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Established in 1968 by the Constituent Parties  
The ELECTRICAL CONTRACTORS ASSOCIATION & the AMALGAMATED ENGINEERING & ELECTRICAL UNION

July 2001

## **JIB INDUSTRIAL DETERMINATION**

### **2002 / 2003 / 2004**

Promulgated by the JIB National Board on 25th July 2001 to be effective from the dates shown.

#### **1. WAGE RATES**

From **7th January 2002** two different wage rates shall apply to JIB Graded operatives 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 an operative who is transported to and from the job by his employer. The operative shall also be entitled to payment for Travel Time, when travelling in his own time, as detailed in the appropriate scale.

##### **Job Employed (Own Transport)**

Payable to an operative who travels by his own means to and from the job. The operative shall be entitled to payment for Travel Allowance and also Travel Time, when travelling in his own time, as detailed in the appropriate scale.

## 2. WAGES 2002

From and including **7th January 2002**, the JIB hourly rates for Job Employed operatives shall be:

### (i) National Standard Rates

<b>Grade</b>	<b>Transport Provided</b>	<b>Own Transport</b>
<b>Technician</b> (or equivalent specialist grade)	£10.54	£11.06
<b>Approved Electrician</b> (or equivalent specialist grade)	£9.30	£9.82
<b>Electrician</b> (or equivalent specialist grade)	£8.54	£9.05
<b>Electrical Improver</b>	£7.68	£8.15
<b>Labourer</b>	£6.78	£7.27
<b>Senior Graded Electrical Trainee</b>	£7.68	£8.15
<b>Adult Trainee</b>	£6.78	£7.27
<b>Adult Trainee (under 21)</b>	£5.08	£5.45

### (ii) London Rate

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

	<b>Transport Provided</b>	<b>Own Transport</b>
<b>Technician</b> (or equivalent specialist grade)	£11.32	£11.87
<b>Approved Electrician</b> (or equivalent specialist grade)	£10.08	£10.62
<b>Electrician</b> (or equivalent specialist grade)	£9.32	£9.84
<b>Electrical Improver</b>	£8.45	£8.93
<b>Labourer</b>	£7.52	£8.02
<b>Senior Graded Electrical Trainee</b>	£8.45	£8.93
<b>Adult Trainee</b>	£7.52	£8.02
<b>Adult Trainee (under 21)</b>	£5.81	£6.19

## 11. WAGES - OPERATIVES EMPLOYED PERMANENTLY AT THE SHOP

From and including 7th January 2002, 6th January 2003 and 5th January 2004 respectively, the JIB hourly rates for operatives employed permanently at the shop and nowhere else shall be:

### (i) National Standard Rates

Grade	2002	2003	2004
<b>Technician</b> (or equivalent specialist grade)	£9.87	£10.34	£11.08
<b>Approved Electrician</b> (or equivalent specialist grade)	£8.63	£9.05	£9.70
<b>Electrician</b> (or equivalent specialist grade)	£7.87	£8.25	£8.84
<b>Labourer</b>	£6.09	£6.38	£6.84

### (ii) London Rate

for Operatives engaged upon work falling within the terms of JIB National Working Rule 6(b) will be:

Grade	2002	2003	2004
<b>Technician</b> (or equivalent specialist grade)	£10.61	£11.23	£12.15
<b>Approved Electrician</b> (or equivalent specialist grade)	£9.37	£9.91	£10.73
<b>Electrician</b> (or equivalent specialist grade)	£8.60	£9.10	£9.85
<b>Labourer</b>	£6.80	£7.19	£7.78

## 3. WAGES 2003

From and including 6th January 2003, the JIB hourly rates for Job Employed operatives shall be:

### (i) National Standard Rates

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£11.05	£11.61
<b>Approved Electrician</b> (or equivalent specialist grade)	£9.75	£10.32
<b>Electrician</b> (or equivalent specialist grade)	£8.95	£9.50
<b>Electrical Improver</b>	£8.05	£8.56
<b>Labourer</b>	£7.10	£7.63
<b>Senior Graded Electrical Trainee</b>	£8.05	£8.56
<b>Adult Trainee</b>	£7.10	£7.63
<b>Adult Trainee (under 21)</b>	£5.33	£5.72

### (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
<b>Technician</b> (or equivalent specialist grade)	£11.98	£12.58
<b>Approved Electrician</b> (or equivalent specialist grade)	£10.66	£11.26
<b>Electrician</b> (or equivalent specialist grade)	£9.86	£10.43
<b>Electrical Improver</b>	£8.94	£9.46
<b>Labourer</b>	£7.95	£8.51
<b>Senior Graded Electrical Trainee</b>	£8.94	£9.46
<b>Adult Trainee</b>	£7.95	£8.51
<b>Adult Trainee (under 21)</b>	£6.14	£6.56

#### 4. WAGES 2004

From and including **5th January 2004**, the JIB hourly rates for Job Employed operatives shall be:

##### (i) National Standard Rates

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£11.85	£12.45
<b>Approved Electrician</b> (or equivalent specialist grade)	£10.45	£11.05
<b>Electrician</b> (or equivalent specialist grade)	£9.59	£10.19
<b>Electrical Improver</b>	£8.63	£9.17
<b>Labourer</b>	£7.61	£8.18
<b>Senior Graded Electrical Trainee</b>	£8.63	£9.17
<b>Adult Trainee</b>	£7.61	£8.18
<b>Adult Trainee (under 21)</b>	£5.71	£6.13

##### (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
<b>Technician</b> (or equivalent specialist grade)	£12.96	£13.62
<b>Approved Electrician</b> (or equivalent specialist grade)	£11.53	£12.18
<b>Electrician</b> (or equivalent specialist grade)	£10.67	£11.28
<b>Electrical Improver</b>	£9.68	£10.24
<b>Labourer</b>	£8.60	£9.20
<b>Senior Graded Electrical Trainee</b>	£9.68	£10.24
<b>Adult Trainee</b>	£8.60	£9.20
<b>Adult Trainee (under 21)</b>	£6.65	£7.10

#### 7. SATURDAY WORKING

From **5th January 2004**, the first six hours worked on Saturday will be paid at time and a half. All hours in excess of the first six, or worked after 3.00pm Saturday, whichever comes first, and normal starting time on Monday shall be paid at double time.

#### 8. JIB SICK PAY ENTITLEMENT

From and including **7th January 2002** the weekly Sickness Benefit will be increased to:

	Others (See note)	Electrician	Approved	Technician
Weeks 1 & 2	Nil	Nil	Nil	Nil
Weeks 3, 4, 5 & 6	£60.00	£65.00	£70.00	£75.00
Weeks 7 to 28	£120.00	£130.00	£140.00	£150.00

**Note:** "Others" covers Labourer, Adult Trainee, Senior Graded Electrical Trainee and Electrical Improver grades

#### 9. GRADING

A working group will be set up to examine grading relationships and the industry career structure.

#### 10. LODGING ALLOWANCE

There will be an increase in Lodging Allowance. The new rate is subject to further consultation with the Inland Revenue.

#### NATIONAL WORKING RULE BOOK ECIBA TELEPHONE NUMBER

The telephone number for the ECIBA was shown incorrectly on page 44 of some copies of the National Working Rule Book

The correct number is **01689 883200**.

## 6. ON SHORE AGREEMENT

The following hourly rates will apply to Operatives engaged upon On Shore Work in connection with oil and gas exploration from the seabed, as laid down in section 5.3 of the JIB Handbook.

### (i) From and including 7th January 2002

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£13.26	£13.78
<b>Approved Electrician</b> (or equivalent specialist grade)	£12.02	£12.54
<b>Electrician</b> (or equivalent specialist grade)	£11.26	£11.77
<b>Labourer</b>	£9.50	£9.99

### (ii) From and including 6th January 2003

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£13.77	£14.33
<b>Approved Electrician</b> (or equivalent specialist grade)	£12.47	£13.04
<b>Electrician</b> (or equivalent specialist grade)	£11.67	£12.22
<b>Labourer</b>	£9.82	£10.35

### (iii) From and including 5th January 2004

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£14.57	£15.17
<b>Approved Electrician</b> (or equivalent specialist grade)	£13.17	£13.77
<b>Electrician</b> (or equivalent specialist grade)	£12.31	£12.91
<b>Labourer</b>	£10.33	£10.90

## 5. TRAVELLING TIME and TRAVEL ALLOWANCES

Operatives who are required to start and finish at the normal starting and finishing time 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:

### (i) From and including 7th January 2002

Distance	Total Daily Travel Allowance	Total Daily Travelling Time
<b>(a) National Standard Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£2.55	£3.47
Over 20 & up to 25 miles each way	£3.37	£4.39
Over 25 & up to 35 miles each way	£4.44	£5.36
Over 35 & up to 55 miles each way	£7.09	£7.09
Over 55 & up to 75 miles each way	£8.67	£8.67
For each additional 10 mile band over 75 miles, additional payments of £1.53 for Daily Travel Allowance and £1.53 for Daily Travel Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£2.55	£3.69
Over 20 & up to 25 miles each way	£3.37	£4.82
Over 25 & up to 35 miles each way	£4.44	£5.81
Over 35 & up to 55 miles each way	£7.09	£7.84
Over 55 & up to 75 miles each way	£8.67	£9.18
For each additional 10 mile band over 75 miles, additional payments of £1.53 for Daily Travel Allowance and £1.53 for Daily Travel Time will be made.		

**(ii) From and including 6th January 2003**

Distance	Total Daily Travel Allowance	Total Daily Travelling Time
<b>(a) National Standard Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£2.60	£3.54
Over 20 & up to 25 miles each way	£3.44	£4.48
Over 25 & up to 35 miles each way	£4.53	£5.47
Over 35 & up to 55 miles each way	£7.23	£7.23
Over 55 & up to 75 miles each way	£8.84	£8.84
For each additional 10 mile band over 75 miles, additional payments of £1.56 for Daily Travel Allowance and £1.56 for Daily Travel Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£2.60	£3.76
Over 20 & up to 25 miles each way	£3.44	£4.92
Over 25 & up to 35 miles each way	£4.53	£5.93
Over 35 & up to 55 miles each way	£7.23	£8.00
Over 55 & up to 75 miles each way	£8.84	£9.36
For each additional 10 mile band over 75 miles, additional payments of £1.56 for Daily Travel Allowance and £1.56 for Daily Travel Time will be made.		

**(iii) From and including 5th January 2004**

Distance	Total Daily Travel Allowance	Total Daily Travelling Time
<b>(a) National Standard Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£2.65	£3.61
Over 20 & up to 25 miles each way	£3.51	£4.57
Over 25 & up to 35 miles each way	£4.62	£5.58
Over 35 & up to 55 miles each way	£7.37	£7.37
Over 55 & up to 75 miles each way	£9.02	£9.02
For each additional 10 mile band over 75 miles, additional payments of £1.59 for Daily Travel Allowance and £1.59 for Daily Travel Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	£2.65	£3.84
Over 20 & up to 25 miles each way	£3.51	£5.02
Over 25 & up to 35 miles each way	£4.62	£6.05
Over 35 & up to 55 miles each way	£7.37	£8.16
Over 55 & up to 75 miles each way	£9.02	£9.55
For each additional 10 mile band over 75 miles, additional payments of £1.59 for Daily Travel Allowance and £1.59 for Daily Travel Time will be made.		

**(iv) Travel Time and Travel Allowance Indexing**

Travel Time and Travel Allowances have been increased to allow for inflation. If the rate of inflation changes significantly, these will be reviewed.