

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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PROMULGATION 1/18

Revision of Student Engineers' Salaries – with effect from 1 September 2018 and 1 September 2019

The Parties to the Agreement have concluded a review of Student Engineer salaries covering the period 1 September 2018 to 31 August 2020.

The revised salaries are shown overleaf.

There have been many changes in qualification titles and these have been introduced into the attached salary schedule, as appropriate. Any queries concerning qualification titles should be addressed to Lindsay Gillespie, Skills Development & Policy Co-ordinator – Education and Skills (email: Lindsay.gillespie@theBESA.com).

8 September 2018

Electrical and Engineering Staff Association

Building Engineering Services Association
Electrical Contractors' Association

Joint Secretary (Employees' Side: J Skinner)

Acting Joint Secretary (Employers' Side: J Meadley)

STUDENT ENGINEERS - REVISED SALARY STRUCTURE WITH EFFECT FROM 1 SEPTEMBER 2018 & 1 SEPTEMBER 2019

STAGE OF TRAINING PROGRAMME COMPLETED	STAGE OF TRAINING PROGRAMME BEING UNDERTAKEN	SALARY FROM 1 SEP 2018 £	ADDITION(S) TO SALARY FOR SUCCESSFUL COMPLETION OF RELEVANT NVQs OR APPRENTICESHIP STANDARDS*			SALARY FROM 1 SEP 2019 £	ADDITION(S) TO SALARY FOR SUCCESSFUL COMPLETION OF RELEVANT NVQs OR APPRENTICESHIP STANDARDS*		
			NVQ3	NVQ4	TOTAL SALARY £		NVQ3	NVQ4	TOTAL SALARY £
Commencement of training / Starting salary	Undertaking BTEC Level 3 National Diploma Year 1, or SQA National Certificate in BSE SCQF Level 6 Year 1	11,675	-	-	11,675	12,000	-	-	12,000
Student has successfully completed BTEC Level 3 National Diploma Year 1 or, SQA National Certificate in BSE SCQF Level 6 Year 1	Undertaking BTEC Level 3 National Diploma Year 2 or SQA National Certificate in BSE SCQF Level 6 Year 2	14,010	-	-	14,010	14,395	-	-	14,395
Student has successfully completed BTEC Level 3 National Diploma Year 2 or SQA National Certificate in BSE SCQF Level 6 Year 2	Undertaking BTEC Level 4 Higher National Certificate Year 1, or SQA Higher National Certificate SCQF Level 7 Year 1, or 1 st year of a Foundation Degree	16,345	1,000	-	17,345	16,795	1,000	-	17,795
Student has successfully completed BTEC Level 4 Higher National Certificate Year 1, or SQA Higher National Certificate SCQF Level 7 Year 1, or 1 st year of a Foundation Degree	Undertaking BTEC Level 4 Higher National Certificate Year 2, or SQA Higher National Certificate SCQF Level 7 Year 2, or 2 nd year of a Foundation Degree	20,295	1,000	-	21,295	20,855	1,000	-	21,855
Student has successfully completed BTEC Level 4 Higher National Certificate Year 2, or SQA Higher National Certificate SCQF Level 7 Year 2, or 2 nd year of a Foundation Degree	[End of Apprenticeship]	Minimum of 20,295 – pending appointment to substantive grade	1,000	1,400	Minimum of 22,695 – pending appointment to substantive grade	Minimum of 20,855 – pending appointment to substantive grade	1,000	1,400	Minimum of 23,255 – pending appointment to substantive grade

* The relevant NVQs or Apprenticeship Standards that are covered by the above provisions are:

- 1) Level 3 NVQ Certificate in Building Services Engineering Technology and Project Management (EAL)
- 2) Level 4 NVQ in Building Services Engineering Technology and Project Management (EAL)
- 3) New Apprenticeship Standards (Trailblazers)

The recently introduced Apprenticeship Standards (England only) measure their successful completion using End Point Assessment – a process which is undertaken at the end of the apprenticeship. This process usually involves more than one component (for example: presentation and questioning on a technical project brief, followed by a structured interview informed by a written report). Successful completion of these apprenticeships should be treated in the same way as successful completion of the NVQs, with the additions to salary made as appropriate – i.e. upon successful completion of a Level 3 apprenticeship, the addition to salary should be that which is shown for NVQ Level 3. Similarly, completion of a Level 4 apprenticeship attracts the NVQ4 addition to salary.