

11th April 2012

**NAECI 2012/2013 WAGE REVIEW:
2012 AGREEMENT**

It has been confirmed by the NECC Secretary that the Employers' offer for 2012, as detailed in their correspondence of 23rd March 2012 and published on the NJC website, has been accepted following extensive consultation with the membership.

As from Monday, 2nd April 2012 the Parties to the NAECI have agreed:

- a 3.9% increase to accommodation allowance and radius allowance.
- that contractual severance pay will be re-calculated based on the current statutory cap on a "week's pay" of £430. The adjusted values are effective from 2nd April 2012. From that date contractual severance pay will be calculated at 1.5 times the appropriate contractual severance payment grade value for any qualifying weeks after the individual reaches the age of 41.

As from Monday, 4th June 2012 the Parties to the NAECI have agreed that:

- the method of measurement of radius allowance and calculating travelling time payment will be amended from a straight line basis to the fastest road based distance as calculated by the RAC Route Planner.
- an additional and separate death benefit of £30,000 may become payable on the basis of no related sympathy stoppages taking place.

Additionally, a trades union / employer NJC Working Party will be established to review the schedule of disablement benefits contained in NAECI Appendix A7 2.2, during the life of this Agreement.

Details of these new arrangements, allowance increases and amended NAECI sections are contained in the attached schedule.

With the NAECI 2012 Review now confirmed, the Parties will hold further meetings to discuss NAECI terms and conditions to apply from January 2013.

1. Accommodation Allowance

A 3.9% increase to the accommodation allowance referenced in NAECI 9.2 and detailed in NAECI Appendix A.5 from 2nd April 2012.

2. Radius Allowance

A 3.9% increase to the radius allowances referenced in NAECI 9.1 and detailed in NAECI Appendix A.4 from 2nd April 2012.

3. Measurement of Radius Allowance

NAECI 9.1 (d) will be amended so that distance will be measured by the fastest route option on the electronic RAC Route Planner (or equivalent program that may subsequently be deemed appropriate by the NJC) from 4th June 2012.

4. Travelling Time Payment

NAECI 9.4 (c) directly references NAECI 9.1 (d) and will be changed from a straight line basis to the distance to be measured by the fastest route option on the electronic RAC Route Planner (or equivalent program that may subsequently be deemed appropriate by the NJC) from 4th June 2012.

5. Contractual Severance Pay

Contractual severance pay as referenced in NAECI 16.5 (a) and detailed in Appendix A.7 (c) will be recalculated based on the current statutory cap on a “week’s pay” of £430. The adjusted values are effective from 2nd April 2012. From that date contractual severance pay will be calculated at 1.5 times the appropriate contractual severance payment grade value for any qualifying weeks after the individual reaches the age of 41.

6. Welfare Benefits

NAECI Appendix A.7 (b) currently details a Death Benefit of £30,000. An additional and separate death benefit of £30,000 may become payable from 4th June 2012. This will be triggered by the death of an individual **and** by confirmation from the ECIA that there has been no related sympathy stoppage / walkout on any NAECI project or site.

7. Disablement Benefits Schedule

A trades union / employers working party will be established to review the schedule of disablement benefits contained in NAECI Appendix A.7 (b) 2.2, during the life of this agreement.

* ***Items 1 – 5 are subject to HMRC approval***

A.4 RADIUS ALLOWANCE (NAECI 9.1)
From Monday 2 April 2012 to Sunday 6th January 2013

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	£2.19	£0.20	£2.39	£1.58
11	14	£3.42	£1.43	£4.85	£3.16
14	17	£4.85	£2.85	£7.70	£5.12
17	20	£6.06	£4.07	£10.13	£6.69
20	25	£7.15	£5.15	£12.30	£8.17
25	30	£8.02	£6.02	£14.04	£9.23
30	35	£8.74	£6.74	£15.48	£10.31
Over 35		£9.41	£7.42	£16.83	£11.28

A.5 ACCOMMODATION ALLOWANCE (NAECI 9.2)
From Monday 2 April 2012 to Sunday 6th January 2013

(a) Daily and weekly rates:

	From 04/01/11	From 02/04/12
Daily Rate	£33.16	£34.45
Weekly Rate	£232.12	£241.17

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

	From 04/01/11	From 02/04/12
Daily Rate	£9.74	£10.12

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

	From 04/01/11	From 02/04/12
Daily Rate	£5.60	£5.82
Weekly Rate	£39.17	£40.70

A.7 (b) Welplan Ltd: Benefits Schedule (NAECI 11.3)

	From 4/6/2012
1. DEATH BENEFIT Death by any cause	£30,000
2. ACCIDENT LUMP SUM BENEFITS 2.1 Accidental Death Fatal accident due to occupational or site accident (including accidents which occur whilst an operative is undertaking daily travel between home/lodgings and site and return). <i>Note: death benefit will be payable in addition to any Fatal Accident benefit that may become payable</i>	£40,000
3. CONDITIONAL DEATH BENEFIT Death by any cause ONLY payable providing there is NO related sympathy stoppage/walkout on any NAECI project or site	£30,000

A.7 (c) Contractual severance payment (NAECI 16.5(a))

i) For weeks of qualifying employment when the individual is aged 40 or below:

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
From 2/04/12 Weekly rate of accrual (up to 103 weeks)	£5.08	£5.94	£6.78	£8.07	£8.27	£8.27

ii) For weeks of qualifying employment when the individual is aged 41 or older:

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
From 2/04/12 Weekly rate of accrual (up to 103 weeks)	£7.62	£8.91	£10.17	£12.11	£12.41	£12.41

Amended NAECI Sections applying from 4th June 2012:

Existing 9.1(d)

(d) Measurement of Radius Allowance

Distances for whichever scale is applicable between home and site shall be measured in a straight line on the Ordnance Survey map but where natural barriers intervene the distances shall be measured via the nearest intersection or crossing point.

New wording

(d) Measurement of Radius Allowance

Distances for whichever scale is applicable between home and site shall be measured by the fastest route option on the electronic RAC Route Planner; (or equivalent program that may be subsequently deemed appropriate by the NJC).

Existing 9.4 (c)

(c) Travelling time payment

In addition to transport expenses employees covered by this Section shall be entitled to a payment of travelling time of one hour at the basic rate for the first 30 miles and a half hour for each subsequent 20 miles or part thereof of the journey one way but the travelling time payment shall apply both at the start and at the finish of an 'away contract'. Distances for the purpose of this clause are measured in a straight line as for NAECI 9.1(d).

New wording

(c) Travelling time payment

In addition to transport expenses employees covered by this Section shall be entitled to a payment of travelling time of one hour at the basic rate for the first 30 miles and a half hour for each subsequent 20 miles or part thereof of the journey one way but the travelling time payment shall apply both at the start and at the finish of an 'away contract'. Distances for the purpose of this clause are measured by the fastest route option on the RAC Route Planner as NAECI 9.1(d).

Existing wording

12.2 UNAUTHORISED 'SYMPATHY' STOPPAGES

Any unauthorised stoppage of work intended as an alternative or additional mark of 'respect' or 'sympathy', shall be reported to the NJC as a breach of NAECI.

Such a stoppage shall also be treated as an unlawful and illegitimate withdrawal of labour, resulting in forfeiture of pay, benefits, allowances and other contractual payments for the relevant period(s). Such unauthorised stoppages will also lead to the automatic forfeiture of part or all of the performance-based element of Incentive Bonus Arrangements as detailed in NAECI 19.3. Furthermore, those implicated in the stoppage may be subject to disciplinary action.

New wording

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Existing wording

12.8 WELFARE BENEFITS

The dependants of the deceased will receive benefits in accordance with NAECI. In the event of a fatal accident occurring on site or while an operative is undertaking daily travel between home/lodgings and site (and return) accidental death lump sum benefit will also apply.

New wording

12.8 WELFARE BENEFITS

The dependants of the deceased will receive a benefit and may receive a further Conditional Death Benefit in accordance with NAECI A.7(b). In the event of a fatal accident occurring on site or while an operative is undertaking daily travel between home/lodgings and site (and return) accidental death lump sum benefit will also apply.