**IR.2025.2 Pay**

**CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)**

**RESOLUTION AND PROMULGATION**

**WORKING RULE AGREEMENT**

**With effect from Monday 30th June 2025 the following basic minimum pay rates will apply.**

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

|  |  |  |
| --- | --- | --- |
| **Classification**  | **Basic Pay**  | **Weekly Rates (based**  |
|  | **(pence per hour)**  | **on 39 hours)** **£**  |
| General Operative  | (1260)  | 491.40  |
| Skill Rate 4  | (1284)  | 500.76  |
| 3  | (1358)  | 529.62  |
| 2  | (1452)  | 566.28  |
| 1  | (1507)  | 587.73  |
| Craft Rate **WR 1.4.2 Apprentice Rates**  | (1583)  | 617.37  |
| **Stage of Training**  | **Basic Pay**   | **Weekly Rates based**  |
|  | **(pence per hour)**  | **on 39 hours.** **£**  |
| Year 1  | (779)  | 303.81  |
| Year 2  | (849)  | 331.11  |
| Year 3 without NVQ 2  | (991)  | 386.49  |
| Year 3 with NVQ 2  | (1267)  | 494.13  |
| Year 3 with NVQ 3  | (1583)  | 617.37  |
| On completion with NVQ 2  | (1583)  | 617.37  |

 **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 19 and 20 then the National Minimum Wage must apply. For apprentices aged 21 and over and in the second or final year of training the National Living Wage must apply. These are enforceable by HMRC.

With effect from 1st April 2025 the National Minimum Wage for apprentices aged 19 to 20 is £10.00 per hour and the National Living Wage for someone aged 21 and over is £12.21 per hour.

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

With effect from Monday **30th June 2025** the daily fare and travel allowances will be as follows -

|  |  |  |
| --- | --- | --- |
| **Miles**  | **Travel (Taxed)**  | **Fare (Not Taxed)**  |
| **9**  | **1.39** | **5.90**  |
| **10**  | **1.65** | **6.37**  |
| **11**  | **1.90** | **6.88**  |
| **12**  | **2.17**  | **7.36**  |
| **13**  | **2.43**  | **7.84** |
| **14**  | **2.68**  | **8.32**  |
| **15**  | **2.94** | **8.79**  |
| **16**  | **3.20**  | **9.26**  |
| **17**  | **3.46**  | **9.74**  |
| **18**  | **3.70**  | **10.23**  |
| **19**  | **3.98**  | **10.70**  |
| **20**  | **4.24**  | **11.12** |
| **21**  | **4.49** | **11.54**  |
| **22**  | **4.76**  | **11.93**  |
| **23**  | **5.02**  | **12.34**  |
| **24**  | **5.26**  | **12.78**  |
| **25**  | **5.54**  | **13.18**  |
| **26**  | **5.80**  | **13.59**  |
| **27**  | **6.06**  | **13.99**  |
| **28**  | **6.31**  | **14.43**  |
| **29**  | **6.56**  | **14.82**  |
| **30**  | **6.82**  | **15.22**  |
| **31**  | **7.07**  | **15.60**  |
| **32**  | **7.35**  | **15.97**  |
| **33**  | **7.61**  | **16.35** |
| **34**  | **7.85** | **16.73** |
| **35**  | **8.12**  | **17.13**  |
| **36**  | **8.38** | **17.52**  |
| **37**  | **8.63**  | **17.89**  |
| **38**  | **8.90** | **18.27**  |
| **39**  | **9.16**  | **18.67**  |
| **40**  | **9.41**  | **19.06**  |
| **41**  | **9.67** | **19.44**  |
| **42**  | **9.93**  | **19.82**  |
| **43**  | **10.19**  | **20.21**  |
| **44**  | **10.44**  | **20.61**  |
| **45**  | **10.71**  | **20.97**  |
| **46**  | **10.98**  | **21.35**  |
| **47**  | **11.23**  | **21.75**  |
| **48**  | **11.49**  | **22.14**  |
| **49**  | **11.74**  | **22.51** |
| **50**  | **11.99**  | **22.90** |

**WR.15 SUBSISTENCE ALLOWANCE.**

With effect from Monday 30th June 2025 the subsistence payment will be £51.97 per night

**WR.20 SICK PAY.**

**WR.20.4 Amount of Payment**

With effect from Monday 30th June 2025 the Industry sick pay, which is in addition to SSP, will be £168.59 per week.

