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SJIB Circular 12/2021
5 July 2021

To all SJIB and SELECT Members

Dear Member,

SJIB NATIONAL WORKING RULES PROMULGATION

SELECT and UNITE the Union have concluded a two-year deal for the SJIB National Working Rules. The following hourly rates and amended conditions of employment have been agreed by the SJIB National Board by postal ballot and will be ratified at the next National Board meeting on 6 October 2021.

New rates will apply with effect from Monday, 3 January 2022, with further enhancements to both rates and some terms of employment taking effect on Monday, 2 January 2023.

Yours faithfully,

Fiona Harper
The Secretary

Pat Rafferty
For UNITE the Union

Alick Smith
For SELECT

**SJIB NATIONAL WORKING RULES
WAGES AND CONDITIONS FOR 2022 & 2023
PROMULGATION NOTICE**

1. Two-Year Agreement

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

Year 1	3 January 2022
Year 2	2 January 2023

2. Wages - SJIB National Working Rules – Section B, Rule 1.2

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

Monday, 3 January 2022	2.5%
Monday, 2 January 2023	2.5%

The Approved Electrician rate will be: -

	2022	2023
	+2.5%	+2.5%
Travel	17.70 (+43p/hour)	18.14 (+44p/hour)
Shop	15.54 (+38p/hour)	15.93 (+39p/hour)

3. Lodging Allowance – SJIB National Working Rules – Section B, Rule B31 and Appendix B1

Lodging Allowance increases are based upon a formula which tracks the movement in the catering element of the Consumer Price Index and are subject to approval by HMRC. The rates effective from **Monday, 3 January 2022** will be advised separately later this year.

4. Mileage Allowance and Mileage Rate – SJIB National Working Rules – Section B, Rule B18.3

With effect from **Monday, 2 January 2023**, the calculation of the actual distance between the shop and the job will be by way of the **fastest route** on the RAC Route Planner.

5. Weekly Sick Pay in addition to SSP for Operatives and Adult Trainees – SJIB National Working Rules – Section E, Rule E5.1 and Appendix B1

With effect from **Monday, 2 January 2023**, weekly sick pay in addition to SSP will increase as follows:

	Technician (£)	Approved Electrician (£)	Electrician (£)	Labourer & Adult Trainee (£)
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	190.00	180.00	170.00	160.00
Weeks 25 to 52	95.00	90.00	85.00	80.00

6. Accidental Death Benefit On Site – SJIB National Working Rules – Section E, Rule E5.3 and Appendix B1

With effect from **Monday, 2 January 2023**, the Accidental Death Benefit On Site for Operatives and Adult Trainees will increase to £70,000.

This agreement is a complete package and is indivisible and is in full and final settlement of all wages and conditions claims over the period Monday, 3 January 2022 to Sunday, 31 December 2023 inclusive.

SJIB Wages and Conditions for 2022 & 2023

SJIB National Wage Rates - 2022 to 2023

	Effective 03/01/2022 2.5%				Effective 02/01/2023 2.5%			
	Shop	Inc.	Travel	Inc.	Shop	Inc.	Travel	Inc.
Technician	£17.75	£0.43	£19.94	£0.49	£18.19	£0.44	£20.44	£0.50
Approved Electrician	£15.54	£0.38	£17.70	£0.43	£15.93	£0.39	£18.14	£0.44
Electrician	£14.16	£0.35	£16.32	£0.40	£14.51	£0.35	£16.73	£0.41
Labourer	£10.94	£0.27	£13.10	£0.32	£11.21	£0.27	£13.43	£0.33
Adult Trainee Stage 1	£10.94	£0.27	£13.10	£0.32	£11.21	£0.27	£13.43	£0.33
Adult Trainee Stage 2	£12.04	£0.30	£13.87	£0.34	£12.33	£0.29	£14.22	£0.35
Adult Trainee Stage 3	£13.45	£0.33	£15.50	£0.38	£13.78	£0.33	£15.89	£0.39

	Effective 03/01/2022				Effective 02/01/2023			
	At Work	Inc.	At College	Inc.	At Work	Inc.	At College	Inc.
Stage 1 Apprentice	£5.66	£0.14	£4.96	£0.13	£5.80	£0.14	£5.08	£0.12
Stage 2 Apprentice	£7.79	£0.19	£7.08	£0.17	£7.98	£0.19	£7.26	£0.18
Stage 3 Apprentice	£9.91	£0.24	£9.20	£0.22	£10.16	£0.25	£9.43	£0.23
Stage 3 FICA Apprentice	£11.33	£0.28	£10.62	£0.26	£11.61	£0.28	£10.88	£0.26

Lodging Allowance - SJIB National Working Rules Section B, Rule B31 and Appendix B1

Lodging Allowance increases are based on a formula which tracks the movement in the catering element of the Consumer Price Index and are subject to approval by HMRC. The rates effective from **Monday, 3 January 2022** will be advised separately later this year.

Mileage Allowance and Mileage Rate SJIB National Working Rules Section B, Rule B18.3

With effect from **Monday, 2 January 2023**, the calculation of the actual distance between the shop and the job will be by way of the fastest route on RAC Route Planner.

Weekly Sick Pay in Addition to SSP for Operatives and Adult Trainees - SJIB National Working Rules Section E, Rule E5.1 and Appendix B1

With effect from **Monday, 2 January 2023**, weekly sick pay in addition to SSP will increase as follows.

	Technician	Approved Electrician	Electrician	Labourer & Adult Trainee
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	£190	£180	£170	£160
Weeks 25 to 52	£95	£90	£85	£80

Accidental Death Benefit On Site - SJIB National Working Rules Section E, Rule E5.3 and Appendix B1

With effect from **Monday, 2 January 2023**, the Accidental Death Benefit On Site for Operatives and Adult Trainees will increase to £70,000.

Benefits	Operatives and Adult Trainees	Apprentices
Death Benefit	£30,000	£10,000
Accidental Death Benefit On Site	£70,000	£25,000
Total Accidental Death Benefit On Site	£100,000 (£30,000 + £70,000)	£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