

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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PROMULGATION 2/18

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 2019 to 31 December 2020. The terms of the settlement are detailed below.

1. Grade Salaries (Clause 9 & Appendix H)

The following table shows the revised **Grade Minimum Salaries** and the **Guide Salaries for Fully Competent Employees**, subject to the other provisions of Clause 9 and Appendix H:

| Grade | Salaries with effect from 1 January 2018 | | Salaries with effect from 1 January 2019 | | Salaries with effect from 1 January 2020 | |
|-------|--|--|--|--|--|--|
| | 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 | --- | 14,465 | --- | 14,865 | --- | 15,275 |
| B | 16,615 | 17,350 | 17,075 | 17,830 | 17,545 | 18,320 |
| C | 20,025 | 22,750 | 20,575 | 23,375 | 21,140 | 24,020 |
| D | 25,370 | 29,570 | 26,070 | 30,385 | 26,790 | 31,220 |
| E | 32,310 | 36,960 | 33,200 | 37,980 | 34,115 | 39,025 |
| F | 39,800 | 45,495 | 40,895 | 46,750 | 42,020 | 48,035 |

NB: The Parties have previously 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 (Clause 9 & Appendix H)

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 (Clause 9 & Appendix H)

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 2020 **Death Benefit** will be increased to £60,000, subject to the other provisions of Clause 22.

5. Sick Pay (Clause 21)

With effect from 1 January 2019 **Sick Pay** will be amended, as follows:

- the qualifying period to receive paid sick leave will be reduced from 6 months to 3 months' continuous service with the present employer, or will take effect after the end of an employee's probationary period if later than 3 months;
- there will be one additional tier of entitlement to paid sick leave – an employee's entitlement will be increased from 18 to 26 weeks after 2 years' continuous service with the present employer;
- sick pay entitlement will be based on a rolling year, therefore, upon commencement of a period of paid sick leave, the sum of any period(s) of paid sick leave with the present employer that occurred within the preceding 12 months will be deducted from the current entitlement.

6. London Weighting Allowance (Clause 10 & Appendix H)

With effect from 1 January 2020 **London Weighting Allowance** will be increased to £3,000 per year, subject to the other provisions of Clause 10.
