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SJIB Circular 04/2023
3 July 2023

To all SJIB and SELECT Members

Dear Member,

**SJIB NATIONAL WORKING RULES
PROMULGATION**

SELECT and UNITE the Union have concluded a two-year deal for the SJIB National Working Rules. The following hourly rates and amended conditions of employment have been agreed by the SJIB National Board by e-ballot and will be ratified at the next National Board meeting on Wednesday 4 October 2023.

The new rates will apply with effect from Monday 1 January 2024, with further enhancements to both rates and some terms of employment taking effect on Monday 6 January 2025.

Yours faithfully,

Fiona Harper
The Secretary

Derek Thomson
For UNITE the Union

Alick Smith
For SELECT

**SJIB NATIONAL WORKING RULES
WAGES AND CONDITIONS FOR 2024 & 2025
PROMULGATION NOTICE**

1. Two-Year Agreement

A two-year agreement has been reached with implementation dates on:

Year 1	1 January 2024
Year 2	6 January 2025

2. Wages - SJIB National Working Rules – Section B, Rule 1.2

The rates of pay are to be increased by the following percentages:

Monday 1 January 2024	7%
Monday 6 January 2025	5%

The Approved Electrician rate will be: -

	2024	2025
	+7%	+5%
Travel	19.41 (+£1.27/hour)	20.38 (+97p/hour)
Shop	17.05 (+£1.12/hour)	17.90 (+85p/hour)

3. Lodging Allowance – SJIB National Working Rules – Section B, Rule B31 and Appendix B1

Lodging Allowance increases are based upon a formula which tracks the movement in the catering element of the Consumer Price Index and are subject to approval by HMRC. The rates effective from **Monday 1 January 2024** will be advised separately later this year.

4. Weekly Sick Pay in addition to SSP for Operatives and Adult Trainees – SJIB National Working Rules – Section E, Rule E5.1 and Appendix B1

With effect from **Monday 1 January 2024**, weekly sick pay in addition to SSP will increase as follows:

	Technician (£)	Approved Electrician (£)	Electrician (£)	Labourer & Adult Trainee (£)
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	210.00	200.00	190.00	180.00
Weeks 25 to 52	105.00	100.00	95.00	90.00

In addition, with effect from **Monday 6 January 2025**, after eight weeks of continuous sickness absence, payment of waiting days 8-14 (i.e., the second week of the sickness absence claim) will be made retrospectively. There will be no payment for days 1-7 (i.e., the first week).

5. Death Benefit – SJIB National Working Rules – Section E, Rule E5.2 and Appendix B1

With effect from **Monday 6 January 2025**, the Death Benefit for Operatives and Adult Trainees will increase to £40,000.

6. Approved Electrician Responsibility Money – SJIB National Working Rules – Section B, Rule B 23 and Appendix B1

With effect from **Monday 6 January 2025**, Responsibility Money for Approved Electricians will be from 50p to £2.

7. In addition to the wages and conditions agreement outlined above, the Employers and the Union have agreed to:

- review the level of remuneration payable to electrical installation apprentices and the position of electrical contracting wage levels.
- include wording in the handbooks to outline the current statutory pension arrangement and to amend the current wording in Section 4, clause 6 of the JIB Handbook to reflect a broader range of training courses.

This agreement is a complete package and is indivisible and is in full and final settlement of all wages and conditions claims over the period Monday 1 January 2024 to Sunday 4 January 2026 inclusive.

SJIB Wages and Conditions for 2024 & 2025

SJIB National Wage Rates - 2024 to 2025

	Effective 01/01/2024 7.0%				Effective 06/01/2025 5.0%			
	Shop	Inc.	Travel	Inc.	Shop	Inc.	Travel	Inc.
Technician	£19.46	£1.27	£21.87	£1.43	£20.43	£0.97	£22.96	£1.09
Approved Electrician	£17.05	£1.12	£19.41	£1.27	£17.90	£0.85	£20.38	£0.97
Electrician	£15.53	£1.02	£17.90	£1.17	£16.31	£0.78	£18.80	£0.86
Labourer	£11.99	£0.78	£14.37	£0.94	£12.59	£0.60	£15.09	£0.72
Adult Trainee Stage 1	£11.99	£0.78	£14.37	£0.94	£12.59	£0.60	£15.09	£0.72
Adult Trainee Stage 2	£13.20	£0.87	£15.22	£1.00	£13.86	£0.66	£15.98	£0.76
Adult Trainee Stage 3	£14.75	£0.97	£17.01	£1.12	£15.49	£0.74	£17.86	£0.85

	Effective 01/01/2024				Effective 06/01/2025			
	At Work	Inc.	At College	Inc.	At Work	Inc.	At College	Inc.
Stage 1 Apprentice	£6.21	£0.41	£5.44	£0.16	£6.52	£0.31	£5.71	£0.27
Stage 2 Apprentice	£8.54	£0.56	£7.77	£0.28	£8.97	£0.43	£8.15	£0.38
Stage 3 Apprentice	£10.87	£0.69	£10.18	£0.00	£11.42	£0.55	£10.60	£0.42
Stage 3 FICA Apprentice	£12.42	£0.81	£11.65	£0.77	£13.05	£0.63	£12.23	£0.58

Lodging Allowance - SJIB National Working Rules Section B, Rule B31 and Appendix B1

Lodging Allowance increases are based upon a formula which tracks the movement in the catering element of the Consumer Price Index and are subject to approval by HMRC. The rates effective from **Monday 1 January 2024** will be advised separately later this year.

Weekly Sick Pay in Addition to SSP for Operatives and Adult Trainees - SJIB National Working Rules Section E, Rule E5.1 and Appendix B1

With effect from **Monday, 1 January 2024**, weekly sick pay in addition to SSP will increase as follows.

	Technician	Approved Electrician	Electrician	Labourer & Adult Trainee
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	£210	£200	£190	£180
Weeks 25 to 52	£105	£100	£95	£90

In addition, with effect from **Monday 6 January 2025**, after eight weeks of continuous sickness absence, payment of waiting days 8-14 (i.e. the second week of the sickness absence claim) will be made retrospectively. There will be no payment for days 1-7 (i.e. the first week).

Death Benefit - SJIB National Working Rules Section E, Rule E5.2 and Appendix B1

With effect from **Monday, 6 January 2025**, the Accidental Death Benefit On Site for Operatives and Adult Trainees will increase to £40,000.

Benefits	Operatives and Adult Trainees	Apprentices
Death Benefit	£40,000	£10,000
Accidental Death Benefit On Site	£70,000	£25,000
Total Accidental Death Benefit On Site	£110,000 (£40,000 + £70,000)	£35,000 (£10,000 + £25,000)
Permanent and Total Disability Benefit	Up to £50,000	Up to £10,000
Accidental Dismemberment Benefit	£4,000	£2,000

Approved Electricians Responsibility Money - SJIB National Working Rules Section B, Rule B23 and Appendix B1

With effect from **Monday, 6 January 2025**, Approved Electricians Responsibility Money will be - from 50p to £2.00.