

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

**90**

Amicus

**COMPRISING:**

Heating and Ventilating Contractors' Association (HVCA)

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*3 August 2004*

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

Dear Sir/Madam

**Agreement for HVAC Work on Engineering Construction Sites:  
Amendments to Rates of Wages and Other Conditions – Appendix "C" of the HVCA National Agreement –  
with effect from 5 April 2004**

**1 Introduction and Summary**

- 1.1 The purpose of this letter is to advise you of the increase in wage rates for Operatives employed under Appendix "C" of the National Agreement on certain projects within the engineering construction industry (previously referred to as having been "nominated" by the National Joint Council for the Engineering Construction Industry). This follows the recent settlement made under the terms of the 2004/05-2005/06 wage agreement for the National Agreement for the Engineering Construction Industry (NAECI).
- 1.2 This Agreement also reflects the decision made under the terms of the 2002/03-2003/04 NAECI settlement as regards the "sectionalisation" of engineering construction industry projects in four discrete Categories; and this Agreement is applicable on Category 1 projects. (JCC Letter 84, dated 10 July 2002, defines these Categories in more detail).
- 1.3 The changes outlined in this JCC Letter are effective from Monday 5 April 2004.
- 1.4 This settlement is on the basis that there will be no further increase in wages for work covered by Appendix "C" of the National Agreement until the 2006 NAECI settlement, although the Parties accept that it is open to them to agree a later date, if it is appropriate to do so.

**2 Principal Changes**

- 2.1 The principal changes to terms and conditions of employment introduced under the 2004/05-2005/06 review of the NAECI include the following:

*from 5 April 2004*

- (a) an increase of 4.17 per cent in basic hourly wage rates;
- (b) a corresponding increase in radius allowance;
- (c) a corresponding increase in overtime rates (which remain at 40 per cent and 80 per cent of the basic hourly wage, instead of time-and-a-half and double-time respectively);

*from 4 April 2005*

- (d) a further increase, of 4.5 per cent, in basic hourly wage rates;

- (e) a corresponding further increase in radius allowance; and
- (f) a corresponding further increase in overtime rates.

### **3 Tables of Rates, etc**

#### **Wages and Allowances**

- 3.1 The effect of these increases and changes on wage rates and current second-tier payments is at **Appendix 1**, and the effect of these changes on overtime rates is at **Appendix 2**.
- 3.2 It has again been agreed that the grade structure to be used for the employment of Operatives on HVAC work under the Appendix "C" Agreement shall be the grade structure which applied under the terms of the National Agreement before 24 August 1998. These arrangements are necessary to reflect the different structures of the HVAC National Agreement and the NAECI, and to maintain a workable interface between the two Agreements on these important sites to suit client requirements; and they shall apply only to work undertaken under Appendix "C" of the Agreement.
- 3.3 The allowances in the National Agreement (for example, Daily Abnormal Conditions Money, Lodging Allowance, Weekly Holiday and Welfare Contributions, etc.), promulgated in JCC Letter 89, dated 5 July 2004, and any subsequent amendment thereof, shall apply equally to Operatives while employed under the terms of Appendix "C" of the National Agreement, except on matters where both Agreements contain provisions, then the provisions in this Agreement shall take precedence.

#### **Daily Travelling Allowance**

- 3.4 In previous years, Appendix "C" of the National Agreement has retained an earlier model of Daily Travelling Allowance (DTA), based on seven different 5-mile-wide bands. It had been considered necessary to retain this approach to reflect the different structure of DTA and radius payments between the HVAC National Agreement and the NAECI.

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

# Appendix 1

## WORK ON CERTAIN CATEGORIES OF ENGINEERING CONSTRUCTION PROJECTS – JCC LETTER 90

HOURLY RATES OF WAGES (Section 4)*	<i>From 7 April 2003</i>		<i>From 5 April 2004</i>		<i>From 4 April 2005</i>		
	£		£		£		
Foreman (Pipefitter)	11.96		12.56		13.20		
Foreman (Ductwork Erector)	11.06		11.61		12.21		
Chargehand	10.93		11.39		11.90		
Advanced Fitter	10.73		11.18		11.68		
Fitter	9.98		10.40		10.87		
Installer	9.47		9.86		10.30		
Improver	9.47		9.86		10.30		
Assistant	8.85		9.22		9.63		
Adult Trainee	8.03		8.36		8.74		
Mate over 18	8.03		8.36		8.74		
<b>Welding Supplements</b>							
Hourly rates for Operatives qualified in accordance with Clause 8q are as follows:							
Fitter holding one current certificate of competency	10.37		10.80		11.29		
Fitter holding both current certificates of competency	10.73		11.18		11.68		
Advanced Fitter holding one current certificate of competency	10.83		11.28		11.79		
Advanced Fitter holding both current certificates of competency	10.93		11.39		11.90		
<b>Hourly payment for motivated performance and maximum hourly average payments (Section 6)*</b>	<i>Motivated Performance</i>		<i>Maximum</i>		No Change	No Change	
	Craftsman	0.80	1.79				
Installer/Improver	0.72	1.61					
	Assistant	0.64	1.43				
Mate	0.64	1.43					
<b>Fixed hourly productivity allowance (Section 13)*</b>	1.10		No Change		No Change		
	Craftsman	1.10					
Installer/Improver	0.99						
Assistant	0.88						
Mate	0.88						
<b>DAILY TRAVELLING ALLOWANCE</b>							
C	Craftsmen including Improvers						
M&A	Assistants, Mates, Junior Mates and Craft Apprentices						
Direct Distance from centre to job in miles:							
Over	Not exceeding	C	M&A	C	M&A	C	M&A
15	20	1.30	1.14	1.35	1.19	1.41	1.24
20	25	2.63	2.25	2.74	2.34	2.86	2.45
25	30	3.84	3.35	4.00	3.49	4.18	3.65
30	35	4.76	4.26	4.96	4.44	5.18	4.64
35	40	5.67	4.91	5.91	5.11	6.18	5.34
40	45	6.61	5.70	6.89	5.94	7.20	6.21
45	50	7.54	6.47	7.85	6.74	8.20	7.04

\* of the Agreement set out in Appendix "C" of the HVCA National Agreement

**WORK ON CERTAIN CATEGORIES OF ENGINEERING CONSTRUCTION PROJECTS – OVERTIME CALCULATION RATES – JCC LETTER 90**

GRADES	<i>From 5 April 2004</i>					<i>From 4 April 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) £	Basic rate for all hours £	Premium Rate 1 £	Total Overtime Payment (See Note 1) £	Premium Rate 2 £	Total Overtime Payment (See Note 2) £
Foreman (Pipefitter)	12.56	5.02	<b>17.58</b>	10.05	<b>22.61</b>	13.20	5.28	<b>18.48</b>	10.56	<b>23.76</b>
Foreman (Ductwork Erector)	11.61	4.64	<b>16.25</b>	9.29	<b>20.90</b>	12.21	4.88	<b>17.09</b>	9.77	<b>21.98</b>
Chargehand	11.39	4.56	<b>15.95</b>	9.11	<b>20.50</b>	11.90	4.76	<b>16.66</b>	9.52	<b>21.42</b>
Advanced Fitter with 2 welding skills	11.39	4.56	<b>15.95</b>	9.11	<b>20.50</b>	11.90	4.76	<b>16.66</b>	9.52	<b>21.42</b>
Advanced Fitter with 1 welding skill	11.28	4.51	<b>15.79</b>	9.02	<b>20.30</b>	11.79	4.72	<b>16.51</b>	9.43	<b>21.22</b>
Advanced Fitter	11.18	4.47	<b>15.65</b>	8.94	<b>20.12</b>	11.68	4.67	<b>16.35</b>	9.34	<b>21.02</b>
Fitter with 2 welding skills	11.18	4.47	<b>15.65</b>	8.94	<b>20.12</b>	11.68	4.67	<b>16.35</b>	9.34	<b>21.02</b>
Fitter with 1 welding skill	10.80	4.32	<b>15.12</b>	8.64	<b>19.44</b>	11.29	4.52	<b>15.81</b>	9.03	<b>20.32</b>
Fitter	10.40	4.16	<b>14.56</b>	8.32	<b>18.72</b>	10.87	4.35	<b>15.22</b>	8.70	<b>19.57</b>
Installer	9.86	3.94	<b>13.80</b>	7.89	<b>17.75</b>	10.30	4.12	<b>14.42</b>	8.24	<b>18.54</b>
Improver	9.86	3.94	<b>13.80</b>	7.89	<b>17.75</b>	10.30	4.12	<b>14.42</b>	8.24	<b>18.54</b>
Assistant	9.22	3.69	<b>12.91</b>	7.38	<b>16.60</b>	9.63	3.85	<b>13.48</b>	7.70	<b>17.33</b>
Adult Trainee	8.36	3.34	<b>11.70</b>	6.69	<b>15.05</b>	8.74	3.50	<b>12.24</b>	6.99	<b>15.73</b>
Mate	8.36	3.34	<b>11.70</b>	6.69	<b>15.05</b>	8.74	3.50	<b>12.24</b>	6.99	<b>15.73</b>

**Notes: (1)** Total Overtime Payment (normal 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)**).

**(2)** Total Overtime Payment (normal 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)**).