

**SJIB National Wage Rates  
2017 to 2020**

Operatives	Effective 02/01/2017		Effective 01/01/2018		Effective 07/01/2019		Effective 06/01/2020	
	2%		2.5%		2.75%		3%	
	Shop	Travel	Shop	Travel	Shop	Travel	Shop	Travel
Technician	£15.97	£17.92	£16.37	£18.37	£16.82	£18.88	£17.32	£19.45
Approved Electrician	£13.98	£15.92	£14.33	£16.32	£14.72	£16.77	£15.16	£17.27
Electrician	£12.73	£14.68	£13.05	£15.05	£13.41	£15.46	£13.81	£15.92
Labourer	£9.83	£11.79	£10.08	£12.08	£10.36	£12.41	£10.67	£12.78
Adult Trainee Stage 1	£9.83	£11.79	£10.08	£12.08	£10.36	£12.41	£10.67	£12.78
Adult Trainee Stage 2	£10.82	£12.48	£11.09	£12.79	£11.40	£13.14	£11.74	£13.53
Adult Trainee Stage 3	£12.09	£13.95	£12.40	£14.30	£12.74	£14.69	£13.12	£15.12
Apprentice Stage 3 <i>(Apprentices registered before 07/01/2013)</i>	£9.47	£11.15	£9.71	£11.43	£9.98	£11.74	£10.28	£12.09
Approved Electricians Responsibility Money – From 10p to £1.00								

**Apprentices Registered after 07/01/2013**

Apprentices <i>(registered after 07/01/2013)</i>	Effective 02/01/2017		Effective 01/01/2018		Effective 07/01/2019		Effective 06/01/2020	
	2%		2.5%		2.75%		3%	
	At Work	At College	At Work	At College	At Work	At College	At Work	At College
Apprentice Stage 1	£5.09	£4.46	£5.22	£4.57	£5.36	£4.69	£5.52	£4.83
Apprentice Stage 2	£7.00	£6.37	£7.18	£6.53	£7.38	£6.71	£7.60	£6.91
Apprentice Stage 3	£8.91	£8.27	£9.14	£8.48	£9.39	£8.72	£9.67	£8.98
Apprentice Stage 3 FICA	£10.18	£9.55	£10.44	£9.79	£10.73	£10.06	£11.05	£10.36

Apprentices become FICA Eligible once: -

- They have completed 12 months in Stage 3.
- 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.

*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

<b>Effective: 07/01/2019</b>	
Lodging Allowance	£40.84
Lodging Retention	£13.44
Weekend Retention	£40.84 (per night)

## Mileage Allowance and Mileage Rate

<b>Operatives, Adult Trainees and Apprentices</b>	<b>Effective: 02/01/2017-06/01/2019</b>		<b>Effective: 07/01/2019</b>	
	<b>Mileage Allowance (Own Transport)</b>	<b>Mileage Rate (Transport Provided)</b>	<b>Mileage Allowance (Own Transport)</b>	<b>Mileage Rate (Transport Provided)</b>
0 – 15 miles	Nil	Nil	Nil	Nil
Over 15 miles	21p	11p	22p	12p
1 <sup>st</sup> Call-Out	£20.00		£20.00	
Subsequent call-out, same rest period	£10.00		£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

	<b>Technician</b>	<b>Approved Electrician</b>	<b>Electrician</b>	<b>Labourer &amp; Adult Trainee</b>
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

<b>Apprentices</b>	
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