

**CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)**

**RESOLUTION AND PROMULGATION**

**WORKING RULE AGREEMENT**

With effect from **Monday 25<sup>th</sup> July 2022** the following basic pay rates and allowances will apply.

**WR.1 ENTITLEMENT TO BASIC RATES OF PAY**

| <b>Classification</b> | <b>Basic Pay<br/>(pence per hour)</b> | <b>Weekly Rates (based<br/>on 39 hours)<br/>£</b> |
|-----------------------|---------------------------------------|---|
| General Operative     | (1026)                                | 400.14  |
| Skill Rate 4          | (1106)                                | 431.34  |
| 3                     | (1170)                                | 456.30  |
| 2                     | (1251)                                | 487.89  |
| 1                     | (1298)                                | 506.22  |
| Craft Rate            | (1364)                                | 531.96  |

**WR 1.4.2 Apprentice Rates**

| <b>Stage of Training</b> | <b>Basic Pay<br/>(pence per hour)</b> | <b>Weekly Rates based<br/>on 39 hours.<br/>£</b> |
|--------------------------|---------------------------------------|--|
| Year 1                   | (613)                                 | 239.07   |
| Year 2                   | (732)                                 | 285.48   |
| Year 3 without NVQ 2     | (854)                                 | 333.06   |
| Year 3 with NVQ 2        | (1092)                                | 425.88   |
| Year 3 with NVQ 3        | (1364)                                | 531.96   |
| On completion with NVQ 2 | (1364)                                | 531.96   |

## **IR.2022Pay**

### **APPRENTICES and the NATIONAL MINIMUM & LIVING WAGE**

Employers should note that if an apprentice is in the second or final year of training and aged between 21 and 22 then the National Minimum Wage must apply. For apprentices aged 23 and over and in the second or final year of training the National Living Wage must apply. These are enforceable by HMRC.

Currently the National Minimum Wage for someone aged 21 to 22 is £9.18 per hour and the National Living Wage for someone aged 23 and over is currently £9.50 per hour. These were established on the 1<sup>st</sup> April 2022.

### **WR.5 DAILY FARE AND TRAVEL ALLOWANCES.**

With effect from the **25<sup>th</sup> July 2022 to the 8<sup>th</sup> January 2023** the daily fare and travel allowances will be as follows -

| <b>Miles</b> | <b>Travel (Taxed)</b> | <b>Fare (Not Taxed)</b> |
|--------------|-----------------------|-------------------------|
| <b>9</b>     | <b>1.20</b>           | <b>4.97</b>             |
| <b>10</b>    | <b>1.42</b>           | <b>5.37</b>             |
| <b>11</b>    | <b>1.64</b>           | <b>5.79</b>             |
| <b>12</b>    | <b>1.87</b>           | <b>6.20</b>             |
| <b>13</b>    | <b>2.09</b>           | <b>6.59</b>             |
| <b>14</b>    | <b>2.31</b>           | <b>7.00</b>             |
| <b>15</b>    | <b>2.54</b>           | <b>7.40</b>             |
| <b>16</b>    | <b>2.76</b>           | <b>7.80</b>             |
| <b>17</b>    | <b>2.98</b>           | <b>8.20</b>             |
| <b>18</b>    | <b>3.20</b>           | <b>8.61</b>             |
| <b>19</b>    | <b>3.43</b>           | <b>9.01</b>             |
| <b>20</b>    | <b>3.65</b>           | <b>9.37</b>             |
| <b>21</b>    | <b>3.87</b>           | <b>9.71</b>             |
| <b>22</b>    | <b>4.10</b>           | <b>10.05</b>            |
| <b>23</b>    | <b>4.32</b>           | <b>10.40</b>            |
| <b>24</b>    | <b>4.54</b>           | <b>10.75</b>            |
| <b>25</b>    | <b>4.78</b>           | <b>11.10</b>            |
| <b>26</b>    | <b>5.00</b>           | <b>11.44</b>            |
| <b>27</b>    | <b>5.22</b>           | <b>11.79</b>            |
| <b>28</b>    | <b>5.44</b>           | <b>12.14</b>            |
| <b>29</b>    | <b>5.66</b>           | <b>12.47</b>            |
| <b>30</b>    | <b>5.88</b>           | <b>12.81</b>            |
| <b>31</b>    | <b>6.10</b>           | <b>13.12</b>            |
| <b>32</b>    | <b>6.33</b>           | <b>13.45</b>            |
| <b>33</b>    | <b>6.55</b>           | <b>13.78</b>            |
| <b>34</b>    | <b>6.77</b>           | <b>14.08</b>            |
| <b>35</b>    | <b>7.00</b>           | <b>14.43</b>            |

**IR.2022Pay**

|           |              |              |
|-----------|--------------|--------------|
| <b>36</b> | <b>7.22</b>  | <b>14.75</b> |
| <b>37</b> | <b>7.44</b>  | <b>15.07</b> |
| <b>38</b> | <b>7.67</b>  | <b>15.38</b> |
| <b>39</b> | <b>7.90</b>  | <b>15.72</b> |
| <b>40</b> | <b>8.12</b>  | <b>16.04</b> |
| <b>41</b> | <b>8.34</b>  | <b>16.37</b> |
| <b>42</b> | <b>8.56</b>  | <b>16.68</b> |
| <b>43</b> | <b>8.78</b>  | <b>17.02</b> |
| <b>44</b> | <b>9.00</b>  | <b>17.35</b> |
| <b>45</b> | <b>9.23</b>  | <b>17.65</b> |
| <b>46</b> | <b>9.46</b>  | <b>17.98</b> |
| <b>47</b> | <b>9.68</b>  | <b>18.31</b> |
| <b>48</b> | <b>9.90</b>  | <b>18.64</b> |
| <b>49</b> | <b>10.12</b> | <b>18.95</b> |
| <b>50</b> | <b>10.34</b> | <b>19.28</b> |

With effect from the **9<sup>th</sup> January 2023** the daily fare and travel allowances will be as follows -

| <b>Miles</b> | <b>Travel (Taxed)</b> | <b>Fare (Not Taxed)</b> |
|--------------|-----------------------|-------------------------|
| <b>9</b>     | <b>1.20</b>           | <b>5.06</b>             |
| <b>10</b>    | <b>1.42</b>           | <b>5.47</b>             |
| <b>11</b>    | <b>1.64</b>           | <b>5.90</b>             |
| <b>12</b>    | <b>1.87</b>           | <b>6.31</b>             |
| <b>13</b>    | <b>2.09</b>           | <b>6.72</b>             |
| <b>14</b>    | <b>2.31</b>           | <b>7.14</b>             |
| <b>15</b>    | <b>2.54</b>           | <b>7.54</b>             |
| <b>16</b>    | <b>2.76</b>           | <b>7.95</b>             |
| <b>17</b>    | <b>2.98</b>           | <b>8.36</b>             |
| <b>18</b>    | <b>3.20</b>           | <b>8.77</b>             |
| <b>19</b>    | <b>3.43</b>           | <b>9.18</b>             |
| <b>20</b>    | <b>3.65</b>           | <b>9.54</b>             |
| <b>21</b>    | <b>3.87</b>           | <b>9.90</b>             |
| <b>22</b>    | <b>4.10</b>           | <b>10.24</b>            |
| <b>23</b>    | <b>4.32</b>           | <b>10.59</b>            |
| <b>24</b>    | <b>4.54</b>           | <b>10.96</b>            |
| <b>25</b>    | <b>4.78</b>           | <b>11.31</b>            |
| <b>26</b>    | <b>5.00</b>           | <b>11.66</b>            |
| <b>27</b>    | <b>5.22</b>           | <b>12.01</b>            |
| <b>28</b>    | <b>5.44</b>           | <b>12.37</b>            |
| <b>29</b>    | <b>5.66</b>           | <b>12.71</b>            |
| <b>30</b>    | <b>5.88</b>           | <b>13.05</b>            |
| <b>31</b>    | <b>6.10</b>           | <b>13.38</b>            |

### IR.2022Pay

|    |       |       |
|----|-------|-------|
| 32 | 6.33  | 13.71 |
| 33 | 6.55  | 14.04 |
| 34 | 6.77  | 14.35 |
| 35 | 7.00  | 14.70 |
| 36 | 7.22  | 15.03 |
| 37 | 7.44  | 15.35 |
| 38 | 7.67  | 15.68 |
| 39 | 7.90  | 16.02 |
| 40 | 8.12  | 16.35 |
| 41 | 8.34  | 16.68 |
| 42 | 8.56  | 17.00 |
| 43 | 8.78  | 17.34 |
| 44 | 9.00  | 17.68 |
| 45 | 9.23  | 17.99 |
| 46 | 9.46  | 18.32 |
| 47 | 9.68  | 18.66 |
| 48 | 9.90  | 18.99 |
| 49 | 10.12 | 19.31 |
| 50 | 10.34 | 19.65 |

#### **WR.15 SUBSISTENCE ALLOWANCE.**

With effect from the 25<sup>th</sup> July 2022 to the 8<sup>th</sup> January 2023 the subsistence payment will be £43.74 per night.

With effect from the 9<sup>th</sup> January 2023 the subsistence payment will be £44.58 per night.

#### **WR.20 SICK PAY.**

##### **WR.20.4 Amount of Payment**

Industry sick pay, which is in addition to SSP, £145.30 per week.

*All of the above elements were agreed as part of the 2022 pay and conditions negotiations.*