

**JOINT CONCILIATION COMMITTEE OF THE  
HEATING, VENTILATING AND DOMESTIC ENGINEERING INDUSTRY**

**COMPRISING:**

Building Engineering Services Association

**130**

Unite the Union

ROTHERWICK HOUSE,  
3 THOMAS MORE STREET,  
ST KATHARINE'S & WAPPING,  
LONDON E1W 1YZ

TEL: 020 7313 4938

*22 September 2023*

**TO EMPLOYERS AND EMPLOYEES IN THE HEATING, VENTILATING, AIR  
CONDITIONING, PIPING AND DOMESTIC ENGINEERING INDUSTRY**

Dear Sir/Madam

**Operative Wage Agreement for 2023-2025  
effective from Monday, 2 October 2023**

**1 Introduction and Summary**

- 1.1 The purpose of this Letter is to advise you of the terms of the Wage Agreement for Operatives in the Heating and Ventilating Contracting Industry between the Building Engineering Services Association (the "Association") and Unite the Union ("the Union"), with effect from **2 October 2023**. The Wage Agreement outlined in this document is intended by the Association and the Union to cover the two-year period 2023-2025 and:
- (a) increases hourly grade rates and allowances, Premium Rate 1 and Premium Rate 2 used as the premiums in calculating overtime rates, Daily Travelling Allowance and Responsibility Allowance payable under the terms of the industry's Operative National Agreement ("the National Agreement")
  - (b) increases the Employer pension contribution by 1% of basic pay from 7 October 2024 (if matched by a 1% employee contribution).
  - (c) commits the Association and the Union to further informal discussion, under the auspices of a joint working party, on several issues related to the future development of the National Agreement, including but not limited to, Continuous Professional Development (CPD) and skills training of those engaged under the provisions of the National Agreement

**2. Wage Agreement**

**Effective Dates: 2 October 2023 and 7 October 2024**

- 2.1 The main changes introduced by the Wage Agreement shall be as follows:

*As from Monday 2 October 2023*

- (a) an increase in the hourly grade rates of the National Agreement, as shown in the table overleaf:

<b>Grade</b>	<i>from 3 October 2022 (£ per hour)</i>	<b><i>From 2 October 2023 (£ per hour)</i></b>
Building Services Engineering Supervisor	22.46	<b>£24.03</b>
Team Leader (formerly Foreman)	18.41	<b>£19.70</b>
Senior Craftsperson	15.22	<b>£16.29</b>
Craftsperson	14.02	<b>£15.00</b>
Installer	12.65	<b>£13.54</b>
Adult Trainee	10.67	<b>£11.42</b>
Mate (18 and over)	10.67	<b>£11.42</b>
Senior Apprentice	12.65	<b>£13.54</b>
Intermediate Apprentice	9.81	<b>£10.50</b>
Junior Apprentice	6.92	<b>£7.40</b>

- (b) a corresponding increase in Premium Rate 1 and Premium Rate 2 used as the premiums in calculating overtime rates;
- (c) a corresponding increase in the Weekly Welfare Contribution to ensure the Sickness and Accident Benefit of the Agreement retains its current relativity with basic pay;
- (d) a corresponding increase in Responsibility Allowances, Daily Abnormal Conditions Money and Daily Travelling Allowances;
- (e) The rate of nightly Lodging Allowance will increase to £48.86.

*As from Monday 7 October 2024*

- (f) a further increase in hourly grade rates of the National Agreement, as shown in the table below:

<b>Grade</b>	<b><i>From 2 October 2023 (£ per hour)</i></b>	<b><i>from 7 October 2024 (£ per hour)</i></b>
Building Services Engineering Supervisor	<b>£24.03</b>	<b>£24.75</b>
Team Leader (formerly Foreman)	<b>£19.70</b>	<b>£20.29</b>
Senior Craftsperson	<b>£16.29</b>	<b>£16.78</b>
Craftsperson	<b>£15.00</b>	<b>£15.45</b>
Installer	<b>£13.54</b>	<b>£13.95</b>
Adult Trainee	<b>£11.42</b>	<b>£11.76</b>
Mate (18 and over)	<b>£11.42</b>	<b>£11.76</b>
Senior Apprentice	<b>£13.54</b>	<b>£13.95</b>
Intermediate Apprentice	<b>£10.50</b>	<b>£10.82</b>
Junior Apprentice	<b>£7.40</b>	<b>£7.62</b>

- (g) a corresponding increase in Premium Rate 1 and Premium Rate 2 used as the premiums in calculating overtime rates;
- (h) a corresponding increase in the Weekly Welfare Contribution to ensure the Sickness and Accident Benefit of the Agreement retains its current relativity with basic pay;
- (i) a corresponding increase in Responsibility Allowances, Daily Abnormal Conditions Money and Daily Travelling Allowances.

2.2 **Employer pension contribution** – to increase by 1% of weekly basic pay (based on 37½ hours) if matched by a 1% Employee contribution thus taking total contributions to 6% (Employer) and 5% (Employee). **Important note – if no additional Employee contribution is made then total pension contributions remain at 5% (Employer) and 4% (Employee).**

- 2.3 The Nightly Lodging Allowance rate for the period from 7 October 2024 will be subject to HMRC approval and promulgated separately nearer the time.
- 2.4 The detailed effects of these increases are in the Ready Reckoners in the Appendices to this JCC Letter, as indicated below:
- (a) **Appendix 1:** Ready Reckoner – Hourly Grade Rates plus Allowances;
  - (b) **Appendix 2:** Ready Reckoner – Total Overtime Payments in accordance with National Agreement Clause 9;
  - (c) **Appendix 3:** Ready Reckoner – Welfare Benefits: Employee Benefits (except Pensions) and Employers’ Welfare Contributions;
  - (d) **Appendix 4:** Ready Reckoner – Employer and Employee Pension contributions.
- 2.5 The Wage Agreement is on the understanding that there will be no further increase:
- (a) before **6 October 2025** in hourly grade rates, Premium Rate 1 and Premium Rate 2, Daily Travelling Allowance, Responsibility Allowance, Daily Abnormal Conditions Money, Mileage Allowance, Weekly Sickness and Accident Benefit and the Welfare Contribution credit.
- 3. Commitment to Further Joint Discussion on Other Matters**
- 3.1 As noted in 1.1(c) above, the Association and the Union have agreed to engage in further joint discussion, concerning issues of mutual interest including, but not limited to,
- (a) future development of the provisions within the HVAC Operative National Agreement; including a benchmarking exercise and review of market conditions to understand the impact these may have on pay rates in the sector; and
  - (b) develop and progress continuous professional development (CPD) and skills for those engaged under the provisions of the HVAC National Agreement.

Signed on behalf of and as authorised by the  
BUILDING ENGINEERING SERVICES ASSOCIATION  
P L SAMUELS, Head of Employment Affairs

Signed on behalf of and as authorised by  
UNITE – THE UNION  
J POULTER, National Officer for Construction

[this page is deliberately blank]

**APPENDIX 1**  
**to JCC LETTER 130**

**READY RECKONER: HOURLY GRADE RATES PLUS ALLOWANCES**

RATES AND ALLOWANCES	From 3 October 2022 (JCC Letter 126 [revised] dated 8 Sept 2021)				From 2 October 2023				From 7 October 2024			
HOURLY WAGE RATES	£				£				£			
<b>Building Services Engineering Supervisor</b>	22.46				<b>24.03</b>				<b>24.75</b>			
<b>Team Leader</b> (formerly Foreman)	18.41				<b>19.70</b>				<b>20.29</b>			
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	17.62				<b>18.85</b>				<b>19.42</b>			
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	17.02				<b>18.21</b>				<b>18.76</b>			
Senior Craftsperson (+ Supervisory Responsibility)	16.42				<b>17.57</b>				<b>18.10</b>			
Senior Craftsperson (+ 2 units of Responsibility Allowance)	16.42				<b>17.57</b>				<b>18.10</b>			
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	15.82				<b>16.93</b>				<b>17.44</b>			
<b>Senior Craftsperson</b>	15.22				<b>16.29</b>				<b>16.78</b>			
Craftsperson (+ 3 units of Responsibility Allowance)	15.82				<b>16.93</b>				<b>17.44</b>			
Craftsperson (+ 2 units of Responsibility Allowance)	15.22				<b>16.29</b>				<b>16.78</b>			
Craftsperson (+ 1 unit of Responsibility Allowance)	14.62				<b>15.64</b>				<b>16.11</b>			
<b>Craftsperson</b>	14.02				<b>15.00</b>				<b>15.45</b>			
<b>Installer</b>	12.65				<b>13.54</b>				<b>13.95</b>			
<b>Adult Trainee</b>	10.67				<b>11.42</b>				<b>11.76</b>			
<b>Mate</b> (18 and over)	10.67				<b>11.42</b>				<b>11.76</b>			
<b>Modern Apprentices</b>												
Senior	12.65				<b>13.54</b>				<b>13.95</b>			
Intermediate	9.81				<b>10.50</b>				<b>10.82</b>			
Junior	6.92				<b>7.40</b>				<b>7.62</b>			
<b>Junior Ductwork Trainees</b>	Probation £ 6.27	1st £ 7.81	2nd £ 9.73	3rd £ 11.03	Probation £ 6.72	1st £ 8.37	2nd £ 10.41	3rd £ 11.80	Probation £ 6.92	1st £ 8.62	2nd £ 10.72	3rd £ 12.15
<b>RESPONSIBILITY ALLOWANCES (paid to SENIOR CRAFTSPERSON) – payment per hour – see Note 1</b>  <b>(Each skill/responsibility attracts one unit of responsibility allowance at the value shown)</b>  <ul style="list-style-type: none"> <li>Second welding skill</li> <li>Gas responsibility – see Note 2</li> <li>Supervisory responsibility</li> </ul>	60p 60p £1.20				<b>64p 64p £1.28</b>				<b>66p 66p £1.32</b>			
<b>RESPONSIBILITY ALLOWANCES (paid to CRAFTSPERSON) – payment per hour – see Note 1</b>  <b>(Each skill/responsibility attracts one unit of responsibility allowance at the value shown)</b>  <ul style="list-style-type: none"> <li>Second welding skill</li> <li>Gas responsibility – see Note 2</li> <li>Supervisory responsibility</li> </ul>	60p 60p £1.20				<b>64p 64p £1.28</b>				<b>66p 66p £1.32</b>			
<b>DAILY ABNORMAL CONDITIONS MONEY – £ per day</b>	£3.59				<b>£3.84</b>				<b>£3.96</b>			
<b>LODGING ALLOWANCE – £ per night</b>	£45.04 (JCC Letter 129 dated 12/10/22)				<b>£48.86</b> (JCC Letter 131 dated 22/09/23)				<b>To be promulgated separately</b>			
<b>MILEAGE ALLOWANCE – pence per Mile – see Note 3</b>	25p				<b>No change</b>				<b>No change</b>			

**Notes:** On foot of next page

## READY RECKONER: HOURLY GRADE RATES PLUS ALLOWANCES/Continued

<b>DAILY TRAVELLING ALLOWANCE – SCALE 1</b> – Payable in accordance with Clause <b>15 b i</b> of the National Agreement <b>C = Craftsperson, including Installers</b> <b>M&amp;A = Mates, Apprentices and Adult Trainees</b>											
<b>From 3 October 2022</b> (JCC Letter 126 [revised] dated 8 Sept 2021)				<b>From 2 October 2023</b>				<b>From 7 October 2024</b>			
Direct distance from centre to job in miles		£	£	Direct distance from centre to job in miles		£	£	Direct distance from centre to job in miles		£	£
Over	Not exceeding	C	M&A	Over	Not exceeding	C	M&A	Over	Not exceeding	C	M&A
0	15	8.00	8.00	0	15	<b>8.56</b>	<b>8.56</b>	0	15	<b>8.82</b>	<b>8.82</b>
15	20	10.93	10.52	15	20	<b>11.70</b>	<b>11.26</b>	15	20	<b>12.05</b>	<b>11.60</b>
20	30	15.53	14.50	20	30	<b>16.62</b>	<b>15.52</b>	20	30	<b>17.12</b>	<b>15.99</b>
30	40	18.83	17.38	30	40	<b>20.15</b>	<b>18.60</b>	30	40	<b>20.75</b>	<b>19.16</b>
40	50	22.26	20.23	40	50	<b>23.82</b>	<b>21.65</b>	40	50	<b>24.53</b>	<b>22.30</b>

  

<b>DAILY TRAVELLING ALLOWANCE – SCALE 2</b> – Payable in accordance with Clause <b>15 b ii</b> of the National Agreement <b>C = Craftsperson, including Installers</b> <b>M&amp;A = Mates, Apprentices and Adult Trainees</b>											
<b>From 3 October 2022</b> (JCC Letter 126 [revised] dated 8 Sept 2021)				<b>From 2 October 2023</b>				<b>From 7 October 2024</b>			
Direct distance from centre to job in miles		£	£	Direct distance from centre to job in miles		£	£	Direct distance from centre to job in miles		£	£
Over	Not exceeding	C	M&A	Over	Not exceeding	C	M&A	Over	Not exceeding	C	M&A
15	20	2.94	2.51	15	20	<b>3.15</b>	<b>2.69</b>	15	20	<b>3.24</b>	<b>2.77</b>
20	30	7.52	6.52	20	30	<b>8.05</b>	<b>6.98</b>	20	30	<b>8.29</b>	<b>7.19</b>
30	40	10.83	9.36	30	40	<b>11.59</b>	<b>10.02</b>	30	40	<b>11.94</b>	<b>10.32</b>
40	50	14.27	12.19	40	50	<b>15.27</b>	<b>13.04</b>	40	50	<b>15.73</b>	<b>13.43</b>

### Notes:

- (1) In the table on the previous page, the various combinations of units of Responsibility Allowance as envisaged under Clause 8 of the National Agreement have been added to the hourly grade rate of the Operative concerned. For detailed guidance on the combinations of hourly grade rate and units of Responsibility Allowance envisaged under the Agreement, please refer to the matrix in the Note for Guidance to Clause 8 in the National Agreement handbook.
- (2) See National Agreement Clause 8n
- (3) Payable in accordance with Appendix D to the National Agreement.

**APPENDIX 2**  
**to JCC LETTER 130**

**READY RECKONER: TOTAL OVERTIME PAYMENTS**  
**IN ACCORDANCE WITH NATIONAL AGREEMENT CLAUSE 9**

National Agreement Grade and Allowance(s)	From 3 October 2022 (JCC Letter 126 [revised] dated 8 Sept 21)				
	Basic rate for all hours	Premium Rate 1	Total Overtime Payment see Note 5	Premium Rate 2	Total Overtime Payment see Note 6
	£	£	£	£	£
<b>Building Services Engineering Supervisor</b>	22.46	9.19	31.65	18.34	40.80
<b>Team Leader</b> (formerly Foreman)	18.41	7.53	25.94	15.03	33.43
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	17.62	7.26	24.88	14.51	32.13
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	17.02	7.04	24.06	14.04	31.06
Senior Craftsperson (+ Supervisory Responsibility)	16.42	6.76	23.18	13.54	29.96
Senior Craftsperson (+ 2 units of Responsibility Allowance)	16.42	6.76	23.18	13.54	29.96
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	15.82	6.47	22.29	13.01	28.83
<b>Senior Craftsperson</b>	15.22	6.24	21.46	12.46	27.68
Craftsperson (+ 3 units of Responsibility Allowance)	15.82	6.47	22.29	13.01	28.83
Craftsperson (+ 2 units of Responsibility Allowance)	15.22	6.24	21.46	12.46	27.68
Craftsperson (+ 1 unit of Responsibility Allowance)	14.62	5.96	20.58	11.95	26.57
<b>Craftsperson</b>	14.02	5.73	19.75	11.42	25.44
<b>Installer</b>	12.65	5.19	17.84	10.38	23.03
<b>Adult Trainee</b>	10.67	4.36	15.03	8.73	19.40
<b>Mate</b> (18 and over)	10.67	4.36	15.03	8.73	19.40
Senior <b>Modern Apprentice</b>	12.65	5.19	17.84	10.38	23.03
Intermediate <b>Modern Apprentice</b>	9.81	4.00	13.81	8.05	17.86
Junior <b>Modern Apprentice</b>	6.92	2.82	9.74	5.71	12.63

National Agreement Grade and Allowance(s)	From 2 October 2023				
	Basic rate for all hours	Premium Rate 1	Total Overtime Payment see Note 5	Premium Rate 2	Total Overtime Payment see Note 6
	£	£	£	£	£
<b>Building Services Engineering Supervisor</b>	<b>24.03</b>	<b>9.83</b>	<b>33.86</b>	<b>19.62</b>	<b>43.65</b>
<b>Team Leader</b> (formerly Foreman)	<b>19.70</b>	<b>8.06</b>	<b>27.76</b>	<b>16.08</b>	<b>35.78</b>
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	<b>18.85</b>	<b>7.77</b>	<b>26.62</b>	<b>15.53</b>	<b>34.38</b>
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	<b>18.21</b>	<b>7.53</b>	<b>25.74</b>	<b>15.02</b>	<b>33.23</b>
Senior Craftsperson (+ Supervisory Responsibility)	<b>17.57</b>	<b>7.23</b>	<b>24.80</b>	<b>14.49</b>	<b>32.06</b>
Senior Craftsperson (+ 2 units of Responsibility Allowance)	<b>17.57</b>	<b>7.23</b>	<b>24.80</b>	<b>14.49</b>	<b>32.06</b>
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	<b>16.93</b>	<b>6.92</b>	<b>23.85</b>	<b>13.92</b>	<b>30.85</b>
<b>Senior Craftsperson</b>	<b>16.29</b>	<b>6.68</b>	<b>22.97</b>	<b>13.33</b>	<b>29.62</b>
Craftsperson (+ 3 units of Responsibility Allowance)	<b>16.93</b>	<b>6.92</b>	<b>23.85</b>	<b>13.92</b>	<b>30.85</b>
Craftsperson (+ 2 units of Responsibility Allowance)	<b>16.29</b>	<b>6.68</b>	<b>22.97</b>	<b>13.33</b>	<b>29.62</b>
Craftsperson (+ 1 unit of Responsibility Allowance)	<b>15.64</b>	<b>6.38</b>	<b>22.02</b>	<b>12.79</b>	<b>28.43</b>
<b>Craftsperson</b>	<b>15.00</b>	<b>6.13</b>	<b>21.13</b>	<b>12.22</b>	<b>27.22</b>
<b>Installer</b>	<b>13.54</b>	<b>5.55</b>	<b>19.09</b>	<b>11.11</b>	<b>24.65</b>
<b>Adult Trainee</b>	<b>11.42</b>	<b>4.67</b>	<b>16.09</b>	<b>9.34</b>	<b>20.76</b>
<b>Mate</b> (18 and over)	<b>11.42</b>	<b>4.67</b>	<b>16.09</b>	<b>9.34</b>	<b>20.76</b>
Senior <b>Modern Apprentice</b>	<b>13.54</b>	<b>5.55</b>	<b>19.09</b>	<b>11.11</b>	<b>24.65</b>
Intermediate <b>Modern Apprentice</b>	<b>10.50</b>	<b>4.28</b>	<b>14.78</b>	<b>8.61</b>	<b>19.11</b>
Junior <b>Modern Apprentice</b>	<b>7.40</b>	<b>3.02</b>	<b>10.42</b>	<b>6.11</b>	<b>13.51</b>

**Notes:** On next page

/Continued on next page

**READY RECKONER: TOTAL OVERTIME PAYMENTS  
IN ACCORDANCE WITH NATIONAL AGREEMENT CLAUSE 9/continued**

National Agreement Grade and Allowance(s)	From 7 October 2024				
	<i>Basic rate for all hours</i>	<i>Premium Rate 1</i>	<i>Total Overtime Payment see Note 5</i>	<i>Premium Rate 2</i>	<i>Total Overtime Payment see Note 6</i>
	£	£	£	£	£
<b>Building Services Engineering Supervisor</b>	<b>24.75</b>	<b>10.12</b>	<b>34.87</b>	<b>20.21</b>	<b>44.96</b>
<b>Team Leader</b> (formerly Foreman)	<b>20.29</b>	<b>8.30</b>	<b>28.59</b>	<b>16.56</b>	<b>36.85</b>
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	<b>19.42</b>	<b>8.00</b>	<b>27.42</b>	<b>16.00</b>	<b>35.42</b>
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	<b>18.74</b>	<b>7.76</b>	<b>26.50</b>	<b>15.47</b>	<b>34.21</b>
Senior Craftsperson (+ Supervisory Responsibility)	<b>18.10</b>	<b>7.45</b>	<b>25.55</b>	<b>14.92</b>	<b>33.02</b>
Senior Craftsperson (+ 2 units of Responsibility Allowance)	<b>18.10</b>	<b>7.45</b>	<b>25.55</b>	<b>14.92</b>	<b>33.02</b>
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	<b>17.44</b>	<b>7.13</b>	<b>24.57</b>	<b>14.34</b>	<b>31.78</b>
<b>Senior Craftsperson</b>	<b>16.78</b>	<b>6.88</b>	<b>23.66</b>	<b>13.73</b>	<b>30.51</b>
Craftsperson (+ 3 units of Responsibility Allowance)	<b>17.44</b>	<b>7.13</b>	<b>24.57</b>	<b>14.34</b>	<b>31.78</b>
Craftsperson (+ 2 units of Responsibility Allowance)	<b>16.78</b>	<b>6.88</b>	<b>23.66</b>	<b>13.73</b>	<b>30.51</b>
Craftsperson (+ 1 unit of Responsibility Allowance)	<b>16.11</b>	<b>6.57</b>	<b>22.68</b>	<b>13.17</b>	<b>29.28</b>
<b>Craftsperson</b>	<b>15.45</b>	<b>6.31</b>	<b>21.76</b>	<b>12.59</b>	<b>28.04</b>
<b>Installer</b>	<b>13.95</b>	<b>5.72</b>	<b>19.67</b>	<b>11.44</b>	<b>25.39</b>
<b>Adult Trainee</b>	<b>11.76</b>	<b>4.81</b>	<b>16.57</b>	<b>9.62</b>	<b>21.38</b>
<b>Mate</b> (18 and over)	<b>11.76</b>	<b>4.81</b>	<b>16.57</b>	<b>9.62</b>	<b>21.38</b>
Senior <b>Modern Apprentice</b>	<b>13.95</b>	<b>5.72</b>	<b>19.67</b>	<b>11.44</b>	<b>25.39</b>
Intermediate <b>Modern Apprentice</b>	<b>10.82</b>	<b>4.41</b>	<b>15.23</b>	<b>8.87</b>	<b>19.69</b>
Junior <b>Modern Apprentice</b>	<b>7.62</b>	<b>3.11</b>	<b>10.73</b>	<b>6.29</b>	<b>13.91</b>

**Notes:**

- (5) See Clauses 9f, 9g and 9h i of the National Agreement  
(6) See Clauses 9f and 9h i-iii of the National Agreement



**APPENDIX 3**  
**to JCC LETTER 130**

**READY RECKONER: WELFARE BENEFITS – EMPLOYEE BENEFITS (EXCEPT PENSION)  
AND EMPLOYERS' WELFARE CONTRIBUTIONS**

<b>WEEKLY SICKNESS AND ACCIDENT BENEFIT</b> – Payable in accordance with the Rules of WELPLAN and the Welplan Supplement to the National Agreement – see Note 7 below							
<b>National Agreement Grade and Allowance(s)</b>	<b>Credit Value Category</b>	<b>From 3 October 2022</b> (JCC Letter 126 [revised] dated 8 Sept 2021)		<b>From 2 October 2023</b>		<b>From 7 October 2024</b>	
		Weeks 1-28 £	Weeks 29-52 £	Weeks 1-28 £	Weeks 29-52 £	Weeks 1-28 £	Weeks 29-52 £
<b>Building Services Engineering Supervisor</b>	y	421.13	210.62	<b>450.59</b>	<b>225.33</b>	<b>464.10</b>	<b>232.05</b>
<b>Team Leader</b> (formerly Foreman)	a	345.19	137.72	<b>369.39</b>	<b>184.73</b>	<b>380.45</b>	<b>190.26</b>
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	z	330.38	137.72	<b>353.50</b>	<b>176.75</b>	<b>364.14</b>	<b>182.07</b>
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	b	319.13	137.72	<b>341.46</b>	<b>170.73</b>	<b>351.75</b>	<b>175.91</b>
Senior Craftsperson (+ Supervisory Responsibility)	c	307.88	114.34	<b>329.49</b>	<b>164.78</b>	<b>339.43</b>	<b>169.75</b>
Senior Craftsperson (+ 2 units of Responsibility Allowance)	c	307.88	114.34	<b>329.49</b>	<b>164.78</b>	<b>339.43</b>	<b>169.75</b>
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	d	296.63	114.34	<b>317.45</b>	<b>158.76</b>	<b>327.04</b>	<b>163.52</b>
<b>Senior Craftsperson</b>	e	285.38	114.34	<b>305.48</b>	<b>152.74</b>	<b>314.65</b>	<b>157.36</b>
Craftsperson (+ 3 units of Responsibility Allowance)	d	296.63	114.34	<b>317.45</b>	<b>158.76</b>	<b>327.04</b>	<b>163.52</b>
Craftsperson (+ 2 units of Responsibility Allowance)	e	285.38	114.34	<b>305.48</b>	<b>152.74</b>	<b>314.65</b>	<b>157.36</b>
Craftsperson (+ 1 unit of Responsibility Allowance)	f	274.13	104.29	<b>293.30</b>	<b>146.72</b>	<b>302.12</b>	<b>151.06</b>
<b>Craftsperson</b>	g	262.88	94.39	<b>281.26</b>	<b>140.70</b>	<b>289.73</b>	<b>144.90</b>
<b>Installer</b>	h	215.98	75.38	<b>222.25</b>	<b>126.98</b>	<b>228.97</b>	<b>130.83</b>
<b>Adult Trainee</b>	i	157.90	55.13	<b>170.17</b>	<b>107.10</b>	<b>175.28</b>	<b>110.25</b>
<b>Mate</b> (18 and over)	i	157.90	55.13	<b>170.17</b>	<b>107.10</b>	<b>175.28</b>	<b>110.25</b>
Senior <b>Modern Apprentice</b>	h	215.98	75.38	<b>222.25</b>	<b>126.98</b>	<b>228.97</b>	<b>130.83</b>
Intermediate <b>Modern Apprentice</b>	j	140.00	55.13	<b>150.01</b>	<b>98.49</b>	<b>154.56</b>	<b>101.50</b>
Junior <b>Modern Apprentice</b>	k	71.50	20.90	<b>72.59</b>	<b>69.44</b>	<b>74.83</b>	<b>71.47</b>

	<i>From 3 October 2022</i>	<i>From 2 October 2023</i>	<i>From 7 October 2024</i>	<i>WEEKLY WELFARE CONTRIBUTIONS</i>	<i>See Note 8 below</i>	<i>From 3 October 2022</i>	<i>From 2 October 2023</i>	<i>From 7 October 2024</i>	
						<i>£</i>	<i>£</i>	<i>£</i>	
<b>DEATH BENEFIT FOR DEPENDANTS</b>	£66,000	<b>No Change</b>	<b>No Change</b>				10.07	<b>11.44</b>	<b>11.61</b>
<b>ACCIDENTAL DISMEMBERMENT</b>	£66,000								
<b>PERMANENT TOTAL DISABILITY BENEFIT</b>	£66,000								
<b>INDEX BENEFITS</b>									
Loss of four fingers or thumb	£ 9,700								
Loss of index finger	£ 6,400								
Loss of any other finger	£ 1,560								
Loss of big toe	£ 3,080								
Loss of any other toe	£ 1,040								

**Notes:** for Notes (7) and (8) see foot of page 11 below

**APPENDIX 4**  
**to JCC LETTER 130**

**READY RECKONER: PENSION PROVISIONS – CONTRACTUAL EMPLOYER AND EMPLOYEE PENSION CONTRIBUTIONS**

<b>WEEKLY PENSION CONTRIBUTIONS – EMPLOYERS’ AND EMPLOYEE CONTRIBUTIONS</b> – see Notes 9 and 10 below				
<b>National Agreement Grade and Allowance(s)</b>	<b>Credit Value Category</b>	<b>From 3 October 2022</b> <i>(JCC Letter 126 [revised] dated 8 Sept 2021)</i>		
<b>Pension Contribution Rate – Percentage of pre-tax basic pay (hourly rate x 37½):</b>	<b>Employer</b>	5% 4%		
		<b>Employee</b>		
		Employer Contribution £	Employee Contribution £	Total Contribution £
<b>Building Services Engineering Supervisor</b>	y	42.11	33.69	75.80
<b>Team Leader</b> (formerly Foreman)	a	34.52	27.62	62.14
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	z	33.04	26.43	59.47
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	b	31.91	25.53	57.44
Senior Craftsperson (+ Supervisory Responsibility)	c	30.79	24.63	55.42
Senior Craftsperson (+ 2 units of Responsibility Allowance)	c	30.79	24.63	55.42
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	d	29.66	23.73	53.39
<b>Senior Craftsperson</b>	e	28.54	22.83	51.37
Craftsperson (+ 3 units of Responsibility Allowance)	d	29.66	23.73	53.39
Craftsperson (+ 2 units of Responsibility Allowance)	e	28.54	22.83	51.37
Craftsperson (+ 1 unit of Responsibility Allowance)	f	27.41	21.93	49.34
<b>Craftsperson</b>	g	26.29	21.03	47.32
<b>Installer</b>	h	23.72	18.98	42.70
<b>Adult Trainee</b>	i	20.01	16.01	36.02
<b>Mate</b> (18 and over)	i	20.01	16.01	36.02
Senior <b>Modern Apprentice</b>	h	23.72	18.98	42.70
Intermediate <b>Modern Apprentice</b>	j	18.39	14.72	33.11
Junior <b>Modern Apprentice</b>	k	12.98	10.38	23.36

## READY RECKONER: PENSION PROVISIONS – CONTRACTUAL EMPLOYER AND EMPLOYEE PENSION CONTRIBUTIONS/Continued

WEEKLY PENSION CONTRIBUTIONS – EMPLOYERS’ AND EMPLOYEE CONTRIBUTIONS – see Notes 9 and 10 below							
National Agreement Grade and Allowance(s)	Credit Value Category	From 2 October 2023			From 7 October 2024		
<b>Pension Contribution Rate – Percentage of pre-tax basic pay (hourly rate x 37½):</b> <b>Employer</b> <b>Employee</b>		5% 4%			<b>Important Note:</b> See paragraph 2.2 in main JCC Letter Employer contribution is dependent on Employee contribution otherwise rates remain at 2023 levels. 6% 5%		
		Employer Contribution £	Employee Contribution £	Total Contribution £	Employer Contribution £	Employee Contribution £	Total Contribution £
<b>Building Services Engineering Supervisor</b>	y	<b>45.06</b>	<b>36.05</b>	<b>81.11</b>	<b>55.69</b>	<b>46.41</b>	<b>102.10</b>
<b>Team Leader</b> (formerly Foreman)	a	<b>36.94</b>	<b>29.55</b>	<b>66.49</b>	<b>45.65</b>	<b>38.04</b>	<b>83.69</b>
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	z	<b>35.34</b>	<b>28.28</b>	<b>63.62</b>	<b>43.70</b>	<b>36.41</b>	<b>80.11</b>
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	b	<b>34.14</b>	<b>27.32</b>	<b>61.46</b>	<b>42.17</b>	<b>35.14</b>	<b>77.31</b>
Senior Craftsperson (+ Supervisory Responsibility)	c	<b>32.94</b>	<b>26.36</b>	<b>59.30</b>	<b>40.73</b>	<b>33.94</b>	<b>74.67</b>
Senior Craftsperson (+ 2 units of Responsibility Allowance)	c	<b>32.94</b>	<b>26.36</b>	<b>59.30</b>	<b>40.73</b>	<b>33.94</b>	<b>74.67</b>
Senior Craftsperson (+ 1 unit of Responsibility Allowance)	d	<b>31.74</b>	<b>25.40</b>	<b>57.14</b>	<b>39.24</b>	<b>32.70</b>	<b>71.94</b>
<b>Senior Craftsperson</b>	e	<b>30.54</b>	<b>24.44</b>	<b>54.98</b>	<b>37.76</b>	<b>31.46</b>	<b>69.21</b>
Craftsperson (+ 3 units of Responsibility Allowance)	d	<b>31.74</b>	<b>25.40</b>	<b>57.14</b>	<b>39.24</b>	<b>32.70</b>	<b>71.94</b>
Craftsperson (+ 2 units of Responsibility Allowance)	e	<b>30.54</b>	<b>24.44</b>	<b>54.98</b>	<b>37.76</b>	<b>31.46</b>	<b>69.21</b>
Craftsperson (+ 1 unit of Responsibility Allowance)	f	<b>29.33</b>	<b>23.46</b>	<b>52.79</b>	<b>36.25</b>	<b>30.21</b>	<b>66.46</b>
<b>Craftsperson</b>	g	<b>28.13</b>	<b>22.50</b>	<b>50.63</b>	<b>34.76</b>	<b>28.97</b>	<b>63.73</b>
<b>Installer</b>	h	<b>25.39</b>	<b>20.31</b>	<b>45.70</b>	<b>31.39</b>	<b>26.16</b>	<b>57.55</b>
<b>Adult Trainee</b>	i	<b>21.41</b>	<b>17.13</b>	<b>38.54</b>	<b>26.46</b>	<b>22.05</b>	<b>48.51</b>
<b>Mate</b> (18 and over)	i	<b>21.41</b>	<b>17.13</b>	<b>38.54</b>	<b>26.46</b>	<b>22.05</b>	<b>48.51</b>
Senior <b>Modern Apprentice</b>	h	<b>25.39</b>	<b>20.31</b>	<b>45.70</b>	<b>31.39</b>	<b>26.16</b>	<b>57.55</b>
Intermediate <b>Modern Apprentice</b>	j	<b>19.69</b>	<b>15.75</b>	<b>35.44</b>	<b>24.35</b>	<b>20.29</b>	<b>44.64</b>
Junior <b>Modern Apprentice</b>	k	<b>13.88</b>	<b>11.10</b>	<b>24.98</b>	<b>17.15</b>	<b>14.29</b>	<b>31.44</b>

**Notes:**

- (7) Payment of Weekly Sickness and Accident Benefit, Accidental Dismemberment Benefit, Death Benefit and Permanent Total Disability Benefit is discretionary, and the amounts stated are maxima.
- (8) Payment by the Employer of the Weekly Welfare Contribution is necessary to ensure compliance through Welplan with the Weekly Sickness and Accident Benefit and Other Welfare Benefits of the National Agreement enumerated on the previous page of this JCC Letter.
- (9) The introduction of an Employee Pension Contribution from 3 October 2016 requires the Total Pension Contribution (i.e., Employer and Employee Contributions) to be paid separately from the Welfare Contribution shown in Appendix 3 of this JCC Letter.
- (10) The Weekly Employer Pension Contribution included in the Total Contribution shown in this Table applies only where the Employee is paid strictly in accordance with the basic weekly hours (37½) and hourly rates set out in this JCC Letter.

[this page is deliberately blank]