FEDERATION OF MASTER BUILDERS

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BATJIC Information Sheet August 2026 – March 2027

NEW WAGE RATES FROM BATJIC EFFECTIVE MONDAY 10 AUGUST

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The Building and Allied Trades Joint Industrial Council (BATJIC) has agreed new wage rates to apply from Monday 10 August 2026 to Wednesday 31 March 2027. A new document will be released by Thursday 1 April 2027 to reflect minimum wage changes. This is a voluntary agreement which FMB members can use at their discretion.

Working Rule 1: Standard rates of wages for 39 hours per week		
S/NVQ3: City and Guilds London Institute Advanced Craft	£653.64	£16.76 per hour
S/NVQ2: City and Guilds London Institute Intermediate Craft	£563.55	£14.45 per hour
Adult General Operative	£511.68	£13.12 per hour

Young Adult Operatives

The standard rate of wages for young operatives shall be:

16 Years of Age	£321.98	(£8.26 per hour)
17 Years of Age	£390.10	(£10.00 per hour)

The Adult General Operative rate is payable once the Young Adult Operative reaches the age of 18.

Apprentices/Trainees rates

The weekly standard rate of wages for entrants under 19 years of age whose terms and conditions are under the BATJIC rule agreement:

For Apprentices under 19 years of age:

16 Years of Age	£321.98	(£8.26 per hour)
17 Years of Age	£359.42	(£9.22 per hour)
18 Years of Age (without NVQ level 2)	£451.45	(£11.58 per hour)
18 Years of Age (with NVQ level 2)	£477.57	(£12.25 per hour)

Full craft rate **(£16.76 per hour)** is payable on the acquisition of NVQ level 3, including if achieved before the end of the third year of the apprenticeship. If the apprentice remains at NVQ level 2 at the end of the apprenticeship, the hourly rate will be **£14.45**, until they achieve NVQ level 3, even after completion of the apprenticeship.

For Entrants aged 19 years and over

First 12 Months (above for entrants under 21, otherwise take year 2 rate)	£436.69	(£11.20 per hour)
Second 12 Months	£511.55	(£13.12 per hour)
Third 12 Months (without NVQ level 2)	£511.55	(£13.12 per hour)
Third 12 Months (with NVQ level 2)	£564.21	(£14.47 per hour)

Full craft rate **(£16.76 per hour)** is payable on the acquisition of NVQ level 3, including if achieved before the end of the third year of the apprenticeship. If the apprentice remains at NVQ level 2 at the end of the apprenticeship, the hourly rate will be **£14.45**, until they achieve NVQ level 3, even after completion of the apprenticeship.

For Apprentices in Scotland:

Year 1	£321.98	(£8.26 per hour)
Year 2 (above for entrants under 21, otherwise take year 3 rate)	£436.69	(£11.20 per hour)
Year 3	£511.55	(£13.12 per hour)
Year 4 (without SVQ level 2)	£511.55	(£13.12 per hour)
Year 4 (with SVQ level 2)	£564.21	(£14.47 per hour)

Full craft rate **(£16.76 per hour)** is payable on the acquisition of NVQ level 3, including if achieved before the end of the third year of the apprenticeship. If the apprentice remains at NVQ level 2 at the end of the apprenticeship, the hourly rate will be **£14.45**, until they achieve NVQ level 3, even after completion of the apprenticeship.

Working Rule 1c

Intermittent and consolidated rates of pay for skill

(a) The following are rates of pay per hour which shall be paid in addition to the general operatives' rate of pay to those operatives who apply these skills on an intermittent basis:

64 pence per hour:
Compressor driver; concrete mixer driver; barrow hoist operator; pump person; handroller operative; electric operated vibrating plate operator, and paint sprayer.

98 pence per hour:
Drag shovel operator; dumper driver (up to 2,000kg); power roller driver (up to 4,000kg); light tyred tractor driver; pipelayer (up to 300mm); concrete screeder/ leveler; forklift/sideloader driver (up to 3,000kg).

£1.34 per hour:
Batching plant driver; dumper driver (over 2,000kg); power roller driver (over 4,000kg); banksperson; watchperson; pipelayer (over 300mm); concrete trowel and planthand; forklift/sideloader driver (up to 3,000kg)

(b) The following shall apply to semi-skilled grades with continuous responsibility on a per week basis.

£584.10 per week:
Travelling, overhead, crawler, mobile or tower crane operator (up to 2 tonnes); wheeled or tracked tractor driver (up to 70hp); trenching machine operator (up to 30hp); excavator driver (up to 3/8 cu yd); timberperson.

£599.41 per week:
Travelling, overhead, crawler, mobile or tower crane operator (over 2 tonnes); wheeled or tracked tractor driver (over 70 hp); trenching machine operator (over 30 hp); excavator driver (up to ¾ cu yd).

£614.59 per week:
Travelling, overhead, crawler, mobile or tower crane operator (over 5 tonnes); excavator driver (over ¾ cu yd).

(c) Payment for discomfort, inconvenience or risk:

(i) Detached Work

15m and up to 30m	49 pence per hour
30m and up to 45m	56 pence per hour
45m and up to 60m	80 pence per hour
60m and up to 75m	107 pence per hour
75m and up to 90m	165 pence per hour

(ii) Exposed Work

Above 40m and up to 50m	41 pence per hour
Above 50m and up to 60m	52 pence per hour
Above 60m and up to 75m	55 pence per hour

The extra payment to be increased by 36 pence per hour for each 15m above 75m. All heights to be calculated from ground height.

(iii) Cranes

Control platforms over

15m and up to 30m	43 pence per hour
30m and up to 45m	52 pence per hour
45m and above	55 pence per hour

(The above does not apply to Tower Cranes.)

(iv) Work in swings
89 pence per hour

(v) Furnace firebrick work and acid resisting brickwork

Furnace or similar work up to 120 deg F	52 pence per hour
Brickwork using acid bonding material	56 pence per hour
New firebrick work	89 pence per hour
Repair of firebrick work	89 pence per hour

Working Rule 11
Travelling, fares and lodgings

Note: This rule covers the United Kingdom and all European Union countries. The same geographical area now applies to Appendix F Note 3 Working Rule 11(a).

Note: The daily fare allowance is only paid one way. Employers should pay operatives for their one-way travel time at their standard hourly rate of pay. The travel time to be paid should be agreed in advance between employers and operatives.

Distance (km)	Fare (£)		
1 to 6	Nil	29	£10.02
7	£0.70	30	£10.25
8	£1.35	31	£10.47
9	£2.01	32	£10.64
10	£2.69	33	£10.91
11	£3.42	34	£11.02
12	£4.08	35	£11.37
13	£4.74	36	£11.52
14	£5.42	37	£11.76
15	£6.10	38	£12.15
16	£6.63	39	£12.33
17	£7.01	40	£12.70
18	£7.42	41	£13.00
19	£7.83	42	£13.30
20	£8.06	43	£13.61
21	£8.38	44	£13.93
22	£8.69	45	£14.21
23	£8.87	46	£14.58
24	£9.07	47	£14.85
25	£9.34	48	£15.16
26	£9.57	49	£15.49
27	£9.73	50	£15.78
28	£9.91		

Daily fare allowance in excess of 50km is 34 pence per km.

Appendix F Note 3

Lodging allowance: paragraphs 1 and 2 £56.97

Working Rule 12
Sickness and Injury Benefit

Sick Pay is payable at £26.00 per day, with a maximum of £130.00 per week, for a maximum of 12 weeks, and subject to a maximum of one waiting day at the beginning of the period of sickness. In addition to payment under this rule you are required to pay Statutory Sick Pay due.

Working Rule 12e(i)

No benefit shall be payable for the first qualifying day of each period of absence.

Working Rule 13
Benefits Scheme

Death Benefit Scheme £50,000 including a £25,000 Accidental Death Double Indemnity Insurance

Holiday

BATJIC holiday entitlement is 23 days holiday plus all bank holidays. Holiday pay for all, usually 31, days is to be calculated as the normal earnings level, including all PAYE earnings, in accordance with, and as defined by, the Working Time Regulations 1998.

Prime cost of daywork rates based on the BATJIC agreement
August 10 2026 to March 31 2027

Notes	Calculations	Examples		
		Advanced Craft	Intermediate Craft	Adult General Operative
		£653.64 / £16.76phr	£563.55pw / £14.45phr	£511.68pw / £13.12phr
1 BATJIC STANDARD HOURS AND HOLIDAYS INFORMATION				
a) The total number of hours worked per annum (pa) without holiday pay = 2028hrs.	52 Weeks x 39 hrs/week = 2028 hrs pa			
b) BATJIC pays 31 days holiday to a total of 242hrs. NB - Must be representative of the pay received when someone is working. *Note that holiday days have increased by one day in line with new agreement.*	18 Days Annual Holiday at 8 hrs/day 5 Days Annual Holiday at 7 hrs/day 7 Days Public Holiday at 8 hrs/day 1 Day Public Holiday at 7 hrs/day			
c) This means that the standard number of hours worked pa = 1786	2028hrs total – 242hrs holiday = 1786 hrs			
d) This means that there are 45.8 weeks worked in a year.	31 days holiday divided by 5 working days per week = 6.2 weeks holiday per year.			
2. GUARANTEED MINIMUM EARNINGS				
This is the amount of money paid to the worker for the hours worked. This excludes benefits and paid holiday. **Note:** Those applying intermittent and consolidated rates of pay for skill, should refer to Working Rule 1c of the BATJIC Working Rule Agreement, and adjust the pay rate accordingly.	Weeks worked pa x weekly pay = Net Total pa	45.8 x £653.64= £29,936.71	45.8 x £563.55= £25,810.59	45.8 x £511.68= £23,434.94
NET TOTAL PA		**£29,936.71**	**£25,810.59**	**£23,434.94**
3. BASIC EMPLOYERS COSTS AND CONTRIBUTIONS				
a) Employers National Insurance Contributions (ENICs) are paid at 15% above earnings threshold of £96 per week.	(Weekly pay - £96) x 15%) x 52	£4,349.80	£3,646.76	£3,242.20
b) Holidays with Pay	Hourly rate x 242 Hours	£4,055.92	£3,496.90	£3,175.04
c) CITB Levy at 0.35% (for direct labour PAYE employees)	(Net Total pa + Holiday Pay) x 0.35%	£118.97	£102.58	£93.13
d) Approximate calculation for workplace pension, according to minimum employer contributions under pensions auto-enrolment rules: 3% of pay between £6,240 and £50,000	[(Net Total pa + Holiday Pay - £6,240) x (0.75x3%)] [(Net Total pa + Holiday Pay - £6,240) x (0.25x5%)]	£971.34	£807.36	£712.95
e) Death Benefit	£9.40 x 12 months, plus £7.50 per annum	£120.30	£120.30	£120.30
ANNUAL COST OF EMPLOYMENT	Net Total + a + b + c + d + e	**£39,553.04**	**£33,984.49**	**£30,778.56**
4. HOURLY BASIC RATE				
This is the amount that the employer will have to charge per hour per worker on that pay scale, to cover wages and direct employer's obligations. This sum does not include overhead costs, administration, materials, supervision etc.	Annual Cost of Employment / 1786 standard working hours	**£22.15**	**£19.03**	**£17.23**
5. NON PRODUCTIVE HOURLY BASIC RATE				
This is the prime cost of employment per person, which the employer has to meet even if there is no work for the employee to do.	(Weekly pay x 45.8) + ((Weekly pay - £175) x 13.80% x 45.8) / 1786 standard working hours	**£19.20**	**£16.49**	**£14.94**

What are the Prime Cost of Day Work Rates?

The Prime Cost of Day Work Rates are a guide for employers showing them how to work out the real cost of employment so that it can be factored into quotes for work. They show the workings out for these calculations based on application of the current BATJIC working rule agreement and pay rates. However, they do not cover other costs such as workers travel or accommodation, and do not cover any of the non-employment costs that employers need to factor into quotes for work such as administration, supervision, materials etc.

The compilers cannot accept any responsibility for the accuracy of the contents above or legal responsibility for any errors contained therein.

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