



The Electrotechnical JIB
Setting employment standards



Procurement Guide for JIB Member Companies

1. How JIB Membership Helps to Win Tenders

JIB member companies set the benchmark for high-quality employment, skills development and industry best practices.

By choosing JIB affiliated firms, procurement professionals ensure compliance with national standards, good employment conditions, and reduced project risks.

This document outlines the key benefits, supporting evidence, and practical tools to help JIB member companies communicate why they should be first choice in any tender process.

2. Key Benefits of Procuring from JIB Companies

For commissioning authorities, buying services from JIB member companies delivers great benefit by ensuring compliance and reduction of risk through:

2.1 Compliance with Industry Standards

- Adherence to the National Working Rules ensuring fair wages and working conditions plus health and well-being support – benefitting employees and employers.
- Alignment with UK procurement frameworks for selection and contract award, including the Common Assessment Standard, the Construction Playbook, and the Social Value Model.

- Commitment to a certified workforce trained to ECS standards, improving safety and competence on site.

2.2 Reduction in Procurement Risks

- Pre-approved employment conditions, reducing the risk of disputes and industrial action.
- A fully qualified workforce, lowering the risk of project delays due to health and safety breaches.
- Enhanced project quality and consistency through structured career progression and ongoing training.

2.3 Social Value and Workforce Development

- Supports local and targeted employment and training opportunities, by investing in apprenticeships and upskilling programmes. Delivering jobs for local people and those further removed from the labour market.
- Encouraging diversity and inclusion through structured recruitment and fair employment practices.
- Ensuring long-term workforce sustainability by promoting career pathways within the sector.

2.4 Cost and Time Efficiency in Tendering

- With streamlined procurement due diligence through a JIB member vetted workforce.
- Pre-established employment terms which simplify contractual negotiations.
- Reduced administrative burden as JIB accreditation aligns with prequalification/selection requirements.

3. Differentiation: JIB vs. Non-JIB Contractors:

There are clear ways in which JIB Contractors can outperform non-JIB companies as a provider of choice some of which are set out below.

Feature	JIB Companies	Non-JIB Companies
 Employment Conditions	National Working Rules – offers best in class terms – Private health care, fair pay, travel	Fragmented, lacks standardisation – risk of use of bogus employment and poor working standards
 Workforce Competence	Highly trained and skilled ECS-certified electricians, leading to greater productivity and quality	May include unregulated labour – creates project risk and compliance risk
 Dispute Resolution	Formal dispute resolution mechanisms – reducing risk	Potential lack of structured process, higher risks and costs
 Social Value Contribution	Formalised and structured approach to apprenticeships and local employment	Less structured workforce development
 Procurement Efficiency	Pre-approved standards reduce delays	Require additional compliance checks to demonstrate they meet the same standards
 Regulatory and Legal Compliance	Assurance of workforce competence, employment conditions and dispute resolution	Potential hidden costs including fines, legal fees and reputational damage due to compliance failures

4. Highlighting the Benefits of JIB Membership in Tenders

There are many ways you can highlight the benefits you bring as a JIB member in your tenders. We have set out some examples below.

You should note that examples are just that – each tender is different and the below is not intended to be relied on as legal advice but rather to give you examples of how you might highlight your benefits as a JIB member. Information in *green italics* invites you to refer to your own practices and policies.

This relies on the contracting authority asking the ‘right’ questions in their procurements. The examples below give a starting point to expand upon with your own metrics, policies and strategies. The responses assume a tight word limit for tender responses, but where given additional word count you should actively seek to use this to maximum effect, expanding upon the template wording with examples and backing up statements with evidence.

4.1 A statement explaining JIB membership:

As a JIB member, we ensure compliance with national employment standards and provide a fully certified workforce. We contribute to social value through structured apprenticeship schemes creating sustainable jobs and training opportunities for local people. By choosing a JIB member company, procurement teams efficiently eliminate risks related to workforce competence, safety, and contractual disputes, leading to on-time, high-quality project delivery.

work, which guarantees the highest quality of workmanship. The JIB’s regular scrutiny and review of standards further ensures continuous adherence to these benchmarks.

2

Ensuring Consistency Throughout the Supply Chain

Question:

How would your company ensure consistency and high standards throughout the supply chain, particularly with sub-contractors?

Answer:

As a JIB member company we only subcontract work to other JIB members. This ensures that all sub-contractors adhere to the same high standards and terms of employment as our own organisation and workers. This applies whether they are primary or secondary suppliers, throughout our supply chain. The consistency across the supply chain guarantees that all operatives are working to the same health and safety protocols, competency standards, and quality expectations, mitigating any risks of quality discrepancies or delays in project delivery.

4.2 Example tender response wording

1 Competence and Standards of Workers

Question:

How would your company ensure the competence and qualifications of electrical operatives working on this project?

Answer:

Our company is a Joint Industry Board (JIB) member, meaning all operatives working on this project are registered under the Electrotechnical Certification Scheme (ECS). Each worker has been assessed and endorsed by their employer for their competency at the required grade level, such as Electrician, Approved Electrician, or Technician. This ensures compliance with the industry’s high standards for health, safety, and environmental awareness. Additionally, JIB members are required to meet the current assessment standards for electrical installation



3 Social Value and Local Employment

Question:

How will your company contribute to social value and local employment on this project?

Answer:

Our company is committed to creating accessible career pathways and providing skills development opportunities, particularly through structured apprenticeship programmes. We actively promote apprenticeships, which provide individuals who are otherwise disadvantaged in the labour market – including young people and career changers from disadvantaged backgrounds – with hands-on training alongside formal education. We also prioritise hiring local workers, ensuring that the skills and opportunities created by this project are directed back into, and retained by, the local community. Furthermore, we encourage inclusivity and support non-traditional routes into the electrotechnical industry by supporting Experienced Worker Assessments. This provides a career development pathway for individuals who may not have followed conventional training models, contributing to the local workforce's skill set and long-term employability.

Question:

What strategies will your company implement to create career pathways and support underrepresented groups in the electrotechnical industry?

Answer:

Our company is deeply committed to increasing inclusivity in the electrotechnical industry by providing accessible career pathways, particularly through our apprenticeships. These are designed to support young people, career changers, and individuals from disadvantaged backgrounds. We actively seek to recruit from local communities, which ensures that skills are retained locally. It also encourages long-term, sustained employment and clearer career pathways.

We also offer the JIB's Experienced Worker Assessments which provide another route. This is for people who have been working in the industry for a number of years but have not had the opportunity to take an apprenticeship. It allows them to demonstrate their skills and validate their competencies, to the same level as a completing apprentice.

4 Efficiency and Project Disruptions

Question:

What measures does your company take to ensure that project interruptions and disputes are minimised, thus ensuring the project remains on schedule?

Answer:

As a JIB member company, we adhere to the JIB Resolution Procedure, a key mechanism designed to prevent the escalation of disputes between contractors and operatives. This procedure is rooted in strong industrial relations between all parties and has been effective in minimising project delays and associated costs for more than 50 years. By fostering a cooperative work environment, our approach ensures that projects remain on schedule and within budget. Our direct employment model also reduces the likelihood of disputes, as our workers are familiar with company procedures and are more invested in maintaining consistent performance across projects.

The JIB Resolution Procedure is a faster and more specialised alternative to standard contractual dispute resolution processes. Acting like an industry-specific ACAS, it resolves grievances and disciplinary disputes with facilitators who have in-depth knowledge of the electrotechnical sector and its agreements. This expertise ensures tailored, fair resolutions and its efficiency minimises business interruption.

5 Direct Employment and Workforce Stability

Question:

How does your company ensure a stable and secure workforce for the duration of the project?

Answer:

As a JIB member company, we are committed to direct employment of all operatives, which guarantees that workers are provided with job security and the full suite of benefits including comprehensive health insurance. This model fosters a more stable and secure workforce, which in turn contributes to higher retention rates, lower turnover, and more consistent project delivery. Our workers are well-supported and have access to career development funding and continuing training, which improves both their personal career trajectory and the overall quality of work on the project.

Question:

What strategies does your company have in place to promote skills development, particularly through apprenticeships?

Answer:

Our company actively participates in apprenticeships, which provide structured career pathways for young people and those seeking to change careers. We provide hands-on training which complements formal education, ensuring apprentices develop the skills necessary for long-term employability. Additionally, our apprenticeships offer career paths into the electrotechnical industry which reduce barriers to entry for underrepresented groups. The apprenticeships are designed to meet the skills demand of the industry, ensuring that the workforce is equipped to deliver high-quality work on projects like this one.

Here's where JIB members companies can add specific strategies for increasing local employment / maximising apprentices / improving retention or career progression for apprentices.

e.g. We are committed to maximising apprenticeships and retaining apprentices at the end of their apprenticeships or enabling them to move on to gainful employment elsewhere.

This is backed up by our [] strategy which states that we seek [] apprenticeships at any given time. In addition we have access to JIB funding which enables our workers to develop and upskill post qualification.

When answering a question like this one, it is worth then adding in numbers of apprentices, targets, etc. to make the response more tangible as a commitment.

Question:

How do you ensure that apprenticeships within your company contribute to local skills development and help address the demand for skilled workers in the electrotechnical sector?

Answer:

We are committed to local skills development by offering apprenticeships which are tailored to the needs of the local community.¹ By providing on-the-job training and formal education, our

apprenticeships ensure that individuals are equipped with the necessary skills and experience to become competent professionals in the electrotechnical field. We actively recruit from the local area and prioritise the development of long-term employability through structured career progression, ensuring that the skills developed through these programmes benefit both the apprentices and the local economy. As a JIB Member Company we have access to local colleges, providers and networks to collaborate on local skills and needs initiatives.

Question:

How does your company ensure compliance with health, safety, and environmental regulations, and how is this integrated into your daily operations?

Answer:

As a JIB member company, we are committed to the highest standards of health, safety, and environmental compliance. All our staff are certified through ECS as meeting the approved industry standard for health, safety and environmental awareness. This is comparable to a Level 1 standard and mapped to that of the Construction Industry Training Board (CITB). ECS Health and Safety Assessments also include fire safety and buildings awareness, which meets the post-Grenfell recommendations of Dame Judith Hackitt's Building a Safer Future report.

Our workers are regularly trained on the latest safety protocols *not less than every []* and are required to pass assessments which ensure they are equipped to work safely in compliance with current regulations. We conduct regular safety audits and implement robust risk management strategies to identify and mitigate hazards. *We can provide copies of our [] policies and procedures on request.*

In addition, we are committed to minimising environmental impact by using energy-efficient technologies and sustainable practices wherever possible.

¹JIB will work with member companies to create case studies and measure impact against specific local needs and priorities using ECS check data.