



## **HIGH IMPORTANCE**

### **NAECI Registration – Checklist for Employees**

#### **Introduction**

NAECI Registration was introduced on 5 January 2015. This Checklist has been prepared to assist employees working in the engineering construction industry to understand the benefits that Registration can bring to them. Unscrupulous Clients and Contractors have been pirating the NAECI without the consent of the NJC which has resulted in a cheaper deal for them as they have been picking and choosing which terms to make available to their employees and have not been applying all of the NAECI terms and conditions. This is totally unacceptable, bad for you and detrimental to other Clients and Contractors who adhere to the National Agreement in full and, as a result, can fail to win new work.

#### **Registration**

Registration of work is the means by which the NJC seeks to isolate and prevent these unscrupulous organisations from continuing to undermine everyone else and use their employees on inferior rates and conditions. It is therefore very important that you bring to our attention work that has not been registered.

The benefits of Registration are obvious:

- NJC approved use of NAECI
- Common employment terms and conditions using NAECI in full
- Employee engagement and an agreed framework for good industrial relations
- Proper access to unions to represent you
- Full access to NAECI procedures
- NJC professional support
- Good safety practices governed by NJC safety advice
- Beneficial tax arrangements for radius and accommodation approved by HMRC
- Welplan benefits

The NAECI is a collective agreement. Only those parties to the National Agreement who have registered their work have the right to use it. The NAECI is also copyrighted and should not be used in employment contracts or local agreements without the express consent of the NJC.

The Parties to the NAECI are the Unions (GMB and UNITE) and the Employers (ECIA, SELECT and TICA) and the authority to use NAECI is confirmed solely by Registration. Any company which does not register their work with the NJC has no right to use any of the terms of NAECI in whole or part on that work (NAECI 1.3). Failure to register the work excludes them from being party to the NAECI for that work even though they may be a member of one of the signatory Employers' Associations.

Registration is automatic on Category 1 Major and Basic Projects. It is also automatic on Category 2 Repair and Maintenance Sites. Your rights are fully protected on these projects and sites and you have full access to NAECI procedures including regular visits by your local trade union local officers who will monitor employment issues and assist with any difficulties.

Category 3 and all other engineering construction work has to be registered with the NJC, otherwise the full terms of NAECI can neither be applied nor be made available to you. The NJC has identified some 150 sites of Other work where many of you are employed. Help us to ensure you get your full entitlements by identifying your workplaces and companies if you believe that your employer is pirating NAECI. The differences in your employment terms between Registered and non-registered work are set out for you here.

## Comparison

Although a company may offer NAECI terms, unless the work is NAECI Registered, the company has no access to the beneficial NAECI taxation treatment arrangements approved by HMRC. As such, travel and accommodation costs will then be fully taxable.

## Checklist

Benefit	Included in Registered work	Included in non-Registered work
NJC approved	Yes	No
Full NAECI terms	Yes	No
Independent auditor	Yes (Cat 1)	No
NJC professional support	Yes	No
NJC Facilitation (grievance/dismissal)	Yes	No
Protection in disciplinary and dismissal cases up to and including independent adjudication	Yes	No
Grievance resolution - as above	Yes	No
NAECI Death Benefit - £35k	Yes	No
Conditional Death Benefit - £35k	Yes	No
Accidental Death - £40k	Yes	No
NAECI Welplan Benefits	Yes	No
NAECI Severance Benefits	Yes	No
Guaranteed week provisions	Yes	No
NAECI Bereavement Leave	Yes	No
HMRC approved radius allowances	Yes	No
HMRC approved accommodation allowance	Yes	No

## Where do you stand?

If you are on a Category 1 project or Category 2 site, then you have no reason to be concerned. However, if you are on **Other** engineering construction activities you are likely to be on less favourable terms and conditions unless the work is registered with the NJC. **For example, if there is a death of an in-scope employee on site and the employer has not registered the work, that employee's dependents stand to lose up to £110k.**

- If you are unclear then you should examine your contract of employment and/or ask your employer if they have registered the work with the NJC
- If the answer is no, then you stand to lose the benefits on the left-hand side of the table above
- If you are concerned about that, you should advise your local union officer
- The NJC office can help you - please call us on 020 7734 0244
- You can advise us anonymously of your site or any other one you know about by leaving your contact details blank.

## NAECI Registration

Registration is key to NAECI and with your help, we can do more. Registration is there to protect you and to ensure that you receive your full entitlements under NAECI. Help us to help you by supporting our efforts to extend Registration and to defend and strengthen our National Agreement.

**Reference:** NAECI 1.3 & 1.4, NJC Guidance Notes (14)05 & (15)01, [www.njceci.org.uk/naeci-registration](http://www.njceci.org.uk/naeci-registration)