### 1. PAY RATES FOR CRAFT & ASSOCIATED EMPLOYEES

Pay for craft & associated employees from the pay week including 1 April 2018 and 1 April 2019 is as follows:

<table>
<thead>
<tr>
<th>Designation</th>
<th>1 Apr 2018</th>
<th>2 Apr 2018</th>
<th>3 Apr 2018</th>
<th>4 Apr 2018</th>
<th>5 Apr 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Building Labourer</td>
<td>31.85</td>
<td>32.12</td>
<td>32.39</td>
<td>32.66</td>
<td>32.93</td>
</tr>
<tr>
<td>2. Heating &amp; Ventilation</td>
<td>31.64</td>
<td>31.91</td>
<td>32.18</td>
<td>32.45</td>
<td>32.72</td>
</tr>
<tr>
<td>3. Building Craft Operative</td>
<td>32.16</td>
<td>32.43</td>
<td>32.70</td>
<td>32.97</td>
<td>33.24</td>
</tr>
<tr>
<td>4. Bricklayers</td>
<td>31.33</td>
<td>31.60</td>
<td>31.87</td>
<td>32.14</td>
<td>32.41</td>
</tr>
<tr>
<td>5. Engineer &amp; Electrician</td>
<td>34.47</td>
<td>34.74</td>
<td>35.01</td>
<td>35.28</td>
<td>35.55</td>
</tr>
</tbody>
</table>

For Craft & NFC employees (regardless of craft & designation) whose rate of pay differs from the salaries set out here, but which is still contracted to the equivalent of the above contract rates. For Craft & NFC the pay award is as follows:

From 1 April 2018: 2% on basic salary and allowances
From 1 April 2019: 2% 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)**

<table>
<thead>
<tr>
<th>Age at Entry</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 Years</td>
<td>£179.39</td>
<td>£233.47</td>
<td>£288.36</td>
</tr>
<tr>
<td>17 Years</td>
<td>£179.39</td>
<td>£233.47</td>
<td>£288.36</td>
</tr>
<tr>
<td>18 Years</td>
<td>£179.39</td>
<td>£233.47</td>
<td>£288.36</td>
</tr>
</tbody>
</table>

**2.2. Plumbing Apprentices**

<table>
<thead>
<tr>
<th>Age at Entry</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 Years</td>
<td>£266.82</td>
<td>£324.41</td>
<td>£372.01</td>
</tr>
<tr>
<td>17 Years</td>
<td>£316.85</td>
<td>£374.44</td>
<td>£432.04</td>
</tr>
</tbody>
</table>

Where a plumber who has met the appropriate ACOP standard and holds a Registration Card, is required by the local authority and the then local officer to undertake the installation, he/she will be paid a supplement as shown below from the pay week including 1 April 2018 and 1 April 2019.

<table>
<thead>
<tr>
<th>Title</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>£8.02</td>
<td>£3.54</td>
<td>£3.54</td>
<td>£3.54</td>
</tr>
<tr>
<td>£3.54</td>
<td>£3.47</td>
<td>£3.47</td>
<td>£3.47</td>
</tr>
<tr>
<td>£5.46</td>
<td>£6.97</td>
<td>£6.97</td>
<td>£6.97</td>
</tr>
<tr>
<td>£7.53</td>
<td>£7.38</td>
<td>£7.38</td>
<td>£7.38</td>
</tr>
<tr>
<td>£10.51</td>
<td>£11.06</td>
<td>£11.06</td>
<td>£11.06</td>
</tr>
</tbody>
</table>

### 3. OTHER PAYMENTS

**3.1. Building & Civil Engineering Craftsmen**

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.

### 4. TOOL ALLOWANCES

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 2018 and 1 April 2019 are as follows (percentage of full time rate is denoted in brackets).

<table>
<thead>
<tr>
<th>Year</th>
<th>£194.35</th>
<th>£214.65</th>
<th>£234.95</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Apr 18</td>
<td>(70%)</td>
<td>(70%)</td>
<td>(70%)</td>
</tr>
<tr>
<td>1 Apr 19</td>
<td>(70%)</td>
<td>(70%)</td>
<td>(70%)</td>
</tr>
</tbody>
</table>

### 5. OTHER PREMIUMS

5.1 Electricians

5.2 Plumbers

5.3 Bricklayers

5.4 Carpenters & Joiners

5.5 Plasterers

5.6 Bank Masons

5.7 Other Premia

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 2018 and 1 April 2019 are as follows (percentage of full time rate is denoted in brackets).

<table>
<thead>
<tr>
<th>Year</th>
<th>£233.47</th>
<th>£294.48</th>
<th>£355.49</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Apr 18</td>
<td>(70%)</td>
<td>(70%)</td>
<td>(70%)</td>
</tr>
<tr>
<td>1 Apr 19</td>
<td>(70%)</td>
<td>(70%)</td>
<td>(70%)</td>
</tr>
</tbody>
</table>

### 6. FULL-TIME CRAFTWORKERS RATES OF PAY

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

<table>
<thead>
<tr>
<th>Designation</th>
<th>1 Apr 2018</th>
<th>2 Apr 2018</th>
<th>3 Apr 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Building Labourer</td>
<td>31.85</td>
<td>32.12</td>
<td>32.39</td>
</tr>
<tr>
<td>2. Heating &amp; Ventilation</td>
<td>31.64</td>
<td>31.91</td>
<td>32.18</td>
</tr>
<tr>
<td>3. Building Craft Operative</td>
<td>32.16</td>
<td>32.43</td>
<td>32.70</td>
</tr>
<tr>
<td>4. Bricklayers</td>
<td>31.33</td>
<td>31.60</td>
<td>31.87</td>
</tr>
<tr>
<td>5. Engineer &amp; Electrician</td>
<td>34.47</td>
<td>34.74</td>
<td>35.01</td>
</tr>
</tbody>
</table>

**OTHER PAYMENTS**

From 1 April 2019:

- 1.7 Yrs 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 2018 and 1 April 2019 are as follows (percentage of full time rate is denoted in brackets).

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

**5.1 Electricians**

**5.2 Plumbers**

**5.3 Bricklayers**

**5.4 Carpenters & Joiners**

**5.5 Plasterers**

**5.6 Bank Masons**

**5.7 Other Premia**
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:

For the removal of protective material and/or discoloration. (Employers to provide suitable masks)

Operatives, other than craft operatives, employed on dry-cleaning stone work by mechanical process

With effect from the pay week including 1 April 2018 and 1 April 2019 the following extra payments will apply:

6.2 Extra Payment for Work in Discomfort & Inconvenience
With effect from the pay week including 1 April 2017 and 1 April 2018 the following extra payments will apply:

6.3 Extra Payments for Continuous Extra Skill or Responsibility
Painters using in the course of their normal work air supplied or airless paint spray machines

When using a cartridge operated rivet gun

Labourers when using in the course of their normal work mechanically driven compressed air

sewage plants, filter beds septic tanks and cess pools

Repair of active independent sewers or cleaning out independent:

work in artificially low temperatures below 5°C (41°F) such as in refrigerated or cold stores

plant tools and/or

ventilation or light, dampness, dust or the noise resulting from the use in such spaces of mechanical

depth basements) and in trenches, pits and wells 6 metres or more below ground level, namely poor

prolonged exposure to the special conditions met in confined underground spaces (such as tunnels or

work in water and/or

6.4 Extra Payments for Intermittent Responsibility

With effect from the pay week including 1 April 2018 and 1 April 2019 the following extra payments will apply:

Above brickwork involving the use of acid-resisting bonding material

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

work in water and/or

close contact with dust or fume 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

work in artificially low temperatures below 5°C (41°F) such as in refrigerated or cold stores

repair 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:

(n) Work at Heights
Detached Work Calculated from the Point of Control

Operating a Free-Standing Tower Crane from a

Control Platform Above Ground Level

Control platform over 15m and up to 30m above ground level

Above 40m and up to 50m

Above 21m and up to 25m

Above 10m and up to 15m

Above 4m and up to 6m

Above 0m and up to 4m

Above 75m and up to 90m

With effect from the pay week including 1 April 2017 and 1 April 2018 the following extra payments will apply:

6.1 Storage of Tools & Clothing

for the print edition of UNISON activists, members and officers

and/or

20% of basic salary (subject to a minimum payment

25% of basic salary (subject to a minimum payment

20% of basic salary (subject to a minimum payment

20% of basic salary (subject to a minimum payment

15% of basic salary (subject to a minimum payment

10% of basic salary (subject to a minimum payment

9% of basic salary (subject to a minimum payment

8% of basic salary (subject to a minimum payment

7% of basic salary (subject to a minimum payment