative contributes between £5.01 and £10.00 per week, the employer shall increase the minimum contribution to match that of the operative up to a maximum of £10.00 per week. After 30 June 2008, employers are not required to make an EasyBuild pension contribution for operatives who are either new entrants to the industry or who change jobs within the industry **and** decline to make an EasyBuild pension contribution of at least £5.00 per week.

DAILY FARE AND TRAVEL ALLOWANCES

Distance one way in	Travelling Allowance	Fare Allowance (Not taxed)
15	0.98	3.76
16	1.09	3.99
17	1.20	4.21
18	1.30	4.43
19	1.42	4.66
20	1.53	4.88
21	1.64	5.11
22	1.74	5.33
23	1.86	5.56
24	1.97	5.78
25	2.07	6.01
26	2.18	6.15
27	2.29	6.30
28	2.41	6.44
29	2.51	6.59
30	2.62	6.74
31	2.73	6.88
32	2.83	7.03
33	2.95	7.17
34	3.06	7.32
35	3.17	7.47
36	3.27	7.61
37	3.38	7.76
38	3.50	7.90
39	3.60	8.05
40	3.71	8.20
41	3.82	8.34
42	3.92	8.49
43	4.04	8.63
44	4.15	8.78
45	4.26	8.93
46	4.36	9.07
47	4.48	9.22
48	4.59	9.36
49	4.70	9.51
50	4.80	9.66
51	4.91	9.80
52	5.03	9.95
53	5.13	10.09
54	5.24	10.24
55	5.35	10.38
56	5.45	10.53
57	5.57	10.68
58	5.68	10.82
59	5.79	10.97
60	5.89	11.11
61	6.00	11.26
62	6.12	11.41
63	6.22	11.55
64	6.33	11.70
65	6.44	11.84
66	6.54	11.99
67	6.66	12.14
68	6.77	12.28
69	6.88	12.43
70	6.98	12.57
71	7.10	12.72
72	7.21	12.87
73	7.32	13.01
74	7.42	13.16
75	7.53	13.30

Having due regard for health and safety, an operative may be required to travel distances beyond the published scale, in which case payment for each additional kilometre should be made based on the difference between the rate for the 74th and 75th kilometre.