

# Joint Negotiating Committee for Local Authority Craft & Associated Employees

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

12 October 2020

Dear Chief Executive,

## CRAFTWORKERS' PAY AGREEMENT 2020-21

### Pay

Agreement has been reached between the National Employers and the JNC Trade Union Side on rates of pay applicable from **1 April 2020**.

For Craft JNC employees (regardless of job title and designation) whose rate of pay differs from the salaries set out in **Annex 1**, but which is still contractually linked to the annual settlement reached by this JNC, the pay award is as follows:

**From 1 April 2020:** 2.75 per cent on basic salary and allowances

However, for those employees who are currently paid the **specific** annual salaries as set out in **Annex 1**, the pay award is as follows:

**From 1 April 2020:**

- **2.75 per cent on Building Labourer grade (equivalent to NJC SCP2)**
- **2.75 per cent on Heating & Ventilation Mate grade (equivalent to NJC SCP3)**
- **2.75 per cent on Building Operative grade (equivalent to NJC SCP3)**
- **2.75 per cent on Plumber grade (equivalent to NJC SCP4)**
- **2.75 per cent on Engineer & Electrician grade (equivalent to NJC SCP5)**
- **2.75 per cent on all allowances**

These increases continue the principle agreed by the JNC in the 2016-18 agreement to align the five Craft Grades to current pay points 2, 3, 4 and 5 on the revised NJC 'Green Book' pay spine.

### Annual Leave

The JNC has also agreed that from **1 April 2020**, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 will therefore, with effect from **1 April 2020**, be amended to read as follows:

**7.2 Annual Leave**

*The minimum paid annual leave entitlement is twenty-two days with a further four days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

**Stress and Mental Health**

The JNC has further agreed to join with the NJC Joint Secretaries' discussions on "a comprehensive joint national review of the workplace causes of stress and mental health"

Yours sincerely,

*Naomi Cooke*

*Ian Woodland*

**Joint Secretaries**

**1. CRAFT & ASSOCIATED EMPLOYEES**

Pay for craft & associated employees from the pay week including **1 April 2020** are as follows:

Designation	1 April 2020 per week	1 April 2020 per annum
1. Building Labourer	£349.00	£18,198
2. Heating & Ventilation Mate	£355.98	£18,562
3. Building Craft Operative	£355.98	£18,562
4. Plumber	£363.10	£18,933
5. Engineer & Electrician	£370.36	£19,312

**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 April 2020** are as follows (percentage of full-time rate is denoted in brackets).

Age at Entry	1 <sup>st</sup> Year	2 <sup>nd</sup> Year and Until Skills Test or NVQ Level 2 is passed	On passing Skills Test or NVQ Level 2
16 years	£195.79 (55%)	£249.19 (70%)	£338.18 (95%)
17 years	£195.79 (55%)	£302.58 (85%)	£338.18 (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 2020** are as follows (percentage of full-time rate is denoted in brackets).

<b>Age at Entry</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year</b>	<b>3<sup>rd</sup> Year</b>
<b>18+ years</b>	£302.58 (85%)	£320.38 (90%)	£338.18 (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 April 2020** are as follows (percentage of full-time rate is denoted in brackets).

\*Plumbing Apprentices with no ACS.

<b>Age at Entry</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year</b>	<b>3<sup>rd</sup> Year</b>	<b>4<sup>th</sup> Year*</b>	<b>4<sup>th</sup> Year</b>
<b>16 years</b>	£199.71 (55%)	£254.17 (70%)	£326.79 (90%)	£334.05 (92%)	£344.95 (95%)
<b>17 years</b>	£199.71 (55%)	£290.48 (80%)	£326.79 (90%)	£334.05 (92%)	£344.95 (95%)
<b>18+ years</b>	£290.48 (80%)	£308.64 (85%)	£326.79 (90%)	£334.05 (92%)	£344.95 (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 2020** are as follows (percentage of full time rate is denoted in brackets).

Age at Entry	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
16 years	£203.70 (55%)	£259.25 (70%)	£333.32 (90%)	£351.84 (95%)
17 years	£203.70 (55%)	£296.29 (80%)	£333.32 (90%)	£351.84 (95%)
18+ years	£296.29 (80%)	£314.81 (85%)	£333.32 (90%)	£351.84 (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 2020** are as follows:

Greater London Area	£2,688
Inner Fringe	£898
Outer Fringe	£626

#### 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 April 2020** are as follows:

£7.74
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### 4.2 Builders

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including **1 April 2020** are as follows:

<b>Carpenters</b>	£7.16
<b>Bank Masons</b>	£5.61
<b>Mason Fixers</b>	£3.64
<b>Plasterers</b>	£3.64
<b>Bricklayers</b>	£3.64
<b>Painters (overall allowance)</b>	£3.64
<b>Wall and Floor Tilers</b>	£3.64
<b>Street Masons and Paviours</b>	£3.64
<b>Plumbers</b>	£8.24
<b>Carpenters and Joiner Apprentices</b>	£7.16
<b>Mason (banker of fixer) Apprentices</b>	£3.64
<b>Painter Apprentices (overall allowances)</b>	£3.64
<b>Plasterer Apprentices</b>	£3.64

<b>Bricklayer Apprentices</b>	£3.64
<b>Plumber Apprentices</b>	£8.24

## 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 2020** 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.

£0.52
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### 5.2 Building & Civil Engineering Craftsmen

With effect from the pay week including **1 April 2020** 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:

<b>Gas or ARC Certificate</b>	£0.43
<b>Gas and ARC Certificate</b>	£0.90

### 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 April 2020**.

£10.80
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## 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 from the pay week including **1 April 2020**.

£1,484
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### 6.2 Extra Payment for Work in Discomfort & Inconvenience

With effect from the pay week including **1 April 2020** falls the following extra payments will apply.

#### (a) Work at Heights

<b>Detached Work Calculated from the Point of Control</b>	
Above 15m and up to 30m	£0.05
Above 30m and up to 45m	£0.08
Above 45m and up to 60m	£0.34
Above 60m and up to 75m	£0.43
Above 75m and up to 90m	£0.51
<b>'Exposed Work' at Height on Buildings</b>	
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

<b>Operating a Free-Standing Tower Crane from a Control Platform Above Ground Level</b>	
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	£0.40



(a) Furnace Firebrick Work & Acid-Resisting Brickwork

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:

work in water <b>and/or</b> close contact with dirt or filth <b>and/or</b> prolonged exposure to dust or spray or particles of a kind likely to cause irritation <b>and/or</b> 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 <b>and/or</b> work in artificially low temperatures below 5°C (41°F) such as in refrigerated or cold stores	£0.10
<b>repair or active independent sewers or cleaning out independent:</b> sewage plants, filter beds septic tanks and cess pools	£0.21
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 April 2020** the following extra payments will apply

<b>Above Labourers' Basic Rate Per Week</b>	
<b>A</b>	£12.93
<b>B</b>	£13.98
<b>C</b>	£16.57
<b>D</b>	£23.29
<b>E</b>	£25.36
<b>F</b>	£26.39
<b>G</b>	£29.49

<b>H</b>	£31.05
<b>I</b>	£36.76
<b>J</b>	£37.79
<b>K</b>	£41.41
<b>L</b>	£42.96
<b>M</b>	£44.52
<b>N</b>	£49.70

#### **7.4 Extra Payments for Intermittent Responsibility**

With effect from the pay week including **1 April 2020** the following extra payments will apply:

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)	£0.74