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Established In 1968 by the Constituent Parties  
The ELECTRICAL CONTRACTORS' ASSOCIATION and UNITE (AMICUS SECTION)

September 2007

## JIB INDUSTRIAL DETERMINATION 2008 / 2009 / 2010

Promulgated by the JIB National Board on the 13<sup>th</sup> September 2007 to be effective from the dates shown.

### 1. WAGE RATES

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 who are transported to and from the job by their employers. Operatives travelling in their own time shall also be entitled to payment for Travelling Time, as detailed in the appropriate scale.

#### Job Employed (Own Transport)

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

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

It is acknowledged that the Union may wish to make representations to the Employers in the event that inflation, as measured by the CPI for January 2009 and January 2010, exceeds the level of increase set out under the terms of the JIB/SJIB Wage Agreement for these years.

### 2. WAGES 2008

From and including 7<sup>th</sup> January 2008 the JIB hourly rates for Job Employed operatives shall be:

#### (i) National Standard Rates

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£14.02	£14.73
Approved Electrician (or equivalent specialist grade)	£12.38	£13.08
Electrician (or equivalent specialist grade)	£11.35	£12.06
Electrical Improver	£10.21	£10.86
Labourer	£9.01	£9.67
Senior Graded Electrical Trainee	£10.21	£10.86
Adult Trainee	£9.01	£9.67

#### (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
Technician (or equivalent specialist grade)	£15.70	£16.50
Approved Electrician (or equivalent specialist grade)	£13.87	£14.65
Electrician (or equivalent specialist grade)	£12.71	£13.51
Electrical Improver	£11.44	£12.16
Labourer	£10.09	£10.83
Senior Graded Electrical Trainee	£11.44	£12.16
Adult Trainee	£10.09	£10.83

### 3. WAGES 2009

From and including 5<sup>th</sup> January 2009 the JIB hourly rates for Job Employed operatives shall be:

#### (i) National Standard Rates

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£14.65	£15.39
Approved Electrician (or equivalent specialist grade)	£12.94	£13.67
Electrician (or equivalent specialist grade)	£11.86	£12.60
Electrical Improver	£10.67	£11.35
Labourer	£9.42	£10.11
Senior Graded Electrical Trainee	£10.67	£11.35
Adult Trainee	£9.42	£10.11

#### (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
Technician (or equivalent specialist grade)	£16.41	£17.24
Approved Electrician (or equivalent specialist grade)	£14.49	£15.31
Electrician (or equivalent specialist grade)	£13.28	£14.11
Electrical Improver	£11.95	£12.71
Labourer	£10.54	£11.32
Senior Graded Electrical Trainee	£11.95	£12.71
Adult Trainee	£10.54	£11.32

### 4. WAGES 2010

From and including 4<sup>th</sup> January 2010 the JIB hourly rates for Job Employed operatives shall be:

#### (i) National Standard Rates

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£15.38	£16.16
Approved Electrician (or equivalent specialist grade)	£13.59	£14.35
Electrician (or equivalent specialist grade)	£12.45	£13.23
Electrical Improver	£11.20	£11.92
Labourer	£9.89	£10.62
Senior Graded Electrical Trainee	£11.20	£11.92
Adult Trainee	£9.89	£10.62

#### (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
Technician (or equivalent specialist grade)	£17.23	£18.10
Approved Electrician (or equivalent specialist grade)	£15.22	£16.07
Electrician (or equivalent specialist grade)	£13.94	£14.83
Electrical Improver	£12.54	£13.35
Labourer	£11.08	£11.89
Senior Graded Electrical Trainee	£12.54	£13.35
Adult Trainee	£11.08	£11.89

## 5. TRAVELLING TIME and TRAVEL ALLOWANCES

Operatives 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 7<sup>th</sup> January 2008

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	£3.13	£4.27
Over 20 & up to 25 miles	£4.15	£5.41
Over 25 & up to 35 miles	£5.47	£6.60
Over 35 & up to 55 miles	£8.72	£8.72
Over 55 and up to 75 miles	£10.67	£10.67
For each additional 10 mile band over 75 miles, additional payments of £1.88 for Daily Travel Allowance and £1.88 for Daily Travelling Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles each way	Nil	Nil
Over 15 & up to 20 miles	£3.15	£4.58
Over 20 & up to 25 miles	£4.18	£5.99
Over 25 & up to 35 miles	£5.51	£7.21
Over 35 & up to 55 miles	£8.79	£9.73
Over 55 and up to 75 miles	£10.75	£11.39
For each additional 10 mile band over 75 miles, additional payments of £1.89 for Daily Travel Allowance and £1.89 for Daily Travelling Time will be made.		

### (ii) From and including 5<sup>th</sup> January 2009

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 each way	Nil	Nil
Over 15 & up to 20 miles	£3.27	£4.46
Over 20 & up to 25 miles	£4.34	£5.65
Over 25 & up to 35 miles	£5.72	£6.90
Over 35 & up to 55 miles	£9.11	£9.11
Over 55 and up to 75 miles	£11.15	£11.15
For each additional 10 mile band over 75 miles, additional payments of £1.96 for Daily Travel Allowance and £1.96 for Daily Travelling Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles each way	Nil	Nil
Over 15 & up to 20 miles	£3.29	£4.79
Over 20 & up to 25 miles	£4.37	£6.26
Over 25 & up to 35 miles	£5.76	£7.53
Over 35 & up to 55 miles	£9.19	£10.17
Over 55 and up to 75 miles	£11.23	£11.90
For each additional 10 mile band over 75 miles, additional payments of £1.98 for Daily Travel Allowance and £1.98 for Daily Travelling Time will be made.		

**(iii) From and including 4<sup>th</sup> January 2010**

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 each way	Nil	Nil
Over 15 & up to 20 miles	£3.43	£4.68
Over 20 & up to 25 miles	£4.56	£5.93
Over 25 & up to 35 miles	£6.01	£7.25
Over 35 & up to 55 miles	£9.57	£9.57
Over 55 and up to 75 miles	£11.71	£11.71
For each additional 10 mile band over 75 miles, additional payments of £2.06 for Daily Travel Allowance and £2.06 for Daily Travelling Time will be made.		
<b>(b) London Rate</b>		
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles	£3.45	£5.03
Over 20 & up to 25 miles	£4.59	£6.57
Over 25 & up to 35 miles	£6.05	£7.91
Over 35 & up to 55 miles	£9.65	£10.68
Over 55 and up to 75 miles	£11.79	£12.50
For each additional 10 mile band over 75 miles, additional payments of £2.08 for Daily Travel Allowance and £2.08 for Daily Travelling Time will be made.		

**6. WAGES – OPERATIVES EMPLOYED PERMANENTLY AT THE SHOP**

From and including 7<sup>th</sup> January 2008, 5<sup>th</sup> January 2009 and 4<sup>th</sup> January 2010 respectively, the JIB hourly rates for operatives employed permanently at the shop and nowhere else shall be:

**(i) National Standard Rates**

Grade	2008	2009	2010
<b>Technician</b> (or equivalent specialist grade)	£13.11	£13.70	£14.39
<b>Approved Electrician</b> (or equivalent specialist grade)	£11.48	£12.00	£12.60
<b>Electrician</b> (or equivalent specialist grade)	£10.46	£10.93	£11.48
<b>Labourer</b> (or equivalent specialist grade)	£8.09	£8.45	£8.87

**(ii) London Rate**

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

Grade	2008	2009	2010
<b>Technician</b> (or equivalent specialist grade)	£14.68	£15.34	£16.12
<b>Approved Electrician</b> (or equivalent specialist grade)	£12.86	£13.44	£14.11
<b>Electrician</b> (or equivalent specialist grade)	£11.72	£12.24	£12.86
<b>Labourer</b> (or equivalent specialist grade)	£9.06	£9.48	£9.93

## 7. LODGING ALLOWANCE

- (a) 11.3.1 From the 7<sup>th</sup> January 2008 insert additional paragraph after first paragraph:

**“Operatives who are required to lodge, or move from one lodging job to another, shall normally be provided with five days’ notice of this requirement. Operatives shall co-operate with their employers, on short term jobbing contracts, where they may be required to lodge at short notice due to unforeseen circumstances”.**

- (b) 11.3.1 **Lodging Allowance & Retention Payments**

From 7<sup>th</sup> January 2008

**Lodging Allowance £29.60 per night**

**Future increases to be based upon the industry formula of the movement in the catering element of the Retail Price Index.**

- (c) To be added

**“Recognising the increasing cost of lodging, the Employer shall not unreasonably refuse to reimburse bills as an alternative to the untaxed lodging allowance”.**

- (d) **Annual Holiday Retention Payments**

From 7<sup>th</sup> January 2008

Increase from £5.85 per night (£40.95 per week)  
**to a maximum of £10.00 per night (£70.00 per week)**

## 8. OVERTIME

- (a) 8.2 **Payment**

8.2.1 From 7<sup>th</sup> January 2008 to change to

**“The number of hours to be worked at normal rates in any one week (Monday to Friday) before any overtime premium is calculated shall be 37½ hours”.**

Previously 38 hours.

- (b) **Consequential Changes**

**Rule 9.5 Overtime on Shifts to change from 38 to 37½ hours.**

## 9. PERIOD RETURN FARES FOR OPERATIVES WHO LODGE

11.4.2 From 7<sup>th</sup> January 2008 to change

**“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”.**

to

**“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 3 weeks”.**

## 10. RULE 18 BEREAVEMENT LEAVE

From 7<sup>th</sup> January 2008

Change

**“When such bereavement leave is granted Employers will pay the operative concerned for up to two normal working days at their basic hourly rate”.**

to

When such bereavement leave is granted Employers will pay the operative concerned for up to three normal working days at their basic hourly rate”.

## 11. RULE 14 JIB COMBINED BENEFITS SCHEME – SICKNESS WITH PAY

From and including 5<sup>th</sup> January 2009

Sickness Benefit will increase to:-

Weeks	Others (see note)	Electrician	Approved	Technician
1 and 2	Nil	Nil	Nil	Nil
3,4,5 and 6	£70.00	£75.00	£80.00	£85.00
7 to 28	£140.00	£150.00	£160.00	£170.00

From and including 4<sup>th</sup> January 2010 the weekly Sickness Benefit will increase to:-

Weeks	Others (see note)	Electrician	Approved	Technician
1 and 2	Nil	Nil	Nil	Nil
3,4,5 and 6	£75.00	£80.00	£85.00	£90.00
7 to 28	£150.00	£160.00	£170.00	£180.00

### Notes

- (i) “Others” covers Labourer, Adult Trainee, Senior Graded Electrical Trainee and Electrical Improver grades.
- (ii) The JIB Sick Pay is in addition to SSP.
- (iii) The benefit ceases after 28 weeks in any 52 week period.

## 12. TRAINING AND QUALIFICATION COSTS

Should an employer require their employees to undertake I.E.E. 17<sup>th</sup> Edition Regulations training then the costs involved will be met by the employer.

Possible funding avenues will be ascertained and utilized where employees are not required by their employers to undertake I.E.E. 17<sup>th</sup> Edition Regulations training.

## 13. JIB PENSION SCHEME

In the light of the forthcoming Government consultation leading to a Pensions Bill the ECA and Amicus will consider and decide how best to position the JIB Pension Scheme to meet the potential and actual provisions of the Pensions Bill.