

## No3: Pay Rates & National Working Rules

*This information relates to the provisions of the SJIB Handbook and the SJIB National Working Rules, which SELECT promote as best practice for Members. Information on the SJIB National Working Rules can be found in Section B of the SJIB Handbook, which is available [here](#).*

### **When do the SJIB rates of pay apply?**

All operatives employed by Member companies who apply the terms and conditions of the collective agreement between SELECT and Unite the Union – i.e. the SJIB National Working Rules (NWRs) – should receive SJIB rates of pay. SJIB rates of pay also apply to all apprentices and adult trainees taking part in the SJIB Electrical Installation Apprentice and Adult Training schemes.

### **Do the SJIB rates of pay apply if a company is not part of the collective agreement?**

Member companies who employ an apprentice or adult trainee are bound to follow the NWRs for that apprentice or adult trainee even if they are not part of the collective agreement. Members must pay the SJIB rates of pay, mileage allowance and mileage rate, and meet the provisions offered as part of the NWRs for that trainee for the duration of their training. Operatives employed by Member companies who are not part of the collective agreement are not guaranteed SJIB rates of pay, mileage allowance and mileage rate, or any of the provisions offered as part of the NWRs.

### **How does an operative know if their firm is part of the collective agreement?**

Member company participation in a collective agreement should always be included in an operative's terms and conditions of employment.

### **How are SJIB pay rates determined?**

All SJIB rates and allowances are negotiated ahead of time by the SJIB signatory parties – i.e. SELECT and Unite the Union. Confirmation of rate changes is communicated to members of SELECT and the SJIB ahead of time through [SJIB circulars](#). SELECT Members receive these in their monthly e-newsletter, *Switched On*, while SJIB members receive them by email.

### **Will the SJIB ever change its rates outside of negotiations?**

On occasion the SJIB rates may change outside of negotiations.

### **How are operative rates of pay defined?**

The SJIB has four separate operative grade rates of pay – electrical labourer, electrician, approved electrician and technician. The SJIB will issue ECS (Grade) Cards based on the level of training an operative has. For each operative grade, the SJIB provides a Shop Rate and Travel Rate.

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### What are Shop and Travel Rates?

Information on Shop and Travel Rates is covered in [sections B.16 and B.17 of the SJIB Handbook](#). The rate an operative receives is based on where they start and finish their working day. If an operative is required to report to the shop, i.e. their place of employment, at the beginning and end of the working day, they shall receive Shop Rate. If an operative is required to start and end their working day at site, they shall receive Travel Rate. Operatives who receive Travel Rate will travel to and from site outside of their working hours and in their own time. Travel Rate is higher than Shop Rate in recognition of this.

### What are responsibility payments?

Responsibility payments apply to approved electricians responsible for supervising electrical operatives, but not for the supervision of apprentices and other trainees. This is covered in [section B.23 of the SJIB Handbook](#).

### How do apprentice and adult trainee rates of pay work?

Apprentice and adult trainee rates of pay are linked to their stage of training. Apprentices have three stages of training, and for each they have an at work rate and an at college rate. Adult trainees progress through three stages during their training. The Stage 1 rate of pay is the same as the electrical labourer rate of pay. Stage 2 is 85% of the electrician rate of pay, and Stage 3 is 95% of the electrician rate of pay. For each stage, an adult trainee has a Shop and Travel Rate, defined as above.

### When does a trainee's rate of pay change?

The SJIB will write to the employer of an apprentice or adult trainee to confirm progression to the next stage of training and when the new rate of pay will apply. This will be done once the training scheme's managing agent, the [Scottish Electrical Charitable Training Trust \(SECTT\)](#) confirms that all college work, coursework, assessments and e-portfolio submissions evidencing site experiences are complete.

### What are the considerations for apprentice rates?

While stage rates are set by the SJIB, on occasion the age of your apprentice will determine their rate of pay and whether statutory National Minimum Wage (NMW) / National Living Wage (NLW) rates apply. The table on the next page explains more.

### Where can I find the current SJIB rates of pay?

The SJIB publishes the [current rates and allowances on its website](#). Historical SJIB rates of pay are also available here. Changes to SJIB rates and allowances are usually effective from the first working day each calendar year.

### Where can I find out more?

If you have any questions regarding SJIB rates of pay, please email the team at [generalenquiries@sjib.org.uk](mailto:generalenquiries@sjib.org.uk)

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*SJIB Apprentice Rates 2025*

AGE OF APPRENTICE	STAGE 1	STAGE 2	STAGE 3		STAGE 3: FICA	
	WORK & COLLEGE	WORK & COLLEGE	WORK	COLLEGE	WORK	COLLEGE
16	£8.16	£10.60	£11.42	£10.60	£13.05	£12.23
17						
18	£8.16 for 12 months, then the 18-20 NMW of £8.60, increasing to £10.00 on 1 April 2025	£10.60	£11.42	£10.60	£13.05	£12.23
19						
20						
21+	£8.16 for 12 months, then the NLW of £11.44, increasing to £12.21 on 1 April 2025	The NLW of £11.44, increasing to £12.21 on 1 April 2025				