

**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	TBD
Lodging Retention	£12.28	TBD
Weekend Retention	£37.32 (per night)	TBD

**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

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	TBD
Lodging Retention	£12.28	TBD
Weekend Retention	£37.32 (per night)	TBD

**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.

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	

*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

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Lodging Allowance	£37.32	TBD
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Weekend Retention	£37.32 (per night)	TBD

<b>Adult Trainees and Apprentices are not entitled to weekly Sick Pay in Addition to SSP.</b>
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## Welfare Benefits 2015 and 2016

<b>Benefits</b>	<b>Operatives</b>	<b>Adult Trainees/Apprentices</b>
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