

The parties to the Construction Industry Joint Council (CIJC) agreed a one-year agreement on pay rates under the Working Rule Agreement for 2011/12. From Monday 5 September 2011, there is an average increase of 1.5% on the basic rates of pay. From Monday 27 June 2011, fare and subsistence allowances increase in line with the March RPI index. Travel allowance, industry sick pay, pension contributions and insurance cover for tools remain unchanged.

**WR.1 ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY**

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
General Operative	(787)	306.93
Skill Rate 4	(848)	330.72
3	(898)	350.22
2	(960)	374.40
1	(997)	388.83
Craft Rate	(1046)	407.94

These rates are agreed and promulgated on the basis that any increase shall not be reduced by an adjustment in existing contractual bonus schemes.

**Apprentice Rates**

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours (£)
Year 1	(435)	169.65
Year 2	(562)	219.18
Year 3 without NVQ 2	(658)	256.62
Year 3 with NVQ 2	(836)	326.04
Year 3 with NVQ 3	(1046)	407.94
On completion with NVQ 2	(1046)	407.94

**WR.5 DAILY FARE AND TRAVEL ALLOWANCES** – See overleaf.

**WR.12 STORAGE OF TOOLS** – Employer's maximum liability shall be £600.00.

**WR.15 SUBSISTENCE ALLOWANCE** – £32.10 per night.

**WR.20 SICK PAY** – Industry sick pay will be £107.16 per week.

**WR.21 BENEFIT SCHEMES**

**WR.21.1** Death benefit £23,000. From October 2010, this entitlement has been improved removing a qualifying period of service and the requirement for beneficiaries to prove dependency. Accident provisions have been improved with the inclusion of permanent loss of hearing as a claimable entitlement. These benefits are provided through the B&CE Group.

**WR.21.2** EasyBuild pension contributions. The minimum employer contribution shall be £5.00 per week. Where the operative contributes between £5.01 and £10.00 per week, the employer shall increase the minimum contribution to match that of the operative up to a maximum of £10.00 per week. After 30 June 2008, employers are not required to make an EasyBuild pension contribution for operatives who are either new entrants to the industry or who change jobs within the industry **and** decline to make an EasyBuild pension contribution of at least £5.00 per week.

## DAILY FARE AND TRAVEL ALLOWANCES

Distance one way in kilometres	Travelling Allowance (Taxed)	Fare Allowance (Not taxed)
15	0.98	3.96
16	1.09	4.20
17	1.20	4.43
18	1.30	4.67
19	1.42	4.91
20	1.53	5.14
21	1.64	5.38
22	1.74	5.62
23	1.86	5.85
24	1.97	6.09
25	2.07	6.32
26	2.18	6.48
27	2.29	6.63
28	2.41	6.79
29	2.51	6.94
30	2.62	7.09
31	2.73	7.25
32	2.83	7.40
33	2.95	7.55
34	3.06	7.71
35	3.17	7.86
36	3.27	8.02
37	3.38	8.17
38	3.50	8.32
39	3.60	8.48
40	3.71	8.63
41	3.82	8.78
42	3.92	8.94
43	4.04	9.09
44	4.15	9.24
45	4.26	9.40
46	4.36	9.55
47	4.48	9.71
48	4.59	9.86
49	4.70	10.01
50	4.80	10.17
51	4.91	10.32
52	5.03	10.47
53	5.13	10.63
54	5.24	10.78
55	5.35	10.94
56	5.45	11.09
57	5.57	11.24
58	5.68	11.40
59	5.79	11.55
60	5.89	11.70
61	6.00	11.86
62	6.12	12.01
63	6.22	12.16
64	6.33	12.32
65	6.44	12.47
66	6.54	12.63
67	6.66	12.78
68	6.77	12.93
69	6.88	13.09
70	6.98	13.24
71	7.10	13.39
72	7.21	13.55
73	7.32	13.70
74	7.42	13.86
75	7.53	14.01

Having due regard for health and safety, an operative may be required to travel distances beyond the published scale, in which case payment for each additional kilometre should be made based on the difference between the rate for the 74<sup>th</sup> and 75<sup>th</sup> kilometre. All distances shall be measured using the RAC Route Planner or similar using the postcodes of the operative's home address and place of work.