

All Construction Noticeboard

Last update: 2 Jul 2025

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|---------------------|---|
| 2025 | — |
| CIJC Pay Award 2025 | + |

Posted on: 2 July 2025

Dear member,

Following a ballot of GMB members working under the CIJC agreement I am pleased to inform you that the following pay award has been **accepted**:

- A 3.2% increase to national minimum pay rates and associated allowances. (The relevant allowances are taxed travel and industry sick pay)
- For the "untaxed" elements the increase will be 2.6% based on the March 2025 figure which was published in April 2025. The effective date will be the 30th June 2025. The untaxed elements are subsistence and untaxed travel.
- Sick pay to be increased to £168.59 per week
- Subsistence allowance increased to £51.97 per night

The above will come into effect from 30th June 2025.



You should be aware that the rates of pay set out in the CIJC WRA are the minimum payable and it is open to employees in workplaces to seek to achieve a higher rate through local campaigning.

In solidarity,

Charlotte Brumpton-Childs

National Officer

CIJC Pay Offer 2025 Ballot Paper



Posted on: 7 June 2025

Dear member,

Following several negotiation meetings between the CIJC employers' and your union representatives, the CIJC have made a full and final pay and conditions offer which is set out below. On the basis that this is an above inflation offer your GMB national officer is **recommending this offer is accepted**. It is important to note that the CIJC sets the MINIMUM rates and you should talk to your GMB officer should you and your colleagues wish to organise to increase the rate at your specific workplace.

- **A 3.2% increase to national minimum pay rates and associated allowances. (The relevant allowances are taxed travel and industry sick pay)**
- **For the "untaxed" elements the increase will be 2.6% based on the March 2025 figure which was published in April 2025. The effective date will be the 30th June 2025. The untaxed elements are subsistence and untaxed travel.**
- **Sick pay to be increased to £168.59 per week**
- **Subsistence allowance increased to £51.97 per night**

In addition to the above we will establish working groups to discuss:

1. Other Benefits – Pensions, Sick Pay, Holiday Entitlement and Holiday Pay



It was agreed that we would hold exploratory talks on each of these items. These talks will be scheduled to commence in September this year.

It was agreed to examine the differences between our own agreement and the other Agreements within the sector. We would identify opportunities and agree priorities for revision.

2. General Operative Grade and Plant Operator Grading

These issues would be progressed in line with the timetable established above.

3. Modernisation of the Agreement

It was agreed that we would discuss the concept of modernisation. During the negotiations we had briefly explored what “modernisation” meant to both parties and these discussions would continue. During these discussions we will consider Working Rule 13 Highways Maintenance and Working Rule 10 Tunnel Work.

In solidarity,

Charlotte Brumpton-Childs

National Officer

Latest Bulletins

CIJC Pay Award 2024



Posted on: 7 May 2024

Dear Member,

Following a ballot of GMB members working under the CIJC agreement I am pleased to inform you that the following pay award has been **accepted**:

- A 4.5% increase to national minimum pay rates and associated allowances. (The relevant allowances are taxed travel and industry sick pay)



- Sick pay to be increased to £163.36 per week
- An additional days holiday entitlement, with effect from 1st January 2025

In addition to the above we will establish working groups to discuss:

- Grading of plant operatives to consider the increased amount of skill needed to operate modern machinery
- General Operative Grade – To investigate how this grade is deployed on sites and how progression from the grade is achieved

The above will come into effect from 24th June 2024.

You should be aware that the rates of pay set out in the CIJC WRA are the minimum payable and it is open to employees in workplaces to seek to achieve a higher rate through local campaigning.

In solidarity,

Charlotte Brumpton-Child

GMB National Officer

CIJC Pay Offer 2024



Posted on: 8 April 2024

Dear GMB Member,

Following a number of negotiation meetings between the CIJC employers' and your union representatives, the CIJC have made a full and final pay and conditions offer which is set out below. On the basis that this is an above inflation offer your GMB national officer is **recommending this offer is accepted**. It is important to note that the CIJC sets the MINIMUM rates and you should talk to your GMB officer should you and your colleagues wish to organise to increase the rate at your specific workplace.

- **A 4.5% increase to national minimum pay rates and associated allowances. (The**



relevant allowances are taxed travel and industry sick pay).

- Sick pay to be increased to £163.36 per week.
- An additional days holiday entitlement, with effect from 1st January 2025.

In addition to the above we will establish working groups to discuss:

- Grading of plant operatives to consider the increased amount of skill needed to operate modern machinery.
- General Operative Grade – To investigate how this grade is deployed on sites and how progression from the grade is achieved.

The ballot will close on 25th April and the results will be announced shortly afterwards.

In Solidarity,

Charlotte Brumpton-Childs

National Officer

CIJC Pay Offer 2023



Posted on: 8 April 2024

Dear GMB Member,

Following a ballot of GMB members working under the CIJC agreement I am pleased to inform you that the following pay award has been **accepted**:

- *An 8% increase to the General Operative Rate*



- *An initial 6% increase to all other minimum rates of pay and allowances*
- *From January a further 1.5% increase to minimum rates of pay and allowances*
- *The taxed travel will increase by 6% and the untaxed fares increased in line with CPI. With effect from the 1st January 2024 the taxed travel allowances will be increased by a further 1.5%*
- *Subsistence payment will rise by 10% (CPI) to £49.08 per night*

The above will come into effect from 10th July 2023.

You should be aware that the rates of pay set out in the CIJC WRA are the minimum payable and it is open to employees in workplaces to seek to achieve a higher rate through local campaigning.

In Solidarity,

Charlotte Brumpton-Childs

GMB National Officer

GMB Construction Members



Posted on: 26 May 2023

Dear GMB member,

RE: GMB SCAFFOLDING MEMBERS

GMB members working for contractors at DSM Dalry are about to enter their 7th week of strike action over NAECI bonus payments. We were made aware this week of an agency advertising for scaffolders to go work on the site, trying to undermine our strike. We have had the advert removed but wanted to make our scaffolding members aware to make sure you weren't caught out being asked to carry out work in an effort to break the strike! Employers have been told to negotiate an end to the dispute, and we will stand firm until then.



If you want to send a message of support please email dominic.pritchard@gmb.org.uk.

In solidarity

Charlotte Brumpton-Childs

GMB National Officer

Bulletins

GMB Construction Members CIJC Working Rule Agreement



Posted on: 20 December 2022

[CIJC Working Rule Agreement](#)

Previous Bulletins

Noticeboard Bulletin - 27-03-2020



Posted on: 27 March 2020

The government have said that construction sites can remain open. GMB are desperately urging government clarification and guidance for how sites should operate to keep construction workers and your family's safe during this pandemic period.

GMB are clear our position is that all construction workers must be protected.

Suspended Work/Project

Where a project or job is suspended for any reason, employers should pay full pay from day one. If this is not in place then employers must apply the Government Grant Scheme of 80%, regardless of



employment status i.e. directly employed fixed term contracts or temporary workers. We also call on all employers to implement the further 20%. There is no excuse for construction workers being laid off without pay or being made redundant!

Essential Build or Maintenance & Repair Work – Your Health and Safety

Where essential build or essential repair and maintenance work is continuing, then employers must work with our GMB reps to agree proper measures to ensure social distancing and safe working. It is more important than ever that employers comply with health and safety laws. There are legal requirements under the Health and Safety at Work Act and the regulations that go with it that cannot be suspended just because of COVID. Sites should follow the Site Operating Procedures from the Construction Leadership Council – see the link below.

[Visit our PPE FAQs page](#)

[See our full guidance on Covid-19](#)



Here's a check list of measures employers should be taking to keep you safe, save lives and protect our NHS.

- Only essential workers and visitors to be allowed on site
- Testing of all workers as soon as possible
- Anyone with symptoms to be isolated and sent home immediately. They must not touch anything
- Work groups to be thinned out / smaller work groups
- Negotiated and agreed changes to shift patterns to avoid congestion & ensure social distancing
- Staggered clocking in /off to avoid congestion
- Staggered breaks and social distancing for canteen areas
- Additional welfare facilities
- Restricting numbers using welfare facilities at the same time
- Making sure enough soap, paper towels and hand sanitizer is on site
- Social distancing arrangements for cabins
- Additional cleaning and hygiene regimes on site, to include welfare facilities and canteens



- Anything provided to heat, cook or provide water must be regularly thoroughly disinfected
- Setting up more rubbish storage points, and collecting rubbish more often during the day

For more information please see:

<http://www.constructionleadershipcouncil.co.uk/news/sit-operating-procedures-during-covid-19/>

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19>

<https://www.hse.gov.uk/news/coronavirus.htm>

