

1. PAY RATES FOR CRAFT & ASSOCIATED EMPLOYEES

Pay for craft & associated employees from the pay week including 1 April 2016 and 1 April 2017 are as follows:

Designation	1 Apr 2016 £ Per Week	1 Apr 2016 £ Per Annum	1 Apr 2017 £ Per Week	1 Apr 2017 £ Per Annum
1. Building Labourer	283.28	14,771	292.39	15,246
2. Heating & Ventilation Mate	292.23	15,238	299.43	15,613
3. Building Craft Operative	297.39	15,507	303.15	15,807
4. Plumber	310.51	16,191	316.26	16,491
5. Engineer & Electrician	321.65	16,772	327.41	17,072

For all other Craft/JNC employees (regardless of job title and designation) whose rate of pay differs from the salaries set out here, but is still contractually linked to the annual settlement reached by the Craft/JNC, the pay award is as follows:

From 1 April 2016: 1.00% on basic salary and allowances

From 1 April 2017: 1.00% on basic salary and allowances

2. APPRENTICES & TRAINEES

RATES LINKED TO RESPECTIVE CRAFT RATES EXPRESSED IN PERCENTAGE EQUIVALENTS OF THE FULL-TIME CRAFTWORKERS RATE OF PAY.

2.1 Building & Civil Engineering Apprentices (excluding plumbers)

(a) Building Industry Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2016 and 1 April 2017 are as follows (percentage of full time rate is denoted in brackets).

Age at Entry	1st Year		2nd Year and Until Skills Test or NVQ Level 2 is Passed		On Passing Skills Test or NVQ Level 2	
	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17
16 Years	£163.56	£166.73	£208.17	£212.20	£282.52	£287.99
	(55%)	(55%)	(70%)	(70%)	(95%)	(95%)
17 Years	£163.56	£166.73	£252.78	£257.68	£282.52	£287.99
	(55%)	(55%)	(85%)	(85%)	(95%)	(95%)

(b) Building and Civil Engineering entrants over 18 years of age. Normal period of three years. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2016 and 1 April 2017 are as follows (percentage of full-time rate is denoted in brackets).

Age at Entry	1st Year		2nd year		3rd year	
	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17
Entrants over 18 Years	£252.78	£257.68	£267.65	£272.83	£282.52	£287.99
	(85%)	(85%)	(90%)	(90%)	(95%)	(95%)

(c) Young Labourers. When 16 and 17 year olds are not fulfilling the full duties of a Building Labourer, locally determined rates will apply.

2.2 Apprentice Plumbers

Plumbing Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2016 and 1 April 2017 are as follows (percentage of full time rate is denoted in brackets).

***Plumbing Apprentices with no ACS.**

Age at Entry	1st Year		2nd Year		3rd Year		4th Year*		4th Year	
	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17
16 Yrs	£170.78	£173.94	£217.36	£221.38	£279.46	£284.63	£285.67	£290.96	£294.98	£300.45
	(55%)	(55%)	(70%)	(70%)	(90%)	(90%)	(92%)	(92%)	(95%)	(95%)
17 Yrs	£170.78	£173.94	£248.41	£253.01	£279.46	£284.63	£285.67	£290.96	£294.98	£300.45
	(55%)	(55%)	(80%)	(80%)	(90%)	(90%)	(92%)	(92%)	(95%)	(95%)
18 Yrs +	£248.41	£253.01	£263.93	£268.82	£279.46	£284.63	£285.67	£290.96	£294.98	£300.45
	(80%)	(80%)	(85%)	(85%)	(90%)	(90%)	(92%)	(92%)	(95%)	(95%)

2.3 Apprentice Engineers & Electricians

Engineering and Electrical Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2016 and 1 April 2017 are as follows (percentage of full-time rate is denoted in brackets).

Age at Entry	1st Year		2nd Year		3rd Year		4th Year	
	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17	1 Apr 16	1 Apr 17
16 Yrs	£176.91	£180.07	£225.15	£229.19	£289.48	£294.67	£305.57	£311.04
	(55%)	(55%)	(70%)	(70%)	(90%)	(90%)	(95%)	(95%)
17 Yrs	£176.91	£180.07	£257.32	£261.93	£289.48	£294.67	£305.57	£311.04
	(55%)	(55%)	(80%)	(80%)	(90%)	(90%)	(95%)	(95%)
18 Yrs +	£257.32	£261.93	£273.40	£278.30	£289.48	£294.67	£305.57	£311.04
	(80%)	(80%)	(85%)	(85%)	(90%)	(90%)	(95%)	(95%)

3. LONDON & FRINGE AREA ALLOWANCES

Agreement has been reached for increases in the London and Fringe Area Allowances. The new allowances, to operate from the pay week including 1 April 2016 and 1 April 2017 are as follows:

	1 Apr 16	1 Apr 17
Greater London Area	£2,515	£2,540
Inner Fringe	£832	£840
Outer Fringe	£579	£585

3.1 Existing Allowances – Merging

Employees in receipt of local allowances exceeding the allowances set out above will continue to receive such allowances on a personally protected basis, subject to the excess merging in any future increases in fringe area allowances.

3.2 Calculation of Bonus, Overtime and Other Premia

The allowances set out above will not be taken into account in the calculation of bonus, overtime, shift and other premium payments with the following exceptions: employees whose place of employment falls within an area which prior to the date of this settlement previously attracted the London or any similar allowance will be entitled to have bonus, overtime and other premium payments calculated on the amount of the previous allowance (if any) taken into account for this purpose before the date of this settlement.

4. TOOL ALLOWANCES

4.1 Engineers & electricians

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2016 and 1 April 2017 are as follows:

	1 Apr 16	1 Apr 17
Greater London Area	£7.17	£7.24

4.2 Builders

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2016 and 1 April 2017 are as follows:

	1 Apr 16	1 Apr 17
Carpenters	£6.63	£6.70
Bank Masons	£5.20	£5.25
Mason Fixers	£3.37	£3.40
Plasterers	£3.37	£3.40
Bricklayers	£3.37	£3.40
Painters (overall allowance)	£3.37	£3.40
Wall and Floor Tilers	£3.37	£3.40
Street Masons and Paviments	£3.37	£3.40
Plumbers	£7.63	£7.71
Carpenters and Joiner Apprentices	£6.63	£6.70
Mason Apprentices (banker or fixer)	£3.37	£3.40
Painter Apprentices (overall allowances)	£3.37	£3.40
Plasterer Apprentices	£3.37	£3.40
Bricklayer Apprentices	£3.37	£3.40
Plumber Apprentices	£7.63	£7.71

5. OTHER PAYMENTS

5.1 Electricians

In addition to the rates set out in Paragraph 2 the plus rates shown below will be payable hourly with effect from the pay week including 1 April 2016 and 1 April 2017 are as follows:

and are to be taken into account for all purposes. They shall be paid to electricians who are required to perform diagnostic work over a wide range of modern electronic and control equipment in addition to more usual maintenance or new work. This payment when made to an electrician shall absorb any existing payment to his/her related to the exercise of higher skills. It will be for the authority to determine, after consultation, which electricians, if any shall receive the plus rate. In the event of disagreement the signatories to this agreement will be available for advice.

	1 Apr 16	1 Apr 17
Gas or ARC Certificate	£0.40	£0.40
Gas and ARC Certificate	£0.83	£0.84

5.2 Building & Civil Engineering Craftsmen

With effect from the pay week including 1 April 2016 and 1 April 2017, Plumbers/Welders and Heating and Ventilating Engineers required by an authority to possess one or more current certificates of competency in welding who are designated as Plumbers/Welders or Heating and Ventilating Engineers/Welders by an authority shall be paid the following supplements:

	1 Apr 16	1 Apr 17
Gas or ARC Certificate	£0.40	£0.40
Gas and ARC Certificate	£0.83	£0.84

5.3 Plumbers

Where a plumber who has met the appropriate ACCOP standard and holds a Registration Card, is required by the local authority on a regular and ongoing basis to use those skills on gas installation, he/she will be paid a supplement as shown below from the pay week including 1 April 2016 and 1 April 2017.

	1 Apr 16	1 Apr 17
	£10.00	£10.10

6. EXTRA PAYMENTS

6.1 Storage of Tools & Clothing

The Employers' maximum liability for loss of tools as set out in Section 2, Sub Section A, Appendix C will be increased as shown below:

1 Apr 16	1 Apr 17
£1,374	£1,388

6.2 Extra Payment for Work in Discomfort & Inconvenience

With effect from the pay week including 1 April 2016 and 1 April 2017 the following extra payments will apply:

(a) Work at Heights

Detached Work Calculated from the Point of Control

	1 Apr 16	1 Apr 17
Above 15m and up to 30m	£0.05	£0.05
Above 30m and up to 45m	£0.08	£0.08
Above 45m and up to 60m	£0.31	£0.31
Above 60m and up to 75m	£0.40	£0.40
Above 75m and up to 90m	£0.48	£0.48

'Exposed Work' at Height on Buildings

Above 40m and up to 50m	£0.03	£0.03
Above 50m and up to 60m	£0.05	£0.05
Above 60m and up to 75m	£0.08	£0.08

The extra payments to be increased by £0.02 per hour for each 15 metres above 75 metres

Operating a Free-Standing Tower Crane from a Control Platform Above Ground Level

	1 Apr 16	1 Apr 17
Control platform over 15m and up to 30m above ground level	£0.03	£0.03
Control platform over 30m and up to 45m above ground level	£0.05	£0.05
Control platform over 45m above ground level	£0.08	£0.08
Work in swings, cradles or boats, or boatswain's chairs	£0.37	£0.37

(b) Furnace Firebrick Work & Acid-Resisting Brickwork

	1 Apr 16	1 Apr 17
Furnace or similar hot work up to 49°C (120°F)	£0.05	£0.05
For brickwork involving the use of acid-resisting bonding material	£0.08	£0.08

(c) General – Exceptional kinds of work lasting more than 1 hour in conditions which involve:

work in water and/or close contact with dirt or filth and/or prolonged exposure to dust or spray or particles of a kind likely to cause irritation and/or prolonged exposure to the special conditions met in confined underground spaces (such as tunnels or deep basements) and in trenches, pits and wells 6 metres or more below ground level, namely poor ventilation or light, dampness, dust or the noise resulting from the use in such spaces of mechanical plant tools and/or work in artificially low temperatures below 5°C (41°F) such as in refrigerated or cold stores	£0.10	£0.10
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Repair of active independent sewers or cleaning out independent:

sewage plants, filter beds septic tanks and cess pools	£0.20	£0.20
Labourers when using in the course of their normal work mechanically driven compressed air or percussive drills, picks, spades, rammers, tampers or hammers	£0.10	£0.10
When using a cartridge operated rivet gun	£0.10	£0.10
Painters using in the course of their normal work air supplied or airless paint spray machines	£0.10	£0.10

6.3 Extra Payments for Continuous Extra Skill or Responsibility

With effect from the pay week including 1 April 2016 and 1 April 2017 the following extra payments will apply:

Above Labourers' Basic Rate Per Week

	1 Apr 16	1 Apr 17
A	£11.97	£12.09
B	£12.95	£13.08
C	£15.35	£15.50
D	£21.57	£21.79
E	£23.50	£23.73
F	£24.45	£24.69
G	£27.32	£27.59
H	£28.76	£29.05
I	£34.05	£34.39
J	£35.00	£35.35
K	£38.36	£38.74
L	£39.79	£40.19
M	£41.24	£41.65
N	£46.03	£46.49

6.4 Extra Payments for Intermittent Responsibility

With effect from the pay week including 1 April 2016 and 1 April 2017 the following extra payments will apply:

	1 Apr 16	1 Apr 17
Labourer erecting, altering or dismantling simple access scaffolding with a working platform no higher than 5 metres	£0.14	£0.14
Operatives, other than craft operatives, employed on dry-cleaning stone work by mechanical process for the removal of protective material and/or discoloration. (Employers to provide suitable masks)	£0.69	£0.70

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