

22<sup>nd</sup> September 2021

## **2022 – 2023 NAECI SETTLEMENT**

Following NJC Communique 05(21), which reported the Signatory Trades Unions' acceptance of the Employers' offer, this Communique details the NAECI 2022 & 2023 Agreement in full:

### **SCHEDULE OF RATES AND ALLOWANCES**

#### **1. Pay Rates (NAECI Appendix A.2 & A.8)**

From 3<sup>rd</sup> January 2022, hourly pay rates will increase by 2.5%.

Hourly pay rates will increase by a further 2.5% from 9<sup>th</sup> January 2023.

#### **2. Radius Allowance & Accommodation Allowance (NAECI 9.1 & A.4, 9.2 & A.5)**

From 3<sup>rd</sup> January 2022, radius and accommodation allowances will increase by 2.5%.\*

Radius and accommodation allowances will increase by a further 2.5% from 9<sup>th</sup> January 2023.\*

#### **3. Conditions of the 2022 – 2023 Settlement**

It is a condition of the 2022 – 2023 NAECI settlement that there will be no further improvements in the rates, benefits or any other terms and conditions of the NAECI beyond those agreed in this settlement prior to Monday 8<sup>th</sup> January 2024.

The current NAECI 2019 - 2020 will be revised in accordance with this NJC Communique, re-printed in hard copy and published on the NJC website. Should any issue of interpretation arise before then, the authority for resolution will be the Employers' offer letter of 23<sup>rd</sup> July 2021. Any rates and allowances not referred to in this NJC Communique remain unchanged.

The following attachments 1 (2022) and 2 (2023) detail the new rates and allowances based on the above.

\* **Subject to HMRC approval. HMRC will be approached to continue the existing taxation treatment of these allowances.**

**2022 CATEGORISED WORK RATES OF PAY (1 – 3)**  
**From Monday 3<sup>rd</sup> January 2022**

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
<b>Basic Pay</b>	£11.60	£8.97	£13.31	£10.27	£15.12	£11.60	£17.89	£18.64	£19.42
<b>Night</b>	£14.67	£11.35	£16.84	£12.99	£19.13	£14.67	£22.63	£23.58	£24.57
<b>Afternoons</b>	£13.68	£10.58	£15.69	£12.11	£17.83	£13.68	£21.09	£21.98	£22.90
<b>Double day – Morning</b>	£13.47	£10.41	£15.45	£11.92	£17.55	£13.47	£20.77	£21.64	£22.55
<b>Double day – Afternoons</b>	£14.37	£11.11	£16.49	£12.72	£18.73	£14.37	£22.17	£23.09	£24.06
<b>3 shifts 5 days</b>	£14.19	£10.97	£16.28	£12.56	£18.49	£14.19	£21.88	£22.80	£23.75
<b>3 Shifts 7 days</b>	£14.37	£11.11	£16.49	£12.72	£18.73	£14.37	£22.17	£23.09	£24.06
<b>Rolling Shifts Days</b>	£13.92	£10.76	£15.97	£12.32	£18.14	£13.92	£21.47	£22.37	£23.30
<b>Rolling Shifts Nights</b>	£15.31	£11.84	£17.57	£13.56	£19.96	£15.31	£23.61	£24.60	£25.63
<b>Overtime A</b>	£16.24	£12.56	£18.63	£14.38	£21.17	£16.24	£25.05	£26.10	£27.19
<b>Overtime B</b>	£20.88	£16.15	£23.96	£18.49	£27.22	£20.88	£32.20	£33.55	£34.96

**2022 NATIONAL GUARANTEED WORK RATES OF PAY**  
**From Monday 3<sup>rd</sup> January 2022**

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
<b>Basic Pay</b>	£10.40	£8.05	£11.92	£9.17	£13.51	£10.40	£15.82	£16.62	£17.38
<b>Night</b>	£13.16	£10.18	£15.08	£11.60	£17.09	£13.16	£20.01	£21.02	£21.99
<b>Afternoons</b>	£12.26	£9.49	£14.05	£10.81	£15.93	£12.26	£18.65	£19.59	£20.49
<b>Double day – Morning</b>	£12.07	£9.35	£13.84	£10.65	£15.69	£12.07	£18.37	£19.30	£20.18
<b>Double day – Afternoons</b>	£12.89	£9.97	£14.77	£11.36	£16.74	£12.89	£19.60	£20.59	£21.53
<b>3 shifts 5 days</b>	£12.72	£9.85	£14.58	£11.21	£16.52	£12.72	£19.35	£20.33	£21.26
<b>3 Shifts 7 days</b>	£12.89	£9.97	£14.77	£11.36	£16.74	£12.89	£19.60	£20.59	£21.53
<b>Rolling Shifts Days</b>	£12.48	£9.66	£14.30	£11.00	£16.21	£12.48	£18.98	£19.94	£20.86
<b>Rolling Shifts Nights</b>	£13.73	£10.63	£15.73	£12.10	£17.83	£13.73	£20.88	£21.94	£22.94
<b>Overtime A</b>	£14.56	£11.27	£16.69	£12.84	£18.91	£14.56	£22.15	£23.27	£24.33
<b>Overtime B</b>	£18.72	£14.49	£21.46	£16.51	£24.32	£18.72	£28.48	£29.92	£31.28

**A.4 RADIUS ALLOWANCE (NAECI 9.1)**  
**From Monday 3<sup>rd</sup> January 2022**

BRACKET MILES		Scale 1			Scale 2
Over	Not exceeding	Taxed	Tax Free	TOTAL	
2	8	£0.00	£0.00	£0.00	£0.00
8	11	£2.94	£0.00	£2.94	£1.94
11	14	£4.80	£1.15	£5.95	£3.86
14	17	£7.78	£1.64	£9.42	£6.26
17	20	£8.65	£3.75	£12.40	£8.20
20	25	£9.98	£5.10	£15.08	£10.00
25	30	£11.05	£6.16	£17.21	£11.33
30	35	£11.94	£7.02	£18.96	£12.65
Over 35		£12.75	£7.86	£20.61	£13.82

**A.5 ACCOMMODATION ALLOWANCE (NAECI 9.2)**  
**From Monday 3<sup>rd</sup> January 2022**

(a) Daily and weekly rates:

	From 03/01/22
Daily Rate	£42.21
Weekly Rate	£295.47

(b) Accommodation retainer for public holidays and periodic leave:

	From 03/01/22
Daily Rate	£12.39

(c) Accommodation retainer for annual holidays and sickness absence:

	From 03/01/22
Daily Rate	£7.14
Weekly Rate	£49.98

**NAECI A.8(b)**  
**CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES**  
**From Monday 3<sup>rd</sup> January 2022**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£7.22	£9.35	£12.11	£14.58
Night	£9.13	£11.83	£15.32	£18.44
Afternoons	£8.51	£11.02	£14.28	£17.19
Double day – Morning	£8.38	£10.86	£14.06	£16.93
Double day – Afternoons	£8.95	£11.58	£15.00	£18.06
3 shifts 5 days	£8.83	£11.44	£14.81	£17.83
3 Shifts 7 days	£8.95	£11.58	£15.00	£18.06
Rolling Shifts Days	£8.66	£11.22	£14.53	£17.50
Rolling Shifts Nights	£9.53	£12.34	£15.99	£19.25
Overtime A	£10.11	£13.09	£16.95	£20.41
Overtime B	£13.00	£16.83	£21.80	£26.24

**NAECI A.2(b)**  
**NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES**  
**From Monday 3<sup>rd</sup> January 2022**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£7.19	£9.30	£11.49	£13.44
Night	£9.10	£11.76	£14.53	£17.00
Afternoons	£8.48	£10.96	£13.55	£15.85
Double day – Morning	£8.35	£10.80	£13.34	£15.60
Double day – Afternoons	£8.91	£11.52	£14.24	£16.65
3 shifts 5 days	£8.79	£11.37	£14.05	£16.44
3 Shifts 7 days	£8.91	£11.52	£14.24	£16.65
Rolling Shifts Days	£8.63	£11.16	£13.79	£16.13
Rolling Shifts Nights	£9.49	£12.28	£15.17	£17.74
Overtime A	£10.07	£13.02	£16.09	£18.82
Overtime B	£12.94	£16.74	£20.68	£24.19

**A.9 SALARIED EMPLOYEES (NAECI 17)****(a) Entitlement**

Employees who accept an offer of salaried status from their employer in accordance with NAECI 17 shall be entitled to receive a monthly, 4 weekly, fortnightly or weekly salary calculated in accordance with the following provisions. This salary shall be payable for each such period (including periods of annual and/or public holiday), except where the provisions of NAECI 17.5(b) apply.

**(b) Base salary**i) Salaried employees permanently engaged on Categorised Work (1-3)

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI Categorised Work (1-3) basic hourly rates 2022.

**From Monday 3<sup>rd</sup> January 2022**

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Basic Hourly Rate	£13.31	£15.12	£17.89	£18.64	£19.42
Annualised Base Salary (38hrs x 52 wks)	£26,300.56	£29,877.12	£35,350.64	£36,832.64	£38,373.92

ii) Salaried employees permanently engaged on National Guaranteed Rates

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI National Guaranteed basic hourly rates 2022.

**From Monday 3<sup>rd</sup> January 2022**

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£11.92	£13.51	£15.82	£16.62	£17.38
Annualised Base Salary (38hrs x 52 wks)	£23,553.92	£26,695.76	£31,260.32	£32,841.12	£34,342.88

iii) Salaried employees normally engaged on National Guaranteed Rates, but transferred periodically onto Categorised Work

Periodic base salaries (i.e. for basic working hours) shall normally be derived from National Guaranteed Rates, set out in (ii) above. These shall be enhanced, during the period of the transfer onto Categorised Work, by a supplementary payment representing the difference between the applicable National Guaranteed and Categorised Work basic hourly rates for that period.

*Example: Grade 5 salaried employee in receipt of 4 weekly salary derived from National Guaranteed Rates. Transferred on to Categorised Work rates during a 3 week Category 3 Event. 2022 rates applicable.*

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2,526.24</i>
<i>PLUS</i>	
<i>Supplementary payment for Categorised Work ((Categorised Work basic rate – NGR basic rate) x (38hrs x 3 wks))</i>	<i>£230.28</i>
<b><i>TOTAL SALARY (basic working hours only)</i></b>	<b><i>£2,756.52</i></b>

iv) Supplementary payments for shift working

Where a salaried employee is engaged either permanently or periodically on shift work, his/her base salary calculated as above shall be enhanced, during the period of shift working, by a supplementary payment representing the difference between the applicable basic and shift rates for that period.

*Example: Grade 5 salaried employee in receipt of 4 weekly salary, derived from Categorised Work (1-3) rates. Engaged on permanent night shift. 2022 rates applicable.*

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2,833.28</i>
<i>PLUS</i>	
<i>Supplementary payment for night shift ((Cats 1-3 night shift rate – Cats 1–3 basic rate) x (38 hrs x 4 wks))</i>	<i>£750.88</i>
<b><i>TOTAL SALARY (basic working hours only)</i></b>	<b><i>£3,584.16</i></b>

(c) **Other payments**

Salaried employees shall remain entitled to overtime, incentive bonus and welding proficiency payments, where applicable, in accordance with the relevant NAECI provisions.

In applying the holiday pay provisions of NAECI 10 to salaried employees, full account shall be taken of the fact that payment for annual and public holidays is already included in the calculation of periodic base salaries above.

(d) **Part-time work**

Where a salaried employee is engaged on a part-time basis in accordance with NAECI 7.1(e), the salary figures listed above must be reduced pro rata.

**2023 CATEGORISED WORK RATES OF PAY (1 – 3)**  
**From Monday 9<sup>th</sup> January 2023**

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
<b>Basic Pay</b>	£11.89	£9.19	£13.64	£10.53	£15.50	£11.89	£18.34	£19.11	£19.91
<b>Night</b>	£15.04	£11.63	£17.25	£13.32	£19.61	£15.04	£23.20	£24.17	£25.19
<b>Afternoons</b>	£14.02	£10.84	£16.08	£12.41	£18.27	£14.02	£21.62	£22.53	£23.47
<b>Double day – Morning</b>	£13.80	£10.67	£15.84	£12.23	£18.00	£13.80	£21.29	£22.19	£23.12
<b>Double day – Afternoons</b>	£14.73	£11.39	£16.90	£13.05	£19.20	£14.73	£22.72	£23.68	£24.67
<b>3 shifts 5 days</b>	£14.54	£11.24	£16.68	£12.88	£18.96	£14.54	£22.43	£23.37	£24.35
<b>3 Shifts 7 days</b>	£14.73	£11.39	£16.90	£13.05	£19.20	£14.73	£22.72	£23.68	£24.67
<b>Rolling Shifts Days</b>	£14.27	£11.03	£16.37	£12.64	£18.60	£14.27	£22.01	£22.93	£23.89
<b>Rolling Shifts Nights</b>	£15.69	£12.13	£18.00	£13.90	£20.46	£15.69	£24.21	£25.23	£26.28
<b>Overtime A</b>	£16.65	£12.87	£19.10	£14.74	£21.70	£16.65	£25.68	£26.75	£27.87
<b>Overtime B</b>	£21.40	£16.54	£24.55	£18.95	£27.90	£21.40	£33.01	£34.40	£35.84

**2023 NATIONAL GUARANTEED WORK RATES OF PAY**  
**From Monday 9<sup>th</sup> January 2023**

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
<b>Basic Pay</b>	£10.66	£8.25	£12.22	£9.40	£13.85	£10.66	£16.22	£17.04	£17.81
<b>Night</b>	£13.48	£10.44	£15.46	£11.89	£17.52	£13.48	£20.52	£21.56	£22.53
<b>Afternoons</b>	£12.57	£9.73	£14.41	£11.08	£16.33	£12.57	£19.12	£20.09	£21.00
<b>Double day – Morning</b>	£12.38	£9.58	£14.19	£10.91	£16.08	£12.38	£18.83	£19.78	£20.68
<b>Double day – Afternoons</b>	£13.21	£10.22	£15.14	£11.65	£17.16	£13.21	£20.10	£21.11	£22.07
<b>3 shifts 5 days</b>	£13.04	£10.09	£14.95	£11.50	£16.94	£13.04	£19.84	£20.84	£21.78
<b>3 Shifts 7 days</b>	£13.21	£10.22	£15.14	£11.65	£17.16	£13.21	£20.10	£21.11	£22.07
<b>Rolling Shifts Days</b>	£12.79	£9.90	£14.66	£11.28	£16.62	£12.79	£19.46	£20.45	£21.37
<b>Rolling Shifts Nights</b>	£14.07	£10.89	£16.13	£12.41	£18.28	£14.07	£21.41	£22.49	£23.51
<b>Overtime A</b>	£14.92	£11.55	£17.11	£13.16	£19.39	£14.92	£22.71	£23.86	£24.93
<b>Overtime B</b>	£19.19	£14.85	£22.00	£16.92	£24.93	£19.19	£29.20	£30.67	£32.06

**A.4 RADIUS ALLOWANCE (NAECI 9.1)**  
**From Monday 9<sup>th</sup> January 2023**

BRACKET MILES		Scale 1			Scale 2
Over	Not exceeding	Taxed	Tax Free	TOTAL	
2	8	£0.00	£0.00	£0.00	£0.00
8	11	£3.01	£0.00	£3.01	£1.99
11	14	£4.92	£1.18	£6.10	£3.96
14	17	£7.97	£1.69	£9.66	£6.42
17	20	£8.87	£3.84	£12.71	£8.41
20	25	£10.23	£5.23	£15.46	£10.25
25	30	£11.33	£6.31	£17.64	£11.61
30	35	£12.24	£7.19	£19.43	£12.97
Over 35		£13.07	£8.06	£21.13	£14.17

**A.5 ACCOMMODATION ALLOWANCE (NAECI 9.2)**  
**From Monday 9<sup>th</sup> January 2023**

(a) Daily and weekly rates:

	From 09/01/23
Daily Rate	£43.27
Weekly Rate	£302.89

(b) Accommodation retainer for public holidays and periodic leave:

	From 09/01/23
Daily Rate	£12.70

(c) Accommodation retainer for annual holidays and sickness absence:

	From 09/01/23
Daily Rate	£7.32
Weekly Rate	£51.24



**NAECI A.8(b)**  
**CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES**  
**From Monday 9<sup>th</sup> January 2023**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£7.40	£9.58	£12.41	£14.94
Night	£9.36	£12.12	£15.70	£18.90
Afternoons	£8.72	£11.29	£14.63	£17.61
Double day – Morning	£8.59	£11.12	£14.41	£17.35
Double day – Afternoons	£9.17	£11.87	£15.38	£18.51
3 shifts 5 days	£9.05	£11.72	£15.18	£18.27
3 Shifts 7 days	£9.17	£11.87	£15.38	£18.51
Rolling Shifts Days	£8.88	£11.50	£14.89	£17.93
Rolling Shifts Nights	£9.77	£12.65	£16.38	£19.72
Overtime A	£10.36	£13.41	£17.37	£20.92
Overtime B	£13.32	£17.24	£22.34	£26.89

**NAECI A.2(b)**  
**NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES**  
**From Monday 9<sup>th</sup> January 2023**

	1 <sup>ST</sup> YEAR	2 <sup>ND</sup> YEAR	3 <sup>RD</sup> YEAR	4 <sup>TH</sup> YEAR
Basic Pay	£7.37	£9.53	£11.78	£13.78
Night	£9.32	£12.06	£14.90	£17.43
Afternoons	£8.69	£11.24	£13.89	£16.25
Double day – Morning	£8.56	£11.06	£13.68	£16.00
Double day – Afternoons	£9.13	£11.81	£14.60	£17.07
3 shifts 5 days	£9.01	£11.66	£14.41	£16.85
3 Shifts 7 days	£9.13	£11.81	£14.60	£17.07
Rolling Shifts Days	£8.84	£11.44	£14.14	£16.54
Rolling Shifts Nights	£9.73	£12.58	£15.55	£18.19
Overtime A	£10.32	£13.34	£16.49	£19.29
Overtime B	£13.27	£17.15	£21.20	£24.80

**A.9 SALARIED EMPLOYEES (NAECI 17)****(a) Entitlement**

Employees who accept an offer of salaried status from their employer in accordance with NAECI 17 shall be entitled to receive a monthly, 4 weekly, fortnightly or weekly salary calculated in accordance with the following provisions. This salary shall be payable for each such period (including periods of annual and/or public holiday), except where the provisions of NAECI 17.5(b) apply.

**(b) Base salary****i) Salaried employees permanently engaged on Categorised Work (1-3)**

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI Categorised Work (1-3) basic hourly rates 2023.

**From Monday 9<sup>th</sup> January 2023**

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Basic Hourly Rate	£13.64	£15.50	£18.34	£19.11	£19.91
Annualised Base Salary (38hrs x 52 wks)	£26,952.64	£30,628.00	£36,239.84	£37,761.36	£39,342.16

**ii) Salaried employees permanently engaged on National Guaranteed Rates**

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI National Guaranteed basic hourly rates 2023.

**From Monday 9<sup>th</sup> January 2023**

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
NGR Basic Hourly Rate	£12.22	£13.85	£16.22	£17.04	£17.81
Annualised Base Salary (38hrs x 52 wks)	£24,146.72	£27,367.60	£32,050.72	£33,671.04	£35,192.56

**iii) Salaried employees normally engaged on National Guaranteed Rates, but transferred periodically onto Categorised Work**

Periodic base salaries (i.e. for basic working hours) shall normally be derived from National Guaranteed Rates, set out in (ii) above. These shall be enhanced, during the period of the transfer onto Categorised Work, by a supplementary payment representing the difference between the applicable National Guaranteed and Categorised Work basic hourly rates for that period.

*Example: Grade 5 salaried employee in receipt of 4 weekly salary derived from National Guaranteed Rates. Transferred on to Categorised Work rates during a 3 week Category 3 Event. 2023 rates applicable.*

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2590.08</i>
<i>PLUS</i>	
<i>Supplementary payment for Categorized Work ((Categorized Work basic rate – NGR basic rate) x (38hrs x 3 wks))</i>	<i>£235.98</i>
<b><i>TOTAL SALARY (basic working hours only)</i></b>	<b><i>£2,826.06</i></b>

iv) Supplementary payments for shift working

Where a salaried employee is engaged either permanently or periodically on shift work, his/her base salary calculated as above shall be enhanced, during the period of shift working, by a supplementary payment representing the difference between the applicable basic and shift rates for that period.

*Example: Grade 5 salaried employee in receipt of 4 weekly salary, derived from Categorized Work (1-3) rates. Engaged on permanent night shift. 2023 rates applicable.*

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£2,904.72</i>
<i>PLUS</i>	
<i>Supplementary payment for night shift ((Cats 1-3 night shift rate – Cats 1–3 basic rate) x (38 hrs x 4 wks))</i>	<i>£769.12</i>
<b><i>TOTAL SALARY (basic working hours only)</i></b>	<b><i>£3,673.84</i></b>

(c) **Other payments**

Salaried employees shall remain entitled to overtime, incentive bonus and welding proficiency payments, where applicable, in accordance with the relevant NAECI provisions.

In applying the holiday pay provisions of NAECI 10 to salaried employees, full account shall be taken of the fact that payment for annual and public holidays is already included in the calculation of periodic base salaries above.

(d) **Part-time work**

Where a salaried employee is engaged on a part-time basis in accordance with NAECI 7.1(e), the salary figures listed above must be reduced pro rata.