

## **Non-UK Contractors on NAECI Registered Work**

### **Background**

NAECI Appendix G outlines specific requirements, procedures and guidance for non-UK contractors to ensure full compliance with the NAECI when using non-UK employees on NAECI Registered work.

The Appendix also gives specific requirements of Managing Contractors when sub-contracting to Non-UK contractors for assurances on early engagement, communication and on ongoing NAECI, payroll and audit compliance on NAECI projects.

While Appendix G has generally been applied and followed successfully to date, there have been exceptions. Therefore, the following further guidance is given to ensure that NAECI Appendix G is suitably addressed and effectively applied.

### **Advance notice**

As per G.3 and good practice, the managing/major contractor shall ensure that there is meaningful consultation with the local trades union officers/site stewards at the earliest opportunity to discuss contractor issues, relevant scope of work and resources.

It is the relevant Managing / Major Contractor's responsibility to ensure that non-UK contractor(s) on projects pay their non-UK employees in accordance with the terms and conditions of the National Agreement. Those non-UK contractors shall not require their non-UK employees to sign a waiver/contract consenting to the deduction of any monies and/or allowances upon their repatriation following the completion of their contract.

### **During Supplementary Agreement development discussions**

The NJC Regional Operations Manager will ensure that the parties fully address NAECI Appendix G and reference it appropriately according to the expected level of non-UK contractor and employee involvement.

It will be confirmed that by appropriate reference to this Guidance Note within the SPA there is an agreed commitment by all in-scope contractors covered by the SPA that non-UK employees will receive their full NAECI remuneration entitlements, both when in the UK and on return to their home countries, so that their net remuneration is never less than what they are entitled to under the terms of the NAECI and that this will not be clawed back by non-UK contractors on return to their home country.