

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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PROMULGATION 2/07

Student Engineers (formerly Student Apprentices) Revised Minimum Annual Salaries from 1 September 2007

1. Agreement has been reached between the Parties on the following revised minimum annual salaries.

Year of Training	Current Salaries with effect from 1 September 2006		Revised Salaries with effect from 1 September 2007	
	National Scale	London Scale	National Scale	London Scale
1	£ 9,100	£ 11,245	£ 9,465	£ 11,695
2	11,005	13,350	11,445	13,885
3	12,830	15,440	13,345	16,060
4	15,945	18,915	16,585	19,675

2. It remains the objective of the National Joint Council to replace the year-of-training based pay structure as soon as practicable with one which links pay progression to the achievement of measurable training and academic qualification milestones. The Parties will use their best endeavours to develop revised transitional salary progression arrangements in time for the 1 September 2008 review. As appropriate, Student Engineers will be covered by the review of the EEI Unified Grading Scheme detailed in Promulgation 1/07.

Electrical and Engineering Staff Association

Joint Secretary (Employees' Side: J Skinner)

Heating and Ventilating Contractors' Association
Electrical Contractors' Association

Chairman: J S Webb
Joint Secretary (Employers' Side: J Meadley)

3. All Student Engineers covered by the Agreement are to receive a taxable lump sum payment of £150, payable in the pay period following **1 March** every year (commencing 1 March 2008), as a contribution towards professional and personal development costs:
4. Employers are reminded that the above salary scales are minima only and therefore higher salaries may be paid where circumstances warrant.
5. The National Joint Council recognises that some employers might exceptionally consider appointing – in a pre-National Certificate phase – individuals who do not possess the necessary entry qualifications for the National Certificate course. This would allow such individuals a period of time to improve their level of qualifications up to the National Certificate entry standard. The salary to be paid in such cases should be determined by the employer but should not be less than £7,820 (National Scale) or £9,720 (London Scale).
6. The London Scale applies to Student Engineers employed from offices based within the M25 London Orbital motorway.
7. Employers are reminded that the provisions of the NJC Handbook of Agreements apply to Student Engineers, subject to the normal qualifying conditions set out in the Handbook and subject also to the specific provisions for Student Engineers contained in Clause 11 of the Handbook.

7 August 2007