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SJIB Circular 01/2024
26 January 2024

To all SJIB and SELECT Members

Dear Member,

**SJIB NATIONAL WORKING RULES
AMENDMENT TO THE PROMULGATION NOTICE – SJIB CIRCULAR 04/2023**

Following the publication of new statutory minimum rates of pay to come into effect on 1 April 2024, the agreed rates for Stage 1 & Stage 2 Apprentices have been amended to reflect the statutory requirements. The new rates will apply with effect from Monday 1 January 2024.

Further previously agreed enhancements to both rates and some terms of employment will take effect on Monday 6 January 2025 as detailed in the amended Promulgation Notice attached.

The SJIB National Board will review the negotiated contractual rates for Apprentices towards the end of this year when the UK Government publishes the National Minimum Wage Rates and National Living Wage for 2025.

Yours faithfully,

Fiona Harper
The Secretary

Derek Thomson
For UNITE the Union

Alick Smith
For SELECT

Enc.

**SJIB NATIONAL WORKING RULES
WAGES AND CONDITIONS FOR 2024 & 2025
AMENDED PROMULGATION NOTICE (26 JANUARY 2024)**

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	£6.40*	£0.60	£6.40*	£1.12	£6.52**	£0.12	£5.71**	
Stage 2 Apprentice	£8.60*	£0.62	£8.60*	£1.11	£8.97**	£0.37	£8.15**	
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

* Following the publication of the National Minimum Wage and National Living Wage rates effective from 1 April 2024, the negotiated Stage 1 & 2 Apprentice rates have been amended to ensure alignment with statutory requirements. [SJIB-Circular-10/2023](#), published on 15 December 2023, detailed and explained this change.

** The SJIB National Board is aware that, as a consequence, the 2025 contractual At College rates for Stage 1 and Stage 2 Apprentices are lower than the rates to be paid in 2024. The National Board will confirm the Apprentice Rates for 2025 later this year (2024).

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.