

## SJIB National Wage Rates 2015 and 2016

Operatives	Effective: 05/01/2015		Effective: 04/01/2016	
	2%		3%	
	Shop	Travel	Shop	Travel
Technician	£15.20	£17.06	£15.66	£17.57
Approved Electrician	£13.31	£15.16	£13.71	£15.61
Electrician	£12.12	£13.97	£12.48	£14.39
Labourer	£9.36	£11.22	£9.64	£11.56

Approved Electricians Responsibility Money – From 10p to £1.00

Operatives	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil	Nil	Nil
Over 15 to 20 Miles	£4.95	£3.62	£5.10	£3.73
Over 20 to 25 Miles	£6.26	£4.81	£6.45	£4.95
Over 25 to 35 Miles	£7.66	£6.34	£7.89	£6.53
Over 35 to 55 Miles	£10.10	£10.10	£10.40	£10.40
Over 55 to 75 Miles	£12.37	£12.37	£12.74	£12.74
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£2.17	£2.17	£2.24	£2.24
1 <sup>st</sup> Call-Out	£20.00		£20.00	
Subsequent call-out, same rest period	£10.00		£10.00	

*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.*

### Lodging Allowances & Retention Fees

	2015	2016
Lodging Allowance	£37.32	£38.07
Lodging Retention	£12.28	£12.53
Weekend Retention	£37.32 (per night)	£38.07 (per night)

### Weekly Sick Pay in Addition to SSP 2015 and 2016

	Technician	Approved Electrician	Electrician	Labourer
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	£180.00	£170.00	£160.00	£150.00
Weeks 25 to 52	£90.00	£85.00	£80.00	£75.00

**Adult Trainees and  
Apprentices Registered before 07/01/2013**

Trainees	Effective: 05/01/2015		Effective: 04/01/2016	
	2%		3%	
	Shop	Travel	Shop	Travel
Adult Trainees – Stage 1	£9.36	£11.22	£9.64	£11.56
Adult Trainees – Stage 2	£10.30	£11.87	£10.61	£12.23
Adult Trainees – Stage 3	£11.51	£13.27	£11.86	£13.67
Apprentices – Stage 1	£4.27	£5.38	£4.40	£5.54
Apprentices – Stage 2	£6.22	£7.57	£6.41	£7.80
Apprentices – Stage 3	£9.01	£10.61	£9.28	£10.93

*Note: The SJIB Wage Rates for Apprentices are negotiated and agreed by the SJIB National Board. The SJIB contractual rates apply to all Apprentices, regardless of age during the first 12 months of the apprenticeship. After the first 12 months, when the National Minimum Wage/National Living Wage is higher than the negotiated rates, the National Minimum Wage/National Living Wage will take precedence, depending on the age of the Apprentice.*

*The current age-based National Minimum Wage rates can be found in SJIB Circular 04/2015.*

Trainees	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil	Nil	Nil
Over 15 to 20 Miles	£2.91	£3.62	£3.00	£3.73
Over 20 to 25 Miles	£4.36	£4.81	£4.49	£4.95
Over 25 to 35 Miles	£5.81	£6.34	£5.98	£6.53
Over 35 to 55 Miles	£7.27	£10.10	£7.49	£10.40
Over 55 to 75 Miles	£8.73	£12.37	£8.99	£12.74
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£1.47	£2.17	£1.51	£2.24
1 <sup>st</sup> Call-Out	£7.50		£7.50	
Subsequent call-out, same rest period	£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.*

**Lodging Allowances & Retention Fees**

	2015	2016
Lodging Allowance	£37.32	£38.07
Lodging Retention	£12.28	£12.53
Weekend Retention	£37.32 (per night)	£38.07 (per night)

**Adult Trainees and Apprentices are not entitled to weekly Sick Pay in Addition to SSP.**

## Apprentices Registered after 07/01/2013

Apprentices	Effective: 05/01/2015		Effective: 04/01/2016	
	At Work	At College	At Work	At College
Apprentice – Stage 1	£4.85	£4.24	£4.99	£4.37
Apprentice – Stage 2	£6.67	£6.06	£6.86	£6.24
Apprentice – Stage 3	£8.48	£7.88	£8.74	£8.11
Apprentice – Stage 3 FICA	£9.70	£9.09	£9.98	£9.36

Apprentices become FICA Eligible once: -

- They have attended one week of block release at college and successfully completed the appropriate Third Stage Competencies (the SVQ Week).
- Log Book entries 9, 10 and 11 have been completed.
- The Competence Achievement Record (CAR) has been signed-off.
- The SJIB has notified the employer that the Apprentices have progressed from Stage 3 to Stage 3 FICA.

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*The current age-based National Minimum Wage rates can be found in SJIB Circular 04/2015.*

Apprentices	Daily Travel Time	Daily Travel Allowance	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil	Nil	Nil
Over 15 to 20 Miles	£2.67	£3.62	£2.75	£3.73
Over 20 to 25 Miles	£4.01	£4.81	£4.13	£4.95
Over 25 to 35 Miles	£5.34	£6.34	£5.50	£6.53
Over 35 to 55 Miles	£6.69	£10.10	£6.89	£10.40
Over 55 to 75 Miles	£8.04	£12.37	£8.28	£12.74
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£1.35	£2.17	£1.39	£2.24
1 <sup>st</sup> Call-Out	£6.90		£6.90	
Subsequent call-out, same rest period	£3.22		£3.22	

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## Welfare Benefits 2015 and 2016

Benefits	Operatives	Adult Trainees/Apprentices
Death Benefit	£30,000	£10,000
Accidental Death Benefit (On-Site)	£55,000	£25,000
Total Accidental Death Benefit (On-Site)	£85,000 (£55,000 + £30,000)	£35,000 (£25,000 + £10,000)
Permanent and Total Disability Benefit	Up to £50,000	Up to £10,000
Accidental Dismemberment Benefit	£4,000	£2,000