

# ENGINEERING CONSTRUCTION INDUSTRY WELFARE SCHEME

Schedule of Benefits from 22 January 2024 Based on NAECI Agreement Dated 8 January 2024

Benefit Type	Benefit Category	Benefit Amount						
1	<b><u>DEATH BENEFITS</u></b>							
1.1	<b>Death by Any Cause</b> A lump sum payment made to your beneficiaries if you should die from any cause.	£35,000						
1.2	<b>Conditional Death Benefit</b> Payment is conditional upon there having been no related sympathy stoppage or walkout on any Blue-book site.	£35,000						
2	<b><u>ACCIDENT LUMP SUM BENEFITS</u></b>							
2.1	<b>Accidental Death</b> Due to occupational or site accident, or while commuting to/from your place of work. <i>Note: Death benefit (Benefit Type 1) will be payable in addition to any Accidental Death Benefit that may become payable.</i>	£40,000						
2.2	<b>Accidental Dismemberment</b> <i>Note: Only paid if accidental dismemberment is due to an occupational or site accident.</i>  Total loss by amputation or permanent loss of use of - (a) Sight in one eye (b) Sight in both eyes (c) One limb (hand, arm, foot or leg) Two or more limbs (d) Big toe (e) Any other toe (f) Four fingers or a thumb on dominant hand (g) Index finger on dominant hand (h) Any other finger on dominant hand (i) Four fingers or a thumb on non-dominant hand (j) Index finger on non-dominant hand (k) Any other finger on non-dominant hand	£10,000 £25,000 £10,000 £25,000 £1,000 £500 £2,000 £1,250 £750 £2,000 £950 £450						
2.3	<b>Permanent Total Disability</b> Permanent total disablement from resuming any occupation for remuneration or reward – payable after 27 consecutive weeks of disability. <i>Note: Only paid if permanent total disability is due to an occupational or site accident.</i>	£50,000						
3	<b><u>Sick Pay</u></b>  Weekly Benefit payable from 8 <sup>th</sup> day of absence due to personal sickness or injury, up to a maximum of 26 weeks. In addition, if sickness absence lasts at least 8 weeks, benefit for waiting days 4 to 7 of the first (waiting) week of sickness absence will be paid retrospectively. <i>Note: Sick pay claims commencing up to and including 22 January 2024 will be paid at the old rates. The new rates will only apply to new sick pay claims commencing on or after 22 January 2024, including 'linked' claims.</i>	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">All Grades Weeks 2 to 14</td> <td style="text-align: right;">£162.00</td> </tr> <tr> <td style="text-align: center;">Grades 1-3 Weeks 15 to 27</td> <td style="text-align: right;">£162.00</td> </tr> <tr> <td style="text-align: center;">Grades 4-6 Weeks 15 to 27</td> <td style="text-align: right;">£259.60</td> </tr> </table>	All Grades Weeks 2 to 14	£162.00	Grades 1-3 Weeks 15 to 27	£162.00	Grades 4-6 Weeks 15 to 27	£259.60
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\* The increase in sick pay benefit will be implemented by Welplan from 22 January 2024.