

19th January 2024

2024 – 2025 NAECI SETTLEMENT

The NECC has now confirmed that the Employers' offer of 9th January 2024, to cover the period 2024 – 2025, has been endorsed by the Trades Unions' membership. This Communique details the NAECI 2024 - 2025 Agreement in full:

SCHEDULE OF RATES, ALLOWANCES AND OTHER REVISIONS

1. Pay Rates (NAECI Appendix A.2 & A.8)

From 8th January 2024, hourly pay rates will increase by 11.3%.

Hourly pay rates will increase by a further 5.5% from 6th January 2025.

2. Radius Allowance & Accommodation Allowance (NAECI 9.1 & A.4, 9.2 & A.5)

From 8th January 2024, radius and accommodation allowances will increase by 11.3%.*

Radius and accommodation allowances will increase by a further 5.5% from 6th January 2025.*

Note: Regarding 1 and 2 above, in the event that UK inflation between September and November 2024 inclusive, as an average of the three months, increases by 3% more than the rate of increase agreed for 2025 (i.e. 5.5% + 3% = 8.5%), the unions may make representations to the employers through the NJC to discuss the current position of the NAECI vs prevailing economic conditions.

3. London Rate Enhancement

A "London Rate" enhancement, for hours worked on Categorised sites within the M25 will be introduced. The value of the London Rate will be £1.00 per hour above each published NAECI Grade rate, details to follow.

4. The London Supplement (NAECI 9.3(b) & A.6)

From 8th January 2024 the value of the London Supplement daily rate will increase by £20.00 to £30.40.

5. Weekly Sickness and Accident Benefit (NAECI A.7(a)(5))

From 8th January 2024 Sickness and Accident Benefit will increase by £30 per week and will increase by a further £30 per week from 6th January 2025 as follows:

Weekly benefit payable for absence from work due to sickness or injury (excluding the first 7 days of absence):	From 08/01/24	From 06/01/25
Weeks 2 – 14 inclusive (All Grades)	£162.00	£192.00
Weeks 15 – 27 inclusive		
- Grades 1 – 3	£162.00	£192.00
- Grades 4 – 6	£259.60	£289.60

6. Welfare Benefits (NAECI 11.3)

From 8th January 2024 the NAECI Welfare Benefits provision will be extended to on-site apprentices.

7. Working Parties

Following the implementation of this settlement two separate Joint Working Parties, chaired by the NJC, will be formed to consider:

- The important issues of continuous professional development of the industry’s existing workforce. This will also include discussions about skill shortages and about how to attract additional people to the Engineering Construction Industry.
- The important issues of productivity and incentivisation.

8. Pensions

Following the implementation of this settlement the ECIA will undertake research to establish a better understanding of the current positions of its member companies regarding the employer and employee pension contributions. The output of this research will help inform a future discussion, in the next set of wage negotiations, about a strategy for pension provision for the NAECI workforce.

9. Conditions of the 2024 – 2025 Settlement

It is a condition of the 2024 – 2025 NAECI settlement that there will be no further improvements in the rates, benefits or any other terms and conditions of the NAECI beyond those agreed in this settlement prior to Monday 5th January 2026.

The NAECI 2022 - 2023 will be revised in accordance with this NJC Communique, re-printed in hard copy and published on the NJC website. Should any issue of interpretation arise before then, the authority for resolution will be the Employers’ offer letter of 9th January 2024. Any rates and allowances not referred to in this NJC Communique remain unchanged.

The following attachments 1 (2024) & 2 (2025) detail the new rates and allowances based on the above.

* **Subject to HMRC approval. HMRC will be approached to continue the existing taxation treatment of these allowances.**

2024 CATEGORISED WORK RATES OF PAY (1 – 3)

From Monday 8th January 2024

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
Basic Pay	£13.23	£10.23	£15.18	£11.72	£17.25	£13.23	£20.41	£21.27	£22.16
Night	£16.74	£12.94	£19.20	£14.83	£21.82	£16.74	£25.82	£26.91	£28.03
Afternoons	£15.60	£12.06	£17.90	£13.82	£20.34	£15.60	£24.06	£25.08	£26.13
Double day – Morning	£15.36	£11.88	£17.62	£13.61	£20.03	£15.36	£23.70	£24.69	£25.73
Double day – Afternoons	£16.39	£12.67	£18.81	£14.52	£21.37	£16.39	£25.29	£26.35	£27.46
3 shifts 5 days	£16.18	£12.51	£18.57	£14.33	£21.10	£16.18	£24.96	£26.01	£27.10
3 Shifts 7 days	£16.39	£12.67	£18.81	£14.52	£21.37	£16.39	£25.29	£26.35	£27.46
Rolling Shifts Days	£15.88	£12.28	£18.22	£14.06	£20.70	£15.88	£24.49	£25.52	£26.59
Rolling Shifts Nights	£17.46	£13.50	£20.04	£15.47	£22.77	£17.46	£26.94	£28.08	£29.25
Overtime A	£18.52	£14.32	£21.25	£16.41	£24.15	£18.52	£28.57	£29.78	£31.02
Overtime B	£23.81	£18.41	£27.32	£21.10	£31.05	£23.81	£36.74	£38.29	£39.89

2024 NATIONAL GUARANTEED WORK RATES OF PAY

From Monday 8th January 2024

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
Basic Pay	£11.86	£9.18	£13.60	£10.46	£15.42	£11.86	£18.05	£18.97	£19.82
Night	£15.00	£11.61	£17.20	£13.23	£19.51	£15.00	£22.83	£24.00	£25.07
Afternoons	£13.98	£10.82	£16.03	£12.33	£18.18	£13.98	£21.28	£22.37	£23.37
Double day – Morning	£13.77	£10.66	£15.79	£12.14	£17.90	£13.77	£20.96	£22.02	£23.01
Double day – Afternoons	£14.69	£11.37	£16.85	£12.96	£19.11	£14.69	£22.36	£23.50	£24.56
3 shifts 5 days	£14.50	£11.23	£16.63	£12.79	£18.86	£14.50	£22.08	£23.20	£24.24
3 Shifts 7 days	£14.69	£11.37	£16.85	£12.96	£19.11	£14.69	£22.36	£23.50	£24.56
Rolling Shifts Days	£14.23	£11.02	£16.32	£12.55	£18.50	£14.23	£21.66	£22.76	£23.78
Rolling Shifts Nights	£15.66	£12.12	£17.95	£13.81	£20.35	£15.66	£23.83	£25.04	£26.16
Overtime A	£16.60	£12.85	£19.04	£14.64	£21.59	£16.60	£25.27	£26.56	£27.75
Overtime B	£21.35	£16.52	£24.48	£18.83	£27.76	£21.35	£32.49	£34.15	£35.68

A.4 RADIUS ALLOWANCE (NAECI 9.1)
From Monday 8th January 2024

BRACKET MILES		Scale 1			Scale 2
Over	Not exceeding	Taxed	Tax Free	TOTAL	
2	8	£0.00	£0.00	£0.00	£0.00
8	11	£3.35	£0.00	£3.35	£2.21
11	14	£5.48	£1.31	£6.79	£4.41
14	17	£8.87	£1.88	£10.75	£7.15
17	20	£9.87	£4.28	£14.15	£9.36
20	25	£11.39	£5.82	£17.21	£11.41
25	30	£12.61	£7.02	£19.63	£12.92
30	35	£13.62	£8.01	£21.63	£14.44
Over 35		£14.55	£8.97	£23.52	£15.77

A.5 ACCOMMODATION ALLOWANCE (NAECI 9.2)
From Monday 8th January 2024

(a) Daily and weekly rates:

	From 08/01/24
Daily Rate	£48.16
Weekly Rate	£337.12

(b) Accommodation retainer for public holidays and periodic leave:

	From 08/01/24
Daily Rate	£14.14

(c) Accommodation retainer for annual holidays and sickness absence:

	From 08/01/24
Daily Rate	£8.15
Weekly Rate	£57.05

A.6 LONDON SUPPLEMENT (NAECI 9.3(b))
From Monday 8th January 2024

	From 08/01/24
Daily Rate	£30.40
Weekly Rate	£212.80

A.7 OTHER PAYMENTS AND BENEFITS (NAECI A.7(a)(5))
From Monday 8th January 2024

<p>5. WEEKLY SICKNESS AND ACCIDENT BENEFIT</p> <p>Weekly benefit payable for absence from work due to sickness or injury (excluding the first 7 days of absence:</p>	<p>From 08/01/24</p>
<p>Weeks 2 – 14 inclusive (All Grades)</p>	<p>£162.00</p>
<p>Weeks 15 – 27 inclusive</p> <ul style="list-style-type: none"> - Grades 1 – 3 - Grades 4 – 6 	<p>£162.00</p> <p>£259.60</p>

NAECI A.8(b)
CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES
From Monday 8th January 2024

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
Basic Pay	£8.24	£10.66	£13.81	£16.63
Night	£10.42	£13.48	£17.47	£21.04
Afternoons	£9.71	£12.57	£16.28	£19.61
Double day – Morning	£9.57	£12.38	£16.03	£19.31
Double day – Afternoons	£10.21	£13.21	£17.11	£20.60
3 shifts 5 days	£10.08	£13.04	£16.89	£20.34
3 Shifts 7 days	£10.21	£13.21	£17.11	£20.60
Rolling Shifts Days	£9.89	£12.79	£16.57	£19.96
Rolling Shifts Nights	£10.88	£14.07	£18.23	£21.95
Overtime A	£11.54	£14.92	£19.33	£23.28
Overtime B	£14.83	£19.19	£24.86	£29.93

NAECI A.2(b)
NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES
From Monday 8th January 2024

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
Basic Pay	£8.20	£10.61	£13.11	£15.34
Night	£10.37	£13.42	£16.58	£19.41
Afternoons	£9.67	£12.51	£15.46	£18.09
Double day – Morning	£9.52	£12.32	£15.22	£17.81
Double day – Afternoons	£10.16	£13.15	£16.24	£19.01
3 shifts 5 days	£10.03	£12.98	£16.03	£18.76
3 Shifts 7 days	£10.16	£13.15	£16.24	£19.01
Rolling Shifts Days	£9.84	£12.73	£15.73	£18.41
Rolling Shifts Nights	£10.82	£14.01	£17.31	£20.25
Overtime A	£11.48	£14.85	£18.35	£21.48
Overtime B	£14.76	£19.10	£23.60	£27.61

Note: Employers must check to see whether apprentices are entitled to either the National Minimum Wage or the National Living Wage. In some instances this may be higher than the rates listed above. The National Minimum Wage and the National Living Wage are due to increase on the 1st April 2024 and 1st April 2025. It is the responsibility of the employer to ensure that apprentices are paid the correct rate.

A.9 SALARIED EMPLOYEES (NAECI 17)

(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 17.5(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 2024.

From Monday 8th January 2024

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Basic Hourly Rate	£15.18	£17.25	£20.41	£21.27	£22.16
Annualised Base Salary (38hrs x 52 wks)	£29,995.68	£34,086.00	£40,330.16	£42,029.52	£43,788.16

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 2024.

From Monday 8th January 2024

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£13.60	£15.42	£18.05	£18.97	£19.82
Annualised Base Salary (38hrs x 52 wks)	£26,873.60	£30,469.92	£35,666.80	£37,484.72	£39,164.32

iii) Salaried employees normally engaged on National Guaranteed Rates, but transferred periodically onto Categorized 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 Categorized Work, by a supplementary payment representing the difference between the applicable National Guaranteed and Categorized Work basic hourly rates for that period.

Example: Grade 5 salaried employee in receipt of 4 weekly salary derived from National Guaranteed Rates. Transferred on to Categorized Work rates during a 3 week Category 3 Event. 2024 rates applicable.

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2,883.44</i>
<i>PLUS</i>	
<i>Supplementary payment for Categorised Work ((Categorised Work basic rate – NGR basic rate) x (38hrs x 3 wks))</i>	<i>£262.20</i>
<i>TOTAL SALARY (basic working hours only)</i>	<i>£3,145.64</i>

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. 2024 rates applicable.

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£3,233.04</i>
<i>PLUS</i>	
<i>Supplementary payment for night shift ((Cats 1-3 night shift rate – Cats 1–3 basic rate) x (38 hrs x 4 wks))</i>	<i>£857.28</i>
<i>TOTAL SALARY (basic working hours only)</i>	<i>£4,090.32</i>

(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 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.

2025 CATEGORISED WORK RATES OF PAY (1 – 3)

From Monday 6th January 2025

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
Basic Pay	£13.96	£10.79	£16.01	£12.36	£18.20	£13.96	£21.53	£22.44	£23.38
Night	£17.66	£13.65	£20.25	£15.64	£23.02	£17.66	£27.24	£28.39	£29.58
Afternoons	£16.46	£12.72	£18.88	£14.57	£21.46	£16.46	£25.38	£26.46	£27.57
Double day – Morning	£16.21	£12.53	£18.59	£14.35	£21.13	£16.21	£25.00	£26.05	£27.14
Double day – Afternoons	£17.30	£13.37	£19.84	£15.31	£22.55	£17.30	£26.68	£27.80	£28.97
3 shifts 5 days	£17.07	£13.20	£19.58	£15.12	£22.26	£17.07	£26.33	£27.44	£28.59
3 Shifts 7 days	£17.30	£13.37	£19.84	£15.31	£22.55	£17.30	£26.68	£27.80	£28.97
Rolling Shifts Days	£16.75	£12.95	£19.21	£14.83	£21.84	£16.75	£25.84	£26.93	£28.06
Rolling Shifts Nights	£18.43	£14.24	£21.13	£16.32	£24.02	£18.43	£28.42	£29.62	£30.86
Overtime A	£19.54	£15.11	£22.41	£17.30	£25.48	£19.54	£30.14	£31.42	£32.73
Overtime B	£25.13	£19.42	£28.82	£22.25	£32.76	£25.13	£38.75	£40.39	£42.08

2025 NATIONAL GUARANTEED WORK RATES OF PAY

From Monday 6th January 2025

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
Basic Pay	£12.51	£9.68	£14.35	£11.04	£16.27	£12.51	£19.04	£20.01	£20.91
Night	£15.83	£12.25	£18.15	£13.97	£20.58	£15.83	£24.09	£25.31	£26.45
Afternoons	£14.75	£11.41	£16.92	£13.02	£19.18	£14.75	£22.45	£23.59	£24.65
Double day – Morning	£14.52	£11.24	£16.66	£12.82	£18.89	£14.52	£22.11	£23.23	£24.28
Double day – Afternoons	£15.50	£11.99	£17.78	£13.68	£20.16	£15.50	£23.59	£24.79	£25.91
3 shifts 5 days	£15.30	£11.84	£17.55	£13.50	£19.90	£15.30	£23.29	£24.47	£25.57
3 Shifts 7 days	£15.50	£11.99	£17.78	£13.68	£20.16	£15.50	£23.59	£24.79	£25.91
Rolling Shifts Days	£15.01	£11.62	£17.22	£13.25	£19.52	£15.01	£22.85	£24.01	£25.09
Rolling Shifts Nights	£16.51	£12.78	£18.94	£14.57	£21.48	£16.51	£25.13	£26.41	£27.60
Overtime A	£17.51	£13.55	£20.09	£15.46	£22.78	£17.51	£26.66	£28.01	£29.27
Overtime B	£22.52	£17.42	£25.83	£19.87	£29.29	£22.52	£34.27	£36.02	£37.64

A.4 RADIUS ALLOWANCE (NAECI 9.1)
From Monday 6th January 2025

BRACKET MILES		Scale 1			Scale 2
Over	Not exceeding	Taxed	Tax Free	TOTAL	
2	8			£0.00	£0.00
8	11			£3.53	£2.33
11	14			£7.16	£4.65
14	17			£11.34	£7.54
17	20			£14.93	£9.87
20	25			£18.16	£12.04
25	30			£20.71	£13.63
30	35			£22.82	£15.23
Over 35				£24.81	£16.64

Note: 2025 taxed and tax free figures are subject to HMRC confirmation – please refer to the relevant NJC Communiqué to be issued in Q4 2024.

A.5 ACCOMMODATION ALLOWANCE (NAECI 9.2)
From Monday 6th January 2025

(a) Daily and weekly rates:

	From 06/01/25
Daily Rate	£50.81
Weekly Rate	£355.67

(b) Accommodation retainer for public holidays and periodic leave:

	From 06/01/25
Daily Rate	£14.92

(c) Accommodation retainer for annual holidays and sickness absence:

	From 06/01/25
Daily Rate	£8.60
Weekly Rate	£60.20

A.7 OTHER PAYMENTS AND BENEFITS (NAECI A7(a)(5))
From Monday 6th January 2025

<p>5. WEEKLY SICKNESS AND ACCIDENT BENEFIT</p> <p>Weekly benefit payable for absence from work due to sickness or injury (excluding the first 7 days of absence:</p>	<p>From 06/01/25</p>
<p>Weeks 2 – 14 inclusive (All Grades)</p>	<p>£192.00</p>
<p>Weeks 15 – 27 inclusive</p> <ul style="list-style-type: none"> - Grades 1 – 3 - Grades 4 – 6 	<p>£192.00</p> <p>£289.60</p>

NAECI A.8(b)
CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES
From Monday 6th January 2025

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
Basic Pay	£8.69	£11.25	£14.57	£17.54
Night	£10.99	£14.23	£18.43	£22.19
Afternoons	£10.25	£13.26	£17.18	£20.68
Double day – Morning	£10.09	£13.06	£16.92	£20.36
Double day – Afternoons	£10.77	£13.94	£18.05	£21.73
3 shifts 5 days	£10.63	£13.76	£17.82	£21.45
3 Shifts 7 days	£10.77	£13.94	£18.05	£21.73
Rolling Shifts Days	£10.43	£13.50	£17.48	£21.05
Rolling Shifts Nights	£11.47	£14.85	£19.23	£23.15
Overtime A	£12.17	£15.75	£20.40	£24.56
Overtime B	£15.64	£20.25	£26.23	£31.57

NAECI A.2(b)
NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES
From Monday 6th January 2025

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
Basic Pay	£8.65	£11.19	£13.83	£16.18
Night	£10.94	£14.16	£17.49	£20.47
Afternoons	£10.20	£13.19	£16.31	£19.08
Double day – Morning	£10.04	£12.99	£16.06	£18.78
Double day – Afternoons	£10.72	£13.86	£17.14	£20.05
3 shifts 5 days	£10.58	£13.69	£16.91	£19.79
3 Shifts 7 days	£10.72	£13.86	£17.14	£20.05
Rolling Shifts Days	£10.38	£13.43	£16.60	£19.42
Rolling Shifts Nights	£11.42	£14.77	£18.26	£21.36
Overtime A	£12.11	£15.67	£19.36	£22.65
Overtime B	£15.57	£20.14	£24.89	£29.12

Note: Employers must check to see whether apprentices are entitled to either the National Minimum Wage or the National Living Wage. In some instances this may be higher than the rates listed above. The National Minimum Wage and the National Living Wage are due to increase on the 1st April 2024 and 1st April 2025. It is the responsibility of the employer to ensure that apprentices are paid the correct rate.

A.9 SALARIED EMPLOYEES (NAECI 17)

(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 17.5(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 2025.

From Monday 6th January 2025

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Basic Hourly Rate	£16.01	£18.20	£21.53	£22.44	£23.38
Annualised Base Salary (38hrs x 52 wks)	£31,635.76	£35,963.20	£42,543.28	£44,341.44	£46,198.88

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 2025.

From Monday 6th January 2025

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£14.35	£16.27	£19.04	£20.01	£20.91
Annualised Base Salary (38hrs x 52 wks)	£28,355.60	£32,149.52	£37,623.04	£39,539.76	£41,318.16

iii) Salaried employees normally engaged on National Guaranteed Rates, but transferred periodically onto Categorized 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 Categorized Work, by a supplementary payment representing the difference between the applicable National Guaranteed and Categorized Work basic hourly rates for that period.

Example: Grade 5 salaried employee in receipt of 4 weekly salary derived from National Guaranteed Rates. Transferred on to Categorized Work rates during a 3 week Category 3 Event. 2025 rates applicable.

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£3,041.52</i>
<i>PLUS</i>	
<i>Supplementary payment for Categorised Work</i> <i>((Categorised Work basic rate – NGR basic rate) x (38hrs x 3 wks))</i>	<i>£277.02</i>
<i>TOTAL SALARY (basic working hours only)</i>	<i>£3,318.54</i>

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. 2025 rates applicable.

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£3410.88</i>
<i>PLUS</i>	
<i>Supplementary payment for night shift</i> <i>((Cats 1-3 night shift rate – Cats 1–3 basic rate) x (38 hrs x 4 wks))</i>	<i>£904.40</i>
<i>TOTAL SALARY (basic working hours only)</i>	<i>£4,315.28</i>

(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 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.