



The Electrotechnical JIB
Setting employment standards



Annual Review 2024



- On the road: Engaging with members nationwide
- Investing in industrial relations and employment support
- Championing apprentices with support and opportunities
- Experienced Worker Assessment routes

Shaping a successful future

Jay Parmar
Chief Executive



Welcome to the JIB Review of 2024

2024 has been a transformative year for the Joint Industry Board (JIB) and the electrotechnical sector. The election of the first Labour government in 14 years brought a renewed focus on skills, apprenticeships, and industrial strategy areas core to our mission. As an impartial organisation dedicated to raising industry standards, the JIB has experienced sustained growth and notable achievements across our services, particularly through the Electrotechnical Certification Scheme (ECS). Our advocacy continues to promote the value of an employed, highly skilled and competent workforce in addressing the UK's priorities – including economic growth, housing, education, and clean energy.

Government Collaboration

In November, senior officials from six government departments joined a JIB-led roundtable to explore collective bargaining as a model for industrial stability and best practice. This dialogue supports the UK's industrial strategy and positions JIB at the forefront of policy development.

Regional Impact

Regional initiatives with Greater Manchester, West Midlands Combined Authority, and the Welsh Government have placed JIB members in a stronger position to win work. The first in a series of revamped regional events was held in Manchester, promoting JIB and ECS systems as tools for delivering better social value outcomes. [Read more here.](#)

Building Safety and Competence

Following the publication of the [Grenfell Tower Inquiry Phase 2 Report](#) in September, the JIB has

intensified efforts to support stricter industry standards. Through ECS, we've expanded Experienced Worker Assessment (EWA) routes to ensure that experienced professionals meet the highest benchmarks for competence and safety.

Industrial Relations

The JIB's Industrial Relations team has continued to provide critical support, including guidance on collective agreements and responses to crises such as ISG's collapse, while working with clients on major projects like Hinkley Point C. [Read more here.](#)

Our influence extends beyond our sector. Whether advocating for stricter safety regulations, engaging with policymakers, or facilitating industry-wide collaboration, we are committed to driving a safer, greener and more innovative electrotechnical future.

Advancing Shared Goals

As we conclude 2024, we bid farewell to our esteemed Chair, Paul Corby, whose leadership has been instrumental in driving the JIB's mission and impact. Over his tenure, Paul has exemplified dedication, guiding the organisation through pivotal moments and championing the highest standards in the electrotechnical sector. His legacy of collaboration and progress will continue to inspire our work.

We are also thrilled to welcome Wendy Alexander as our new Chair. Wendy's extensive experience and innovative perspective, position us for a new phase of growth and influence. Together, we look forward to advancing our shared goals of raising standards, supporting our members, and contributing to a stronger, more sustainable industry.

As we look to 2025, our focus remains on empowering members, fostering industry resilience, and maintaining the high standards that define the JIB. Thank you for your continued partnership in achieving these goals.

Member Survey 2024



92% feel valued by JIB



84% rate provision of valued benefits as good or very good



76% say membership is important to their business

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The JIB is a benchmark for the whole of the electrical industry. Without the JIB there would be no stability within this sector.

Richard Harris,
Labour Manager

GB GRATTE BROTHERS | Group

JIB North West event addresses skills and procurement challenges



In June 2024, a panel of expert speakers joined representatives from electrotechnical businesses for a JIB North West Region event: **Devolved Skills and Procurement in Greatest Manchester.**

Nick Woollacott, Labour Manager at B-GEN; Andrew Eldred COO, at the Electrical Contractors' Association (ECA); Richard Clarke, National Apprenticeships and Skills Officer, Construction, at Unite; Chris Fletcher, Policy Director at GM Chamber of Commerce; Joe Crolla, Principal Skills Manager, Employer Engagement & Insights at GMCA; Joanne Taylor, Vice Principal Hopwood Hall and Billy Gilchrist, Business Innovation Advisor at Hopwood Hall; each shared their perspectives, proposals and ambitions for bridging the skills gap.

In the second session, Rob Driscoll, Director of Legal and Business at ECA; Jason Poulter, National Officer Construction at Unite and Lee Rossall, Commercial Lead at GMCA presented the aims and impact of the Procurement Act 2023.

This led to constructive discussion of how JIB, ECA, and Unite can support GMCA to increase apprentice uptake, evidence competence, and encourage experienced worker development. Using ECS data and systems like ECS Check to enhance compliance and social value and promoting the use of JIB member companies for public works in the region, were among solutions shared.

The JIB will be hosting more regional events, to bring together key policy makers, training providers and business leaders. The next will take place in Cardiff on 30 January 2025.

ECA Industry Awards 2024

Professionals from the electrotechnical and engineering services came together to celebrate the ECA Industry Awards in October 2024.

The annual event recognises ECA member businesses who have excelled and delivered outstanding projects and initiatives across the UK's electrotechnical and engineering services sector. It provides a great opportunity for contractors and other supply chain organisations to network and celebrate excellence in the industry.

This year the JIB was pleased to sponsor the Best Client Partnership Award, presenting the award to Alpine Works Limited. We also celebrated JIB member companies

Geoffrey Robinson Limited and Group Metropolitan which were both highly commended for the Excellence in Training and Development Award. Other members shortlisted were Crannis Technology Services (CTS), Dalkia, Darke and Taylor, Essex Services Group (ESG), Lark Technology Group and RDM Electrical & Mechanical Services.



Most valued member benefits



The Benefits Scheme



Employment law guidance and information



The JIB Skills Development Fund

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JIB membership helps with the recruitment of new employees and also to retain our current staffing levels in an ever changing industry.

Stephen Brennan,
Operations Director

PICOW

JIB on the road

JIB Head of Membership, Roger Horne presented at all six Elex Shows throughout 2024, journeying from North-West to South-East England.

Roger said: "Elex offers the chance to reach businesses, of various sizes, in each location. It is helpful to hear about the benefits members really value – for example the HR solutions which are highly rated by SMEs."

Andy Reakes, Director of Growth and Development at the JIB and ECS, also spoke at every show about how ECS helps raise the bar on standards.

Members of the team were on hand each day at the JIB and ECS stand to help with any queries about JIB membership and ECS.

Martin Thurbon, ECS Operations Manager said: "It is great to get out to meet with ECS card holders, and those who currently don't hold a ECS card, to answer any questions they have about the scheme. We can also spread the word about the funding available for upskilling, through the JIB Skills Development Fund, which many employers are keen to learn more about."



In October we welcomed attendees to the JIB and ECS stand at the Smart Buildings Show in London. This exhibition is a great opportunity to share how JIB and ECS can help to upskill the workforce to achieve a more sustainable built environment. We also attended the ECA Eastern Region Business Conference in Duxford in October to engage with current and potential JIB members about the benefits membership brings.

As well as these industry events, Roger Horne travelled the length and breadth of the country to meet with member companies and other business to talk about JIB benefits. He said: "We are always keen to hear from current and potential members about how the JIB can help them succeed."

We look forward to meeting with more of you in 2025.



30+

Trade shows, industry events and meetings attended



15+

Towns and cities visited across the UK

TAG UK Services Limited

TAG UK Services is an electrical installations and HV/LV cabling contractor based in Gravesend, Kent, committed to quality and continuing training for employees. It has been a JIB Member Company since 2022 and associated with the JIB for more than 25 years through a previous company.

Managing Director Terry Whyman invited Roger Horne along to talk about member benefits. Terry said: "We are now implementing



some of those benefits, such as the LV cable jointer assessment course part funded by the JIB, advising operatives about BUPA through the ECIS affiliation which I believe is very good for all and making use of the HR facility."

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JIB membership enables us to offer something more to our staff than our rivals, helping us strive to be the best local employer in our region.

Adam Fairfield BSc (Hons),
Company Director

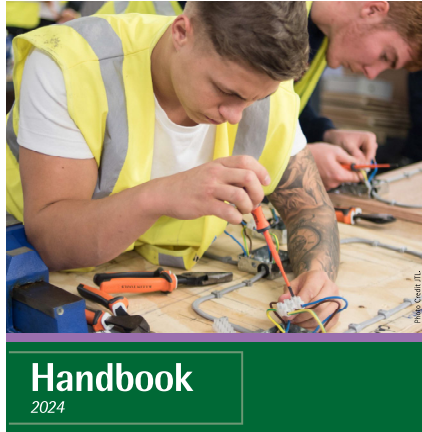
**FAIRFIELD
ELECTRICAL**

1971
LIGHT, WARMTH, POWER & PROTECTION

Industrial relations and employment support

In 2024 the JIB invested more resource into our Industrial Relations team to better support our members with advice and practical help. The team are on hand to field queries about terms and conditions of employment and the National Working Rules, responding to more than 1,500 queries this year.

Members can also access the JIB Resolution Procedure. This impartial mediation service assists with disputes arising from unfair dismissal, underpayments of wages, holiday pay, redundancy and related issues. In October we hosted a webinar with Andy Reakes – JIB & ECS Director of Growth and Development, Catherine Watt – ECA Head of Employee Relations and Jason Poulter – Unite National Officer Construction Sector, to update JIB member companies and their employees on the procedure. The recording is available [here](#) alongside a message from Sir Brendan Barber



[here](#), explaining the purpose and value of the Resolution Procedure.

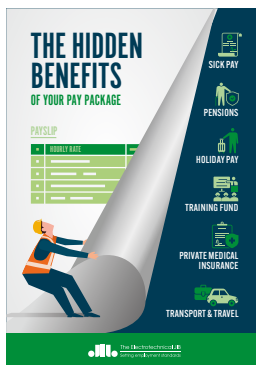
Throughout the year, JIB brought together ECA, Unite the Union and other representatives to secure collective agreements on pay and conditions, bringing stability and sustainability to the sector. This included work on major projects such as Hinckley Point C and HS2, planning into the future and heading off potential industrial relations issues.

We also collaborate with Regional JIBs to assess the potential impact of upcoming projects on local labour markets and to liaise with industry to supporting skills pipelines and promote JIB member companies ([see page 3](#)).

JIB benefits, advice and training support remain highly valued

The JIB Membership Survey revealed that in 2024 companies ranked highly the Benefits Scheme – which includes health insurance, the HR support and finance for training – from the Skills Development Fund. Companies also value how membership of the JIB signals they are a quality employer, which is appreciated by employees and clients.

To help members publicise the reasons why JIB membership sets them apart we have added some new resources to our member toolkit. Our growing series of Hidden Benefits visuals helps spread the word about the advantages of being directly employed by a JIB



member and our welcome video enables new employees to make the most of the benefits. Throughout the year we have been engaging with our member companies to share their stories and promote their achievements. [Find out more here.](#)

Industrial Relations



1,500

Responses to enquires



13

Businesses guided in disputes resolution in past 2 years

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The JIB agreement removes a large administrative burden from our company and provides a consistent and structured basis for employment of electricians and apprentices. It also helps to maintain standards of training within the industry.

Nick Richardson,
Director



Championing apprentices

The JIB continues to champion those entering the electrotechnical sector through apprenticeships. Apprentices can contact the JIB for information and guidance whether they are employed by a member company or not. We guide them through issues such as unfair disciplinary action and problems related to progression to the next stage of their training.

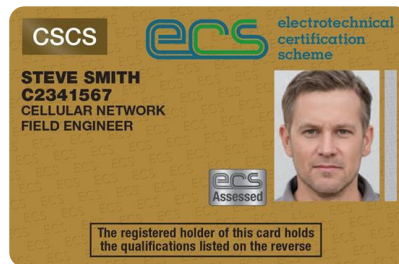
Apprentices employed by a JIB Member Company can benefit from having access to the JIB Hand Tool Replacement Scheme through Edmundson Electrical. If tools are lost to fire or stolen, they can access replacement tools from an approved list.

The JIB endorses those training providers that achieve some of the highest standards of training across the electrotechnical industry. These Preferred Providers can access benefits for the apprentices they register with the JIB. This includes

ECS cards at every stage of training, access to the Skills Development Fund, support and discounts.

The JIB also offers a once in a lifetime opportunity to spend time studying the trade overseas through its Apprentice Exchange Programme. You can read more about the positive impact this continues to have on those who have taken part in the scheme [here](#).

In 2024 the JIB was able to support the launch of the Level 4 Cellular Network Field Engineer and development of the Level 3 Broadcast and Technical Operator apprenticeship standards.



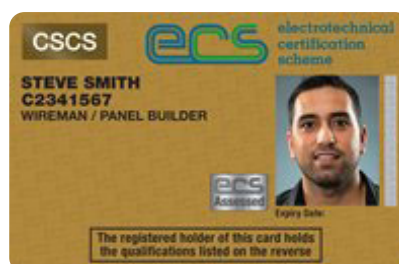
Routes for experienced workers

The JIB, through ECS has been working on EWA routes to support those with years of experience to achieve the highest levels of professional competence.

The EAL Level 3 Panel Wiring for Engineering Applications route to the Panel Builder and Wireman Gold Card recognises experienced workers in Specialist Control and Distribution Panel Manufacture and Installation. Available from September 2024, it offers an alternative route to apprenticeships, for those who achieve the highest levels of professional competence. [Find out more here](#).

Earlier in 2024 the ECS worked with Group Horizon and the Building Controls Industry Association (BCIA)

on the BEMS Control Engineer EWA. This route to the ECS Building Controls Engineer Gold Card is a time and cost-effective way to assess professionals against industry standards without the need to go back to college. This is in addition to the Network Infrastructure EWA which went live in September, and two EWAs for Fire and Security, which went live for delivery at the beginning of 2024. [Find out more here](#).



Top 3 reasons members join the JIB



The mark of a quality employer



The Benefits Scheme



The HR solution

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Setting the standards for employment, welfare, grading and apprentices, in my opinion is the backbone of the JIB and what it is and should continue to be recognised and appreciated for.

James Tuohy,
Managing Director

PLAYFORDS 100 YEARS

Occupational frameworks

The JIB, through ECS, has been working with Industry Working Groups to develop occupational frameworks. This includes Fire and Security, Network Infrastructure Installation, Cabling and Jointing and Building Controls occupations – through the Building Controls Industry Association (BCIA) Employer Skills Group.

Multiple installer disciplines have begun codifying standards and competences with the involvement of trade association bodies. This is part of industry and government efforts to raise the bar on individual competence, in line with the Building Safety Act. The groups are also developing continuing professional development (CPD) and revalidation options, and devising EWAs. Those involved include the Engineering and Building Services Skills Authority (EBSSA) which was convened by Actuate UK members with sector bodies BEAMA, CIPHE, TICA and the standards organisation MCS.

JIB and ECS Director of Growth and Development Andy Reakes explained: “The work of the ECS Industry Groups has put the electrotechnical sector in a strong position for setting out the industry approved routes to qualified status and detailing options for CPD.”

As the Electrotechnical Function Lead, Andy has been working to define competence requirements with nine current sector groups – through Working Group 2/Sector Lead Group 10 for Installation and Maintenance occupations. Four sector specific occupational frameworks have been agreed, completed and submitted through the ECS Industry Groups. These are: 1) Fire, Emergency and Security Systems; 2) Network Infrastructure; 3) LV Cabling and Jointing; and 4) Building Controls.

Work is continuing on LV Electrical, Electrical Product Servicing, Telecoms, and Power Supply to align occupational standards and promote this work.

[Find out more here.](#)

ECS cards and routes to competence introduced

The ECS launched a card for KNX Integrators in March 2024 to overcome challenges around site access for non-electrically qualified software. The KNX Integrators Card is available to professionals who are an existing member of KNX UK and hold a KNX certification.

In October, a Signal Distribution Specialist card was introduced to meet the need for a certification pathway in this discipline. It is designed for professionals holding the Confederation of Aerial Industries (CAI) Foundation Diploma in Signal Reception for Aerial and Satellite specialists. [Find out more here.](#)



65,000

ECS Assessments completed in 2024



78,000

Gold card holders across all occupations



17,500

ECS applications completed using automation

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JIB membership is seen as a high standard within the industry and it is beneficial to be recognised as a member of the JIB.

Ashley Fleuty, Director

Relabond
BUILDING SERVICES

Skills Development Fund

The JIB is committed to supporting competence, safety and upskilling the workforce.

In 2024 the JIB Skills Development Fund has provided members with tens of thousands of pounds.

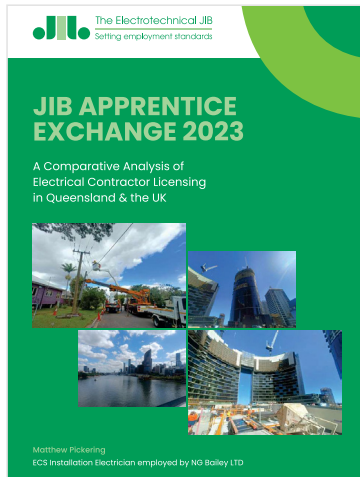
Member companies can access the fund to claim up to 75% of course fees for directly employed electrical operatives and registered apprentices. Funds are available up to the value of £1,250 per person each year for those undertaking courses which meet the criteria.

Some examples of courses members have claimed for include:

- NVQ Level 3 in Power Supply and Distribution Cabling
- NVQ Level 3 Diploma in Domestic Heating/Plumbing and Heating (Heat Pumps)
- Level 3 Award in Electrical Energy Storage Systems
- Level 3 Award in Electric Vehicle Charge Point Installation and Maintenance
- Level 4 Award in Design and Verification of Electrical Installation

Other Level 4 courses are eligible, for example the HNC in Electrical and Electronic Engineering, and the Fund even contributes to the costs of some degree and Masters level qualifications.

The JIB is planning to make more training options available for funding so keep an eye on our website. For more career inspiration, read about the JIB Apprentice Exchange scheme [here](#).



Creatside Ltd

Creatside Ltd is a specialist electrical installation company offering services from concept to final testing. It is known in the industry for cable pulling and cable installation, including jointing and termination of high voltage and low voltage cables. As a JIB Member Company with a directly employed team, Creatside has been able to access the Skills Development Fund to help finance two employees to gain Level 3

qualifications in 2024. CEO Sheri Irons said: "We support training and development to ensure that our employees carry our business name, professionalism, and ethos with them in their everyday work lives. The financial help available from the Skills Development Fund is a great benefit."



Up to 75%
of course fees covered
by The JIB Skills
Development Fund



£42,500
from the Skills Development
Fund has helped upskill
the workforce in the
past 3 years



51%
of medical insurance
claims via JIB benefits
helped musculoskeletal
conditions

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For all our clients, as soon as we tell them we are JIB compliant they are satisfied that we set good standards.

Julie Graham,
Finance Manager

