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SJIB Circular 01/2025  
30 June 2025

**To all SJIB and SELECT Members**

Dear Member,

**SJIB NATIONAL WORKING RULES  
PROMULGATION**

SELECT and UNITE the Union have concluded a three-year deal for the SJIB National Working Rules. The following hourly rates and amended conditions of employment have been agreed by the SJIB National Board by e-ballot and will be ratified at the next National Board meeting on Thursday 9 October 2025.

The new rates will apply with effect from Monday 5 January 2026, with further enhancements to both rates and some terms of employment taking effect on Monday 4 January 2027 and Monday 3 January 2028.

Yours faithfully,

Catherine Gillon  
The Secretary

Scott Foley  
For UNITE the Union

Alick Smith  
For SELECT

**SJIB NATIONAL WORKING RULES  
WAGES AND CONDITIONS FOR 2026, 2027 & 2028  
PROMULGATION NOTICE**

**1. Three-Year Agreement**

A three-year agreement has been reached with implementation dates on:

Year 1	5 January 2026
Year 2	4 January 2027
Year 3	3 January 2028

**2. Wages - SJIB National Working Rules – Section B, Rule 1.2**

**Graded operative** rates of pay are to be increased by the following percentages:

Monday 5 January 2026	3.95% increase for graded operatives
Monday 4 January 2027	4.6% increase for graded operatives
Monday 3 January 2028	4.85% increase for graded operatives

**Apprentice** rates of pay are to be increased by the following percentages:

Monday 5 January 2026	0% increase to apprentice rates
Monday 4 January 2027	2% increase to apprentice rates
Monday 3 January 2028	3% increase to apprentice rates

Effective from 5 January 2026, Apprentices in their first year will be entitled to the higher of the National Apprentice rate or the applicable SJIB Apprentice rate.

**3. Weekly Sick Pay in addition to SSP for Operatives and Adult Trainees – SJIB National Working Rules – Section E, Rule E5.1 and Appendix B1**

With effect from **Monday 3 January 2028**, weekly sick pay in addition to SSP will increase by £10 for all grades during weeks 3 to 24, and £5 during weeks 25 to 52.

From Monday 3 January 2028, weekly sick pay in addition to SSP will be as follows:

	Technician (£)	Approved Electrician (£)	Electrician (£)	Labourer & Adult Trainee (£)
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	220.00	210.00	200.00	190.00
Weeks 25 to 52	110.00	105.00	100.00	95.00

After eight weeks of continuous sickness absence, payment of waiting days 8-14 (i.e., the second week of the sickness absence claim) will be made retrospectively. There will be no payment for days 1-7 (i.e., the first week).

**4. In addition to the wages and conditions agreement outlined above, the Employers and the Union have agreed to:**

- Work with Unite and the JIB to look at salary sacrifice and pensions.
- Discuss a remit with Unite to enable the JIB to explore with HMRC tax dispensation and support for the Collective Agreement, for future negotiations.

***This agreement is a complete package and is indivisible and is in full and final settlement of all wages and conditions claims over the period Monday 5 January 2024 to Sunday 31 December 2028, inclusive.***

***In accordance with the SJIB National Working Rules A22.1(vii) – ‘Six months’ notice will be provided by the SJIB prior to the implementation of any substantive changes to the SJIB National Working Rules’.***

# SJIB Wages and Conditions for 2026, 2027 & 2028

## SJIB National Wage Rates - 2026 to 2028

	Effective 05/01/2026 3.95%				Effective 04/01/2027 4.60%				Effective 03/01/2028 4.85%			
	Shop	Inc.	Travel	Inc.	Shop	Inc.	Travel	Inc.	Shop	Inc.	Travel	Inc.
Technician	£21.24	£0.81	£23.87	£0.91	£22.21	£0.97	£24.96	£1.09	£23.29	£1.08	£26.18	£1.21
Approved Electrician	£18.61	£0.71	£21.19	£0.81	£19.46	£0.85	£22.16	£0.97	£20.41	£0.94	£23.23	£1.07
Electrician	£16.95	£0.64	£19.54	£0.74	£17.73	£0.78	£20.44	£0.90	£18.59	£0.86	£21.43	£0.99
Labourer	£13.09	£0.50	£15.69	£0.60	£13.69	£0.60	£16.41	£0.72	£14.35	£0.66	£17.20	£0.80
Adult Trainee Stage 1	£13.09	£0.50	£15.69	£0.60	£13.69	£0.60	£16.41	£0.72	£14.35	£0.66	£17.20	£0.80
Adult Trainee Stage 2	£14.41	£0.55	£16.61	£0.63	£15.07	£0.66	£17.38	£0.77	£15.80	£0.73	£18.22	£0.84
Adult Trainee Stage 3	£16.10	£0.61	£18.57	£0.71	£16.84	£0.74	£19.42	£0.85	£17.66	£0.82	£20.36	£0.94

  

	Effective 05/01/2026 0%				Effective 04/01/2027 2%				Effective 03/01/2028 3%			
	Work	Inc.	College	Inc.	Work	Inc.	College	Inc.	Work	Inc.	College	Inc.
Stage 1 Apprentice	£8.16	£0.00	£8.16	£0.00	£8.32	£0.16	£8.32	£0.16	£8.57	£0.25	£8.57	£0.25
Stage 2 Apprentice	£10.60	£0.00	£10.60	£0.00	£10.81	£0.21	£10.81	£0.21	£11.13	£0.32	£11.13	£0.32
Stage 3 Apprentice	£11.42	£0.00	£10.60	£0.00	£11.65	£0.23	£10.81	£0.21	£12.00	£0.35	£11.13	£0.32
Stage 3 FICA Apprentice	£13.05	£0.00	£12.23	£0.00	£13.31	£0.26	£12.47	£0.24	£13.71	£0.40	£12.85	£0.38

## Weekly Sick Pay in Addition to SSP for Operatives and Adult Trainees - SJIB National Working Rules Section E, Rule E5.1 and Appendix B1

With effect from **Monday, 3 January 2028**, weekly sick pay in addition to SSP will increase as follows.

	Technician	Approved Electrician	Electrician	Labourer & Adult Trainee
Weeks 1 and 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	£220	£210	£200	£190
Weeks 25 to 52	£110	£105	£100	£95