



Established in 1969 by the constituent parties - THE ELECTRICAL CONTRACTORS' ASSOCIATION OF SCOTLAND (now 'SELECT') and UNITE THE UNION

SCOTTISH JOINT INDUSTRY BOARD FOR THE ELECTRICAL CONTRACTING INDUSTRY

THE WALLED GARDEN, BUSH ESTATE
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SJIB Circular 06/2019

29 November 2019

To all SJIB and SELECT Members

Dear Sir/Madam,

Changes to SJIB National Wage Rates and Allowances in 2020

A number of changes to the SJIB National Wage Rates and Allowances for Operatives, Apprentices and Adult Trainees will take effect on Monday, 6 January 2020. The full details of the SJIB National Wage Rates and Allowances (see attached) can be found at www.sjib.org.uk.

In addition to changes to the wage rates below is a summary of changes to other allowances.

Lodging Allowance and Retention Fees

- Lodging Allowance will increase from £40.84 to £41.70 per night
- Lodging Retention will increase from £13.44 to £13.72 per night
- Weekend Retention will increase from £40.84 to £41.70 per night

Holiday Entitlement

- Holiday entitlement will increase from 31 to 32 days (24 days annual holiday and 8 days Public Holiday)

Members wishing further information should contact the SJIB on 0131 445 9216 or email fiona.cornwall@sjib.org.uk.

Yours faithfully

Fiona Harper
The Secretary

Pat Rafferty
For UNITE the Union

Alick Smith
For SELECT



SJIB National Wage Rates 2019 & 2020

Operatives	Effective 07/01/2019		Effective 06/01/2020	
	2.75%		3%	
	Shop	Travel	Shop	Travel
Technician	£16.82	£18.88	£17.32	£19.45
Approved Electrician	£14.72	£16.77	£15.16	£17.27
Electrician	£13.41	£15.46	£13.81	£15.92
Labourer	£10.36	£12.41	£10.67	£12.78
Adult Trainee Stage 1	£10.36	£12.41	£10.67	£12.78
Adult Trainee Stage 2	£11.40	£13.14	£11.74	£13.53
Adult Trainee Stage 3	£12.74	£14.69	£13.12	£15.12
Apprentice Stage 3 (Apprentices registered before 07/01/2013)	£9.98	£11.74	£10.28	£12.09
Approved Electricians Responsibility Money – From 10p to £1.00				

Apprentices Registered after 07/01/2013

Apprentices (registered after 07/01/2013)	Effective 07/01/2019		Effective 06/01/2020	
	2.75%		3%	
	At Work	At College	At Work	At College
Apprentice Stage 1	£5.36	£4.69	£5.52	£4.83
Apprentice Stage 2	£7.38	£6.71	£7.60	£6.91
Apprentice Stage 3	£9.39	£8.72	£9.67	£8.98
Apprentice Stage 3 FICA	£10.73	£10.06	£11.05	£10.36

Apprentices become FICA Eligible once: -

- They have completed a minimum of 12 months in Stage 3.
- They have attended and completed the Inspection and Testing week at an approved centre (SVQ week).
- They have documented and completed site activities through the Log Book or Site Activity Portfolio (SAP) and these have been signed off by a SECTT Training Officer.
- The Competence Achievement Record (CAR) has been signed-off.
- The Employer has completed and returned the FICA Declaration to SECTT.
- The SJIB has notified the employer that the Apprentice has progressed from Stage 3 to Stage 3 FICA.

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 the SJIB Circular – National Minimum Wage Rates

Lodging Allowances & Retention Fees

Effective: 06/01/2020	
Lodging Allowance	£41.70
Lodging Retention	£13.72
Weekend Retention	£41.70 (per night)

Mileage Allowance and Mileage Rate

Operatives, Adult Trainees and Apprentices	Effective: 07/01/2019	
	Mileage Allowance (Own Transport)	Mileage Rate (Transport Provided)
0 – 15 miles	Nil	Nil
Over 15 miles	22p	12p
1 st Call-Out		£20.00
Subsequent call-out, same rest period		£10.00

Note: Mileage Allowance / Rate is payable to employees who are being paid Travel Rate and are travelling in their own time. Mileage Allowance is payable to Operatives and Apprentices who use their own transport from the Shop to their place of work and is free of tax. Mileage Rate is payable to Operatives and Apprentices where transport is provided and this rate is subject to the appropriate rate of income tax. Please refer to the National Working Rules for taxation information.

Weekly Sick Pay in Addition to SSP for Operatives & Adult Trainees

	Technician	Approved Electrician	Electrician	Labourer & Adult Trainee
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

Weekly Sick Pay in Addition to SSP for Apprentices

Apprentices	
The first three days	Nil
Thereafter to week 12	£15.00

Note: Apprentice Sick Pay is payable at the appropriate rate for an aggregate period of 12 weeks in any consecutive 12 months.

Welfare Benefits

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 (£30,000 + £55,000)	£35,000 (£10,000 + £25,000)
Permanent and Total Disability Benefit	Up to £50,000	Up to £10,000
Accidental Dismemberment Benefit	£4,000	£2,000