

3rd March 2006

**REVIEW OF THE NAECI 2006 – 2007
SCHEDULE OF RATES AND ALLOWANCES**

The National Joint Council confirms that following the Review of the NAECI 2006 – 2007, undertaken by representatives of the Signatory Employers and Trade Unions, the Secretary of the NECC has stated, on behalf of the Signatory Trade Unions, that the Employers' Proposals have been accepted following a period of extensive national consultation.

Employers shall implement the new rates from Monday, 3rd April 2006:

- All base, overtime and shift rates to increase by **3.5%**;
- Radius allowance to increase by **3.5%**;
- Accommodation allowance to increase by **8%** (£27 per night). Related allowances (NAECI Appendix J4.2-J4.4) to increase by **8%**;
- Severance pay accrual to increase by **16%** (£5.57 per week).

The revised rates and allowances for all grades in NAECI Appendix J and details of the additional agreed Revisions are attached.

The revised rates for non-NASEC apprentices will be issued shortly.

APPENDIX J

J1 BASIC HOURLY RATES, OVERTIME RATES, SHIFT WORK RATES AND WEEKLY SEVERANCE PAY

J1.1 For graded employees 2006 - 2007 - Effective Monday, 3rd April 2006 until Sunday, 1st April 2007

GRADE	BASIC	OVERTIME		NIGHT SHIFT	AFTERNOON SHIFT	DOUBLE DAY SHIFT		3 SHIFTS			ROLLING SHIFTS		WEEKLY SEVERANCE PAY
		WEEK DAY (to 12 Noon Saturday)	WEEKEND			MORNINGS	AFTERNOONS	5 DAYS	CONTINUOUS	DAYS	NIGHTS		
												MORNINGS	
G6 Skilled Working Chargehand	12.69	17.76	22.84	16.06	14.97	14.71	15.72	15.53	15.72	15.21	16.75	5.57	
G5 Advanced Craftsman	12.17	17.04	21.90	15.40	14.36	14.12	15.09	14.89	15.09	14.60	16.06	5.57	
G4 Craftsman	11.66	16.32	20.99	14.76	13.76	13.53	14.46	14.27	14.46	13.99	15.39	5.44	
G3 Adult	9.88	13.84	17.79	12.50	11.66	11.46	12.24	12.09	12.24	11.85	13.04	4.57	
G3 17 Year Old	7.59	10.61	13.64	8.94	8.94	8.81	9.41	9.28	9.41	9.11	10.01	0.00	
G2 Adult	8.71	12.21	15.69	11.04	10.29	10.11	10.82	10.66	10.82	10.47	11.52	4.00	
G2 17 Year Old	6.71	9.39	12.07	8.48	7.91	7.77	8.32	8.20	8.32	8.04	8.85	0.00	
G2 16 Year Old	5.51	7.72	9.92	6.98	6.50	6.40	6.82	6.75	6.82	6.60	7.27	0.00	
G1 Adult	7.59	10.61	13.64	9.60	8.94	8.81	9.41	9.28	9.41	9.11	10.01	3.42	
G1 17 Year Old	5.86	8.20	10.55	7.41	6.92	6.79	7.27	7.17	7.27	7.03	7.73	0.00	
G1 16 Year Old	4.82	6.75	8.67	6.11	5.69	5.59	5.98	5.91	5.98	5.79	6.38	0.00	

GRADE	BASIC	OVERTIME		NIGHT SHIFT	AFTERNOON SHIFT	DOUBLE DAY SHIFT		3 SHIFTS			ROLLING SHIFTS		WEEKLY SEVERANCE PAY
		WEEK DAY (to 12 Noon Saturday)	WEEKEND			MORNINGS	AFTERNOONS	5 DAYS	CONTINUOUS	DAYS	NIGHTS		
												MORNINGS	
G6 Skilled Working Chargehand	11.37	15.93	20.48	14.41	13.43	13.21	14.11	13.93	14.11	13.66	15.03	5.57	
G5 Advanced Craftsman	10.87	15.21	19.96	13.77	12.82	12.61	13.49	13.30	13.49	13.04	14.36	5.57	
G4 Craftsman	10.36	14.51	18.66	13.13	12.23	12.02	12.87	12.69	12.87	12.44	13.68	5.44	
G3 Adult	8.84	12.37	15.90	11.19	10.42	10.25	10.96	10.82	10.96	10.60	11.66	4.57	
G3 17 Year Old	6.80	9.53	12.24	8.62	8.03	7.90	8.44	8.33	8.44	8.17	8.97	0.00	
G2 Adult	7.80	10.92	14.04	9.88	9.21	9.07	9.68	9.55	9.68	9.38	10.31	4.00	
G2 17 Year Old	6.00	8.40	10.81	7.61	7.08	6.97	7.45	7.35	7.45	7.21	7.93	0.00	
G2 16 Year Old	4.97	6.96	8.94	6.28	5.86	5.76	6.17	6.09	6.17	5.96	6.55	0.00	
G1 Adult	6.80	9.53	12.24	8.62	8.03	7.90	8.44	8.33	8.44	8.17	8.97	3.42	
G1 17 Year Old	5.28	7.38	9.48	6.68	6.22	6.12	6.53	6.46	6.53	6.32	6.97	0.00	
G1 16 Year Old	4.35	6.09	7.83	5.51	5.12	5.05	5.39	5.32	5.39	5.22	5.74	0.00	

J3 RADIUS ALLOWANCES (NAECI 20)

J3.1 Scales 1 and 2 radius allowances from

From Monday, 3rd April 2006

BRACKET MILES		SCALE 1			SCALE 2
OVER	NOT EXCEEDING	TAXED £	TAX FREE £	TOTAL £	£
2	8	NIL	NIL	NIL	NIL
8	11	1.88	NIL	1.88	1.24
11	14	2.90	0.90	3.80	2.47
14	17	4.01	2.02	6.03	4.02
17	20	4.97	2.97	7.94	5.25
20	25	5.82	3.83	9.65	6.41
25	30	6.50	4.50	11.00	7.23
30	35	7.06	5.07	12.13	8.07
Over 35		7.59	5.60	13.19	8.84

Note 1: The taxed and tax-free elements in Scale 1 radius allowances above are calculated in accordance with NAECI 20.8.

Note 2: Scale 2 radius allowances are 100% taxable.



J4 ACCOMMODATION ALLOWANCE (NAECI 21)

J4.1 Daily and weekly rates

	<i>3rd April 2006</i>
Daily rate	£027.00
Weekly rate	£189.00

**J4.2 Accommodation retainer for statutory holidays and periodic leave
(NAECI 21.7)**

	<i>3rd April 2006</i>
Daily rate	£07.93

**J4.3 Accommodation retainer for annual holidays and sickness absence
(NAECI 21.7)**

	<i>3rd April 2006</i>
Daily rate	£4.56
Weekly rate	£31.92

**J4.4 Inner London supplement
(NAECI 21.8)**

	<i>3rd April 2006</i>
Daily rate	£08.40
Weekly rate	£58.80

The Inner London supplement is taxable.
Inner London is to be defined as the area within the M25 orbital motorway.

J8 CONDITIONS OF THE 2006 – 2007 SETTLEMENT

It is a condition of the Review that there will be no further improvements in the rates, benefits or any other terms and conditions of the revised NAECI beyond those agreed in this Settlement prior to Monday, 2nd April 2007.



**REVIEW OF THE NAECI 2006 - 2007
ADDITIONAL AGREED REVISIONS**

NAECI 29: SICKNESS ACCIDENT AND LIFE INSURANCE SCHEME

The identity of the provider of the industry scheme is to change with effect from Monday, 1st May 2006, when Welplan Limited will take over from Cigna. Both companies will contact participating employers in good time, during March, with instructions on transitional arrangements from Cigna to Wellplan.

The range and level of benefits available under the scheme will not be affected by the change of provider, remaining the same as those set out in NAECI 29 (2004–2006 edition).

NAECI 30: PROCEDURE FOR SETTLEMENT OF MATTERS ARISING

The following words shall be inserted at the end of

NAECI 30.7 – ‘BREACH OF PROCEDURE’:

“Any deduction of wages, benefits, allowances or other contractual payments which were duly forfeited as a consequence of unprocedural action will not be recoverable under this Procedure, and any claim for recover of such earnings will be treated as inadmissible and will not be pursued.

In order to avoid unprocedural action relating to the provision of welfare and parking facilities, there shall be early consultation on contracts likely to employ more than 50 in-scope employees.”

INDUSTRY EMPLOYMENT RELATIONS REVIEW

The parties will participate in a twelve-month industry employment relations review.

COMMUNICATIONS CAMPAIGN/SYMPATHY STOPPAGES

The parties will jointly sponsor a communications campaign to counteract sympathy stoppages.

It is a condition of the Review that there will be no further improvements in the rates, benefits or any other terms and conditions of the revised NAECI beyond those agreed in this Settlement prior to Monday, 2nd April 2007.