

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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PROMULGATION 2/09

Student Engineers (formerly Student Apprentices) 2009 Review of Minimum Salaries

1. Following a series of joint negotiating meetings, the Parties to the Agreement have agreed to extend the lifetime of the current Agreement (as detailed in NJC Promulgation 1/08) to 31 August 2010. The current Agreement can be downloaded from: <http://www.hvca.org.uk/industry/industry.html> This decision has been taken in light of the current economic situation and the difficult trading conditions being faced by many employers in the mechanical and electrical contracting sectors, along with the recognition of the need to continue training Engineers. The following salaries shall therefore remain in force at least until 31 August 2010:

Year of Training	Salaries (with effect from 1 September 2008)	
	National Scale	London Scale
	£	£
1	9,845	12,165
2	11,905	14,440
3	13,880	16,705
4	17,250	20,465

Progression to the next higher salary point on the scale from 1 September each year is subject to satisfactory completion of education and training for that year. Where an

Electrical and Engineering Staff Association

Chairman: A Severyns
Joint Secretary (Employees' Side: J Skinner)

Heating and Ventilating Contractors' Association
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employer believes there are exceptional circumstances to explain a Student Engineer's failure to satisfactorily complete the education and training for that year, the employer should normally apply an annual salary increase no less than the average percentage award pertaining to other staff in the same company.

2. The above salary scales are minima only and therefore higher salaries may be paid where circumstances warrant.
3. The National Joint Council recognises that some employers might exceptionally consider appointing – in a pre-National Certificate phase – individuals who do not possess the necessary entry qualifications for the National Certificate course. This would allow such individuals a period of time to improve their level of qualifications up to the National Certificate entry standard. The salary to be paid in such cases should be determined by the employer but should not be less than £8,135 (National Scale) or £10,110 (London Scale).
4. The London Scale applies to Student Engineers employed from offices based within the M25 London Orbital motorway.
5. Employers are reminded that the provisions of the NIC Handbook of Agreements apply to Student Engineers, subject to the normal qualifying conditions set out in the Handbook and subject also to the specific provisions for Student Engineers contained in Clause 11 of the Handbook

6. **Revision Leave**

It has been agreed that the following clause shall be included in the Agreement with effect from 1 September 2009:

“ It is recognised that Student Engineers may require time off work for examination revision purposes or for completion and submission of course-based assignments. Employers will, where possible, make adjustments to workload at such times as well as granting reasonable requests for special paid leave for these purposes from staff undergoing training as a Student Engineer. Alternatively, employers may allow Student Engineers to revise or complete assignments during the normal working day and at the workplace so they may utilise company facilities. ”
