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SJIB Circular 05/2026
30 October 2026

**To: All SJIB and SELECT Members**

Dear Sir/Madam,

## Final Integrated Competence Assessment (FICA) Resit Fee Changes

Following a review of FICA resit fees, a revised fee structure will be introduced from **1 January 2027**:

- **31 December 2026** - Applications and payments received by SECTT on or before this date will be charged at the current rates. Both the application and payment must be received by this date.
- **1 January 2027** - Revised FICA resit fees come into effect.
- **1 January 2028** and **1 January 2029** - Further phased fee increases will be introduced.
- **From 1 January 2030** - Annual fee increases will align with the SJIB negotiated percentage increase in wage rates.

Apprentices and Adult Trainees with a FICA booking confirmed on or before 31 December 2026 will remain on the current fee structure until they successfully complete the FICA.

The revised fee structure will apply to all eligible applications received from 1 January 2027.

**Action for Employers**
Employers should review any outstanding FICA resit requirements and, where candidates are suitably prepared to undertake their assessment, consider submitting applications and payments before 31 December 2026 to secure the current fee arrangements.

Employers may also wish to take account of the phased fee increases when planning future training and development budgets.

Further information regarding the FICA, including preparation guidance and the candidate checklist, is available on the SJIB website: [sjib.org.uk/assessments-of-competence/about-fica/](sjib.org.uk/assessments-of-competence/about-fica/)

Any employer requiring further information regarding FICA resit fees or the transitional arrangements should contact SECTT on 0131 445 5659.

Yours faithfully,

Catherine Gillon
The Secretary

Susan Fitzgerald
For UNITE the Union

Donald W Orr
For SELECT