

PROPOSED
BUILDING ENGINEERING SERVICES
NATIONAL AGREEMENT (BESNA)

Supplementary Information

AUGUST 2011

JOINT BUILDING ENGINEERING SERVICES FORUM WEBSITE

There are several references in the proposed Building Engineering Services National Agreement (BESNA) to further information that can be downloaded from the Joint Building Engineering Services Forum website. This website has not yet been developed and in the meantime the relevant information that will apply initially when the Agreement is introduced is set out below.

1. RATES OF PAY

The attached diagram (Appendix 1) shows the standard industry rates – National and London – for Grades A to E in the proposed Agreement, together with the same information for related grades in the existing separate trade agreements.

2. TRAVEL ALLOWANCES

Subject to the provisions of Section 7 of the proposed Agreement, the travel allowances for **travel to and from work at the beginning and end of the working day** will be as follows:

(i) National Rate

Straight Line Distance From Job to Shop	Travel Time Payment £	Travel Cost Allowance £
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	4.68	3.43
Over 20 & up to 25 miles each way	5.93	4.56
Over 25 & up to 35 miles each way	7.25	6.01
Over 35 & up to 55 miles each way	9.57	9.57
Over 55 & up to 75 miles each way	11.71	11.71

For each additional 10 mile band over 75 miles, additional payments of £2.06 will be paid for both Travel Time Payment and Travel Cost Allowance.

(ii) London Rate

Straight Line Distance From Job to Shop	Travel Time Payment £	Travel Cost Allowance £
Up to 15 miles	Nil	Nil
Over 15 & up to 20 miles each way	5.03	3.45
Over 20 & up to 25 miles each way	6.57	4.59
Over 25 & up to 35 miles each way	7.91	6.05
Over 35 & up to 55 miles each way	10.68	9.65
Over 55 & up to 75 miles each way	12.50	11.79

For each additional 10 mile band over 75 miles, additional payments of £2.08 will be paid for both Travel Time Payment and Travel Cost Allowance.

3. MILEAGE ALLOWANCE

The mileage allowance for **travel during the course of the working day** (paragraphs 7.6 and 7.7 of the proposed Agreement) will be 20 pence per mile.

4. LODGING ALLOWANCE AND RETENTION PAYMENTS

The Lodging Allowance and Retention Payments (subject to the provisions of Section 8 of the proposed Agreement) will be as follows:

Lodging Allowance	£32.68 per night
Retention Payments to a maximum of	£10.86 per night; (£76.02 per week)
Weekend retention fees	£32.68 per night

5. MILEAGE ALLOWANCE (WEEKEND LEAVES)

The mileage allowance for **travel in connection with weekend leaves** (subject to the provisions of paragraph 8.11 of the proposed Agreement) will be 20 pence per mile.

The **additional passenger mileage allowance** referred to in paragraph 8.11(c) of the proposed Agreement will be 5 pence per mile.

6. WEEKEND LEAVE TOTAL TRAVEL TIME PAYMENT

The weekend leave total travel time payments (subject to the provisions of paragraphs 8.12 to 8.14) will be as follows:

<u>Distance</u>	<u>Total Travel Time Payment</u> <u>Per Weekend Leave</u> (at ordinary rates)
On jobs up to and including 100 miles from the Employer's Shop	NIL
On jobs over 100 miles and up to and including 200 miles from the Employer's Shop	4 hours (every 2 weeks)
On jobs over 200 miles from the Employer's Shop	7½ hours (every 2 weeks)

7. TAXATION

Further Information

Further information is awaited from HM Revenue & Customs (HMRC) concerning the taxation treatment of the various allowances and payments described above. This will be published separately in due course.

Model Statements – Lodging Allowances

Recipients of lodging allowances will be required to complete any certificates and/or declarations that might be required and approved by HMRC in order to satisfy the anticipated tax-free status of the proposed value of the lodging allowance.

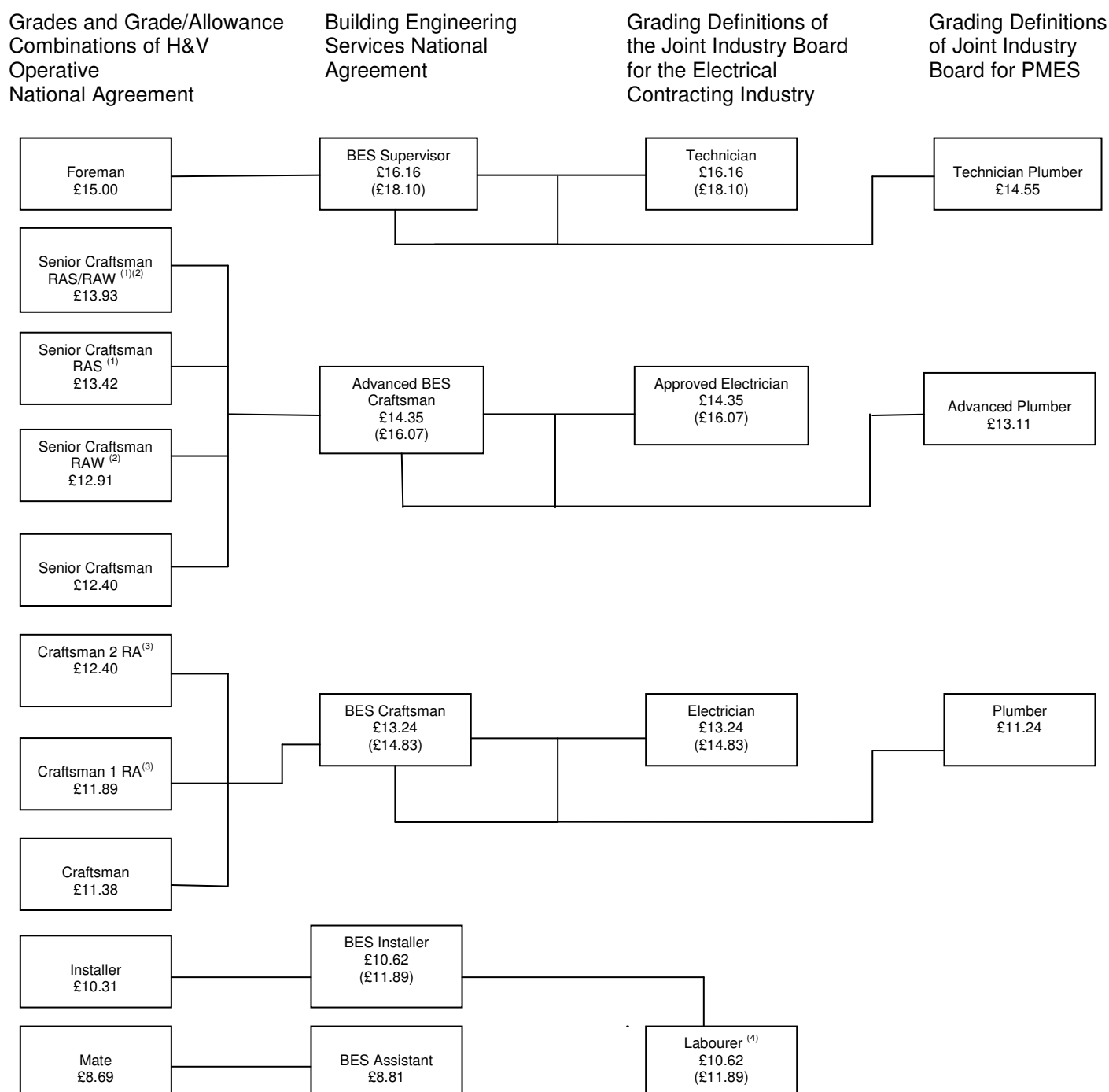
8. APPRENTICESHIP STRUCTURE

The current JIB and JIB-PMES structures have a four stage apprenticeship/training structure leading to Craftsman status and the current HVCA structure is a three stage progression to Craftsman status. Development work is being undertaken with Building Engineering Services Training Ltd. (BEST) to create a three stage BESNA training structure which will enable apprentices to develop a basic understanding of building engineering services skills before going on to specialise in one of three disciplines. The new BESNA training scheme, shown diagrammatically in Appendix 2, is expected to become available in September 2012.

It is proposed under the BESNA to “red-circle” all apprentices and trainees, within their current structures and pay rates, until their training is complete. The traditional training schemes will continue to focus on current frameworks for individual trades such as electro-technical, mechanical, plumbing, heating and ventilation and all other building engineering services related apprenticeships.

Appendix 1

Building Engineering Services National Agreement Grade Assimilation Arrangements/Rates of Pay⁽⁵⁾



Notes

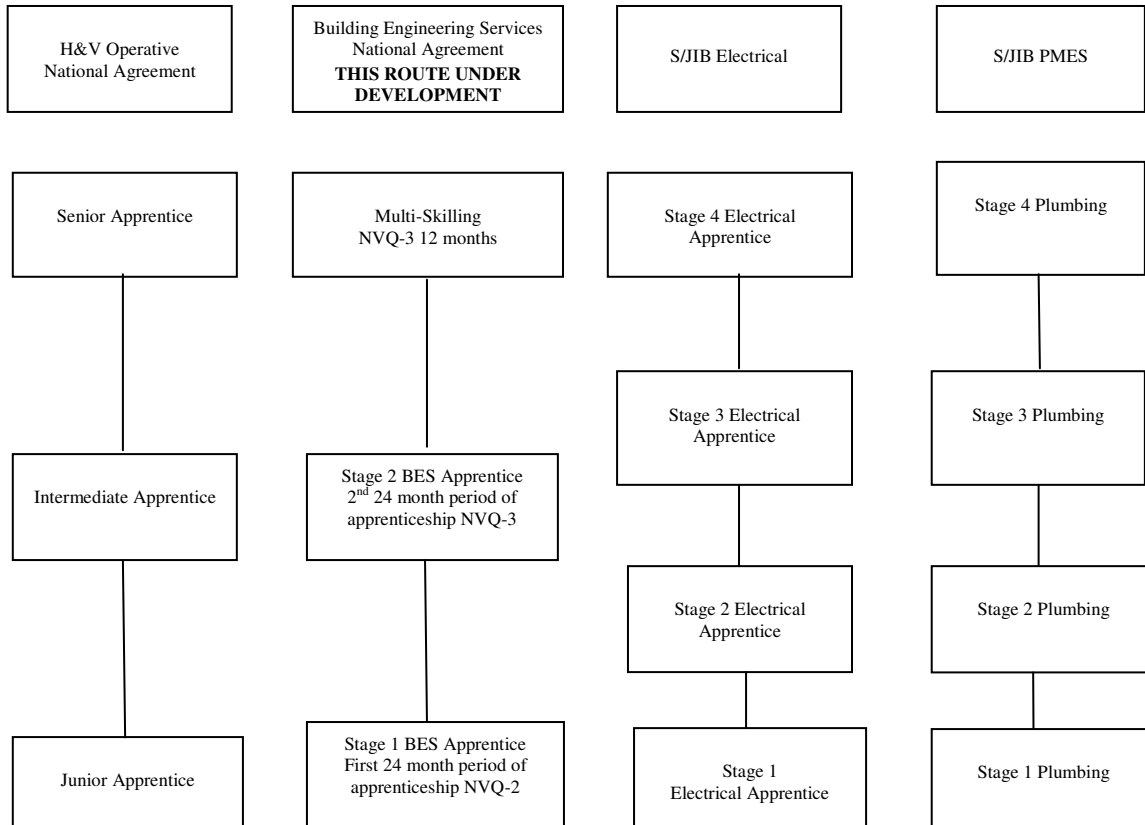
1. RAS – Responsibility Allowance (Supervision) paid to Senior Craftsmen.
2. RAW – Responsibility Allowance (Welding) paid to Senior Craftsmen.
3. RA – Responsibility Allowance paid to Craftsmen.

- 4. Some Labourers may be capable of obtaining NVQ Level 2 within two years.
- 5. National rates are shown without brackets; London rates appear in brackets.

Appendix 2

Building Engineering Services National Agreement

Apprenticeship Structure



Trainee Structure

