



Established in 1969 by the constituent parties – THE ELECTRICAL CONTRACTORS' ASSOCIATION OF SCOTLAND (now 'SELECT') and the AMALGAMATED ENGINEERING AND ELECTRICAL UNION

SCOTTISH JOINT INDUSTRY BOARD FOR THE ELECTRICAL CONTRACTING INDUSTRY

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22 October 2007

To All SJIB/SELECT Members

Dear Sir/Madam,

SJIB NATIONAL WORKING RULES PROMULGATION

SELECT and UNITE the Union – AMICUS Section have concluded a three-year deal for the SJIB National Working Rules. The following hourly rates and amended conditions of employment were promulgated by the SJIB National Board on 17 October 2007 and will apply with effect from Monday, 7 January 2008.

Yours faithfully

Fiona Harper
Secretary

John Quigley
For UNITE the Union
- AMICUS Section

Bob Wheeler
For SELECT



**SJIB NATIONAL WORKING RULES
WAGES AND CONDITIONS
2008/2009/2010**

1. THREE YEAR AGREEMENT

A 3-year agreement has been reached with implementation dates on: -

Year 1	7 January 2008
Year 2	5 January 2009
Year 3	4 January 2010

2. RATES OF PAY

The rates of pay are to be increased by the following percentages: -

Year 1 (2008)	4%
Year 2 (2009)	4.5%
Year 3 (2010)	5%

For an Approved Electrician (Travel Rate), the increases in the hourly rate will be: -

	National Rate per Hour	Amount of Increase
2007 (Current Year)	£12.58	
2008 (Year 1)	£13.08	50p
2009 (Year 2)	£13.67	59p
2010 (Year 3)	£14.35	68p

All other rates of pay are to be increased pro rata.

Full details of the new rates are attached in Appendix 1.

3. ACCOMMODATION ALLOWANCE

- (a) From 7 January 2008 Accommodation Allowance will be £29.60 per night.

From 2009 onwards, it was agreed by the parties that increases to Accommodation Allowance will be based upon the movement in the catering element of the Retail Prices Index and will be subject to approval by HM Revenue & Customs.

- (b) From 7 January 2008 the following additional paragraph will be inserted as SJIB Rule 2.2 new (c): -

“Employees who are required to lodge, or move from one lodging job to another, shall normally be provided with 5 days’ notice of this requirement. Employees 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.

4. OVERTIME

(a) From 7 January 2008 SJIB Rule 1.10(A) (a) will 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 37.5 hours. Additional time worked Monday to Friday after 37.5 hours has been worked shall be paid at time and a half.

Weekend overtime premium shall be calculated on all hours worked as shown in Rule 1.10(B).”

(b) Consequential Changes

From 7 January 2008 SJIB Rule 1.14(e) will change to: -

“The number of hours to be worked at the appropriate shift rates before overtime premium is calculated shall be 37.5 hours.”

5. PERIODIC RETURN FARE FOR OPERATIVES WHO LODGE

From 7 January 2008 SJIB Rule 2.3 (b) will change to: -

“On jobs over 100 miles and up to and including 200 miles from the employer’s shop, return rail fares from the employer’s shop, with 4 hours travelling time at ordinary rates, shall be paid every 3 weeks.”

6. BEREAVEMENT LEAVE

From 7 January 2008 SJIB Rule 2.6 will change to: -

“Employers will give sympathetic consideration to requests from employees for Bereavement Leave in the event of the death of a close relative (e.g. child, spouse, partner or parent). When such Bereavement Leave is granted employers will pay the employee concerned for up to three normal working days at their basic hourly rate.”

7. SICK PAY

From 5 January 2009 Additional Sick Pay will increase to: -

WEEKS	TECHNICIAN	APPROVED ELECTRICIAN	ELECTRICIAN	LABOURER
1-2	Nil	Nil	Nil	Nil
3-6	£85.00	£80.00	£75.00	£70.00
7-28	£170.00	£160.00	£150.00	£140.00

From 4 January 2010 Additional Sick Pay will increase to: -

WEEKS	TECHNICIAN	APPROVED ELECTRICIAN	ELECTRICIAN	LABOURER
1-2	Nil	Nil	Nil	Nil
3-6	£90.00	£85.00	£80.00	£75.00
7-28	£180.00	£170.00	£160.00	£150.00

8. TRAINING AND QUALIFICATION COSTS

It has been agreed that should an employer require his/her employees to undertake the IEE Wiring Regulations 17th Edition training then the employer will meet costs involved.

Possible funding avenues will be identified for employees who are not required by their employers to undertake the IEE Wiring Regulations 17th Edition training.

9. CONSUMER PRICES INDEX

It has also been acknowledged that the Union may wish to make representations to the Employers in the event that inflation, as measured by the CPI (Consumer Price Index) for January 2009 and January 2010, exceeds the level of increase set out under the terms of the SJIB Wage Agreement for these years.

**SJIB National Wage Rates,
Allowances & Benefits for 2008, 2009 and 2010**

GRADED WAGE RATES

Annual Increase	4% Effective: 07/01/2008		4.5% Effective: 05/01/2009		5% Effective: 04/01/2010	
	Shop	Travel	Shop	Travel	Shop	Travel
Technician	£13.11	£14.73	£13.70	£15.39	£14.39	£16.16
Approved Electrician	£11.48	£13.08	£12.00	£13.67	£12.60	£14.35
Electrician	£10.46	£12.06	£10.93	£12.60	£11.48	£13.23
Labourer	£8.09	£9.67	£8.45	£10.11	£8.87	£10.62
Apprentice – 1 st Stage	£3.69	£4.64	£3.86	£4.85	£4.05	£5.09
Apprentice – 2 nd Stage	£5.37	£6.53	£5.61	£6.82	£5.89	£7.16
Apprentice – 3 rd Stage	£7.77	£9.16	£8.12	£9.57	£8.53	£10.05
Adult Trainee – 1 st Stage	£8.09	£9.67	£8.45	£10.11	£8.87	£10.62
Adult Trainee – 2 nd Stage	£8.89	£10.25	£9.29	£10.71	£9.75	£11.25
Adult Trainee – 3 rd Stage	£9.94	£11.46	£10.39	£11.98	£10.91	£12.58

Approved Electrician's Responsibility Money	From 10p to £1
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TRAVEL TIME AND TRAVEL ALLOWANCE

Operatives	2008		2009		2010	
	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil	Nil	Nil	Nil	Nil
Over 15 to 20 Miles	£4.27	£3.13	£4.46	£3.27	£4.68	£3.43
Over 20 to 25 Miles	£5.41	£4.15	£5.65	£4.34	£5.93	£4.56
Over 25 to 35 Miles	£6.60	£5.47	£6.90	£5.72	£7.25	£6.01
Over 35 to 55 Miles	£8.72	£8.72	£9.11	£9.11	£9.57	£9.57
Over 55 to 75 Miles	£10.67	£10.67	£11.15	£11.15	£11.71	£11.71
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£1.88	£1.88	£1.96	£1.96	£2.06	£2.06
1 st Call Out	£20.00		£20.00		£20.00	
Subsequent call-out, same rest period	£10.00		£10.00		£10.00	

Apprentices/Adult Trainees	2008		2009		2010	
	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil	Nil	Nil	Nil	Nil
Over 15 to 20 Miles	£2.51	£3.13	£2.62	£3.27	£2.75	£3.43
Over 20 to 25 Miles	£3.76	£4.15	£3.93	£4.34	£4.13	£4.56
Over 25 to 35 Miles	£5.02	£5.47	£5.25	£5.72	£5.51	£6.01
Over 35 to 55 Miles	£6.28	£8.72	£6.56	£9.11	£6.89	£9.57
Over 55 to 75 Miles	£7.54	£10.67	£7.88	£11.15	£8.27	£11.71
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£1.88	£1.88	£1.96	£1.96	£2.06	£2.06
1 st Call out	£7.50		£7.50		£7.50	
Subsequent call-out, same rest period	£3.50		£3.50		£3.50	

Note: Travel Time is payable to employees who are being paid the Travel Rate and are travelling to a job in their own time. Travel Allowance is payable in addition to Travel Time if transport is not provided by the company. Please refer to the National Working Rules, Section C Appendix 2 for taxation information.

**SJIB National Wage Rates,
Allowances & Benefits for 2008, 2009 and 2010**

LODGING ALLOWANCE

	2008	2009	2010
Lodging Allowance	£29.60 per night	TBD	TBD
Lodging Retention Fee	Up to £10.00 per night	Up to £10.00 per night	Up to £10.00 per night

WEEKLY SICK PAY IN ADDITION TO SSP

2008	Technician	Approved Electrician	Electrician	Labourer
Sick Weeks 1 & 2	Nil	Nil	Nil	Nil
Sick Weeks 3, 4, 5 & 6	£75.00	£70.00	£65.00	£60.00
Sick Weeks 7 to 28	£150.00	£140.00	£130.00	£120.00

2009	Technician	Approved Electrician	Electrician	Labourer
Sick Weeks 1 & 2	Nil	Nil	Nil	Nil
Sick Weeks 3, 4, 5 & 6	£85.00	£80.00	£75.00	£70.00
Sick Weeks 7 to 28	£170.00	£160.00	£150.00	£140.00

2010	Technician	Approved Electrician	Electrician	Labourer
Sick Weeks 1 & 2	Nil	Nil	Nil	Nil
Sick Weeks 3, 4, 5 & 6	£90.00	£85.00	£80.00	£75.00
Sick Weeks 7 to 28	£180.00	£170.00	£160.00	£150.00

Note: Apprentices and Adult Trainees are not entitled to Weekly Sick Pay in Addition to SSP

WELFARE BENEFITS

	Operatives	Apprentices/Adult Trainees
Death Benefit	£17,000	£8,500
Accidental Death Benefit (On-Site)	£50,000	£25,000
Total Accidental Death Benefit (On-Site)	£67,000 (£50,000+£17,000)	£33,500 (£25,000+£8,500)
Total & Permanent Disability Benefit	Up to £15,000	Up to £7,500
Accidental Dismemberment Benefit	£4,000	£2,000