

15<sup>th</sup> December 2015

**NAECI REVIEW  
2016 – 2018 AGREEMENT**

**SCHEDULE OF RATES OF PAY, INCENTIVE BONUS ARRANGEMENTS AND ALLOWANCES  
FOR EMPLOYED APPRENTICES AND SALARIED EMPLOYEES**

As stated in NJC Communiqué 14(15), NAECI rates of pay and allowances will change from Monday 4<sup>th</sup> January 2016. Applicable rates for Employed Apprentices and Salaried Employees are detailed in the following Attachments 2 and 3 which should be read in conjunction with NJC Communiqué 14(15).

**EMPLOYED APPRENTICES (NAECI A.2(b) and A.8(b))  
NAECI Rates, Incentive Bonus Arrangements and Allowances**

**From Monday 4<sup>th</sup> January 2016**

- 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 2<sup>nd</sup> Year rates set out in the tables below. Individuals shall qualify for the applicable 3<sup>rd</sup> Year rates on in-scope work after a further year's apprenticeship, and for 4<sup>th</sup> Year rates one year after that.
- c) Apprentices employed on NAECI work shall be paid in the 3<sup>rd</sup> Year of apprenticeship up to 25% of the incentive bonus payment applicable to Grade 4 Craft employees and in the 4<sup>th</sup> Year up to 50% (the applicable provisions of NAECI A.2(c) and A.8(c) refer).
- d) Apprentices employed on in-scope work shall also be entitled to accommodation and radius allowance, where applicable, in accordance with established NAECI practice.

**NAECI A.8(b)**  
**CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES**  
**From Monday 4<sup>th</sup> January 2016**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£6.44	£8.34	£10.79	£13.01
Night	£8.15	£10.55	£13.65	£16.46
Afternoons	£7.59	£9.83	£12.72	£15.34
Double day – Morning	£7.48	£9.68	£12.53	£15.10
Double day – Afternoons	£7.98	£10.33	£13.37	£16.12
3 shifts 5 days	£7.88	£10.20	£13.20	£15.91
3 Shifts 7 days	£7.98	£10.33	£13.37	£16.12
Rolling Shifts Days	£7.73	£10.01	£12.95	£15.61
Rolling Shifts Nights	£8.50	£11.01	£14.24	£17.17
Overtime A	£9.02	£11.68	£15.11	£18.21
Overtime B	£11.59	£15.01	£19.42	£23.42

**NAECI A.2(b)**  
**NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES**  
**From Monday 4<sup>th</sup> January 2016**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£6.41	£8.29	£10.25	£11.98
Night	£8.11	£10.49	£12.97	£15.15
Afternoons	£7.56	£9.77	£12.08	£14.12
Double day – Morning	£7.44	£9.62	£11.90	£13.91
Double day – Afternoons	£7.94	£10.27	£12.70	£14.84
3 shifts 5 days	£7.84	£10.14	£12.54	£14.65
3 Shifts 7 days	£7.94	£10.27	£12.70	£14.84
Rolling Shifts Days	£7.69	£9.95	£12.30	£14.38
Rolling Shifts Nights	£8.46	£10.94	£13.53	£15.81
Overtime A	£8.97	£11.61	£14.35	£16.77
Overtime B	£11.54	£14.92	£18.45	£21.56

**NAECI A.8(b)**  
**CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES**  
**From Monday 9<sup>th</sup> January 2017**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£6.57	£8.51	£11.01	£13.27
Night	£8.31	£10.77	£13.93	£16.79
Afternoons	£7.75	£10.03	£12.98	£15.65
Double day – Morning	£7.63	£9.88	£12.78	£15.41
Double day – Afternoons	£8.14	£10.54	£13.64	£16.44
3 shifts 5 days	£8.04	£10.41	£13.47	£16.23
3 Shifts 7 days	£8.14	£10.54	£13.64	£16.44
Rolling Shifts Days	£7.88	£10.21	£13.21	£15.92
Rolling Shifts Nights	£8.67	£11.23	£14.53	£17.52
Overtime A	£9.20	£11.91	£15.41	£18.58
Overtime B	£11.83	£15.32	£19.82	£23.89

**NAECI A.2(b)**  
**NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES**  
**From Monday 9<sup>th</sup> January 2017**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£6.54	£8.46	£10.46	£12.22
Night	£8.27	£10.70	£13.23	£15.46
Afternoons	£7.71	£9.97	£12.33	£14.41
Double day – Morning	£7.59	£9.82	£12.14	£14.19
Double day – Afternoons	£8.10	£10.48	£12.96	£15.14
3 shifts 5 days	£8.00	£10.35	£12.79	£14.95
3 Shifts 7 days	£8.10	£10.48	£12.96	£15.14
Rolling Shifts Days	£7.85	£10.15	£12.55	£14.66
Rolling Shifts Nights	£8.63	£11.17	£13.81	£16.13
Overtime A	£9.16	£11.84	£14.64	£17.11
Overtime B	£11.77	£15.23	£18.83	£22.00

**NAECI A.8(b)**  
**CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES**  
**From Monday 8<sup>th</sup> January 2018**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£6.73	£8.72	£11.29	£13.60
Night	£8.51	£11.03	£14.28	£17.20
Afternoons	£7.93	£10.28	£13.31	£16.03
Double day – Morning	£7.81	£10.12	£13.11	£15.79
Double day – Afternoons	£8.34	£10.80	£13.99	£16.85
3 shifts 5 days	£8.23	£10.66	£13.81	£16.63
3 Shifts 7 days	£8.34	£10.80	£13.99	£16.85
Rolling Shifts Days	£8.08	£10.46	£13.55	£16.32
Rolling Shifts Nights	£8.88	£11.51	£14.90	£17.95
Overtime A	£9.42	£12.21	£15.81	£19.04
Overtime B	£12.11	£15.70	£20.32	£24.48

**NAECI A.2(b)**  
**NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES**  
**From Monday 8<sup>th</sup> January 2018**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£6.70	£8.67	£10.72	£12.53
Night	£8.48	£10.97	£13.56	£15.85
Afternoons	£7.90	£10.22	£12.64	£14.77
Double day – Morning	£7.78	£10.07	£12.45	£14.55
Double day – Afternoons	£8.30	£10.74	£13.28	£15.52
3 shifts 5 days	£8.20	£10.60	£13.11	£15.32
3 Shifts 7 days	£8.30	£10.74	£13.28	£15.52
Rolling Shifts Days	£8.04	£10.40	£12.86	£15.04
Rolling Shifts Nights	£8.84	£11.44	£14.15	£16.54
Overtime A	£9.38	£12.14	£15.01	£17.54
Overtime B	£12.06	£15.61	£19.30	£22.55

**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 2016, 2017 and 2018.

**From Monday 4<sup>th</sup> January 2016**

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Cats 1-3 Basic Hourly Rate	£11.89	£13.49	£15.96	£16.64	£17.33
Annualised Base Salary (38hrs x 52 wks)	£23,494.64	£26,656.24	£31,536.96	£32,880.64	£34,244.08

**From Monday 9<sup>th</sup> January 2017**

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Cats 1-3 Basic Hourly Rate	£12.13	£13.76	£16.28	£16.97	£17.68
Annualised Base Salary (38hrs x 52 wks)	£23,968.88	£27,189.76	£32,169.28	£33,532.72	£34,935.68

**From Monday 8<sup>th</sup> January 2018**

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Cats 1-3 Basic Hourly Rate	£12.43	£14.10	£16.69	£17.39	£18.12
Annualised Base Salary (38hrs x 52 wks)	£24,561.68	£27,861.60	£32,979.44	£34,362.64	£35,805.12

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 2016, 2017 and 2018.

**From Monday 4<sup>th</sup> January 2016**

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£10.64	£12.05	£14.12	£14.82	£15.51
Annualised Base Salary (38hrs x 52 wks)	£21,024.64	£23,810.80	£27,901.12	£29,284.32	£30,647.76

**From Monday 9<sup>th</sup> January 2017**

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£10.85	£12.29	£14.40	£15.12	£15.82
Annualised Base Salary (38hrs x 52 wks)	£21,439.60	£24,285.04	£28,454.40	£29,877.12	£31,260.32

**From Monday 8<sup>th</sup> January 2018**

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£11.12	£12.60	£14.76	£15.50	£16.22
Annualised Base Salary (38hrs x 52 wks)	£21,973.12	£24,897.60	£29,165.76	£30,628.00	£32,050.72

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. 2016 rates applicable.*

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2,252.64</i>
<i>PLUS</i>	
<i>Supplementary payment for Categorized Work</i>	<i>£207.48</i>
<i>((Categorized Work basic rate – NGR basic rate) x (38hrs x 3 wks))</i>	
<b>TOTAL SALARY (basic working hours only)</b>	<b>£2,460.12</b>

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. 2016 rates applicable.*

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2,529.28</i>
<i>PLUS</i>	
<i>Supplementary payment for night shift</i>	<i>£670.32</i>
<i>((Cats 1 -3 night shift rate – Cats 1 – 3 basic rate) x (38 hrs x 4 wks))</i>	
<b>TOTAL SALARY (basic working hours only)</b>	<b>£3,199.60</b>

(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.