

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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PROMULGATION 2/16

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 2017 to 31 December 2018. 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 January 2016		Salaries with effect from 1 January 2017		Salaries with effect from 1 January 2018	
	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	13,390	13,835	---	14,110	---	14,465
B	15,890	16,595	16,210	16,925	16,615	17,350
C	19,150	21,760	19,535	22,195	20,025	22,750
D	24,265	28,285	24,750	28,850	25,370	29,570
E	30,900	35,355	31,520	36,060	32,310	36,960
F	38,070	43,515	38,830	44,385	39,800	45,495

NB: The Parties have agreed to dispense with the minimum salary for Grade A only, retaining just the guide salary for that grade. Employers will need to ensure compliance with all statutory age-related wage rates.

2. Definitions of Grade Salaries

The Parties to the Agreement have previously agreed that the **Grade Minimum Salary** 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 Fully Competent Employees** is intended to be an *indicator* of the salary payable to an employee who is consistently meeting the full requirements of the job.

3. 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 Fully Competent Employees**. 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 guidance agreed by the Parties 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 as Joint Guidance Note 6.

4. Death Benefit (Clause 22 & Appendix H)

With effect from 1 January 2018, **Death Benefit** will be increased to £47,500, subject to the other provisions of Clause 22.

5. Review of Clause 21 – Sick Pay

The Parties have agreed to create a working group to review, without commitment, Clause 21 of the Handbook of Agreements relating to Sick Pay. It is intended that the first meeting of the working group will be held before the end of February 2017.
