



Joint Industry Board

August 2016

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Established in 1968 by the Constituent Parties: The Electrical Contractors' Association and Unite the Union



# JIB Industrial Determination 2017 – 2020

Promulgated by the JIB National Board on the **Monday 4th July 2016** to be effective from the dates shown.

## 1. WAGES – OPERATIVES AND APPRENTICES

These rates of pay apply to:-

- (a) all JIB graded operatives; and
- (b) JIB apprentices registered BEFORE Monday 7th January 2013.

**Note:** Separate rates apply for apprentices registered on or after Monday 7th January 2013 (see 2)

Two different wage rates apply to JIB graded operatives and apprentices working on site, depending on whether the employer transports them to site, or whether they provide their own transport. The two categories are:

### **JOB EMPLOYED (Transport Provided)**

Payable to operatives and apprentices who are transported to and from the job by their employer. Operatives and apprentices shall also be entitled to a Mileage Rate, when travelling in their own time, as detailed in National Working Rule 11.2.

### **JOB EMPLOYED (Own Transport)**

Payable to operatives and apprentices who travel by their own means to and from the job. Operatives and apprentices shall also be entitled to a Mileage Allowance when travelling in their own time, as detailed in National Working Rule 11.2.

There is a separate rate to accommodate those few operatives and apprentices who are employed permanently at the Shop and who do not work on site.

From and including **Monday 2nd January 2017** the JIB hourly rates for

- (a) graded operatives; and
- (b) apprentices registered before Monday 7th January 2013 shall be:

**(i) National Standard Rates**

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£17.06	£17.92	£15.97
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jointer (or equivalent specialist grade)	£15.08	£15.92	£13.98
Electrician Craftsperson Leading Cable Hand Jointer (or equivalent specialist grade)	£13.81	£14.68	£12.73
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£13.14	£13.95	£12.11
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£12.42	£13.23	£11.49
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£10.97	£11.79	£9.83
Apprentice (Stage 4)	£10.89	£11.76	£10.07
Apprentice (Stage 3)	£10.29	£11.15	£9.47
Apprentice (Stage 2)	£7.11	£7.96	£6.54
Apprentice (Stage 1)	£4.83	£5.65	£4.49

(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£19.13	£20.07	£17.88
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jinter (or equivalent specialist grade)	£16.89	£17.83	£15.66
Electrician Craftsperson Leading Cable Hand Jinter (or equivalent specialist grade)	£15.46	£16.45	£14.27
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£14.69	£15.64	£13.56
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£13.91	£14.81	£13.04
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£12.30	£13.20	£11.02
Apprentice (Stage 4)	£12.21	£13.17	£11.27
Apprentice (Stage 3)	£11.54	£12.50	£10.59
Apprentice (Stage 2)	£7.98	£8.89	£7.32
Apprentice (Stage 1)	£5.40	£6.33	£5.03

From and including **Monday 1st January 2018** the JIB hourly rates for

- (a) graded operatives; and
- (b) apprentices registered before Monday 7th January 2013 shall be:

**(i) National Standard Rates**

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£17.49	£18.37	£16.37
Approved Electrician Advanced Craftsperson Cable Foreman Approved Jointer (or equivalent specialist grade)	£15.46	£16.32	£14.33
Electrician Craftsperson Leading Cable Hand Jointer (or equivalent specialist grade)	£14.16	£15.05	£13.05
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£13.47	£14.30	£12.41
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£12.73	£13.56	£11.78
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£11.24	£12.08	£10.08
Apprentice (Stage 4)	£11.16	£12.05	£10.32
Apprentice (Stage 3)	£10.55	£11.43	£9.71
Apprentice (Stage 2)	£7.29	£8.16	£6.70
Apprentice (Stage 1)	£4.95	£5.79	£4.60

(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£19.61	£20.57	£18.33
Approved Electrician Advanced Craftsperson Cable Foreman Approved Joints (or equivalent specialist grade)	£17.31	£18.28	£16.05
Electrician Craftsperson Leading Cable Hand Joints (or equivalent specialist grade)	£15.85	£16.86	£14.63
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£15.06	£16.03	£13.90
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£14.26	£15.18	£13.37
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£12.61	£13.53	£11.30
Apprentice (Stage 4)	£12.52	£13.50	£11.55
Apprentice (Stage 3)	£11.83	£12.81	£10.85
Apprentice (Stage 2)	£8.18	£9.11	£7.50
Apprentice (Stage 1)	£5.54	£6.49	£5.16

From and including **Monday 7th January 2019** the JIB hourly rates for

- (a) graded operatives; and
- (b) apprentices registered before Monday 7th January 2013 shall be:

**(i) National Standard Rates**

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£17.97	£18.88	£16.82
Approved Electrician Advanced Craftsperson Cable Foreman Approved Joints (or equivalent specialist grade)	£15.89	£16.77	£14.72
Electrician Craftsperson Leading Cable Hand Joints (or equivalent specialist grade)	£14.55	£15.46	£13.41
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£13.84	£14.69	£12.75
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£13.08	£13.93	£12.10
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£11.55	£12.41	£10.36
Apprentice (Stage 4)	£11.47	£12.38	£10.60
Apprentice (Stage 3)	£10.84	£11.74	£9.98
Apprentice (Stage 2)	£7.49	£8.38	£6.88
Apprentice (Stage 1)	£5.09	£5.95	£4.73

## (ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£20.15	£21.14	£18.83
Approved Electrician Advanced Craftsperson Cable Foreman Approved Joints (or equivalent specialist grade)	£17.79	£18.78	£16.49
Electrician Craftsperson Leading Cable Hand Joints (or equivalent specialist grade)	£16.29	£17.32	£15.03
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£15.47	£16.47	£14.28
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£14.65	£15.60	£13.74
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£12.96	£13.90	£11.61
Apprentice (Stage 4)	£12.86	£13.87	£11.87
Apprentice (Stage 3)	£12.16	£13.16	£11.15
Apprentice (Stage 2)	£8.40	£9.36	£7.71
Apprentice (Stage 1)	£5.69	£6.67	£5.30

From and including **Monday 6th January 2020** the JIB hourly rates for

(a) graded operatives; and

(b) apprentices registered before Monday 7th January 2013 shall be:

**(i) National Standard Rates**

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£18.51	£19.45	£17.32
Approved Electrician Advanced Craftsperson Cable Foreman Approved Joints (or equivalent specialist grade)	£16.37	£17.27	£15.16
Electrician Craftsperson Leading Cable Hand Joints (or equivalent specialist grade)	£14.99	£15.92	£13.81
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£14.26	£15.13	£13.13
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£13.47	£14.35	£12.46
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£11.90	£12.78	£10.67
Apprentice (Stage 4)	£11.81	£12.75	£10.92
Apprentice (Stage 3)	£11.17	£12.09	£10.28
Apprentice (Stage 2)	£7.71	£8.63	£7.09
Apprentice (Stage 1)	£5.24	£6.13	£4.87



(ii) London Rate

for operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
Electrical/Site Technician Mechanical Technician Cable Installation Supervisor (or equivalent specialist grade)	£20.75	£21.77	£19.39
Approved Electrician Advanced Craftsperson Cable Foreman Approved Joints (or equivalent specialist grade)	£18.32	£19.34	£16.98
Electrician Craftsperson Leading Cable Hand Joints (or equivalent specialist grade)	£16.78	£17.84	£15.48
ECS Experienced Worker Cardholder ECS Mature Candidate Assessment Cardholder Trainee Electrician (Stage 3) Mechanical Trainee (Stage 3)	£15.93	£16.96	£14.71
Trainee Electrician (Stage 2) Mechanical Trainee (Stage 2) Senior Graded Electrical Trainee Electrical Improver	£15.09	£16.07	£14.15
Trainee Electrician (Stage 1) Mechanical Trainee (Stage 1) Adult Trainee Labourer	£13.35	£14.32	£11.96
Apprentice (Stage 4)	£13.25	£14.29	£12.23
Apprentice (Stage 3)	£12.52	£13.55	£11.48
Apprentice (Stage 2)	£8.65	£9.64	£7.94
Apprentice (Stage 1)	£5.86	£6.87	£5.46

## Datacomms Rates

### (i) National Standard Rates

From and including the **2nd January 2017** the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£13.60	£14.48
Advanced Datacomms Specialist	£12.38	£13.27
Datacomms Specialist	£11.67	£12.48
Trainee Datacomms Specialist	£7.92	£8.56

### (ii) London Rate

for operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£15.24	£16.22
Advanced Datacomms Specialist	£13.87	£14.86
Datacomms Specialist	£13.07	£13.98
Trainee Datacomms Specialist	£8.86	£9.59

From and including the **1st January 2018** the JIB hourly rates for Job Employed operatives shall be:

### (i) National Standard Rates

Grade	Transport Provided	Own Transport
Datacomms Technician	£13.94	£14.84
Advanced Datacomms Specialist	£12.69	£13.60
Datacomms Specialist	£11.96	£12.79
Trainee Datacomms Specialist	£8.12	£8.77

### (ii) London Rate

for operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£15.62	£16.63
Advanced Datacomms Specialist	£14.22	£15.23
Datacomms Specialist	£13.40	£14.33
Trainee Datacomms Specialist	£9.08	£9.83

From and including the **7th January 2019** the JIB hourly rates for Job Employed operatives shall be:

**(i) National Standard Rates**

Grade	Transport Provided	Own Transport
Datacomms Technician	£14.32	£15.25
Advanced Datacomms Specialist	£13.04	£13.97
Datacomms Specialist	£12.29	£13.14
Trainee Datacomms Specialist	£8.34	£9.01

**(ii) London Rate**

for operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£16.05	£17.09
Advanced Datacomms Specialist	£14.61	£15.65
Datacomms Specialist	£13.77	£14.72
Trainee Datacomms Specialist	£9.33	£10.10

From and including the **6th January 2020** the JIB hourly rates for Job Employed operatives shall be:

**(i) National Standard Rates**

Grade	Transport Provided	Own Transport
Datacomms Technician	£14.75	£15.71
Advanced Datacomms Specialist	£13.43	£14.39
Datacomms Specialist	£12.66	£13.53
Trainee Datacomms Specialist	£8.59	£9.28

**(ii) London Rate**

for operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Datacomms Technician	£16.53	£17.60
Advanced Datacomms Specialist	£15.05	£16.12
Datacomms Specialist	£14.18	£15.16
Trainee Datacomms Specialist	£9.61	£10.40

## JIB Highway Lighting Rates

From and including the **2nd January 2017** the JIB hourly rates for Highway Lighting Operatives shall be:

### JIB Skilled Grades

Grade	
Highway Lighting Technician	£15.73
Highway Lighting Approved Electrician	£13.79
Highway Lighting Electrician	£12.55

### JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£11.02
Highway Lighting Operative Grade 2	£10.47
Highway Lighting Operative Grade 3	£9.92
Highway Lighting Operative Grade 4	£9.33
Highway Lighting Operative Trainee	£7.80

From and including the **1st January 2018** the JIB hourly rates for Highway Lighting Operatives shall be:

### JIB Skilled Grades

Grade	
Highway Lighting Technician	£16.12
Highway Lighting Approved Electrician	£14.13
Highway Lighting Electrician	£12.86

### JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£11.30
Highway Lighting Operative Grade 2	£10.73
Highway Lighting Operative Grade 3	£10.17
Highway Lighting Operative Grade 4	£9.56
Highway Lighting Operative Trainee	£8.00

From and including the **7th January 2019** the JIB hourly rates for Highway Lighting Operatives shall be:  
**JIB Skilled Grades**

Grade	
Highway Lighting Technician	£16.56
Highway Lighting Approved Electrician	£14.52
Highway Lighting Electrician	£13.21

**JIB Highway Lighting Operative Grades**

Grade	
Highway Lighting Operative Grade 1	£11.61
Highway Lighting Operative Grade 2	£11.03
Highway Lighting Operative Grade 3	£10.45
Highway Lighting Operative Grade 4	£9.82
Highway Lighting Operative Trainee	£8.22

From and including the **6th January 2020** the JIB hourly rates for Highway Lighting Operatives shall be:  
**JIB Skilled Grades**

Grade	
Highway Lighting Technician	£17.06
Highway Lighting Approved Electrician	£14.96
Highway Lighting Electrician	£13.61

**JIB Highway Lighting Operative Grades**

Grade	
Highway Lighting Operative Grade 1	£11.96
Highway Lighting Operative Grade 2	£11.36
Highway Lighting Operative Grade 3	£10.76
Highway Lighting Operative Grade 4	£10.11
Highway Lighting Operative Trainee	£8.47

## 2. WAGES – APPRENTICES REGISTERED ON OR AFTER MONDAY 7TH JANUARY 2013

Note: These rates of pay apply to JIB apprentices registered ON OR AFTER Monday 7th January 2013.

Apprentices registered on or after Monday 7th January 2013 will be paid 2 separate rates of pay. These shall be determined upon whether or not the apprentice is at work or at college (or at an approved training establishment in line with their apprenticeship).

From and including **Monday 2nd January 2017** the JIB hourly rates for apprentices registered on or after Monday 7th January 2013 shall be:

### (i) National Standard Rates

	At College	At Work
Apprentice (Stage 4)	£9.91	£10.92
Apprentice (Stage 3)	£9.32	£10.17
Apprentice (Stage 2)	£6.39	£7.10
Apprentice (Stage 1)	£4.43	£5.02

### (ii) London Rate

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

	At College	At Work
Apprentice (Stage 4)	£11.11	£12.24
Apprentice (Stage 3)	£10.43	£11.39
Apprentice (Stage 2)	£7.21	£7.97
Apprentice (Stage 1)	£4.96	£5.63

From and including **Monday 1st January 2018** the JIB hourly rates for apprentices registered on or after Monday 7th January 2013 shall be:

### (i) National Standard Rates

	At College	At Work
Apprentice (Stage 4)	£10.16	£11.19
Apprentice (Stage 3)	£9.55	£10.42
Apprentice (Stage 2)	£6.55	£7.28
Apprentice (Stage 1)	£4.54	£5.15

**(ii) London Rate**

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

	At College	At Work
Apprentice (Stage 4)	£11.39	£12.55
Apprentice (Stage 3)	£10.69	£11.67
Apprentice (Stage 2)	£7.39	£8.17
Apprentice (Stage 1)	£5.08	£5.77

From and including **Monday 7th January 2019** the JIB hourly rates for apprentices registered on or after Monday 7th January 2013 shall be:

**(i) National Standard Rates**

	At College	At Work
Apprentice (Stage 4)	£10.44	£11.50
Apprentice (Stage 3)	£9.81	£10.71
Apprentice (Stage 2)	£6.73	£7.48
Apprentice (Stage 1)	£4.66	£5.29

**(ii) London Rate**

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

	At College	At Work
Apprentice (Stage 4)	£11.70	£12.90
Apprentice (Stage 3)	£10.98	£11.99
Apprentice (Stage 2)	£7.59	£8.39
Apprentice (Stage 1)	£5.22	£5.93

From and including **Monday 6th January 2020** the JIB hourly rates for apprentices registered on or after Monday 7th January 2013 shall be:

**(i) National Standard Rates**

	At College	At Work
Apprentice (Stage 4)	£10.75	£11.85
Apprentice (Stage 3)	£10.10	£11.03
Apprentice (Stage 2)	£6.93	£7.70
Apprentice (Stage 1)	£4.80	£5.45

**(ii) London Rate**

for apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

	At College	At Work
Apprentice (Stage 4)	£12.05	£13.29
Apprentice (Stage 3)	£11.31	£12.35
Apprentice (Stage 2)	£7.82	£8.64
Apprentice (Stage 1)	£5.38	£6.11

### 3. REPLACEMENT OF TRAVEL ALLOWANCE AND TRAVELLING TIME WITH NEW MILEAGE PROVISIONS

With effect from **Monday 2nd January 2017**, the existing Travel Allowance and Travelling Time tables will be replaced by:

- (i) A taxable Mileage Rate for those operatives and apprentices for whom transport has been provided.
- (ii) A Mileage Allowance for operatives and apprentices using their own transport from the Shop to their place of work. This allowance will not be taxable.

These will be introduced on jobs over 15 miles travelled from the Shop to the job and vice versa using the shortest route. The shortest route will be calculated using the RAC Route Planner and will be paid both ways.

The non-taxable Mileage Allowance payments for operatives and apprentices using their own transport will be:

21p per mile with effect from Monday 2nd January 2017

22p per mile with effect from Monday 7th January 2019.

Operatives and apprentices making their way to site in transport provided by their employer will receive taxable Mileage Rates of:

11p per mile with effect from Monday 2nd January 2017

12p per mile with effect from Monday 7th January 2019.

For the avoidance of doubt, jobs under 15 miles from the Shop to the job and vice versa will continue to receive no payment.

Examples:

Distance from Shop to the job – up to 15 miles (each way)

Amount paid = nil

Distance from Shop to the job – 18 miles (each way)

Amount paid = 36 miles at either 21p or 11p (with effect from Monday 2nd January 2017)



## 4. PERIODIC RETURN FARES

With effect from **Monday 2nd January 2017**, under National Working Rule 11.4.2, Periodic Return Fares will be made every 2 weeks to bring it into line with the other Periodic Return Fare payments.

## 5. ONSHORE OIL AND GAS INSTRUMENTATION AND ANCILLIARY ASSEMBLY AGREEMENT WAGES

From and including **Monday 2nd January 2017**

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£17.06	£17.92
<b>Approved Electrician</b> (or equivalent specialist grade)	£15.08	£15.92
<b>Electrician</b> (or equivalent specialist grade)	£13.81	£14.68
<b>Labourer</b>	£10.97	£11.79

From and including **Monday 1st January 2018**

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£17.49	£18.37
<b>Approved Electrician</b> (or equivalent specialist grade)	£15.46	£16.32
<b>Electrician</b> (or equivalent specialist grade)	£14.16	£15.05
<b>Labourer</b>	£11.24	£12.08

From and including **Monday 7th January 2019**

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£17.97	£18.88
<b>Approved Electrician</b> (or equivalent specialist grade)	£15.89	£16.77
<b>Electrician</b> (or equivalent specialist grade)	£14.55	£15.46
<b>Labourer</b>	£11.55	£12.41

From and including **Monday 6th January 2020**

Grade	Transport Provided	Own Transport
<b>Technician</b> (or equivalent specialist grade)	£18.51	£19.45
<b>Approved Electrician</b> (or equivalent specialist grade)	£16.37	£17.27
<b>Electrician</b> (or equivalent specialist grade)	£14.99	£15.92
<b>Labourer</b>	£11.90	£12.78

## 6. LODGING ALLOWANCE

From and including **Monday 2nd January 2017** Lodging Allowance and associated payments will increase to:

- Lodging Allowance - £38.72 per night
- Retention Payment - up to a maximum of £12.74 per night (£89.18 per week)
- Weekend Retention - £38.72 per night

## 7. WELFARE BENEFITS – OPERATIVES

The JIB has set up a working party to look at reconfiguration of the existing benefits package. SELECT will be formally invited to become an Observer on the working party.

## 8. HOLIDAY PAY – NATIONAL WORKING RULE 13

An additional day's holiday will be introduced in both 2019 and 2020.

This will bring the holidays up to

23 days with effect from Monday 7th January 2019

24 days with effect from Monday 6th January 2020.

As a consequence, National Working Rule 13 will be amended to continue to reflect that all days of holiday are to be paid at the normal earnings level.

The ECA's guidance about the calculation of holiday pay will be placed on the JIB's website.

## 9. APPRENTICE RECRUITMENT

The parties agree to add a new paragraph encouraging JIB members to commit to the employment of apprentices as an important aspect of their professional skilled workforce.

## 10. COMP'EX

Operatives who are in employment on a directly-employed basis from and including **Monday 2nd January 2017** will have their Comp'Ex initial training course and renewal costs paid for by their employer, provided that the operative is working for the employer at the time of renewal. This is subject to the employer deeming the holding of a Comp'Ex qualification as a specific requirement of the operative's role.

For operatives already holding a Comp'Ex qualification on this date there is no obligation for the employer to pay the renewal costs upon expiry of the existing Comp'Ex qualification, unless the employer deems it to be a specific requirement of the operative's role.

## 11. PRODUCTIVITY

The issue of productivity will be addressed through the JIB Major Contractors Committee. SELECT will be invited to join the Committee as an Observer.



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