

CIJC Employers - Information Request

Operative Grades

QUESTIONS

Lowest Operative Pay Grade

1.(a) For Operatives, does your business use the CIJC Working Rule Agreement grading structure or a similar grading structure? i.e. a grading structure with the least skilled jobs in the lowest grade and the most skilled jobs in the highest grade.

Yes - (If Yes, please continue)

No - (if No, please move on to 2. Apprentices)

(b) If 'Yes,' does your business use the lowest grade as the start point for Operatives with least skills and/or for Operatives new to construction?

(c) What jobs, (or job titles) do Operatives in your lowest grade undertake?

(d) If an Operative is judged suitable by your business and wishes to progress to higher grades, how does your business assess suitability? (e.g. perhaps by time served/experience gained on the job, training provided by employer, gaining a formal competence card) Please advise.

(e) The CIJC Working Rule Agreement General Operative/lowest grade current pay rate is £11.95 per hour. Does that £11.95 determine what your business pays to your lowest Operative grade?

Yes – If Yes, how?

No – If No, how does your business decide the pay rate you use for your lowest Operative grade?