



The Electrotechnical JIB
Setting employment standards

Annual Review 2025



- Connecting with policy makers
- Collaborating on Industry challenges
- Supporting members and the wider industry
- Competence standards for the future



Foreword



Jay Parmar, Chief Executive

Welcome to the JIB Review of 2025

At the Electrotechnical Joint Industry Board (JIB) our values of fairness, respect and standards are more than just words in a handbook, they are lived each day by the people in our industry. This was brought home to me when I spoke with one of the apprentices helping refurbish the JIB Head Office. He told me: "It feels good to be helping rebuild the place that helped build opportunities for people like me."

Behind our work on frameworks and standards are real people building their futures. By looking after our workforce and employers, we strengthen our industry and our communities. Our mission at the JIB is to lead with purpose, ensuring that fairness, quality, and care are not just principles, but practices.

As the UK accelerates towards net zero, electricians will play a vital role in delivering that vision. The government has committed to delivery and long-term planning, which reinforces the value of the JIB model with its principles of direct employment. The Electrotechnical Certification Scheme (ECS) enables the required competence and skills to be verified to ensure standards are raised and safety is at the forefront. It is essential that we continue to ensure the voices of our members and the wider electrotechnical sector are listened to and acted upon.

Governance and strategy

The JIB facilitates discussions between The Electrical Contractors Association (ECA), Unite the Union and other industry stakeholders, to set the highest employment standards and regulate relations between employers and employees.

At the start of 2025, we welcomed Baroness Wendy Alexander as JIB chair, bringing extensive experience from her career in politics, trade, and investment. Reflecting on her first year in post she said:

"By nurturing young talent, supporting employers, and strengthening the routes into qualified, competent work, the JIB has been helping to ensure our industry can meet the UK's infrastructure and the net-zero ambitions. Alongside this, we champion the principles of direct employment and fair work that are embedded within the JIB Agreement."

Lord Brendan Barber was also appointed to the House of Lords in 2025. Lord Barber has been a member of the JIB National Board since 2020 and previously served as General Secretary of the TUC and Chair of Acas. Hear him share his views on the importance of the JIB Resolution Procedure [here](#).

In September the JIB team met with members of the JIB Board to share knowledge and develop a deeper understanding of the organisation's role and direction and how we can work together to achieve our aims.



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For 20 years we've proudly partnered with the JIB, helping ensure our employees receive industry-leading benefits and training opportunities.

Jim and Maria Brader, Directors,
Premier Electrical



Member Survey 2025



87% feel valued by JIB



83% say membership is important to their business



84% rate JIB performance as good or very good

Outreach and Engagement



Connecting with policy makers

Throughout the year we have worked to ensure that the government listens to the voices of JIB members. JIB Chief Executive Jay Parmer has represented sector interests at discussions, industry events and advisory groups such as the Industry Competence Committee and CSCS Alliance.

As part of this strategic outreach, Jay, together with JIB Chair, Baroness

Wendy Alexander hosted a roundtable event for policymakers, unions and industry leaders attending the Labour Party Conference 2025. We welcomed Amanda Hack MP, Graeme Downie MP and Sarah Hall MP to this constructive and lively discussion about how collective bargaining can enhance prosperity, productivity and safety within the sector and wider built environment industry.

Representing member interests

Our members tell us that lobbying and representation activity is important to them. With this in mind, we sought to engage with Government officials and advisers throughout the year to champion the aims of the JIB and promote the value and benefits of the collective agreement and direct employment.

We had a productive month in June, meeting first with Neil Foster, Industrial Relations Adviser to the Chancellor and Business Secretary, followed by James Silcox and Otis Long, Deputy Director and Head of Trade Union and Collective Rights team at the Department for Business and Trade (DBT). Later in the month we had constructive conversations with Jonathan Shipman, Adam Walton

and Andrew Alexander working collectively on housing strategy, workforce, skills and competence, and the Make Work Pay agenda at MHCLG.

In July we were able to sit down with Karen Wood, Skills and Labour Market Lead at DBT and later in the summer with Claire Stewart, Prime Minister's adviser on Trade Union Relations in No 10.

Our response to the Procurement Act Consultations for both England and Wales communicated how alignment to sectoral collective agreements can deliver social value through apprenticeships, ensuring higher workforce standards across the supply chain, promoting better employment, safety and career progression.

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JIB provides a robust and consistent framework for the employment of electricians and apprentices within the industry and helps to maintain standards.

Nick Richardson, Director,
JA Richardson Electrical



Engagement insights



97% of members believe lobbying and representation activity is important



150+ delegates collaborated on industry challenges at JIB Forums



75% said gaining the mark of a quality employer was a key reason they joined the JIB

Outreach and Engagement

Collaborating on industry challenges

In 2025, the JIB hosted regional forums in Cardiff, Birmingham and London to address the skills and procurement challenges in the electrotechnical sector.

We brought together main contractors, JIB members, commissioning authorities and other industry representatives, for insightful discussions. Key topics included apprenticeship funding, safety and competence standards, social value, regional collaboration and dispute resolution.

Luke Cook, Associate Director, Darke Taylor, attended the RJIB event in Cardiff. He said: "We know there is a skills shortage on the horizon and these events are brilliant for talking and looking at the future."

Look out for announcements of future regional forums in our member newsletters and on our LinkedIn page.

For information about the topics covered, please contact our Industrial Relations Team:

IR@JIB.org.uk.



Delivering insight at national events

Throughout 2025, the JIB and Electrotechnical Certification Scheme (ECS) team attended six Elex Shows across England. We were on hand at each show to help with any queries related to JIB membership and ECS cards.

Andy Reakes, Chief Operating Officer; Roger Horne, Head of Membership; and Dan Woods, Industry Engagement Manager, each presented well-received talks in the IET Learning Lounge. Andy and Dan focused on the latest developments for the Electrotechnical Certification Scheme and Roger shared how JIB membership can help organisations stand out from competitors.

The JIB and ECS will continue to attend Elex Shows in 2026. You can register to attend the first Elex Show in Bolton [here](#).

In October, we returned to ExCel London for the Smart Buildings Show to showcase how the JIB and ECS are

helping to upskill the workforce in support of a more sustainable built environment. Dan Woods delivered a session on Day 1 of the exhibition, speaking on competence in the building controls industry and the importance of personnel certification through the ECS.



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Here at Capri M&E we really value our JIB membership and the benefits it brings to the company and our workforce.

Kevin Rydon, Capri M&E



On the road

15+ towns and cities visited across the UK



30+ trade shows, events and meetings attended



43 member engagement meetings across the country

Outreach and Engagement

Supporting members and the wider industry



In 2025, JIB Head of Membership, Roger Horne, visited 43 JIB Member Companies – including Phoenix ME (pictured). These meetings are opportunities to offer support and ensure companies are making the most of their benefits.

Roger also engaged with firms interested hearing more about the advantages JIB membership can unlock.

He said: “It is always valuable to meet our members face-to-face. Hearing first-hand how the JIB helps businesses to secure work and retain a skilled and motivated workforce is always really encouraging.”

You can watch Actemium UK explain how JIB membership helps them to support their workforce through apprenticeships and career progression on our YouTube channel [here](#).

Contact membership@jib.org.uk to find out more about JIB member benefits.

Championing competence

In addition to speaking at Elex and the Smart Buildings Show (see page 4), Dan Woods, ECS Industry Engagement Manager, travelled the country in 2025 to champion skills and competence in the sector.

In April, Dan shared insights at the Fire and Safety Event at the NEC. He also joined discussions to encourage industry collaboration on apprenticeships training at the Electrotechnical Training and Careers Alliance (ETCA) event in the West Midlands. During the summer he represented JIB and ECS at the Installer Show, as a shortlisted entrant at the Enginuity Awards and to lend support to JIB Member Darke & Taylor Ltd, at the opening of the

company’s Electrical Apprenticeship training centre in Oxford.

In October he presented on competence requirements and ECS at the Association of Security Consultants Conference (ConSec) at Hinxton Hall.

Andy Reakes, Chief Operating Officer at JIB & ECS, also worked to promote the work of the JIB and ECS throughout 2025. This included attending the Fire & Security Careers Fair at South Eastern Regional College (SERC) Lisburn, Northern Ireland. He also shared insights beyond the sector, speaking about how ECS utilises smart tech to improve competence and safety at the Memberwise Network’s Digital Excellence Conference in June.

Contact Dan Woods, ECS Industry Engagement Manager, at dan.woods@jib.org.uk.

YOU SAID WE DID Members asked for more:

- Promotion of JIB
- Industry insights and guidance
- Training and CPD support

We delivered



100+ talks and engagement meetings



10+ webinars and live events



£1000s of additional funding for training – including EWA routes

Three year wage agreement assures sector stability

The JIB continues to work with the Electrical Contractors Association (ECA), Unite the Union and other industry representatives, to assure stability and sustainability in the sector and secure collective agreements on pay and conditions.

In 2025, the JIB facilitated discussions between the ECA, SELECT and Unite resulting in a new three-year wage agreement. Key changes include:

Year One – from 05 January 2026

- 3.95% increase to rates for graded operatives

Year Two – from 04 January 2027

- 2% increase to apprentice rates
- 4.6% increase to graded operative rates

Year Three – from 03 January 2028

- 3% increase to apprentice rates
- 4.85% increase to graded operative rates
- £10 increase to weekly sick pay for operatives during weeks 3–24 therefore providing:
 - £200 per week for an Electrician
 - £210 per week for an Approved Electrician
 - £220 per week for a Technician
 - £190 per week for others (for definition see Section 9 of the JIB Handbook)
 - £5 increase to weekly sick pay for operatives during weeks 25 to 52

Full details of the new wage agreement are available [here](#).

The power of collective agreements



We worked to enhance the value of the collective agreement and the JIB model throughout 2025. This included a comprehensive analysis of the Employment Rights Bill (ERB) 2024 and its implications for the JIB National Working Rules and handbook. We examined how the Bill's proposed reforms interact with the JIB's existing collectively bargained framework.

The review concluded that the ERB validates the JIB model. The JIB Handbook already exceeds statutory minimums in almost all core employment areas, including working time, pay, sick leave, holidays and dismissal protection. Look out for more guidance on this topic in the coming months.

This year we have garnered feedback and identified opportunities to help us prioritise and deliver member value, and have built relationships with commissioning authorities and government to develop understanding of the collective agreement.

Together with the ECA and Unite we improved the accessibility of the JIB Resolution Procedure which is now firmly endorsed and supported by Acas.

This enables us to deliver access to conciliation and mediation to members, as well as a binding procedure with most disagreements resolved within one week. This positively impacts productivity and working relationships.

To access our expert help with queries about terms and conditions of employment and the National Working Rules. Email us at IR@JIB.org.uk

(Pictured) Louisa Weinstein, Head of Industrial Relations JIB.

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The JIB supports the company with retaining employees and the recruitment of new labour.

Steve Brennan, Operations Director
PICOW, Engineering Group



Support and guidance

£58,400

from the JIB Skills Development Fund has helped to upskill workers in the past 3 years



£5,000 per degree level course may also be applied for via the Paul Corby Bursary



1,500 enquiries were managed by the Industrial Relations team

Benefits and Resources

Online guidance for essential topics

During the past 12 months, Roger Horne, Head of Membership hosted a suite of webinars, with experts from within the JIB and invited guest speakers, to help members stay informed.

Topics included:

- The Experience Worker Assessment (EWA) route to certifying skills and competence
- Upskilling your workforce with support from the JIB Skills Development Fund
- How to make the most of JIB Member Benefits, including accessing healthcare and wellbeing through the My Bupa App

More webinars are planned on a host of topics, including the Employment Rights Bill.

You can watch recordings of our webinars and guidance videos, on demand, via our [YouTube channel](#).

Look out for other new additions to our Member Toolkit including a visual guide to the JIB Resolution Procedure and insights from our Survey of Accidents at Work.

The JIB Handbook remains the definitive guide to employment matters for JIB members and their operatives. It is available via our website where you can also access a suite of member resources www.jib.org.uk.



Cass Electric: Bupa Skin Cancer Assessment

As part of the benefits package, direct employees of JIB member companies can access healthcare support via the Bupa App. This includes a remote skin cancer assessment service allowing you to check moles or skin lesions from the safety of your home.

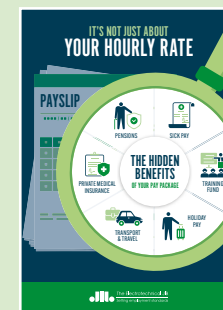
John Tandy, an Electrical Engineer at Cass Electric, was impressed with the speed and convenience of this service, he told us

“I recommend using Bupa’s remote skin cancer assessment. I had three moles that I thought were of most concern and used the kit to take 2 pictures of each mole, one close-up and one at a distance so you could

see what part of the body it was located on. It took only 10 minutes to complete.

My diagnosis came back negative, so no further treatment was needed. The assessment is convenient and gives you peace of mind with a really quick turnaround.

Being part of a JIB Member Company, I always thought the health cover was a real benefit and would strongly urge other employees to take advantage of the service.” Learn how the Remote Skin Cancer Assessment works [here](#).



Find out more about our member benefits [here](#).

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The JIB membership is a gold standard, industry expected, proven mark of a companies status to work to a high standard.

Julie Graham, Marcoe Engineering



Member benefits



8 watch on demand webinars have been added to JIB member resources



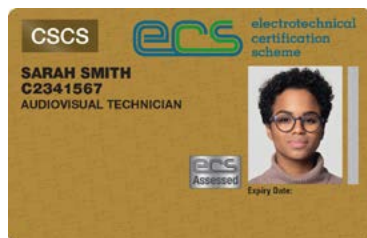
50% of medical insurance claims via the JIB helped musculoskeletal conditions



70% of members cite the Benefits Scheme as a key reason they joined the JIB

Standards and Competence

Career frameworks for the future



The JIB, through the ECS has been working for many years with Industry Working Groups to develop occupational frameworks. The aim is to bring consistency and clarity to competency standards, aligned with Building Safety Regulations.

This led to an overarching framework for the Audiovisual, Broadcast Media and Creative Industries early in 2025, which included the introduction of 8 new ECS cards.

The drive to raise standards continues with a Sector Lead Group (SLG) established in September to focus on Power Distribution and Control. This group is tasked with defining the core and trade-specific competency requirements for individuals working in power distribution and control equipment encompassing installation, commissioning, maintenance and design. This will include Panel Builder and Panel Wiring occupations.

Feedback and industry participation will help ensure that the framework is practical and suitably aligned to real working conditions. To engage with the new sector group, please contact Dan Woods, ECS Industry Engagement Manager, at dan.woods@jib.org.uk

Supporting apprenticeships and training

The JIB assists those entering the electrotechnical sector through apprenticeships, providing guidance and support – including a Hand Tool Replacement Scheme (through Edmundson Electrical). Training organisations which register as a JIB Preferred Provider can access additional benefits to support their apprentices.

[Find out more here.](#)

We also collaborate with industry on routes to competence which enable those with significant experience, who have never completed an apprenticeship or NVQ Level 3, to be assessed to ECS gold card standard. This latest addition to these Experienced Worker Assessment (EWA) routes is to Level 3 Panel Wiring for Engineering Application. Read more about EWA [here](#).

We value certified competence and CPD. The JIB Skills Development Fund can provide up to 75% of the cost of eligible courses to help member companies upskill directly employed electrical operatives and registered apprentices. From 2025, this financial support is extended to cover costs for those undertaking Experienced Worker Assessments (EWAs).

The Paul Corby Bursary, introduced in 2025, supports those who wish to study for a higher-level qualification, such as a bachelor's or master's degree. Named in honour of the JIB's former Chair, the bursary provides up to £5,000. Further information on the Skills Development Fund and the Paul Corby Bursary can be accessed [here](#).

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Being a JIB member is really important to us. Our values align. We want to look after our employees.

Heidi Smith, Head of HR, Actemium UK



ECS milestones



78,500 Gold card holders across all occupations



8 EWA routes to ECS cards now launched



50,000 ECS online assessments completed in 2025