



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: 07/2015

30 October 2015

To all SELECT and SJIB Members

Dear Sir/Madam,

SJIB LODGING ALLOWANCE & RETENTION FEE INCREASES TO ALLOWANCES EFFECTIVE 4 JANUARY 2016

The hourly rates and amended conditions of employment for 2016 were promulgated by the SJIB National Board on 3 November 2014.

The Lodging Allowance is based upon a formula which tracks the movement in the catering element of the Retail Prices Index. At its meeting on 9 October 2015, the SJIB National Board endorsed an increase in accordance with this formula from £37.32 to **£38.07 with effect from Monday, 4 January 2016**. The Lodging Retention Fee will increase to **up to a maximum of £12.53 per night**.

Lodging allowance is paid to an employee who, by arrangement with his employer, has to take lodgings, and shall be payable in respect of each night spent away from home.

Lodging allowance shall not apply where suitable board and lodging is arranged by the employer at no cost to the employee.

For more guidance please see the attached Rates, Allowances and Benefits table for 2016, which is also available on www.sjib.org.uk or email fiona.cornwall@sjib.org.uk

Yours faithfully

Fiona Harper
Secretary

Pat Rafferty
For UNITE the Union

Alick Smith
For SELECT



SJIB National Wage Rates 2016

Operatives	Effective: 04/01/2016	
	3%	
	Shop	Travel
Technician	£15.66	£17.57
Approved Electrician	£13.71	£15.61
Electrician	£12.48	£14.39
Labourer	£9.64	£11.56

Approved Electricians Responsibility Money – From 10p to £1.00

Operatives	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil
Over 15 to 20 Miles	£5.10	£3.73
Over 20 to 25 Miles	£6.45	£4.95
Over 25 to 35 Miles	£7.89	£6.53
Over 35 to 55 Miles	£10.40	£10.40
Over 55 to 75 Miles	£12.74	£12.74
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£2.24	£2.24
1 st Call-Out	£20.00	
Subsequent call-out, same rest period	£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. The current Summary of Taxation of Travel and Lodging Payments can be found in Circular 04/2014.

Lodging Allowances & Retention Fees

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

Weekly Sick Pay in Addition to SSP

	Technicians	Approved Electricians	Electricians	Labourers & Adult Trainees
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: 04/01/2016	
	3%	
	Shop	Travel
Adult Trainees – Stage 1	£9.64	£11.56
Adult Trainees – Stage 2	£10.61	£12.23
Adult Trainees – Stage 3	£11.86	£13.67
Apprentices – Stage 1	£4.40	£5.54
Apprentices – Stage 2	£6.41	£7.80
Apprentices – Stage 3	£9.28	£10.93

Note: The SJIB Wage Rates for Apprentices are negotiated and agreed by the SJIB National Board. When the National Minimum Wage is higher than the negotiated rates, the National Minimum 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 4/2015.

Trainees	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil
Over 15 to 20 Miles	£3.00	£3.73
Over 20 to 25 Miles	£4.49	£4.95
Over 25 to 35 Miles	£5.98	£6.53
Over 35 to 55 Miles	£7.49	£10.40
Over 55 to 75 Miles	£8.99	£12.74
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£1.51	£2.24
1 st Call-Out		£7.50
Subsequent call-out, same rest period		£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. The current Summary of Taxation of Travel and Lodging Payments can be found in Circular 04/2014.

Lodging Allowances & Retention Fees

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

Weekly Sick Pay in Addition to SSP

Apprentices	
£15.00 per week for an aggregate period of 12 weeks in any consecutive 12 months	

Apprentices Registered after 07/01/2013

Apprentices	Effective: 04/01/2016	
	At Work	At College
Apprentice – Stage 1	£4.99	£4.37
Apprentice – Stage 2	£6.86	£6.24
Apprentice – Stage 3	£8.74	£8.11
Apprentice – Stage 3 FICA	£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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Apprentices	Daily Travel Time	Daily Travel Allowance
Up to 15 Miles	Nil	Nil
Over 15 to 20 Miles	£2.75	£3.73
Over 20 to 25 Miles	£4.13	£4.95
Over 25 to 35 Miles	£5.50	£6.53
Over 35 to 55 Miles	£6.89	£10.40
Over 55 to 75 Miles	£8.28	£12.74
Over 75 Miles (Payable for each additional 10 mile band or part thereof)	£1.39	£2.24
1 st Call-Out		£6.90
Subsequent call-out, same rest period		£3.22

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. The current Summary of Taxation of Travel and Lodging Payments can be found in Circular 04/2014.

Lodging Allowances & Retention Fees

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Welfare Benefits 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