



Joint Industry Board

November 2014

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www.jib.org.uk

Established in 1968 by the Constituent Parties: The Electrical Contractors' Association and Unite the Union



JIB Industrial Determination 2015 and 2016

Promulgated by the JIB National Board on **Monday 3rd November 2014** to be effective from the dates shown.

1. WAGES – OPERATIVES AND APPRENTICES

These rates of pay apply to:-

- (a) all JIB graded operatives; and
- (b) JIB apprentices registered BEFORE Monday 7th January 2013.

Note: Separate rates apply for apprentices registered on or after Monday 7th January 2013 (see 2)

Two different wage rates apply to JIB graded operatives and apprentices working on site, depending on whether the employer transports them to site, or whether they provide their own transport. The two categories are:

Job Employed (Transport Provided)

Payable to operatives and apprentices who are transported to and from the job by their employer. Operatives and apprentices travelling in their own time shall also be entitled to payment for Travelling Time, as detailed in the appropriate scale.

Job Employed (Own Transport)

Payable to operatives and apprentices who travel by their own means to and from the job. Operatives and apprentices under this category shall be entitled to payment for Travel Allowance and also, when travelling in their own time, to Travelling Time, as detailed in the appropriate scale.

There is a separate rate to accommodate those few operatives and apprentices who are employed permanently at the shop and who do not work on site.

From and including **Monday 5th January 2015** the JIB hourly rates for

- (a) graded operatives; and
- (b) apprentices registered before Monday 7th January 2013 shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£16.24	£17.06	£15.20
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£14.35	£15.16	£13.31
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£13.15	£13.97	£12.12
Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£12.50	£13.28	£11.52
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£11.83	£12.59	£10.93
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£10.44	£11.22	£9.36
Apprentice (Stage 4)	£10.37	£11.19	£9.58
Apprentice (Stage 3)	£9.80	£10.61	£9.01
Apprentice (Stage 2)	£6.77	£7.57	£6.22
Apprentice (Stage 1)	£4.60	£5.38	£4.27

(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£18.20	£19.11	£17.02
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£16.08	£16.97	£14.90
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£14.72	£15.66	£13.58
Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£13.98	£14.88	£12.90
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£13.24	£14.10	£12.41
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£11.71	£12.56	£10.49
Apprentice (Stage 4)	£11.62	£12.53	£10.73
Apprentice (Stage 3)	£10.98	£11.89	£10.08
Apprentice (Stage 2)	£7.59	£8.47	£6.97
Apprentice (Stage 1)	£5.14	£6.03	£4.79

From and including **Monday 4th January 2016** the JIB hourly rates for

- (a) graded operatives; and
- (b) apprentices registered before Monday 7th January 2013 shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£16.73	£17.57	£15.66
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£14.78	£15.61	£13.71
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£13.54	£14.39	£12.48
Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£12.88	£13.68	£11.87
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£12.18	£12.97	£11.26
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£10.75	£11.56	£9.64
Apprentice (Stage 4)	£10.68	£11.53	£9.87
Apprentice (Stage 3)	£10.09	£10.93	£9.28
Apprentice (Stage 2)	£6.97	£7.80	£6.41
Apprentice (Stage 1)	£4.74	£5.54	£4.40

(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£18.75	£19.68	£17.53
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£16.56	£17.48	£15.35
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£15.16	£16.13	£13.99
Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£14.40	£15.33	£13.29
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£13.64	£14.52	£12.78
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£12.06	£12.94	£10.80
Apprentice (Stage 4)	£11.97	£12.91	£11.05
Apprentice (Stage 3)	£11.31	£12.25	£10.38
Apprentice (Stage 2)	£7.82	£8.72	£7.18
Apprentice (Stage 1)	£5.29	£6.21	£4.93

Datacomms Rates

(i) National Standard Rates

From and including the **5th January 2015** the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£12.94	£13.79
Advanced Datacomms Specialist	£11.79	£12.63
Datacomms Specialist	£11.11	£11.88
Trainee Datacomms Specialist	£7.53	£8.15

(ii) London Rate

for operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£14.50	£15.44
Advanced Datacomms Specialist	£13.20	£14.15
Datacomms Specialist	£12.44	£13.31
Trainee Datacomms Specialist	£8.44	£9.13

From and including the **4th January 2016** the JIB hourly rates for Job Employed operatives shall be:

(i) National Standard Rates

Grade	Transport Provided	Own Transport
Datacomms Technician	£13.33	£14.20
Advanced Datacomms Specialist	£12.14	£13.01
Datacomms Specialist	£11.44	£12.24
Trainee Datacomms Specialist	£7.76	£8.39

(ii) London Rate

for operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£14.94	£15.90
Advanced Datacomms Specialist	£13.60	£14.57
Datacomms Specialist	£12.81	£13.71
Trainee Datacomms Specialist	£8.69	£9.40

JIB Highway Lighting Rates

From and including the **5th January 2015** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£14.97
Highway Lighting Approved Electrician	£13.13
Highway Lighting Electrician	£11.94

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£10.49
Highway Lighting Operative Grade 2	£9.96
Highway Lighting Operative Grade 3	£9.45
Highway Lighting Operative Grade 4	£8.88
Highway Lighting Operative Trainee	£7.43

From and including the **4th January 2016** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£15.42
Highway Lighting Approved Electrician	£13.52
Highway Lighting Electrician	£12.30

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£10.80
Highway Lighting Operative Grade 2	£10.26
Highway Lighting Operative Grade 3	£9.73
Highway Lighting Operative Grade 4	£9.15
Highway Lighting Operative Trainee	£7.65

2. WAGES – APPRENTICES REGISTERED ON OR AFTER MONDAY 7TH JANUARY 2013

Note: These rates of pay apply to JIB apprentices registered ON OR AFTER Monday 7th January 2013.

Apprentices registered on or after Monday 7th January 2013 will be paid 2 separate rates of pay. These shall be determined upon whether or not the apprentice is at work or at college (or at an approved training establishment in line with their apprenticeship).

Apprentices registered on or after Monday 7th January 2013 will receive a different rate of Travelling Time to those registered before this date although their Travel Allowance will be the same as those registered before this date.

From and including **Monday 5th January 2015** the JIB hourly rates for apprentices registered on or after Monday 7th January 2013 shall be

(i) National Standard Rates

	At College	At Work
Apprentice (Stage 4)	£9.44	£10.40
Apprentice (Stage 3)	£8.87	£9.68
Apprentice (Stage 2)	£6.08	£6.76
Apprentice (Stage 1)	£4.21	£4.78

(ii) London Rate

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

	At College	At Work
Apprentice (Stage 4)	£10.57	£11.65
Apprentice (Stage 3)	£9.93	£10.84
Apprentice (Stage 2)	£6.86	£7.58
Apprentice (Stage 1)	£4.72	£5.36

From and including **Monday 4th January 2016** the JIB hourly rates for apprentices registered on or after Monday 7th January 2013 shall be:

(i) National Standard Rates

	At College	At Work
Apprentice (Stage 4)	£9.72	£10.71
Apprentice (Stage 3)	£9.14	£9.97
Apprentice (Stage 2)	£6.26	£6.96
Apprentice (Stage 1)	£4.34	£4.92

(ii) London Rate

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

	At College	At Work
Apprentice (Stage 4)	£10.89	£12.00
Apprentice (Stage 3)	£10.23	£11.17
Apprentice (Stage 2)	£7.07	£7.81
Apprentice (Stage 1)	£4.86	£5.52

3. TRAVELLING TIME and TRAVEL ALLOWANCES – OPERATIVES AND APPRENTICES

These Travelling time and Travel Allowance tables apply to:-

- (a) all JIB graded operatives; and
- (b) JIB apprentices registered BEFORE Monday 7th January 2013.

Note: separate tables apply for apprentices registered on or after Monday 7th January 2013 (see 4)

Operatives and apprentices who are required to start and finish at the normal starting and finishing times on jobs which are 15 miles and over from the shop - in a straight line - shall receive payment for Travelling Time and, where transport is not provided by the employer, Travel Allowance, as follows:

From and including **Monday 5th January 2015**

- (i) **National Standard Rate**

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time	
	Operatives, Trainees and Apprentices	Operatives and Trainees	Apprentices
Up to 15 miles	Nil	Nil	Nil
Over 15 & up to 20 miles each way	£3.62	£4.95	£2.91
Over 20 & up to 25 miles each way	£4.81	£6.26	£4.36
Over 25 & up to 35 miles each way	£6.34	£7.66	£5.81
Over 35 & up to 55 miles each way	£10.10	£10.10	£7.27
Over 55 & up to 75 miles each way	£12.37	£12.37	£8.73

For each additional 10 mile band over 75 miles, additional payments of £2.17 for Daily Travel Allowance and £2.17 (for Operatives and Trainees) and £1.47 (for Apprentices) for Daily Travelling Time will be made.

(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time	
	Operatives, Trainees and Apprentices	Operatives and Trainees	Apprentices
Up to 15 miles	Nil	Nil	Nil
Over 15 £t up to 20 miles each way	£3.64	£5.31	£3.23
Over 20 £t up to 25 miles each way	£4.85	£6.96	£4.85
Over 25 £t up to 35 miles each way	£6.39	£8.35	£6.45
Over 35 £t up to 55 miles each way	£10.19	£11.28	£8.04
Over 55 £t up to 75 miles each way	£12.45	£13.20	£9.69

For each additional 10 mile band over 75 miles, additional payments of £2.19 for Daily Travel Allowance and £2.19 (for Operatives and Trainees) and £1.48 (for Apprentices) for Daily Travelling Time will be made.

From and including **Monday 4th January 2016**

(i) National Standard Rate

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time	
	Operatives, Trainees and Apprentices	Operatives and Trainees	Apprentices
Up to 15 miles	Nil	Nil	Nil
Over 15 £t up to 20 miles each way	£3.73	£5.10	£3.00
Over 20 £t up to 25 miles each way	£4.95	£6.45	£4.49
Over 25 £t up to 35 miles each way	£6.53	£7.89	£5.98
Over 35 £t up to 55 miles each way	£10.40	£10.40	£7.49
Over 55 £t up to 75 miles each way	£12.74	£12.74	£8.99

For each additional 10 mile band over 75 miles, additional payments of £2.24 for Daily Travel Allowance and £2.24 (for Operatives and Trainees) and £1.51 (for Apprentices) for Daily Travelling Time will be made.

(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time	
	Operatives, Trainees and Apprentices	Operatives and Trainees	Apprentices
Up to 15 miles	Nil	Nil	Nil
Over 15 £t up to 20 miles each way	£3.75	£5.47	£3.33
Over 20 £t up to 25 miles each way	£5.00	£7.17	£5.00
Over 25 £t up to 35 miles each way	£6.58	£8.60	£6.64
Over 35 £t up to 55 miles each way	£10.50	£11.62	£8.28
Over 55 £t up to 75 miles each way	£12.82	£13.60	£9.98

For each additional 10 mile band over 75 miles, additional payments of £2.26 for Daily Travel Allowance and £2.26 (for Operatives and Trainees) and £1.52 (for Apprentices) for Daily Travelling Time will be made.

4. TRAVELLING TIME and TRAVEL ALLOWANCES – APPRENTICES REGISTERED ON OR AFTER MONDAY 7TH JANUARY 2013

These Travelling Time and Travel Allowance tables apply to apprentices registered on or after Monday 7th January 2013

From and including Monday 5th January 2015

(i) National Standard Rate

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time
Up to 15 miles	Nil	Nil
Over 15 £t up to 20 miles each way	£3.62	£2.67
Over 20 £t up to 25 miles each way	£4.81	£4.01
Over 25 £t up to 35 miles each way	£6.34	£5.34
Over 35 £t up to 55 miles each way	£10.10	£6.69
Over 55 £t up to 75 miles each way	£12.37	£8.04

For each additional 10 mile band over 75 miles, additional payments of £2.17 for Daily Travel Allowance and £1.35 for Daily Travelling Time will be made.

(ii) London Rate

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£3.64	£3.00
Over 20 & up to 25 miles each way	£4.85	£4.49
Over 25 & up to 35 miles each way	£6.39	£6.00
Over 35 & up to 55 miles each way	£10.19	£7.49
Over 55 & up to 75 miles each way	£12.45	£9.01

For each additional 10 mile band over 75 miles, additional payments of £2.19 for Daily Travel Allowance and £1.52 for Daily Travelling Time will be made.

From and including **Monday 4th January 2016**

(i) National Standard Rate

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£3.73	£2.75
Over 20 & up to 25 miles each way	£4.95	£4.13
Over 25 & up to 35 miles each way	£6.53	£5.50
Over 35 & up to 55 miles each way	£10.40	£6.89
Over 55 & up to 75 miles each way	£12.74	£8.28

For each additional 10 mile band over 75 miles, additional payments of £2.24 for Daily Travel Allowance and £1.39 for Daily Travelling Time will be made.

(ii) London Rate

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Straight Line Distance from Job to Shop	Total Daily Travel Allowance	Total Daily Travelling Time
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£3.75	£3.09
Over 20 & up to 25 miles each way	£5.00	£4.62
Over 25 & up to 35 miles each way	£6.58	£6.18
Over 35 & up to 55 miles each way	£10.50	£7.71
Over 55 & up to 75 miles each way	£12.82	£9.28

For each additional 10 mile band over 75 miles, additional payments of £2.26 for Daily Travel Allowance and £1.57 for Daily Travelling Time will be made.

5. ONSHORE OIL AND GAS INSTRUMENTATION AND ANCILLIARY ASSEMBLY AGREEMENT WAGES

The **Onshore Oil and Gas** rates will be increased to the level of the JIB standard rates of pay.

From and including **Monday 5th January 2015**

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£16.24	£17.06
Approved Electrician (or equivalent specialist grade)	£14.35	£15.16
Electrician (or equivalent specialist grade)	£13.15	£13.97
Labourer	£10.44	£11.22

From and including **Monday 4th January 2016**

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£16.73	£17.57
Approved Electrician (or equivalent specialist grade)	£14.78	£15.61
Electrician (or equivalent specialist grade)	£13.54	£14.39
Labourer	£10.75	£11.56

6. LODGING ALLOWANCE

From and including **Monday 5th January 2015** Lodging Allowance and associated payments will increase to

Lodging Allowance	-	£37.32 per night
Retention payment	-	up to a maximum of £12.28 per night (£85.96 per week)
Weekend retention	-	£37.32 per night

7. WELFARE BENEFITS – OPERATIVES

The Death Benefit as of 5th January 2015 will be increased to **£30,000** for death from any cause.

8. AIR FARES

In lodging situations under National Working Rule 11, where transport between the job and Shop can only be by air, then a return journey shall be arranged every **four weeks**, regardless of distance.

9. JURY SERVICE

Payment for Jury Service will be referred to the Employee Relations Committee for discussion.

10. APPRENTICE BENEFITS

A Working Party will be set up through the Employee Relations Committee to examine the Apprentice Benefits structure.



Joint Industry Board

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