

Joint Negotiating Committee for Local Authority Craft & Associated Employees

**To: Chief Executives in England and Wales (N Ireland for information)
(to be shared with Finance and HR Directors, and DLO Manager)
Regional Employer Organisations
Members of the Joint Negotiating Committee**

16 November 2023

Dear Chief Executive,

CRAFTWORKERS' PAY AGREEMENT 2023

Employers are encouraged to implement this pay award as swiftly as possible.

Agreement has been reached on rates of pay applicable from **1 April 2023** (covering the period 1 April 2023 to 31 March 2024). The new pay rates are attached at **Annex 1**.

For Craft JNC employees (regardless of job title and designation) whose rate of pay differs from the salaries set out in **Annex 1**, but which is still contractually linked to the annual settlement reached by this JNC, the pay award is as follows:

- **From 1 April 2023:** £1,925 on basic salary and 3.88 per cent on allowances

However, for those employees who are currently paid the **specific** annual salaries as set out in **Annex 1**, the pay award is as follows:

From 1 April 2023:

- **£1,925 on Building Labourer grade (equivalent to NJC SCP2)**
- **£1,925 on Heating & Ventilation Mate grade (equivalent to NJC SCP3)**
- **£1,925 on Building Operative grade (equivalent to NJC SCP3)**
- **£1,925 on Plumber grade (equivalent to NJC SCP4)**
- **£1,925 on Engineer & Electrician grade (equivalent to NJC SCP5)**
- **3.88 per cent on all allowances**

These increases continue the principle agreed by the JNC in the 2016-18 agreement to align the five Craft Grades to current pay points 2, 3, 4 and 5 on the NJC 'Green Book' pay spine.

Backpay for employees who have left employment since 1 April 2023

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2023 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures

(if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of www.lgpsregs.org

Yours sincerely,

Naomi Cooke

Naomi Cooke

Jason Poulter

Jason Poulter

Joint Secretaries

cc George Georgiou, GMB

1. CRAFT & ASSOCIATED EMPLOYEES

Pay for craft & associated employees from the pay week including **1 April 2023** are as follows:

Designation	1 April 2023 per week	1 April 2023 per annum
1. Building Labourer	£428.94	£22,366
2. Heating & Ventilation Mate	£436.05	£22,737
3. Building Craft Operative	£436.05	£22,737
4. Plumber	£443.29	£23,114
5. Engineer & Electrician	£450.68	£23,500

1. APPRENTICES & TRAINEES

RATES LINKED TO RESPECTIVE CRAFT RATES EXPRESSED IN PERCENTAGE EQUIVALENTS OF THE FULLTIME CRAFTWORKERS RATE OF PAY.

2.1 Building & Civil Engineering Apprentices (excluding plumbers)

(a) Building Industry Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including **1 April 2023** are as follows (percentage of full-time rate is denoted in brackets).

Age at Entry	1 st Year	2 nd Year and Until Skills Test or NVQ Level 2 is passed	On passing Skills Test or NVQ Level 2
16 years	£239.83 (55%)	£305.24 (70%)	£414.25 (95%)
17 years	£239.83 (55%)	£370.64 (85%)	£414.25 (95%)

(b) Building and Civil Engineering entrants over 18 years of age. Normal period of three years. Rate per week and rate for calculation of overtime and other premium payments from the pay week including **1 April 2023** are as follows (percentage of full-time rate is denoted in brackets).

Age at Entry	1st Year	2nd Year	3rd Year
18+ years	£370.64 (85%)	£392.45 (90%)	£414.25 (95%)

(a) Young Labourers. When 16- and 17-year olds are not fulfilling the full duties of a Building Labourer locally determined rates will apply.

2.2 Apprentice Plumbers

Plumbing Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including **1 April 2023** are as follows (percentage of full-time rate is denoted in brackets).

*Plumbing Apprentices with no ACS.

Age at Entry	1st Year	2nd Year	3rd Year	4th Year*	4th Year
16 years	£243.81 (55%)	£310.30 (70%)	£398.96 (90%)	£407.83 (92%)	£421.13 (95%)
17 years	£243.81 (55%)	£354.63 (80%)	£398.96 (90%)	£407.83 (92%)	£421.13 (95%)
18+ years	£354.63 (80%)	£376.80 (85%)	£398.96 (90%)	£407.83 (92%)	£421.13 (95%)

2.3 Apprentice Engineers & Electricians

Engineering and Electrical Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including **1 April 2023** are as follows (percentage of full time rate is denoted in brackets).

Age at Entry	1 st Year	2 nd Year	3 rd Year	4 th Year
16 years	£247.87 (55%)	£315.48 (70%)	£405.61 (90%)	£428.15 (95%)
17 years	£247.87 (55%)	£360.54 (80%)	£405.61 (90%)	£428.15 (95%)
18+ years	£360.54 (80%)	£383.08 (85%)	£405.61 (90%)	£428.15 (95%)

3. LONDON & FRINGE AREA ALLOWANCES

Agreement has been reached for increases in the London and Fringe Area Allowances. The new allowances, to operate from the pay week including **1 April 2023** are as follows:

Greater London Area	£2,988
Inner Fringe	£988
Outer Fringe	£689

3.1 Existing Allowances – Merging

Employees in receipt of local allowances exceeding the allowances set out above will continue to receive such allowances on a personally protected basis, subject to the excess merging in any future increases in fringe area allowances.

3.2 Calculation of Bonus, Overtime and Other Premia

The allowances set out above will not be taken into account in the calculation of bonus, overtime, shift and other premium payments with the following exception: employees whose place of employment falls within an area which prior to the date and terms of this settlement previously attracted the London or any similar allowance will be entitled to have bonus, overtime and other premium payments calculated on the amount of the previous allowance (if any) taken into account for this purpose before the date of this settlement.

4. TOOL ALLOWANCES

4.1 Engineers & electricians

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2023 are as follows:

£8.52

4.2 Builders

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2023 are as follows:

Carpenters	£7.87
Bank Masons	£6.17
Mason Fixers	£3.99
Plasterers	£3.99
Bricklayers	£3.99
Painters (overall allowance)	£3.99
Wall and Floor Tilers	£3.99
Street Masons and Paviours	£3.99
Plumbers	£9.06
Carpenters and Joiner Apprentices	£7.87
Mason (banker of fixer) Apprentices	£3.99
Painter Apprentices (overall allowances)	£3.99
Plasterer Apprentices	£3.99
Bricklayer Apprentices	£3.99
Plumber Apprentices	£9.06

5. OTHER PAYMENTS

5.1 Electricians

In addition to the rates set out in Paragraph 2 the plus rates shown below will be payable hourly with effect from the pay week including **1 April 2023** are as follows: and are to be taken into account for all purposes. They shall be paid to electricians who are required to perform exacting diagnostic work over a wide range of modern electronic and control equipment, in addition to more usual maintenance or new work. This payment when made to an electrician shall absorb any existing payment to him related to the exercise of higher skills. It will be for the authority to determine, after consultation, which electricians, if any, shall receive the plus rate. In the event of disagreement the signatories to this agreement will be available for advice.

£0.57

5.2 Building & Civil Engineering Craftsmen

With effect from the pay week including **1 April 2023** Plumbers/Welders and Heating and Ventilating Engineers required by an authority to possess one or more current certificates of competency in welding who are designated as plumbers/welders or Heating and Ventilating Engineers/Welders by an authority shall be paid the following supplements:

Gas or ARC Certificate	£0.48
Gas and ARC Certificate	£1.00

5.3 Plumbers

Where a plumber who has met the appropriate ACOP standard and holds a Registration Card, is required by the local authority on a regular and ongoing basis to use those skills on gas installation, he/she will be paid a supplement as shown below from the pay week including **1 April 2023**.

£11.87

6. EXTRA PAYMENTS

6.1 Storage of Tools & Clothing

The Employers' maximum liability for loss of tools as set out in Section 2, Sub Section A, Appendix C will be increased as shown below from the pay week including **1 April 2023**.

£1,632

6.2 Extra Payment for Work in Discomfort & Inconvenience

With effect from the pay week including **1 April 2023** falls the following extra payments will apply.

(a) Work at Heights

Detached Work Calculated from the Point of Control	
Above 15m and up to 30m	£0.05
Above 30m and up to 45m	£0.08
Above 45m and up to 60m	£0.37
Above 60m and up to 75m	£0.48
Above 75m and up to 90m	£0.57
'Exposed Work' at Height on Buildings	
Above 40m and up to 50m	£0.03
Above 50m and up to 60m	£0.05
Above 60m and up to 75m	£0.08

The extra payments to be increased by £0.02 per hour for each 15 metres above 75 metres

Operating a Free-Standing Tower Crane from a Control Platform Above Ground Level	
Control platform over 15m and up to 30m above ground level	£0.03
Control platform over 30m and up to 45m above ground level	£0.05
Control platform over 45m above ground level	£0.08
Work in Swings, Cradles or Boats, or Boatswains Chairs	£0.45

(a) Furnace Firebrick Work & Acid-Resisting Brickwork

Furnace or similar hot work up to 49°C (120°F)	£0.05
For brickwork involving the use of acid-resisting bonding material	£0.08

(a) General – Exceptional kinds of work lasting more than 1 hour in conditions which involve:

work in water and/or close contact with dirt or filth and/or prolonged exposure to dust or spray or particles of a kind likely to cause irritation and/or prolonged exposure to the special conditions met in confined underground spaces (such as tunnels or deep basements) and in trenches, pits and wells 6 metres or more below ground level, namely poor ventilation or light, dampness, dust or the noise resulting from the use in such spaces of mechanical plant tools and/or work in artificially low temperatures below 5°C (41°F) such as in refrigerated or cold stores	£0.10
repair or active independent sewers or cleaning out independent: sewage plants, filter beds septic tanks and cess pools	£0.23
Labourers when using in the course of their normal work mechanically driven compressed air or percussive drills, picks, spades, rammers, tampers or hammers	£0.10
When using a cartridge operated rivet gun	£0.10
Painters using in the course of their normal work air supplied or airless paint spray machines	£0.10

6.3 Extra Payments for Continuous Extra Skill or Responsibility

With effect from the pay week including **1 April 2023** the following extra payments will apply

Above Labourers' Basic Rate Per Week	
A	£14.22
B	£15.36
C	£18.22
D	£26.62
E	£27.88
F	£29.01
G	£32.43

H	£34.15
I	£40.42
J	£41.55
K	£45.53
L	£47.24
M	£48.96
N	£54.65

7.4 Extra Payments for Intermittent Responsibility

With effect from the pay week including **1 April 2023** the following extra payments will apply:

Labourer erecting, altering or dismantling simple access scaffolding with a working platform no higher than 5 metres	£0.16
Operatives, other than craft operatives, employed on dry-cleaning stone work by mechanical process for the removal of protective material and/or discoloration. (Employers to provide suitable masks)	£0.81