

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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PROMULGATION 3/14

Review of the Staff Salary Agreement

The National Joint Council (NJC) has concluded a review of the Staff Salary Agreement, covering the period 1 January 2015 to 31 December 2016. The terms of the settlement are detailed below.

1. Grade Salaries (Clause 9 and Appendix H)

The following table shows the revised **Grade Minimum Salaries** and the **Guide Salaries for Fully Competent Employees**:

Grade	Salaries with effect from 1 February 2014		Salaries with effect from 1 January 2015		Salaries with effect from 1 January 2016	
	Grade Minimum Salary	Guide Salary for Fully Competent Employees	Grade Minimum Salary	Guide Salary for Fully Competent Employees	Grade Minimum Salary	Guide Salary for Fully Competent Employees
	£	£	£	£	£	£
A	12,425	12,845	13,000	13,430	13,390	13,835
B	15,120	15,790	15,425	16,110	15,890	16,595
C	18,225	20,710	18,590	21,125	19,150	21,760
D	23,090	26,920	23,555	27,460	24,265	28,285
E	29,410	33,650	30,000	34,325	30,900	35,355
F	36,235	41,415	36,960	42,245	38,070	43,515

Electrical and Engineering Staff Association

Building & Engineering Services Association
Electrical Contractors' Association

Joint Secretary (Employees' Side): J Skinner

Joint Secretary (Employers' Side): J Meadley

2. **Death Benefit (Clause 22 & Appendix H)**

With effect from 1 April 2015, **Death Benefit** in the revised sum of £40,000 will apply to all staff employees, subject to the other provisions of Clause 22. The benefit will be further increased to £42,500 with effect from 1 January 2016.

3. **Definitions of Grade Salaries**

The Parties to the Agreement have previously agreed that the **Grade Minimum Salary** for each grade is to be regarded as an absolute minimum salary and will especially apply to new or inexperienced staff employees.

Secondly, for each grade, the **Guide Salary for a Fully Competent Employee** is intended to be an *indicator* of the salary payable to an employee who is consistently meeting the full requirements of the job.

4. **Further Guidance concerning Salary Progression**

The Parties to the Agreement recognise that the Agreement confers no prescriptive or contractual entitlement to a salary at the level shown for **Guide Salary for a Fully Competent Employee**. Actual salaries will be assessed by employers taking account of all relevant factors.

Staff and employers are reminded that staff should progress beyond the Grade Minimum Salary based on regular assessment of job performance by each employer. The performance and assessment methods and systems used by employers should take due account of the agreed NJC Joint Guidance Note on Developing, Implementing and Using Formalised Performance Management and Appraisal Methods and Systems – this is included in the EEI Staff Salary Agreement Handbook of Agreements, commencing on page 43.

5. **Review of Certain Aspects of the Salary Structure**

The Parties have agreed to hold discussions, without commitment, during the lifetime of this agreement concerning certain aspects of the salary structure.

17 November 2014