



The Electrotechnical JIB
Setting employment standards



JIB Industrial Determination

2026 – 2028

June 2025

Promulgated by the JIB National Board on 27 June 2025 to be effective from the dates shown.

Wages – Operatives

Two different wage rates apply to JIB graded operatives working on site, depending on whether the employer transports them to site, or whether they provide their own transport.

The two categories are:

Job Employed (Transport Provided)

Payable to operatives and apprentices who are transported to and from the job by their employer.

Job Employed (Own Transport)

Payable to operatives and apprentices who travel by their own means to and from the job.

There is a separate rate to accommodate those few operatives who are employed permanently at the Shop and who do not work on site.



From and including **Monday 5th January 2026** the JIB hourly rates for graded operatives and apprentices shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
<ul style="list-style-type: none"> • Site/Installation Technician • Mechanical Technician • Cable Installation Supervisor (or equivalent specialist grade) 	£22.70	£23.87	£21.24
<ul style="list-style-type: none"> • Approved Electrician • Advanced Craftsperson • Cable Foreman • Approved Jointer (or equivalent specialist grade) 	£20.08	£21.19	£18.61
<ul style="list-style-type: none"> • Electrician • Craftsperson • Leading Cable Hand • Jointer (or equivalent specialist grade) 	£18.38	£19.54	£16.95
<ul style="list-style-type: none"> • ECS Experienced Worker Cardholder • Trainee Electrician (Stage 3) • Mechanical Trainee (Stage 3) 	£17.51	£18.57	£16.12
<ul style="list-style-type: none"> • Trainee Electrician (Stage 2) • Mechanical Trainee (Stage 2) • Electrical Improver 	£16.54	£17.62	£15.29
<ul style="list-style-type: none"> • Trainee Electrician (Stage 1) • Mechanical Trainee (Stage 1) • Electrical Labourer • Cable Hand 	£14.60	£15.69	£13.09

	At Work
Apprentice (Stage 4)	£14.03
Apprentice (Stage 3)	£13.05
Apprentice (Stage 2)	£10.60
Apprentice (Stage 1)	£8.16



(ii) London Rate

For operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
<ul style="list-style-type: none"> • Site/Installation Technician • Mechanical Technician • Cable Installation Supervisor (or equivalent specialist grade) 	£25.47	£26.70	£23.79
<ul style="list-style-type: none"> • Approved Electrician • Advanced Craftsperson • Cable Foreman • Approved Jointer (or equivalent specialist grade) 	£22.48	£23.73	£20.83
<ul style="list-style-type: none"> • Electrician • Craftsperson • Leading Cable Hand • Jointer (or equivalent specialist grade) 	£20.58	£21.89	£19.00
<ul style="list-style-type: none"> • ECS Experienced Worker Cardholder • Trainee Electrician (Stage 3) • Mechanical Trainee (Stage 3) 	£19.55	£20.80	£18.06
<ul style="list-style-type: none"> • Trainee Electrician (Stage 2) • Mechanical Trainee (Stage 2) • Electrical Improver 	£18.52	£19.71	£17.36
<ul style="list-style-type: none"> • Trainee Electrician (Stage 1) • Mechanical Trainee (Stage 1) • Electrical Labourer • Cable Hand 	£16.37	£17.58	£14.68

	At Work
Apprentice (Stage 4)	£15.72
Apprentice (Stage 3)	£14.62
Apprentice (Stage 2)	£11.88
Apprentice (Stage 1)	£9.14



From and including **Monday 4th January 2027** the JIB hourly rates for graded operatives and apprentices shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
<ul style="list-style-type: none"> • Site/Installation Technician • Mechanical Technician • Cable Installation Supervisor (or equivalent specialist grade) 	£23.74	£24.97	£22.22
<ul style="list-style-type: none"> • Approved Electrician • Advanced Craftsperson • Cable Foreman • Approved Jointer (or equivalent specialist grade) 	£21.00	£22.16	£ 19.47
<ul style="list-style-type: none"> • Electrician • Craftsperson • Leading Cable Hand • Jointer (or equivalent specialist grade) 	£19.23	£20.44	£17.73
<ul style="list-style-type: none"> • ECS Experienced Worker Cardholder • Trainee Electrician (Stage 3) • Mechanical Trainee (Stage 3) 	£18.32	£19.42	£ 16.86
<ul style="list-style-type: none"> • Trainee Electrician (Stage 2) • Mechanical Trainee (Stage 2) • Electrical Improver 	£17.30	£18.43	£15.99
<ul style="list-style-type: none"> • Trainee Electrician (Stage 1) • Mechanical Trainee (Stage 1) • Electrical Labourer • Cable Hand 	£15.27	£16.41	£13.69

	At Work
Apprentice (Stage 4)	£14.31
Apprentice (Stage 3)	£13.31
Apprentice (Stage 2)	£10.81
Apprentice (Stage 1)	£8.32



(ii) London Rate

For operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
<ul style="list-style-type: none"> • Site/Installation Technician • Mechanical Technician • Cable Installation Supervisor (or equivalent specialist grade) 	£26.64	£27.93	£24.88
<ul style="list-style-type: none"> • Approved Electrician • Advanced Craftsperson • Cable Foreman • Approved Jointer (or equivalent specialist grade) 	£23.51	£24.82	£21.79
<ul style="list-style-type: none"> • Electrician • Craftsperson • Leading Cable Hand • Jointer (or equivalent specialist grade) 	£21.53	£22.90	£19.87
<ul style="list-style-type: none"> • ECS Experienced Worker Cardholder • Trainee Electrician (Stage 3) • Mechanical Trainee (Stage 3) 	£20.45	£21.76	£18.89
<ul style="list-style-type: none"> • Trainee Electrician (Stage 2) • Mechanical Trainee (Stage 2) • Electrical Improver 	£19.37	£20.62	£18.16
<ul style="list-style-type: none"> • Trainee Electrician (Stage 1) • Mechanical Trainee (Stage 1) • Electrical Labourer • Cable Hand 	£17.12	£18.39	£15.36

	At Work
Apprentice (Stage 4)	£16.03
Apprentice (Stage 3)	£14.91
Apprentice (Stage 2)	£12.12
Apprentice (Stage 1)	£9.32



From and including **Monday 3rd January 2028** the JIB hourly rates for graded operatives and apprentices shall be:

(i) National Standard Rates

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
<ul style="list-style-type: none"> • Site/Installation Technician • Mechanical Technician • Cable Installation Supervisor (or equivalent specialist grade) 	£24.89	£26.18	£23.30
<ul style="list-style-type: none"> • Approved Electrician • Advanced Craftsperson • Cable Foreman • Approved Jointer (or equivalent specialist grade) 	£22.02	£23.23	£20.41
<ul style="list-style-type: none"> • Electrician • Craftsperson • Leading Cable Hand • Jointer (or equivalent specialist grade) 	£20.16	£21.43	£18.59
<ul style="list-style-type: none"> • ECS Experienced Worker Cardholder • Trainee Electrician (Stage 3) • Mechanical Trainee (Stage 3) 	£19.21	£20.36	£17.68
<ul style="list-style-type: none"> • Trainee Electrician (Stage 2) • Mechanical Trainee (Stage 2) • Electrical Improver 	£18.14	£19.32	£16.77
<ul style="list-style-type: none"> • Trainee Electrician (Stage 1) • Mechanical Trainee (Stage 1) • Electrical Labourer • Cable Hand 	£16.01	£17.21	£14.35

	At Work
Apprentice (Stage 4)	£14.74
Apprentice (Stage 3)	£13.71
Apprentice (Stage 2)	£11.13
Apprentice (Stage 1)	£8.57



(ii) London Rate

For operatives and apprentices engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Job Employed		Shop Employed
	Transport Provided	Own Transport	
<ul style="list-style-type: none"> • Site/Installation Technician • Mechanical Technician • Cable Installation Supervisor (or equivalent specialist grade) 	£27.93	£29.28	£26.09
<ul style="list-style-type: none"> • Approved Electrician • Advanced Craftsperson • Cable Foreman • Approved Jointer (or equivalent specialist grade) 	£24.65	£26.02	£22.85
<ul style="list-style-type: none"> • Electrician • Craftsperson • Leading Cable Hand • Jointer (or equivalent specialist grade) 	£22.57	£24.01	£20.83
<ul style="list-style-type: none"> • ECS Experienced Worker Cardholder • Trainee Electrician (Stage 3) • Mechanical Trainee (Stage 3) 	£21.44	£22.82	£19.81
<ul style="list-style-type: none"> • Trainee Electrician (Stage 2) • Mechanical Trainee (Stage 2) • Electrical Improver 	£20.31	£21.62	£19.04
<ul style="list-style-type: none"> • Trainee Electrician (Stage 1) • Mechanical Trainee (Stage 1) • Electrical Labourer • Cable Hand 	£17.95	£19.28	£16.10

	At Work
Apprentice (Stage 4)	£16.51
Apprentice (Stage 3)	£15.36
Apprentice (Stage 2)	£12.48
Apprentice (Stage 1)	£9.60



Rates

(i) National Standard Rates

From and including **Monday 1st January 2026** the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£18.11	£19.27
Network Infrastructure Gold	£16.49	£17.66
Network Infrastructure Installer	£15.53	£16.61
Network Infrastructure Installation Assistant	£14.60	£15.69
Network Infrastructure Trainee	£14.60	£15.69

(ii) London Rate

For operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£20.28	£21.59
Network Infrastructure Gold	£18.48	£19.78
Network Infrastructure Installer	£17.39	£18.61
Network Infrastructure Installation Assistant	£16.37	£17.58
Network Infrastructure Trainee	£16.37	£17.58



(i) National Standard Rates

From and including **Monday 6th January 2027** the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£18.94	£20.16
Network Infrastructure Gold	£17.25	£18.47
Network Infrastructure Installer	£16.24	£17.37
Network Infrastructure Installation Assistant	£15.27	£16.41
Network Infrastructure Trainee	£15.27	£16.41

(ii) London Rate

For operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£21.21	£22.58
Network Infrastructure Gold	£19.33	£20.69
Network Infrastructure Installer	£18.19	£19.47
Network Infrastructure Installation Assistant	£17.12	£18.39
Network Infrastructure Trainee	£17.12	£18.39



(i) National Standard Rates

From and including **Monday 6th January 2028** the JIB hourly rates for Job Employed operatives shall be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£19.86	£21.14
Network Infrastructure Gold	£18.09	£19.37
Network Infrastructure Installer	£17.03	£18.21
Network Infrastructure Installation Assistant	£16.01	£17.21
Network Infrastructure Trainee	£16.01	£17.21

(ii) London Rate

For operatives engaged upon work falling within the terms of JIB National Working Rule 6.2 will be:

Grade	Transport Provided	Own Transport
Network Infrastructure Advanced	£22.24	£23.68
Network Infrastructure Gold	£20.27	£21.69
Network Infrastructure Installer	£19.07	£20.41
Network Infrastructure Installation Assistant	£17.95	£19.28
Network Infrastructure Trainee	£17.95	£19.28



JIB Highway Lighting Rates

From and including **Monday 1st January 2026** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£20.95
Highway Lighting Approved Electrician	£18.35
Highway Lighting Electrician	£16.70

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£14.68
Highway Lighting Operative Grade 2	£13.94
Highway Lighting Operative Grade 3	£13.21
Highway Lighting Operative Grade 4	£12.40
Highway Lighting Operative Trainee	£11.89



From and including **Monday 6th January 2027** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£21.91
Highway Lighting Approved Electrician	£19.19
Highway Lighting Electrician	£17.47

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£15.36
Highway Lighting Operative Grade 2	£14.58
Highway Lighting Operative Grade 3	£13.82
Highway Lighting Operative Grade 4	£12.97
Highway Lighting Operative Trainee	£12.44



From and including **Monday 6th January 2028** the JIB hourly rates for Highway Lighting Operatives shall be:

JIB Skilled Grades

Grade	
Highway Lighting Technician	£22.97
Highway Lighting Approved Electrician	£20.12
Highway Lighting Electrician	£18.32

JIB Highway Lighting Operative Grades

Grade	
Highway Lighting Operative Grade 1	£16.10
Highway Lighting Operative Grade 2	£15.29
Highway Lighting Operative Grade 3	£14.49
Highway Lighting Operative Grade 4	£13.60
Highway Lighting Operative Trainee	£13.04



Onshore Oil and Gas Instrumentation and Ancillary Assembly Agreement Wages

From and including **Monday 1st January 2026.**

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£22.70	£23.87
Approved Electrician (or equivalent specialist grade)	£20.08	£21.19
Electrician (or equivalent specialist grade)	£18.38	£19.54
Electrical Labourer	£14.60	£15.69

From and including **Monday 6th January 2027.**

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£23.74	£24.97
Approved Electrician (or equivalent specialist grade)	£21.00	£22.16
Electrician (or equivalent specialist grade)	£19.23	£20.44
Electrical Labourer	£15.27	£16.41

From and including **Monday 6th January 2028.**

Grade	Transport Provided	Own Transport
Technician (or equivalent specialist grade)	£24.89	£26.18
Approved Electrician (or equivalent specialist grade)	£22.02	£23.23
Electrician (or equivalent specialist grade)	£20.16	£21.43
Electrical Labourer	£16.01	£17.21



JIB Benefits – Operatives

With effect from **Monday 3rd January 2028**.

Sickness with Pay Benefit

In line with section 1.3 of the JIB Benefits Scheme, JIB Sick Pay for operatives will increase by:

£10 per week for weeks 3 to 24

£5 per week for weeks 25 to 52

For new periods of sickness commencing on or after **Monday 3rd January 2028**.

	Others (see note)	Electrician	Approved	Technician
Weeks 1 & 2	Nil	Nil	Nil	Nil
Weeks 3 to 24	£190	£200	£210	£220
Weeks 25 to 52	£95	£100	£105	£110

*Others covers grades such as Electrical Labourer, Trainees under Craft Training Schemes, and Experienced Workers. Please see clause 1.3(a) of Section 9 of the JIB Handbook for further information.

The above rates are in addition to Statutory Sick Pay.

Pensions

The ECA and Unite the Union have agreed to discuss salary sacrifice arrangements and pensions. Scope and outcome of discussions are to be agreed.

Travel

ECA and Unite have agreed to discuss a remit to enable the JIB to explore with HMRC tax dispensations which support the collective agreement, for future negotiations.