

**JOINT CONCILIATION COMMITTEE OF THE
HEATING, VENTILATING AND DOMESTIC ENGINEERING INDUSTRY**

COMPRISING:

Heating and Ventilating Contractors' Association (HVCA)

89

Amicus

ESCA HOUSE,
34 PALACE COURT,
BAYSWATER,
LONDON W2 4JG

TEL: 020 7313 4900

5 July, 2004

**TO EMPLOYERS AND EMPLOYEES IN THE HEATING, VENTILATING, AIR CONDITIONING,
PIPING AND DOMESTIC ENGINEERING INDUSTRY**

Dear Sir/Madam

**Three-year Wage Agreement for 2003/04-2005/06 – Combined Holiday Credits and
Welfare Contributions from 4 October 2004 and 3 October 2005**

The purpose of this JCC Letter is to advise you of the values of the **Combined Holiday Credits and Welfare Contributions** for the second and third years of the current three-year Operative Wage Agreement.

This information is contained in Appendix 1 attached, which reproduces Appendix 1 to JCC Letter 88, dated 3 November 2003, except its contents have been expanded to include the information in respect of the Combined Holiday Credits and Welfare Contributions, payable from **4 October 2004** and **3 October 2005**. Appendix 2 to this JCC Letter also reproduces, for convenience and ease of reference, Appendix 2 from JCC Letter 88. This is so that all the pay and pay-related information from the 2003/04-2005/06 Wage Agreement is included within the one reference document.

Employers and Operatives should continue to refer, however, to JCC Letter 88 for information on the other substantive changes which were introduced under the terms of the Wage Agreement. These will be incorporated into a fully updated edition of the National Agreement handbook which will be available later in the year.

Signed on behalf of and as authorised by
HEATING AND VENTILATING CONTRACTORS' ASSOCIATION
R.J. HIGGS, Director

Signed on behalf of and as authorised by
AMICUS
J. SIMMS, Sector Secretary – H&V

WAGE RATES, ALLOWANCES AND OTHER PROVISIONS

RATES AND ALLOWANCES	From 7 October 2002				From 3 November 2003				From 4 October 2004				From 3 October 2005			
	£				£				£				£			
HOURLY RATES OF WAGES																
Foreman	11.61				12.02				12.56				13.20			
Senior Craftsman (RAS + RAW)	10.80				11.16				11.67				12.25			
Senior Craftsman (RAS)	10.40				10.75				11.24				11.80			
Senior Craftsman (RAW)	10.00				10.34				10.81				11.35			
Senior Craftsman	9.60				9.93				10.38				10.90			
Craftsman (+ 2 RA)	9.60				9.93				10.38				10.90			
Craftsman (+ 1 RA)	9.20				9.52				9.95				10.45			
Craftsman	8.80				9.11				9.52				10.00			
Installer	7.98				8.26				8.63				9.07			
Adult Trainee	6.72				6.96				7.27				7.64			
Mate (Over 18)	6.72				6.96				7.27				7.64			
Mate (17-18 inclusive)	4.32				4.47				4.67				4.91			
Mate (under 17)	3.12				3.23				3.38				3.55			
<i>Modern Apprentices</i>																
Junior	4.38				4.53				4.73				4.97			
Intermediate	6.18				6.40				6.69				7.03			
Senior	7.98				8.26				8.63				9.07			
<i>Junior Ductwork Trainees</i>																
<i>Age at Entry</i>																
17	3.59	4.33	5.53	6.73	3.72	4.48	5.72	6.97	3.89	4.68	5.98	7.28	4.09	4.92	6.29	7.65
18	4.33	5.53	6.73	7.18	4.48	5.72	6.97	7.43	4.68	5.98	7.28	7.76	4.92	6.29	7.65	8.16
19	5.53	6.73	6.78	7.50	5.72	6.97	7.02	7.76	5.98	7.28	7.34	8.11	6.29	7.65	7.71	8.52
20	6.73	6.73	7.13	7.51	6.97	6.97	7.38	7.77	7.28	7.28	7.71	8.12	7.65	7.65	8.10	8.53
RESPONSIBILITY ALLOWANCE (CRAFTSMEN) (1)	p per hour				p per hour				p per hour				p per hour			
Second welding skill or supervisory responsibility (One unit of Responsibility Allowance)	40				41				43				45			
Second welding skill and supervisory responsibility (Two units of Responsibility Allowance)	80				82				86				90			
RESPONSIBILITY ALLOWANCE (SENIOR CRAFTSMEN) (1)																
Second welding skill	40				41				43				45			
Supervisory responsibility	80				82				86				90			
Second welding skill and supervisory responsibility	1.20				1.23				1.29				1.35			
DAILY ABNORMAL CONDITIONS MONEY																
£ per day	2.99				No change				No change				No change			
LODGING ALLOWANCE																
£ per night	25.75				26.50				To be promulgated separately				No change			
MILEAGE RATE (payable in accordance with paragraph 8 of Appendix D to the National Agreement)	12_				No change				20				No change			
p per mile																

Note: (1) This Table shows the rate for each grade with the different possible combinations of Responsibility Allowance *already included*. Provided the correct combination is identified no further monies for Responsibility Allowances need to be added to the hourly rates of wages shown above.

WAGE RATES, ALLOWANCES AND OTHER PROVISIONS/Continued

DAILY TRAVELLING ALLOWANCE – SCALE 1 – Payable in accordance with revised Clause 15 b i (See Appendix 6 to JCC Letter 88)										
C Craftsmen including Installers										
M&A Mates, Apprentices, Adult Trainees										
N.B. From 4 April 2005					From 3 October 2005					
Direct distance from centre to job in miles		£		£		Direct distance from centre to job in miles		£		
Over	Not exceeding	C	M	Over	Not exceeding	C	M	C	M&A	
0	15	6.00	6.00	0	15	6.00	6.00	6.00	6.00	
15	20	8.08	7.79	15	20	8.19	7.88	8.19	7.88	
20	30	11.37	10.64	20	30	11.64	10.88	11.64	10.88	
30	40	13.73	12.68	30	40	14.12	13.02	14.12	13.02	
40	50	16.17	14.71	40	50	16.69	15.15	16.69	15.15	
DAILY TRAVELLING ALLOWANCE – SCALE 2 – Payable in accordance with revised Clause 15 b ii (See Appendix 6 to JCC Letter 88)										
C Craftsmen including Installers										
M&A Mates, Apprentices, Adult Trainees										
From 3 November 2003					From 3 October 2005					
Direct distance from centre to job in miles		£		£		Direct distance from centre to job in miles		£		
Over	Not exceeding	C	M&A	Over	Not exceeding	C	M	C	M	
15	20	1.99	1.71	15	20	2.08	1.79	2.19	1.88	
20	30	5.14	4.44	20	30	5.37	4.64	5.64	4.88	
30	40	7.40	6.39	30	40	7.73	6.68	8.12	7.02	
40	50	9.73	8.33	40	50	10.17	8.71	10.69	9.15	
WEEKLY SICKNESS AND ACCIDENT BENEFIT – Payable in accordance with the Rules of the WELPLAN and Holiday Scheme Supplement to the National Agreement (Note 3)										
From 6 October 2003					From 4 October 2004					
Credit Value Category (Note 1)	Weeks		£		Weeks	£		Weeks	£	
	1-28	29-52	£	M&A		1-28	29-52		£	M
a	179.13	89.60	89.60	1.71	179.13	89.60	89.60	1.79	1.88	
b	179.13	89.60	89.60	4.44	179.13	89.60	89.60	4.64	4.88	
c	148.75	74.41	74.41	6.39	148.75	74.41	74.41	6.68	7.02	
d	148.75	74.41	74.41	8.33	148.75	74.41	74.41	8.71	9.15	
e	148.75	74.41	74.41		148.75	74.41	74.41			
f	135.80	67.90	67.90		135.80	67.90	67.90			
g	122.85	61.39	61.39		122.85	61.39	61.39			
h	98.14	49.07	49.07		98.14	49.07	49.07			
i	71.54	35.77	35.77		71.54	35.77	35.77			
j	71.54	-	-		71.54	-	-			
k	26.88	-	-		26.88	-	-			
l	26.88	-	-		26.88	-	-			
m	4.90	-	-		4.90	-	-			
DEATH BENEFIT FOR DEPENDANTS										
ACCIDENTAL DISMEMBERMENT										
PERMANENT TOTAL DISABILITY BENEFIT										
INDEX BENEFITS										
Loss of four fingers or thumb	£33,600				£17,000				No change	
Loss of index finger	£2,300				£11,300				No change	
Loss of any other finger	£ 560				£ 5,700				No change	
Loss of big toe	£1,100								No change	
Loss of any other toe	£ 280								No change	

WEEKLY HOLIDAY CREDIT AND WELFARE CONTRIBUTIONS								
From 6 October 2003			From 4 October 2004			From 3 October 2005		
Credit Value Category (Note 1)	Weekly Holiday Credit £	Combined Weekly Holiday Credit and Welfare Contribution £	Credit Value Category	Weekly Holiday Credit £	Combined Weekly Holiday Credit and Welfare Contribution £	Credit Value Category	Weekly Holiday Credit £	Combined Weekly Holiday Credit and Welfare Contribution £
a	57.50	62.46	a	60.08	65.30	a	63.13	68.61
b	53.48	58.44	b	55.89	61.11	b	58.73	64.21
c	51.51	56.47	c	53.82	59.04	c	56.55	62.03
d	49.52	54.48	d	51.75	56.97	d	54.38	59.86
e	47.54	52.50	e	49.68	54.90	e	52.20	57.68
f	45.57	50.53	f	47.61	52.83	f	50.03	55.51
g	43.58	48.54	g	45.54	50.76	g	47.85	53.33
h	39.52	44.48	h	41.30	46.52	h	43.40	48.88
i	33.28	38.24	i	34.78	40.00	i	36.55	42.03
j	30.61	35.57	j	31.99	37.21	j	33.62	39.10
k	21.70	26.66	k	22.68	27.90	k	23.83	29.31
l	21.40	26.36	l	22.36	27.58	l	23.50	28.98
m	15.46	20.42	m	16.15	21.37	m	16.97	22.45

Note 1

From 6 October 2003, the grades of H&V Employees covered by the range of credit values and entitled to the different rates of Sickness and Accident Benefit, and Weekly Holiday Credit and Welfare Contribution are as follows:

a	Foreman	f	Craftsman (+1 RA)	i	Adult Trainee
b	Senior Craftsman (RAS + RAW)	g	Craftsman		Mate (over 18)
c	Senior Craftsman (RAS)	h	Installer	j	Intermediate Modern Apprentice
d	Senior Craftsman (RAW)		Senior Modern Apprentice	k	Junior Modern Apprentice
e	Senior Craftsman			l	Mate (aged 17-18)
	Craftsman (+2 RA)			m	Mate (under 17)

Note 2

Payment of Death Benefit is subject to Inland Revenue requirements which currently provide that it may not exceed four times the annual earnings of the deceased, subject to a minimum of £5,000.

Note 3

Payment of sick pay, accidental dismemberment benefits, death benefit and permanent total disability benefit is discretionary and the amounts stated are the maxima.

APPENDIX 2
to JCC LETTER 89

**PREMIUM RATE 1 AND PREMIUM RATE 2 – USED AS THE PREMIUM
PAYMENT IN CALCULATING OVERTIME RATES**

GRADES	<i>From 3 November 2003</i>				
	Basic rate for all hours	Premium Rate 1	Total Overtime Payment (See Note 1)	Premium Rate 2	Total Overtime Payment (See Note 2)
	£	£	£	£	£
Foreman	12.02	4.92	16.94	9.83	21.85
Senior Craftsman (RAS+RAW)	11.16	4.58	15.74	9.16	20.32
Senior Craftsman (RAS)	10.75	4.41	15.16	8.82	19.57
Senior Craftsman (RAW)	10.34	4.23	14.57	8.48	18.82
Senior Craftsman	9.93	4.07	14.00	8.14	18.07
Craftsman (+2 RA)	9.93	4.07	14.00	8.14	18.07
Craftsman (+1 RA)	9.52	3.89	13.41	7.79	17.31
Craftsman	9.11	3.73	12.84	7.45	16.56
Installer	8.26	3.39	11.65	6.77	15.03
Adult Trainee	6.96	2.85	9.81	5.70	12.66
Mate (Over 18)	6.96	2.85	9.81	5.70	12.66
Mate (17-18 inclusive)	4.47	1.83	6.30	3.66	8.13
Mate (under 17)	3.23	1.33	4.56	2.64	5.87
Senior Apprentice	8.26	3.39	11.65	6.77	15.03
Intermediate Apprentice	6.40	2.62	9.02	5.25	11.65
Junior Apprentice	4.53	1.85	6.38	3.72	8.25

GRADES	<i>From 4 October 2004</i>				
	Basic rate for all hours	Premium Rate 1	Total Overtime Payment (See Note 1)	Premium Rate 2	Total Overtime Payment (See Note 2)
	£	£	£	£	£
Foreman	12.56	5.14	17.70	10.27	22.83
Senior Craftsman (RAS+RAW)	11.67	4.79	16.46	9.57	21.24
Senior Craftsman (RAS)	11.24	4.61	15.85	9.22	20.46
Senior Craftsman (RAW)	10.81	4.42	15.23	8.86	19.67
Senior Craftsman	10.38	4.25	14.63	8.51	18.89
Craftsman (+2 RA)	10.38	4.25	14.63	8.51	18.89
Craftsman (+1 RA)	9.95	4.07	14.02	8.14	18.09
Craftsman	9.52	3.90	13.42	7.79	17.31
Installer	8.63	3.54	12.17	7.08	15.71
Adult Trainee	7.27	2.98	10.25	5.96	13.23
Mate (Over 18)	7.27	2.98	10.25	5.96	13.23
Mate (17-18 inclusive)	4.67	1.91	6.58	3.83	8.50
Mate (under 17)	3.38	1.39	4.77	2.76	6.14
Senior Apprentice	8.63	3.54	12.17	7.08	15.71
Intermediate Apprentice	6.69	2.74	9.43	5.49	12.18
Junior Apprentice	4.73	1.93	6.66	3.89	8.62

Notes: (1) See next page
(2) See next page

This page of Appendix 2 to JCC Letters 88 and 89 corrected and re-issued on 3 November 2003.

APPENDIX 2
to JCC LETTER 89 (Continued)

**PREMIUM RATE 1 AND PREMIUM RATE 2 – USED AS THE PREMIUM
PAYMENT IN CALCULATING OVERTIME RATES**

GRADES	<i>From 3 October 2005</i>				
	Basic rate for all hours	Premium Rate 1	Total Overtime Payment (See Note 1)	Premium Rate 2	Total Overtime Payment (See Note 2)
	£	£	£	£	£
Foreman	13.20	5.40	18.60	10.79	23.99
Senior Craftsman (RAS+RAW)	12.25	5.03	17.28	10.06	22.31
Senior Craftsman (RAS)	11.80	4.85	16.65	9.69	21.49
Senior Craftsman (RAW)	11.35	4.65	16.00	9.31	20.66
Senior Craftsman	10.90	4.47	15.37	8.94	19.84
Craftsman (+2 RA)	10.90	4.47	15.37	8.94	19.84
Craftsman (+1 RA)	10.45	4.28	14.73	8.56	19.01
Craftsman	10.00	4.10	14.10	8.19	18.19
Installer	9.07	3.72	12.79	7.44	16.51
Adult Trainee	7.64	3.13	10.77	6.26	13.90
Mate (Over 18)	7.64	3.13	10.77	6.26	13.90
Mate (17-18 inclusive)	4.91	2.01	6.92	4.03	8.94
Mate (under 17)	3.55	1.46	5.01	2.90	6.45
Senior Apprentice	9.07	3.72	12.79	7.44	16.51
Intermediate Apprentice	7.03	2.88	9.91	5.77	12.80
Junior Apprentice	4.97	2.03	7.00	4.09	9.06

Notes: (1) Total Overtime Payment (basic hourly rate plus premium payment) when overtime is worked:

- during the normal working week up to 12 hours after the actual start time; and
- during the first five hours worked on Saturday

(See National Agreement Clauses **9g** and **9h(i)** JCC Letter 81, dated 19 April 2001).

(2) Total Overtime Payment (basic hourly rate plus premium payment) when overtime is worked:

- during the normal working week in excess of 12 hours after the actual start time;
- after the first five hours worked on Saturday; and
- all hours worked on Sunday until starting time on Monday morning

(See National Agreement Clause **9h(i)-(iii)** JCC Letter 81, dated 19 April 2001).

This page of Appendix 2 to JCC Letters 88 and 89 corrected and re-issued on 3 November 2003.