



To All SJIB Member Firms

25 June 2004

Dear Sirs

PROMULGATION

At a meeting of the Scottish Joint Industry Board held on Wednesday 23rd June 2004 it was agreed that following a strong recommendation by Amicus and subject to a positive ballot of Union members, the following hourly rates and amended conditions of employment shall apply. The primary changes are effective from pay week including Monday 10th January 2005.

Yours faithfully

W G Anderson
Secretary

WAGES AND CONDITIONS 2005/6/7

1) **Three Year Agreement**

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

Year 1	10 th January 2005
Year 2	9 th January 2006
Year 3	8 th January 2007

2) **Rates of Pay**

The rates of pay are to be increased by the following %ages:

(2005) Year 1	3.7%
(2006) Year 2	4.5%
(2007) Year 3	5.0%

For an Approved Electrician (Travel Rate), the increases in the hourly rate are:

	National Hourly Rate	Amount of Increase
(2004) Current Year	£11.05	-
(2005) Year 1	£11.46	41p
(2006) Year 2	£11.98	52p
(2007) Year 3	£12.58	60p

All other rates of pay are to be increased pro rata. Full details of the new rates are included in Appendix 1.

3) ***SJIB Welfare Benefits***

3.1 Following an explanation of the substantial increases which have taken place in the cost of medical insurance, it was agreed that the current excess of £100.00 per claim for Private Health Care be increased to £150.00 per claim.

3.2 In recognition of the change at 3.1 above it was agreed that:

- Accidental death benefit (on-site) of £50,000 for operatives and £25,000 for apprentices is to be introduced with effect from 10th January 2005. This will provide a total benefit for an on-site accident of £67,000 (i.e. £50,000 + £17,000 [death from any cause]).

4) ***Periodic Return for Operatives who lodge.***

It was agreed that periodic return rail fares would be paid at the full standard rate. It was further agreed that periodic fares would be provided every 2 weeks on jobs over 200 miles from the Employer's shop. **Rule 2.3 (a), (b) and (c)** are thus amended.

Rule 2.3 (a)

On jobs up to and including 100 miles from the Employer's Shop, return fares from the job to the Employer's Shop without travelling time, shall be paid every 2 weeks.

Rule 2.3 (b)

On jobs over 100 miles and up to and including 200 miles from the Employer's Shop, return fares from the job to the Employer's Shop with 4 hours travelling time at ordinary rate, shall be paid every 4 weeks.

Rule 2.3 (c)

On jobs over 200 miles from the Employer's Shop, return fares from the job to the Employer's Shop with 7½ hours travelling time at ordinary rates, shall be paid every 2 weeks.

5) ***Paid Holidays***

All 30 days of holiday (22 days annual and 8 days public) are to be paid at the normal earnings level, as defined in the Working Time Regulations and clauses 221 – 224 of the Employment Rights Act 1996 (**this particular provision will be implemented in the second year of the agreement i.e. from 9th January 2006**).

6) ***Travelling Costs***

It was agreed that travel allowances and travel time would increase by the same amount as the increase in rates of pay i.e. Year 1 – 3.7%; Year 2 – 4.5%; Year 3 – 5.0%. Full details of the increases to travel allowances and travel time are contained in Appendix 1.

It was recognised that this formula was a one-off and would not be used as a precedent for the future.

7) ***Lodging Allowance***

It was agreed that a joint Union/Employers team would meet with the Inland Revenue to try and agree increases to lodging allowance outside of the current negotiations.

8) ***Sick Pay***

The parties agreed to establish a Working Party to examine this item focusing particularly on long-term service employees on long term sick.

APPENDIX 1

SJIB NATIONAL RATES **FOR 2005, 2006 and 2007**

Rates, Allowances and Benefits (effective 10/01/05, 9/01/06 and 8/01/07)

	<u>OPERATIVES</u>				<u>APPRENTICES</u>		
	Tech	Approved	Elect	Labourer	3 rd Stage	2 nd Stage	1 st Stage
Shop Rate 2005	£11.49	£10.06	£9.17	£7.09	£6.80	£4.70	£3.23
Travel Rate 2005	£12.91	£11.46	£10.57	£8.48	£8.03	£5.72	£4.07
Shop Rate 2006	£12.01	£10.51	£9.58	£7.41	£7.11	£4.91	£3.38
Travel Rate 2006	£13.49	£11.98	£11.05	£8.86	£8.39	£5.98	£4.25
Shop Rate 2007	£12.61	£11.04	£10.06	£7.78	£7.47	£5.16	£3.55
Travel Rate 2007	£14.16	£12.58	£11.60	£9.30	£8.81	£6.28	£4.46
Responsibility Money	-	10p - £1	-	-	N/A		
1st Call Out	£20.00				£7.50		
Subsequent Call-out, Same Rest Period	£10.00				£3.50		

TRAVEL TIME (payable if being paid the Travel Rate and so travelling in own time)

Distance = Straight Line shop to site	2005	2006	2007	2005	2006	2007
Up to 15 miles	Nil	Nil	Nil	Nil	Nil	Nil
Over 15 to 20 miles	£3.74	£3.91	£4.11	£2.20	£2.30	£2.42
Over 20 to 25 miles	£4.74	£4.95	£5.20	£3.30	£3.45	£3.62
Over 25 to 35 miles	£5.79	£6.05	£6.35	£4.40	£4.60	£4.83
Over 35 to 55 miles	£7.64	£7.98	£8.38	£5.51	£5.76	£6.05
Over 55 to 75 miles	£9.35	£9.77	£10.26	£6.61	£6.91	£7.26
Over 75 Miles	Payable in addition per extra 10 miles or part thereof					
	£1.65	£1.72	£1.81	£1.65	£1.72	£1.81

TRAVEL ALLOWANCE (Payable in addition to Travel Time if transport is **NOT** provided)

Distance = Straight Line shop to site	2005	2006	2007	2005	2006	2007
Up to 15 miles	Nil	Nil	Nil	Nil	Nil	Nil
Over 15 to 20 miles	£2.75	£2.87	£3.01	£2.75	£2.87	£3.01
Over 20 to 25 miles	£3.64	£3.80	£3.99	£3.64	£3.80	£3.99
Over 25 to 35 miles	£4.79	£5.01	£5.26	£4.79	£5.01	£5.26
Over 35 to 55 miles	£7.64	£7.98	£8.38	£7.64	£7.98	£8.38
Over 55 to 75 miles	£9.35	£9.77	£10.26	£9.35	£9.77	£10.26
Over 75 Miles	Payable in addition per extra 10 miles or part thereof					
	£1.65	£1.72	£1.81	£1.65	£1.72	£1.81

	2005	2006	2007
Lodging Allowance	To be advised	To be advised	To be advised
Lodging Retention Limit	£10.00		

WEEKLY SICK PAY IN ADDITION TO STATUTORY SICK PAY

Sick weeks 1 & 2	Nil	Nil	Nil	Nil	Nil
Sick Weeks 3, 4, 5, & 6	£75.00	£70.00	£65.00	£60.00	Nil
Sick Weeks 7 to 28	£150.00	£140.00	£130.00	£120.00	Nil

OTHER BENEFITS THROUGH WELFARE SCHEME

Death Benefit	£17,000	£8,500
Accidental Death (on-site)	£50,000	£25,000
Total Accidental Death (on-site)	£67,000 (£50,000 + £17,000)	£33,500 (£25,000 + £8,500)
Total and Permanent Disablement	Up to £15,000	Up to £7,500
Accidental Dismemberment	£4,000	£2,000