

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	£4,488.63	£3,466.78	£3,266.63	£3,115.60	£2,961.20	£2,961.20	£2,810.10	£2,658.43	£2,810.10	£2,658.43	£2,504.31	£2,353.00	£2,007.21	£1,506.73	£1,506.73	£60.52
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	£48,197.55	£39,402.26	£37,679.48	£36,379.46	£35,050.56	£35,050.56	£33,749.94	£32,444.59	£33,749.94	£32,444.59	£31,118.58	£29,816.18	£26,839.87	£22,532.30	£22,532.30	£10,084.74
HOURLY PRIME COST	£28.06	£22.94	£21.94	£21.18	£20.41	£20.41	£19.65	£18.89	£19.65	£18.89	£18.12	£17.36	£15.63	£13.12	£13.12	£5.87

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	£4,488.63	£3,466.78	£3,266.63	£3,115.60	£2,961.20	£2,961.20	£2,810.10	£2,658.43	£2,810.10	£2,658.43	£2,504.31	£2,353.00	£2,007.21	£1,506.73	£1,506.73	£60.52
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	£48,307.55	£39,512.26	£37,789.48	£36,489.46	£35,160.56	£35,160.56	£33,859.94	£32,554.59	£33,859.94	£32,554.59	£31,228.58	£29,926.18	£26,949.87	£22,550.30	£22,550.30	£10,102.74
HOURLY PRIME COST	£28.13	£23.01	£22.00	£21.25	£20.47	£20.47	£19.71	£18.95	£19.71	£18.95	£18.18	£17.42	£15.69	£13.13	£13.13	£5.88

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	£2,007.21	£1,290.57	£557.91
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	£26,839.87	£20,671.74	£14,365.81
HOURLY PRIME COST	£15.63	£12.04	£8.36

Hourly rates for the prime cost of dayworks have been recalculated to take account of changes to national insurance rates **effective from 6th April 2019**.

- 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.