

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

94

Amicus

COMPRISING:

Heating and Ventilating Contractors' Association (HVCA)

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4 December 2006

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

Dear Sir/Madam

**Agreement for HVAC Work on Engineering Construction Sites:
Amendments to Rates of Wages and Other Conditions – Appendix “C” of the HVCA National Agreement –
with effect from 27 November 2006**

1 Introduction and Summary

- 1.1 The purpose of this letter is to advise you of the increase in wage rates for Operatives employed under Appendix "C" of the National Agreement on certain projects within the engineering construction industry (previously referred to as having been "nominated" by the National Joint Council for the Engineering Construction Industry). This follows the recent settlement made under the terms of the 2006/07 wage agreement for the National Agreement for the Engineering Construction Industry (NAECI).
- 1.2 This Agreement also reflects the decision made under the terms of the 2002/03-2003/04 NAECI settlement as regards the "sectionalisation" of engineering construction industry projects in four discrete Categories; and this Agreement is applicable on Category 1 projects. (JCC Letter 84, dated 10 July 2002, defines these Categories in more detail).
- 1.3 The changes outlined in this JCC Letter are effective from Monday 27 November 2006.
- 1.4 This settlement is on the basis that there will be no further increase in wages for work covered by Appendix "C" of the National Agreement until the 2007 NAECI settlement, although the Parties accept that it is open to them to agree a later date, if it is appropriate to do so.

2 Principal Changes

- 2.1 The principal changes to terms and conditions of employment introduced under the 2006/07 review of the NAECI include the following:

from 27 November 2006

- (a) an increase of 3.5 per cent in basic hourly wage rates;
- (b) a corresponding increase in radius allowance;
- (c) a corresponding increase in overtime rates (which remain at 40 per cent and 80 per cent of the basic hourly wage, instead of time-and-a-half and double-time respectively);

3 Tables of Rates, etc

Wages and Allowances

- 3.1 The effect of these increases and changes on wage rates and current second-tier payments is at **Appendix 1**, and the effect of these changes on overtime rates is at **Appendix 2**.
- 3.2 It has again been agreed that the grade structure to be used for the employment of Operatives on HVAC work under the Appendix "C" Agreement shall be the grade structure which applied under the terms of the National Agreement before 24 August 1998. These arrangements are necessary to reflect the different structures of the HVAC National Agreement and the NAECI, and to maintain a workable interface between the two Agreements on these important sites to suit client requirements; and they shall apply only to work undertaken under Appendix "C" of the Agreement.
- 3.3 The allowances in the National Agreement (for example, Daily Abnormal Conditions Money, Lodging Allowance, Weekly Holiday and Welfare Contributions, etc.), promulgated in JCC Letter 93, dated 19 October 2006, and any subsequent amendment thereof, shall apply equally to Operatives while employed under the terms of Appendix "C" of the National Agreement, except on matters where both Agreements contain provisions, then the provisions in this Agreement shall take precedence.

Daily Travelling Allowance

- 3.4 In previous years, Appendix "C" of the National Agreement has retained an earlier model of Daily Travelling Allowance (DTA), based on seven different 5-mile-wide bands. It had been considered necessary to retain this approach to reflect the different structure of DTA and radius payments between the HVAC National Agreement and the NAECI.

Signed on behalf of and as authorised by
HEATING AND VENTILATING CONTRACTORS' ASSOCIATION
R.J. HIGGS, OBE, Chief Executive

Signed on behalf of and as authorised by
AMICUS
T. HARDACRE, Construction Industry Lead Officer

Appendix 1

WORK ON CERTAIN CATEGORIES OF ENGINEERING CONSTRUCTION PROJECTS – JCC LETTER 94

HOURLY RATES OF WAGES (Section 4)*	<i>From 4 April 2005</i>		<i>From 27 November 2006</i>			
	£		£			
Foreman (Pipefitter)	13.20		13.66			
Foreman (Ductwork Erector)	12.21		12.64			
Chargehand	11.90		12.33			
Advanced Fitter	11.68		12.09			
Fitter	10.87		11.25			
Installer	10.30		10.66			
Improver	10.30		10.66			
Assistant	9.63		9.97			
Adult Trainee	8.74		9.05			
Mate over 18	8.74		9.05			
Welding Supplements Hourly rates for Operatives qualified in accordance with Clause 8 m-s are as follows:						
Fitter holding one current certificate of competency	11.29		11.69			
Fitter holding both current certificates of competency	11.68		12.09			
Advanced Fitter holding one current certificate of competency	11.79		12.20			
Advanced Fitter holding both current certificates of competency	11.90		12.33			
Hourly payment for motivated performance and maximum hourly average payments (Sections 5-11)*	<i>Motivated Performance</i>	<i>Maximum</i>				
Craftsman	0.80	1.79	}	No Change		
Installer/Improver	0.72	1.61				
Assistant	0.64	1.43				
Mate	0.64	1.43				
Fixed hourly productivity allowance (Section 12)*						
Craftsman		1.10	}	No Change		
Installer/Improver		0.99				
Assistant		0.88				
Mate		0.88				
DAILY TRAVELLING ALLOWANCE						
C	Craftsmen including Improvers					
M&A	Assistants, Mates, Junior Mates and Craft Apprentices					
Direct Distance from centre to job in miles:						
	Over	Not exceeding	<i>C</i>	<i>M&A</i>	<i>C</i>	<i>M&A</i>
	15	20	1.41	1.24	1.46	1.28
	20	25	2.86	2.45	2.96	2.54
	25	30	4.18	3.65	4.32	3.78
	30	35	5.18	4.64	5.36	4.80
	35	40	6.18	5.34	6.40	5.53
	40	45	7.20	6.21	7.45	6.43
	45	50	8.20	7.04	8.49	7.29

* of the Agreement set out in Appendix "C" of the HVCA National Agreement

Appendix 2

WORK ON CERTAIN CATEGORIES OF ENGINEERING CONSTRUCTION PROJECTS – OVERTIME CALCULATION RATES – JCC LETTER 94

GRADES	<i>From 27 November 2006</i>				
	Basic rate for all hours	Premium Rate 1	Total Overtime Payment (See Note 1)	Premium Rate 2	Total Overtime Payment (See Note 2)
	£	£	£	£	£
Foreman (Pipefitter)	13.66	5.46	19.12	10.93	24.59
Foreman (Ductwork Erector)	12.64	5.06	17.70	10.11	22.75
Chargehand	12.33	4.93	17.26	9.86	22.19
Advanced Fitter with 2 welding skills	12.33	4.93	17.26	9.86	22.19
Advanced Fitter with 1 welding skill	12.20	4.88	17.08	9.76	21.96
Advanced Fitter	12.09	4.84	16.93	9.67	21.76
Fitter with 2 welding skills	12.09	4.84	16.93	9.67	21.76
Fitter with 1 welding skill	11.69	4.68	16.37	9.35	21.04
Fitter	11.25	4.50	15.75	9.00	20.25
Installer	10.66	4.26	14.92	8.53	19.19
Improver	10.66	4.26	14.92	8.53	19.19
Assistant	9.97	3.99	13.96	7.98	17.95
Adult Trainee	9.05	3.62	12.67	7.24	16.29
Mate	9.05	3.62	12.67	7.24	16.29

Notes: (1) See Operative National Agreement Clauses **9f** and **9h(i)**.

(2) See Operative National Agreement Clause **9h(i)-(iii)**.