

Table 1A
Calculation of hourly base rate of labour for all main grades (excluding Northern Ireland)

	Building Services Engineering Supervisor	Foreman	Senior Craftsman (+ supervisory responsibility & 2 units of responsibility allowance)	Senior Craftsman (+ supervisory responsibility & 1 unit of responsibility allowance)	Senior Craftsman (+ Supervisory responsibilities)	Senior Craftsman (+ 2 units of responsibility allowance)	Senior Craftsman (+ 1 unit of responsibility allowance)	Senior Craftsman	Craftsman (+3 units of responsibility allowance)	Craftsman (+2 units of responsibility allowance)	Craftsman (+1 unit of responsibility allowance)	Craftsman	Installer	Adult Trainee	Mate over 18	Mate 16-17
Rate	£21.01	£17.23	£16.49	£15.93	£15.36	£15.36	£14.80	£14.24	£14.80	£14.24	£13.67	£13.11	£11.83	£9.98	£9.98	£4.63
Annual pay	£36,084.68	£29,592.53	£28,321.58	£27,359.78	£26,380.80	£26,380.80	£25,419.00	£24,457.20	£25,419.00	£24,457.20	£23,478.23	£22,516.43	£20,318.03	£17,140.65	£17,140.65	£7,952.03
Weekly holiday credit	£97.57	£80.02	£76.57	£74.02	£71.33	£71.33	£68.77	£66.13	£68.77	£66.13	£63.48	£60.89	£54.98	£46.34	£46.34	£21.51
Annual holiday credit	£5,073.64	£4,161.04	£3,981.64	£3,849.04	£3,709.16	£3,709.16	£3,576.04	£3,438.76	£3,576.04	£3,438.76	£3,300.96	£3,166.28	£2,858.96	£2,409.68	£2,409.68	£1,118.52
Annual earnings	£41,158.32	£33,753.57	£32,303.22	£31,208.82	£30,089.96	£30,089.96	£28,995.04	£27,895.96	£28,995.04	£27,895.96	£26,779.19	£25,682.71	£23,176.99	£19,550.33	£19,550.33	£9,070.55
National Insurance	£4,517.34	£3,495.48	£3,295.33	£3,144.30	£2,989.90	£2,989.90	£2,838.80	£2,687.13	£2,838.80	£2,687.13	£2,533.02	£2,381.70	£2,035.91	£1,535.43	£1,535.43	£89.22
Combined weekly holiday credit, welfare and pension contributions	£146.62	£121.98	£117.14	£113.54	£109.78	£109.78	£106.17	£102.48	£106.17	£102.48	£98.77	£95.13	£86.82	£74.71	£74.71	£39.85
Weekly welfare and pension contribution	£49.05	£41.96	£40.57	£39.52	£38.45	£38.45	£37.40	£36.35	£37.40	£36.35	£35.29	£34.24	£31.84	£28.37	£28.37	£18.34
Combined annual welfare and pension contribution	£2,550.60	£2,181.92	£2,109.64	£2,055.04	£1,999.40	£1,999.40	£1,944.80	£1,890.20	£1,944.80	£1,890.20	£1,835.08	£1,780.48	£1,655.68	£1,475.24	£1,475.24	£953.68
Annual prime cost	£48,226.25	£39,430.96	£37,708.19	£36,408.16	£35,079.26	£35,079.26	£33,778.64	£32,473.29	£33,778.64	£32,473.29	£31,147.28	£29,844.89	£26,868.58	£22,561.00	£22,561.00	£10,113.45
HOURLY PRIME COST	£28.08	£22.96	£21.96	£21.20	£20.42	£20.42	£19.67	£18.91	£19.67	£18.91	£18.14	£17.38	£15.64	£13.14	£13.14	£5.89

Table 1B
Calculation of hourly base rate of labour for all main grades (Northern Ireland ONLY)

	Building Services Engineering Supervisor	Foreman	Senior Craftsman (+ supervisory responsibility & 2 units of responsibility allowance)	Senior Craftsman (+ supervisory responsibility & 1 unit of responsibility allowance)	Senior Craftsman (+ Supervisory responsibilities)	Senior Craftsman (+ 2 units of responsibility allowance)	Senior Craftsman (+ 1 unit of responsibility allowance)	Senior Craftsman	Craftsman (+3 units of responsibility allowance)	Craftsman (+2 units of responsibility allowance)	Craftsman (+1 unit of responsibility allowance)	Craftsman	Installer	Adult Trainee	Mate over 18	Mate 16-17
Rate	£21.01	£17.23	£16.49	£15.93	£15.36	£15.36	£14.80	£14.24	£14.80	£14.24	£13.67	£13.11	£11.83	£9.98	£9.98	£4.63
Annual pay	£36,084.68	£29,592.53	£28,321.58	£27,359.78	£26,380.80	£26,380.80	£25,419.00	£24,457.20	£25,419.00	£24,457.20	£23,478.23	£22,516.43	£20,318.03	£17,140.65	£17,140.65	£7,952.03
Weekly holiday credit	£97.57	£80.02	£76.57	£74.02	£71.33	£71.33	£68.77	£66.13	£68.77	£66.13	£63.48	£60.89	£54.98	£46.34	£46.34	£21.51
Annual holiday credit	£5,073.64	£4,161.04	£3,981.64	£3,849.04	£3,709.16	£3,709.16	£3,576.04	£3,438.76	£3,576.04	£3,438.76	£3,300.96	£3,166.28	£2,858.96	£2,409.68	£2,409.68	£1,118.52
Annual earnings	£41,158.32	£33,753.57	£32,303.22	£31,208.82	£30,089.96	£30,089.96	£28,995.04	£27,895.96	£28,995.04	£27,895.96	£26,779.19	£25,682.71	£23,176.99	£19,550.33	£19,550.33	£9,070.55
National Insurance	£4,517.34	£3,495.48	£3,295.33	£3,144.30	£2,989.90	£2,989.90	£2,838.80	£2,687.13	£2,838.80	£2,687.13	£2,533.02	£2,381.70	£2,035.91	£1,535.43	£1,535.43	£89.22
Combined weekly holiday credit, welfare and pension contributions	£146.62	£121.98	£117.14	£113.54	£109.78	£109.78	£106.17	£102.48	£106.17	£102.48	£98.77	£95.13	£86.82	£74.71	£74.71	£39.85
Weekly welfare and pension contribution	£49.05	£41.96	£40.57	£39.52	£38.45	£38.45	£37.40	£36.35	£37.40	£36.35	£35.29	£34.24	£31.84	£28.37	£28.37	£18.34
Combined annual welfare and pension contribution	£2,550.60	£2,181.92	£2,109.64	£2,055.04	£1,999.40	£1,999.40	£1,944.80	£1,890.20	£1,944.80	£1,890.20	£1,835.08	£1,780.48	£1,655.68	£1,475.24	£1,475.24	£953.68
CITB levy	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£110.00	£18.00	£18.00	£18.00
Annual prime cost	£48,336.25	£39,540.96	£37,818.19	£36,518.16	£35,189.26	£35,189.26	£33,888.64	£32,583.29	£33,888.64	£32,583.29	£31,257.28	£29,954.89	£26,978.58	£22,579.00	£22,579.00	£10,131.45
HOURLY PRIME COST	£28.14	£23.02	£22.02	£21.26	£20.49	£20.49	£19.73	£18.97	£19.73	£18.97	£18.20	£17.44	£15.71	£13.15	£13.15	£5.90

Table 2
Calculation of hourly base rate of labour for modern apprentices

	Senior Modern Apprentice	Intermediate Modern Apprentice	Junior Modern Apprentice
Rate	£11.83	9.18	£6.47
Annual pay	£20,318.03	£15,766.65	£11,112.23
Weekly holiday credit	£54.98	£42.64	£30.05
Annual holiday credit	£2,858.96	£2,217.28	£1,562.60
Annual earnings	£23,176.99	£17,983.93	£12,674.83
National Insurance	£2,035.91	£1,319.27	£586.61
Combined weekly holiday credit, welfare and pension contributions	£86.82	69.51	£51.84
Weekly welfare and pension contribution	£31.84	£26.87	£21.79
Combined annual welfare and pension contribution	£1,655.68	£1,397.24	£1,133.08
Annual prime cost	£26,868.58	£20,700.44	£14,394.52
HOURLY PRIME COST	£15.64	£12.05	£8.38

Hourly rates for the prime cost of dayworks have been recalculated to take account of changes to national insurance rates **effective from 1st October 2018**.

- Table 1A sets out the hourly base rates for main grades (excluding Northern Ireland)
- Table 1B applies to Northern Ireland only, and
- Table 2 sets out the applicable rates for modern apprentices.