



The Electrotechnical JIB
Setting employment standards

December 2023

Email: ir@jib.org.uk

www.jib.org.uk

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



JIB Industrial Determination 2024 – 2025

Promulgated by the JIB National Board on **Thursday 29th June 2023** to be effective from the dates shown.

1. WAGES – OPERATIVES

Two different wage rates 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 operatives and apprentices who are transported to and from the job by their employer.

JOB EMPLOYED (Own Transport)

Payable to operatives and apprentices who travel by their own means to and from the job.

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

From and including **Monday 1st January 2024** the JIB hourly rates for graded operatives shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Site/Installation Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£20.80	£21.87	£19.46
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£18.40	£19.41	£17.05
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£16.84	£17.90	£15.53
ECS Experienced Worker Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£16.04	£17.01	£14.77
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Electrical Improver	£15.15	£16.14	£14.01
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Electrical Labourer Cable Hand	£13.38	£14.37	£11.99

(ii) London Rate

for operatives 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	
Site/Installation Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£23.33	£24.47	£21.80
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£20.60	£21.74	£19.09
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£18.86	£20.06	£17.41
ECS Experienced Worker Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£17.91	£19.06	£16.54
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Electrical Improver	£16.97	£18.06	£15.90
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Electrical Labourer Cable Hand	£15.00	£16.10	£13.45

From and including **Monday 6th January 2025** the JIB hourly rates for graded operatives shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Site/Installation Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£21.84	£22.96	£20.43
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£19.32	£20.38	£17.90
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£17.68	£18.80	£16.31
ECS Experienced Worker Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£16.84	£17.86	£15.51
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Electrical Improver	£15.91	£16.95	£14.71
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Electrical Labourer Cable Hand	£14.05	£15.09	£12.59

(ii) London Rate

for operatives 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	
Site/Installation Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£24.50	£25.69	£22.89
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£21.63	£22.83	£20.04
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£19.80	£21.06	£18.28
ECS Experienced Worker Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£18.81	£20.01	£17.37
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Electrical Improver	£17.82	£18.96	£16.70
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Electrical Labourer Cable Hand	£15.75	£16.91	£14.12

Network Infrastructure Rates

(i) National Standard Rates

From and including Monday 1st January 2024 the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£16.59	£17.66
Network Infrastructure Gold	£15.10	£16.18
Network Infrastructure Installer	£14.23	£15.22
Network Infrastructure Installation Assistant	£13.38	£14.37
Network Infrastructure Trainee	£13.38	£14.37

Apprentice Rates of Pay	At College	At Work
Stage 2	£8.01	£8.66
Stage 1	£6.40	£6.40

(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
Network Infrastructure Advanced	£18.58	£19.78
Network Infrastructure Gold	£16.93	£18.12
Network Infrastructure Installer	£15.93	£17.05
Network Infrastructure Installation Assistant	£15.00	£16.10
Network Infrastructure Trainee	£15.00	£16.10

Apprentice Rates of Pay	At College	At Work
Stage 2	£8.22	£9.72
Stage 1	£6.40	£6.87

(i) National Standard Rates

From and including **Monday 6th January 2025** the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£17.42	£18.54
Network Infrastructure Gold	£15.86	£16.99
Network Infrastructure Installer	£14.94	£15.98
Network Infrastructure Installation Assistant	£14.05	£15.09
Network Infrastructure Trainee	£14.05	£15.09

Apprentice Rates of Pay	At College	At Work
Stage 2	£8.41	£9.09
Stage 1	£6.40	£6.44

(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
Network Infrastructure Advanced	£19.51	£20.77
Network Infrastructure Gold	£17.78	£19.03
Network Infrastructure Installer	£16.73	£17.90
Network Infrastructure Installation Assistant	£15.75	£16.91
Network Infrastructure Trainee	£15.75	£16.91

Apprentice Rates of Pay	At College	At Work
Stage 2	£9.24	£10.20
Stage 1	£6.40	£7.21

JIB Highway Lighting Rates

From and including the **Monday 1st January 2024** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£19.19
Highway Lighting Approved Electrician	£16.81
Highway Lighting Electrician	£15.30

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£13.45
Highway Lighting Operative Grade 2	£12.77
Highway Lighting Operative Grade 3	£12.10
Highway Lighting Operative Grade 4	£11.44
Highway Lighting Operative Trainee	£11.44

From and including the **Monday 6th January 2025** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£20.15
Highway Lighting Approved Electrician	£17.65
Highway Lighting Electrician	£16.07

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£14.12
Highway Lighting Operative Grade 2	£13.41
Highway Lighting Operative Grade 3	£12.71
Highway Lighting Operative Grade 4	£11.93
Highway Lighting Operative Trainee	£11.44

Onshore Oil And Gas Instrumentation And Ancillary Assembly Agreement Wages

From and including Monday 1st January 2024

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£20.80	£21.87
Approved Electrician (or equivalent specialist grade)	£18.40	£19.41
Electrician (or equivalent specialist grade)	£16.84	£17.90
Electrical Labourer	£13.38	£14.37

From and including Monday 6th January 2025

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£21.84	£22.96
Approved Electrician (or equivalent specialist grade)	£19.32	£20.38
Electrician (or equivalent specialist grade)	£17.68	£18.80
Electrical Labourer	£14.05	£15.09

2. WAGES – APPRENTICES

Apprentices will be paid two 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).

From and including **Monday 1st January 2024** the JIB hourly rates for apprentices shall be:

(i) National Standard Rates

	At College	At Work
Apprentice (Stage 4)	£12.09	£13.32
Apprentice (Stage 3)	£11.44	£12.40
Apprentice (Stage 2)	£8.60	£8.66
Apprentice (Stage 1)	£6.40	£6.40

(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)	£13.55	£14.94
Apprentice (Stage 3)	£12.71	£13.89
Apprentice (Stage 2)	£8.80	£9.72
Apprentice (Stage 1)	£6.40	£6.87

From and including **Monday 6th January 2025** the JIB hourly rates for apprentices shall be:

(i) National Standard Rates

	At College	At Work
Apprentice (Stage 4)	£12.69	£13.99
Apprentice (Stage 3)	£11.92	£13.02
Apprentice (Stage 2)	£8.60	£9.09
Apprentice (Stage 1)	£6.40	£6.44

(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)	£14.23	£15.69
Apprentice (Stage 3)	£13.35	£14.58
Apprentice (Stage 2)	£9.24	£10.21
Apprentice (Stage 1)	£6.40	£7.21

3. LODGING ALLOWANCE

Lodging Allowance will be increased on the anniversary dates in line with the usual process between the JIB and HMRC using a formula set out by HMRC.

4. JIB BENEFITS – OPERATIVES

With effect from **Monday 1st January 2024**:

(a) Sickness with Pay Benefit

In line with section 1.3 of the JIB Benefits Scheme, JIB Sick Pay for operatives will increase by:
£20 per week for weeks 3 to 24
£10 per week for weeks 25 to 52

For new periods of sickness commencing on or after **Monday 1st January 2024**:

	Others (see note)	Electrician	Approved	Technician
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	£180	£190	£200	£210
Weeks 25 to 52	£90	£95	£100	£105

*Others covers grades such as Electrical Labourer, Trainees under Craft Training Schemes, and Experienced Workers. Please see clause 1.3(a) of Section 9 of the JIB Handbook for further information. The above rates are in addition to Statutory Sick Pay.

With effect from **Monday 6th January 2025**:

(b) Death in Service Benefit

A £10,000 increase to death in service benefit under the Group Life Insurance Policy, which is therefore an increase from £30,000 to £40,000 for eligible operatives.

(c) Sickness with Pay Benefit

A "recoupment" arrangement for sickness with pay benefit will be introduced.

After eight weeks of continuous sickness absence, payment of waiting days 8-14 (i.e., the second week of sickness absence) will be made retrospectively. There will be no payment for days 1-7 (i.e., the first week of sickness absence).

The amount of reimbursement for days 8-14 of sickness will be the same as the relevant amount for Week 3 to 24 depending on the grade of the operative.

(d) Responsibility Money

Approved Electricians in charge of work, who undertake the supervision of other operatives, are paid responsibility money. The amount of responsibility money will increase from not less than 10p and not more than £1 per hour, to **not less than 50p and not more than £2 per hour** from **Monday 6th January 2025**.

The remainder of National Working Rule 6.4 Responsibility Money will be unchanged.

5. REVIEW OF WAGE LEVELS

The parties agree to set up a working group to review the level of remuneration payable to electrical installation and maintenance apprentices, and the positioning of electrical contracting wage levels.

6. PENSIONS

The parties agree to include wording in the JIB Handbook setting out the current statutory pension arrangements.

7. TRAINING AND QUALIFICATION COSTS

The parties agree to update wording to Section 4, clause 6, of the JIB Handbook to reflect a broader range of training courses.



The Electrotechnical JIB

Setting employment standards

Email: ir@jib.org.uk www.jib.org.uk