

**Joint Negotiating Committee for
Local Authority Craft & Associated Employees**

**To: Chief Executives in England and Wales
(with copies for HR Director, Finance Director and DLO Manager)
Members of the Joint Negotiating Committee**

18 November 2014

Dear Chief Executive,

2014-16 CRAFT PAY RATES

Agreement has now been reached on rates of pay applicable from **1 January 2015**.

Details of the non-consolidated payments to be paid in December 2014 are set out at **Annex 1**.

The new pay rates are attached at **Annex 2**.

The new rates for all allowances, up-rated in line with the pay increase of 2.20%, are also set out at **Annex 2**.

Yours sincerely

Sarah Messenger

Steve Murphy

Joint Secretaries

NON-CONSOLIDATED PAYMENTS

Designation	December 2014
1. Building Labourer	£325
2. Heating & Ventilation Mate	£150
3. Building Craft Operative	£150
4. Plumber	£100
5. Engineer & Electrician	£100

Technical issues related to the non-consolidated payments

1. The payments are subject to the normal tax and national insurance requirements and are pensionable
2. The payments should be paid only to those employees who are in post on 1 December 2014. The payments are not 'back pay', so should not be paid to any employees who leave employment before 1 December
3. The payments should be paid on a pro-rated basis according to each council's established procedure for remunerating part-time employees
4. The payments should be paid to employees as indicated regardless of whether councils are already applying some form of Living Wage supplement
5. The payments should be paid to those on maternity leave whether in the paid or unpaid period at full rate (subject to appropriate pro-rating)
6. The payments should be paid to those on long-term sickness absence (even if on nil pay)
7. The payments should be paid at the relevant rate based on the current designation at 1 December 2014
8. The payments should be paid to those on adoption leave and parental leave
9. The payments should not be paid to employees on a career break at 1 December 2014
10. If an employee has more than one contract, the payments should be paid pro-rata on each contract
11. Subject to any other exclusions, the payments should be paid to all employees whose pay is set in accordance with JNC for Local Authority Craft & Associated Employees pay arrangements, regardless of whether they are on permanent or temporary contracts

1. CRAFT & ASSOCIATED EMPLOYEES

Pay for craft & associated employees from the pay week including **1 January 2015** are as follows:

Designation	1 January 2015 £ Per Week	1 January 2015 £ Per Annum
1. Building Labourer	265.44	13,841
2. Heating & Ventilation Mate	283.87	14,802
3. Building Craft Operative	286.27	14,927
4. Plumber	306.48	15,981
5. Engineer & Electrician	316.36	16,496

1. APPRENTICES & TRAINEES

RATES LINKED TO RESPECTIVE CRAFT RATES EXPRESSED IN PERCENTAGE EQUIVALENTS OF THE FULLTIME 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 January 2015** 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 January 2015	1 January 2015	1 January 2015
16 Years	£157.45 (55%)	£200.39 (70%)	£271.96 (95%)
17 Years	£157.45 (55%)	£243.33 (85%)	£271.96 (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 January 2015** are as follows (percentage of full time rate is denoted in brackets).

Age at Entry	1st Year	2nd Year	3rd Year
	1 January 2015	1 January 2015	1 January 2015
Entrants over 18 Years	£243.33 (85%)	£257.64 (90%)	£271.96 (95%)

(a) 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 January 2015** 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 January 2015	1 January 2015	1 January 2015	1 January 2015	1 January 2015
16 Yrs	£168.56 (55%)	£214.54 (70%)	£275.83 (90%)	£281.96 (92%)*	£291.16 (95%)
17 Yrs	£168.56 (55%)	£245.18 (80%)	£275.83 (90%)	£281.96 (92%)*	£291.16 (95%)
18 Yrs +	£245.18 (80%)	£260.51 (85%)	£275.83 (90%)	£281.96 (92%)*	£291.16 (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 January 2015** are as follows (percentage of full time rate is denoted in brackets).

Age at Entry	1 st Year	2 nd Year	3 rd Year	4 th Year
	1 January 2015	1 January 2015	1 January 2015	1 January 2015
16 Yrs	£174.00 (55%)	£221.45 (70%)	£284.72 (90%)	£300.54 (95%)
17 Yrs	£174.00 (55%)	£253.09 (80%)	£284.72 (90%)	£300.54 (95%)
18 Yrs +	£253.09 (80%)	£268.91 (85%)	£284.72 (90%)	£300.54 (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 January 2015** are as follows:

	1 January 2015
Greater London Area	£2,490
Inner Fringe	£824
Outer Fringe	£573

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 exception: employees whose place of employment falls within an area which prior to the date and terms 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 January 2015** are as follows:

1 January 2015
£7.10

4.2 Builders

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including **1 January 2015** are as follows:

	1 January 2015
Carpenters	£6.56
Bank Masons	£5.15
Mason Fixers	£3.34
Plasterers	£3.34
Bricklayers	£3.34
Painters (overall allowance)	£3.34
Wall and Floor Tilers	£3.34
Street Masons and Paviours	£3.34
Plumbers	£7.55
Carpenters and Joiner Apprentices	£6.56
Mason (banker of fixer) Apprentices	£3.34
Painter Apprentices (overall allowances)	£3.34

Plasterer Apprentices	£3.34
Bricklayer Apprentices	£3.34
Plumber Apprentices	£7.55

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 January 2015** are as follows: and are to be taken into account for all purposes. They shall be paid to electricians who are required to perform exacting 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 him 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 January 2015
£0.49

5.2 Building & Civil Engineering Craftsmen

With effect from the pay week including **1 January 2015** 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 January 2015
Gas or ARC Certificate	£0.40
Gas and ARC Certificate	£0.82

5.3 Plumbers

Where a plumber who has met the appropriate ACOP 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 January 2015**.

1 January 2015
£9.90

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 January 2015
£1,360

6.2 Extra Payment for Work in Discomfort & Inconvenience

With effect from the pay week including **1 January 2015** falls the following extra payments will apply.

(a) Work at Heights

Detached Work Calculated from the Point of Control	1 January 2015
Above 15m and up to 30m	£0.05
Above 30m and up to 45m	£0.08
Above 45m and up to 60m	£0.31
Above 60m and up to 75m	£0.40
Above 75m and up to 90m	£0.48
'Exposed Work' at Height on Buildings	
Above 40m and up to 50m	£0.03
Above 50m and up to 60m	£0.05
Above 60m and up to 75m	£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 January 2015
Control platform over 15m and up to 30m above ground level	£0.03
Control platform over 30m and up to 45m above ground level	£0.05
Control platform over 45m above ground level	£0.08
Work in Swings, Cradles or Boats, or Boatswains Chairs	£0.37

(a) Furnace Firebrick Work & Acid-Resisting Brickwork

	1 January 2015
Furnace or similar hot work up to 49°C (120°F)	£0.05
For brickwork involving the use of acid-resisting bonding material	£0.08

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

	1 January 2015
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
repair or active independent sewers or cleaning out independent:	
sewage plants, filter beds septic tanks and cess pools	£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
When using a cartridge operated rivet gun	£0.10
Painters using in the course of their normal work air supplied or airless paint spray machines	£0.10

6.3 Extra Payments for Continuous Extra Skill or Responsibility

With effect from the pay week including **1 January 2015** the following extra payments will apply

	Above Labourers' Basic Rate Per Week
	1 January 2015
	£
A	£11.85
B	£12.82
C	£15.20
D	£21.36
E	£23.27
F	£24.21
G	£27.05
H	£28.48
I	£33.71
J	£34.65
K	£37.98
L	£39.40
M	£40.83
N	£45.57

7.4 Extra Payments for Intermittent Responsibility

With effect from the pay week including **1 January 2015** the following extra payments will apply:

	1 January 2015
Labourer erecting, altering or dismantling simple access scaffolding with a working platform no higher than 5 metres	£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)	£0.68