BATJIC Information Sheet 2011-2012

New Wage rates from BATJIC Effective Monday 12th September 2011.

The Building and Allied Trades Joint Industrial Council (BATJIC) has agreed new wage rates to apply from Monday 12th September 2011 to Sunday 10th June 2012.

Working Rule 1: Standard rates of wages for 39 hours per week		
S/NVQ3: City and Guilds London Institute Advanced Craft	£418.47	£10.73 per hour
S/NVQ2: City and Guilds London Institute Intermediate Craft	£359.58	£9.22 per hour
Adult General Operative	£310.44	£7.96 per hour

Young Adult Operatives

The standard rate of wages for young operatives shall be:

16 Years of Age	£184.08	(£4.72 per hour)
17 Years of Age	£240.24	(£6.16 per hour)

The Adult General Operative rate is payable once the Young Adult Operative reaches the age of 18.

Apprentices/Trainees rates

The weekly standard rate of wages for entrants under 19 years of age whose terms and conditions are under the BATJIC rule agreement:

For Apprentices under 19 years of age:

16 Years of Age	£166.14	(£4.26 per hour)
17 Years of Age	£221.52	(£5.68 per hour)
18 Years of Age (without NVQ level 2)	£277.68	(£7.12 per hour)
18 Years of Age (with NVQ level 2)	£293.67	(£7.53 per hour)

Full craft rate (£10.73 per hour) is payable on the acquisition of NVQ level 3, including if achieved before the end of the third year of the apprenticeship. If the apprentice remains at NVQ level 2 at the end of the apprenticeship, the hourly rate will be £9.22, until he/she achieves NVQ level 3, even after completion of the apprenticeship.

For Entrants aged 19 years and over

First 12 Months	£265.98	(£6.82 per hour)
Second 12 Months	£293.67	(£7.53 per hour)
Third 12 Months (without NVQ level 2)	£293.67	(£7.53 per hour)
Third 12 Months (with NVQ level 2)	£337.74	(£8.66 per hour)

Full craft rate (£10.73 per hour) is payable on acquisition of NVQ level 3, including if achieved before the end of the third year of the apprenticeship. If the apprentice remains at NVQ level 2 at the end of the apprenticeship, the hourly rate will be £9.22, until he/she achieves NVQ level 3, even after completion of the apprenticeship.

For Apprentices in Scotland:

Year 1	£166.14	(£4.26 per hour)
Year 2	£221.52	(£5.68 per hour)
Year 3	£277.68	(£7.12 per hour)
Year 4 (without SVQ level 2)	£277.68	(£7.12 per hour)
Year 4 (with SVQ level 2)	£293.67	(£7.53 per hour)

Full craft rate (£10.73 per hour) is payable on the acquisition of SVQ level 3, including if achieved before the end of the fourth year of the apprenticeship. If the apprentice does not achieve SVQ level 3 at the end of the apprenticeship, the hourly rate will be £9.22, until he/she achieves SVQ level 3.

Working Rule 1c

Intermittent and consolidated rates of pay for skill

(a) The following are rates of pay per hour which shall be paid in addition to the general operatives' rate of pay to those operatives who apply these skills on an intermittent basis:

42 pence per hour:

Air or electric percussion drill, hammer, rammer etc; cartridge gun operator; compressor driver; concrete mixer driver; barrow hoist operator; pumpman; handroller operative; mechanical barrow operator; electric operated vibrating plate operator, and paint sprayer.

63 pence per hour:

Drag shovel operator; dumper driver (up to 2,000kg); power roller driver (up to 4,000kg); light tyred tractor driver; pipelayer (up to 300mm); concrete screeder/leveler; forklift/ sideloader driver (up to 3,000kg).

86 pence per hour:

Batching plant driver; dumper driver (over 2,000kg); power roller driver (over 4,000kg); banksman; watchman; pipelayer (over 300mm); concrete trowel and planthand; forklift/ sideloader driver (up to 3,000kg)

(b) The following shall apply to semi-skilled grades with continuous responsibility

£377.45
Travelling, overhead, crawler, mobile or tower crane operator (up to 2 tonnes); wheeled or tracked tractor driver (up to 70hp); trenching machine operator (up to 30hp); excavator driver (up to 3/8 cu yd); timberman.

£387.31
Travelling, overhead, crawler, mobile or tower crane operator (over 2 tonnes); wheeled or tracked tractor driver (over 70 hp); trenching machine operator (over 30 hp); excavator driver (up to ¾ cu yd).

£397.16
Travelling, overhead, crawler, mobile or tower crane operator (over 5 tonnes); excavator driver (over ¾ cu yd).

(c) Payment for discomfort, inconvenience or risk:

(i) Detached Work

15m and up to 30m	31 pence per hour
30m and up to 45m	37pence per hour
45m and up to 60m	51 pence per hour
60m and up to 75m	70 pence per hour
75m and up to 90m	106 pence per hour

(ii) Exposed Work

Above 40m and up to 50m	25 pence per hour
Above 50m and up to 60m	34 pence per hour
Above 60m and up to 75m	36 pence per hour

The extra payment to be increased by 23 pence per hour for each 15m above 75m. All heights to be calculated from ground height.

(iii) Cranes

Control platforms over

15m and up to 30m	26 pence per hour
30m and up to 45m	34 pence per hour
45m and above	36 pence per hour

(The above does not apply to Tower Cranes.)

(iv) Work in swings 56 pence per hour

(v) Furnace firebrick work and acid resisting brickwork

Furnace or similar work up to 120 deg F	34 pence per hour
Brickwork using acid bonding material	37 pence per hour
New firebrick work	56 pence per hour
Repair of firebrick work	56 pence per hour

Working Rule 11
Travelling, fares and lodgings
Note: This rule covers the United Kingdom and all European Union countries. The same geographical area now applies to Appendix F Note 3 Working Rule 11(a).

Note: The daily fare allowance is only paid one way.
The daily travel allowance has been replaced. Employers should now pay operatives for their one-way travel time at their standard hourly rate of pay. The travel time to be paid should be agreed in advance between employers and operatives.

Daily Fare Allowance

Distance (km)	Fare (£)
1 to 6	Nil
7	£0.42
8	£0.84
9	£1.26
10	£1.67
11	£2.11
12	£2.52
13	£2.94
14	£3.36
15	£3.80
16	£4.10
17	£4.35
18	£4.62
19	£4.87
20	£5.01
21	£5.20
22	£5.39
23	£5.51
24	£5.63
25	£5.80
26	£5.91
27	£6.04
28	£6.15

Distance (km)	Fare (£)
29	£6.23
30	£6.35
31	£6.58
32	£6.60
33	£6.77
34	£6.86
35	£7.06
36	£7.16
37	£7.30
38	£7.53
39	£7.65
40	£7.89
41	£8.07
42	£8.27
43	£8.45
44	£8.66
45	£8.83
46	£9.06
47	£9.24
48	£9.41
49	£9.62
50	£9.79

Daily fare allowance in excess of 50km and up to 100km 20 pence per km up to a maximum of £17.94.

Appendix F Note 3
Lodging allowance: paragraphs 1 and 2 £31.01

Working Rule 12 **Sickness and Injury Benefit**
Sick Pay is payable at £23.61 per day, with a maximum of £118.04 per week, for a maximum of 12 weeks, and subject to a maximum of one waiting day at the beginning of the period of sickness. In addition to payment under this rule you are required to pay Statutory Sick Pay due.

Working Rule 12e(i)
No benefit shall be payable for the first qualifying day of each period of absence.

Working Rule 13 **Benefits Scheme**
Death Benefit Scheme £23,000

B&CE Benefits Scheme Contributions
Holiday Pay Scheme: Holidays are set by contractual arrangement and the calculation will vary in each case. The contribution should be 12.6% of weekly pay.

BATJIC recommends 21 days holiday plus the 8 bank holidays. The additional bank holiday for the royal wedding has been acknowledged, taking the total bank holiday days to 9.

BATJIC Retirement Benefit Scheme
Employer Contribution of £3.00 per week

Stakeholder Schemes
If employee contributes between £3.00 and £13.50 per week, the employer also pays a matching contribution of up to £13.50 per week.