



**JOINT INDUSTRY BOARD**  
FOR THE ELECTRICAL CONTRACTING INDUSTRY

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Established In 1968 by the Constituent Parties  
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July 2004

## **1999 JIB TRAINING SCHEME 2005 / 2006 / 2007 Wage Rates**

Promulgated by the JIB National Board on the 26<sup>th</sup> July 2004 to be effective from the dates shown.

### **1. WAGE RATES**

Since the 7<sup>th</sup> January 2002, two different wage rates have applied to 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 apprentices who are transported to and from the job by their employers. Apprentices travelling in their own time shall also be entitled to payment for Travel Time, as detailed in the appropriate scale.

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

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

There are separate rates to accommodate those apprentices who are employed permanently at the shop and who do not work on site. These rates are shown under Section 6 of this Determination.

### **2. WAGES 2005**

From and including 10<sup>th</sup> January 2005 the JIB hourly rates for Job Employed apprentices shall be:

#### **(i) National Standard Rates**

<b>Grade</b>	<b>Transport Provided</b>	<b>Own Transport</b>
<b>Stage 1</b>	£3.47	£4.07
<b>Stage 2</b>	£5.12	£5.72
<b>Stage 3</b>	£7.41	£8.03
<b>Stage 4</b>	£7.85	£8.47

#### **(ii) London Rate**

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

<b>Grade</b>	<b>Transport Provided</b>	<b>Own Transport</b>
<b>Stage 1</b>	£3.89	£4.56
<b>Stage 2</b>	£5.73	£6.41
<b>Stage 3</b>	£8.30	£8.99
<b>Stage 4</b>	£8.79	£9.49

### 3. WAGES 2006

From and including 9<sup>th</sup> January 2006 the JIB hourly rates for Job Employed apprentices shall be:

#### (i) National Standard Rates

Grade	Transport Provided	Own Transport
Stage 1	£3.63	£4.25
Stage 2	£5.35	£5.98
Stage 3	£7.74	£8.39
Stage 4	£8.20	£8.85

#### (ii) London Rate

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

Grade	Transport Provided	Own Transport
Stage 1	£4.07	£4.76
Stage 2	£5.99	£6.70
Stage 3	£8.67	£9.40
Stage 4	£9.18	£9.91

### 4. WAGES 2007

From and including 8<sup>th</sup> January 2007 the JIB hourly rates for Job Employed apprentices shall be:

#### (i) National Standard Rates

Grade	Transport Provided	Own Transport
Stage 1	£3.81	£4.46
Stage 2	£5.62	£6.28
Stage 3	£8.13	£8.81
Stage 4	£8.61	£9.29

#### (ii) London Rate

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

Grade	Transport Provided	Own Transport
Stage 1	£4.27	£5.00
Stage 2	£6.29	£7.06
Stage 3	£9.11	£9.87
Stage 4	£9.64	£10.40

## 5. TRAVELLING TIME and TRAVEL ALLOWANCES

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:

### (i) From and including 10<sup>th</sup> January 2005

Straight Line Distance from Job to Shop	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	£2.75	£2.20
Over 20 & up to 25 miles	£3.64	£3.30
Over 25 & up to 35 miles	£4.79	£4.40
Over 35 & up to 65 miles	£7.64	£5.50
Over 55 and up to 75 miles	£9.35	£6.60
For each additional 10 mile band over 75 miles, additional payments of £1.65 for Daily Travel Allowance and £1.10 for Daily Travelling Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles	£2.77	£2.43
Over 20 & up to 25 miles	£3.67	£3.67
Over 25 & up to 35 miles	£4.83	£4.88
Over 35 & up to 65 miles	£7.70	£6.09
Over 55 and up to 75 miles	£9.43	£7.32
For each additional 10 mile band over 75 miles, additional payments of £1.66 for Daily Travel Allowance and £1.11 for Daily Travelling Time will be made.		

### (ii) From and including 9<sup>th</sup> January 2006

Straight Line Distance from Job to Shop	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	£2.87	£2.30
Over 20 & up to 25 miles	£3.80	£3.45
Over 25 & up to 35 miles	£5.01	£4.60
Over 35 & up to 65 miles	£7.98	£5.75
Over 55 and up to 75 miles	£9.77	£6.90
For each additional 10 mile band over 75 miles, additional payments of £1.72 for Daily Travel Allowance and £1.15 for Daily Travelling Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles	£2.89	£2.54
Over 20 & up to 25 miles	£3.83	£3.83
Over 25 & up to 35 miles	£5.05	£5.10
Over 35 & up to 65 miles	£8.05	£6.36
Over 55 and up to 75 miles	£9.85	£7.65
For each additional 10 mile band over 75 miles, additional payments of £1.73 for Daily Travel Allowance and £1.16 for Daily Travelling Time will be made.		

(iii) From and including 8<sup>th</sup> January 2007

Straight Line Distance from Job to Shop	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	£3.01	£2.41
Over 20 & up to 25 miles	£3.99	£3.62
Over 25 & up to 35 miles	£5.26	£4.83
Over 35 & up to 65 miles	£8.38	£6.04
Over 55 and up to 75 miles	£10.26	£7.25
For each additional 10 mile band over 75 miles, additional payments of £1.81 for Daily Travel Allowance and £1.21 for Daily Travelling Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles	£3.03	£2.67
Over 20 & up to 25 miles	£4.02	£4.02
Over 25 & up to 35 miles	£5.30	£5.36
Over 35 & up to 65 miles	£8.45	£6.68
Over 55 and up to 75 miles	£10.34	£8.03
For each additional 10 mile band over 75 miles, additional payments of £1.82 for Daily Travel Allowance and £1.22 for Daily Travelling Time will be made.		

## 6. WAGES – APPRENTICES EMPLOYED PERMANENTLY AT THE SHOP

From and including 10<sup>th</sup> January 2005, 9<sup>th</sup> January 2006 and 8<sup>th</sup> January 2007 respectively, the JIB hourly rates for operatives employed permanently at the shop and nowhere else shall be:

Grade	2005	2006	2007
Stage 1	£3.23	£3.38	£3.55
Stage 2	£4.70	£4.91	£5.16
Stage 3	£6.80	£7.11	£7.47
Stage 4	£7.24	£7.57	£7.95

### (ii) London Rate

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

Grade	2005	2006	2007
Stage 1	£3.62	£3.79	£3.98
Stage 2	£5.26	£5.50	£5.78
Stage 3	£7.62	£7.96	£8.37
Stage 4	£8.11	£8.48	£8.90

## **7. ACCIDENTAL DEATH BENEFIT**

As from the 10<sup>th</sup> January, 2004, Accidental Death Benefit payable in the event of death occurring as the result of an accident on site will be increased to £17,500. This will provide a total benefit of £25,000 for death resulting from an on-site accident i.e. £17,500 Accidental Death Benefit plus the £7,500 Death Benefit which is payable on death from any cause.

The existing Accidental Death Benefit of £6,250 will, however, continue to apply in the event of death occurring as the result of an accident when travelling to or from work, in which case the total benefit will continue to be £13,750 i.e. £6,250 Accidental Death Benefit plus the £7,500 Death Benefit which is payable on death from any cause.

## **8. PERIOD RETURN FARES FOR OPERATIVES WHO LODGE**

With effect from **10<sup>th</sup> January 2005**, National Working Rules 11.4.1, 11.4.2 and 11.4.3 will be amended as follows:

- 11.4.1 On jobs up to and including 100 miles from the Employer's Shop, return rail fares at the full standard rate from the job to the Employer's Shop, without travelling time, shall be paid for every two weeks.
- 11.4.2 On jobs over 100 miles and up to and including 200 miles from the Employer's Shop, return rail fares at the full standard rate from the job to the Employer's Shop, with 4 hours' travelling time at ordinary rates, shall be paid every 4 weeks.
- 11.4.3 On jobs over 200 miles from the Employer's Shop, return rail fares at the full standard rate from the job to the Employer's Shop, with 7½ hours' travelling time at ordinary rates, shall be paid every 2 weeks.

## **9. PAID HOLIDAYS**

With effect from **9<sup>th</sup> January 2006**, all 30 days of holiday (22 days' annual holiday and 8 days' public holiday) are to be paid at the normal earnings level, as defined in the Working Time Regulations and Sections 221 – 224 of the Employment Rights Act 1996.

## **10. LODGING ALLOWANCE**

It has been agreed that a joint Union/Employers team will meet with the Inland Revenue to try to agree increases in Lodging Allowance.

## **11. SICK PAY**

It has been agreed to establish a Working Party to examine Sick Pay and to focus in particular on the position of long-term employees absent from work because of long term sickness.

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