

8th January 2010

NAECI 2010 – 2012 AGREEMENT

SCHEDULE OF RATES OF PAY, INCENTIVE BONUS ARRANGEMENTS AND ALLOWANCES FOR EMPLOYED APPRENTICES AND SALARIED EMPLOYEES FOR THE PERIOD MONDAY, 4TH JANUARY 2010 TO SUNDAY, 2ND JANUARY 2011.

Following ratification of the terms of the two year settlement by representatives of the Signatory Employers and Trades Unions, the rates of pay, incentive bonus arrangements and allowances for Employed Apprentices and Salaried Employees have now been agreed.

As from Monday, 4th January 2010, the Parties to the NAECI have agreed a 2% increase to the rates of pay, incentive bonus arrangements and allowances for Employed Apprentices and Salaried Employees.

Details of the increases for the period Monday, 4th January 2010 to Sunday 2nd January 2011 are attached.

Details of the increases from Monday, 3rd January 2011 will be the subject of an NJC Communique to be issued at the appropriate time.

It is a condition of the Agreement that there will be no further improvement in the rates, incentive bonus arrangements, allowances or any other terms of the National Agreement beyond those detailed above prior to Monday, 3rd January 2011.

EMPLOYED APPRENTICES

NAECI Rates, Incentive Bonus Arrangements and Allowances 2010 – 2011.

- a) The following provisions confirm the rates of pay, incentive bonus payments and allowances applicable to Apprentices employed on in-scope work.
- b) The following provisions shall also apply to Apprentices directly employed by contractors under the ECITB Apprenticeship Scheme once individuals complete their period in a training centre and move onto site. In the first 12 months after leaving the training centre ECITB Apprentices shall be entitled, when employed on in-scope work, to receive the applicable 2nd Year rates set out in the tables below. Individuals shall qualify for the applicable 3rd Year rates on in-scope work after a further year's apprenticeship, and for 4th Year rates one year after that.
- c) Apprentices employed on in-scope work may be paid in the 3rd Year of apprenticeship up to 25% of the incentive bonus payment applicable to Grade 4 Craft employees and in the 4th Year up to 50% (the applicable provisions of NAECI A12.2(c) and A12.8(c) refer).
- c) Apprentices employed on in-scope work shall also be entitled to accommodation and radius allowance, where applicable, in accordance with established NAECI practice.

NAECI A12.8(b)

RATES FOR EMPLOYED APPRENTICES ON CATEGORISED WORK (1-3)

From Monday 4th January 2010 to Sunday 2nd January 2011

Categorised Work Rates (1-3)	1 st Year	2 nd Year	3 rd Year	4 th Year
Basic rate/day work	£5.62	£7.29	£9.36	£11.23
Night shift	£7.10	£9.24	£11.82	£14.23
Afternoon shift	£6.64	£8.61	£11.03	£13.27
Double Day Shift				
Mornings	£6.52	£8.46	£10.83	£13.05
Afternoons	£6.97	£9.04	£11.60	£13.93
3 Shifts				
5 Days	£6.88	£8.95	£11.47	£13.47
7 Days	£6.97	£9.04	£11.60	£13.93
Rolling Shift				
Days	£6.72	£8.75	£11.22	£13.51
Nights	£7.41	£9.63	£12.35	£14.85
Overtime				
Rate 'A'	£7.87	£10.20	£13.09	£15.74
Rate 'B'	£10.12	£13.13	£16.84	£20.24

NAECI A12.2(b)
 NATIONAL GUARANTEED RATES FOR EMPLOYED APPRENTICES

From Monday, 4th January 2010 to Sunday, 2nd January 2011

National Guaranteed Rates	1 st Year	2 nd Year	3 rd Year	4 th Year
Basic rate/day work	£5.60	£7.25	£8.96	£10.46
Night shift	£7.08	£9.18	£11.33	£13.26
Afternoon shift	£6.60	£8.57	£10.55	£12.35
Double Day Shift				
Mornings	£6.48	£8.43	£10.38	£12.15
Afternoons	£6.94	£9.00	£11.09	£12.97
3 Shifts				
5 Days	£6.85	£8.88	£10.97	£12.79
7 Days	£6.94	£9.00	£11.09	£12.97
Rolling Shift				
Days	£6.70	£8.70	£10.73	£12.56
Nights	£7.38	£9.59	£11.80	£13.82
Overtime				
Rate 'A'	£7.83	£10.16	£12.53	£14.65
Rate 'B'	£10.06	£13.06	£16.10	£18.84

A12.9 SALARIED EMPLOYEES (NAECI A11.2(a))

(a) Entitlement

Employees who accept an offer of salaried status from their employer in accordance with NAECI 17 shall be entitled to receive a monthly, 4 weekly, fortnightly or weekly salary calculated in accordance with the following provisions. This salary shall be payable for each such period (including periods of annual and/or public holiday), except where the provisions of NAECI A11.2(b) apply.

(b) Base salary

(i) Salaried employees permanently engaged on Categorized Work (1-3)

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI Categorized Work (1-3) basic hourly rates 2010 – 2011.

From Monday, 4th January 2010 to Sunday, 2nd January 2011

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Cats 1-3 Basic Hourly Rate	£10.21	£11.58	£13.68	£14.28	£14.88
Annualised Base Salary (38hrs x 52 wks)	£20,174.96	£22,882.08	£27,031.68	£28,217.28	£29,402.88

(ii) Salaried employees permanently engaged on National Guaranteed Rates

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI National Guaranteed basic hourly rates 2010 – 2011.

From Monday, 4th January 2010 to Sunday 2nd January 2011

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£9.28	£10.53	£12.34	£12.95	£13.54
Annualised Base Salary (38hrs x 52 wks)	£18,337.28	£20,807.28	£24,383.84	£25,589.20	£26,755.04

(iii) Salaried employees normally engaged on National Guaranteed Rates, but transferred periodically onto Categorised Work

Periodic base salaries (i.e. for basic working hours) shall normally be derived from National Guaranteed Rates, set out in (ii) above. These shall be enhanced, during the period of the transfer onto Categorised Work, by a supplementary payment representing the difference between the applicable National Guaranteed and Categorised Work basic hourly rates for that period.

Example: Grade 5 salaried employee in receipt of 4 weekly salary derived from National Guaranteed Rates. Transferred onto Categorised Work rates during a 3 week Category 3 Event. 2010 rates applicable.

Base 4 weekly salary (annualised base salary divided by 13)	£1968.40
PLUS	
Supplementary payment for Categorised Work ((Categorised Work basic rate – NGR basic rate) x (38hrs x 3 wks))	£ 151.62
TOTAL SALARY (basic working hours only)	£2120.02

(iv) Supplementary payments for shift working

Where a salaried employee is engaged either permanently or periodically on shift work, his/her base salary calculated as above shall be enhanced, during the period of shift working, by a supplementary payment representing the difference between the applicable basic and shift rates for that period.

Example: Grade 5 salaried employee in receipt of 4 weekly salary, derived from Categorised Work (1-3) rates. Engaged on permanent night shift. 2010 rates applicable.

Base 4 weekly salary (annualised base salary divided by 13)	£2170.56
PLUS	
Supplementary payment for night shift ((Cats 1 -3 night shift rate – Cats 1 – 3 basic rate) x (38 hrs x 4 wks))	£ 574.56
TOTAL SALARY (basic working hours only)	£2745.12

(c) **Other payments**

Salaried employees shall remain entitled to overtime, incentive bonus and welding proficiency payments, where applicable, in accordance with the relevant NAECI provisions.

In applying the holiday pay provisions of NAECI 10 and A4 to salaried employees, full account shall be taken of the fact that payment for annual and public holidays is already included in the calculation of periodic base salaries above.

(d) **Part-time work**

Where a salaried employee is engaged on a part-time basis in accordance with NAECI 7.1(e), the salary figures listed above must be reduced pro rata.