

NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

Employees' Side:

Hayes Court
West Common Road
Hayes, Bromley
Kent BR2 7AU

Tel: 020 8462 7755
Fax: 020 8315 8234

Employers' Side:

Esca House
34 Palace Court
London W2 4JG

Tel: 020 7313 4914
Fax: 020 7727 9268

PROMULGATION 3/10

Student Engineers - 2010 Review of Minimum Salaries

1. Agreement has been reached between the Parties on the following revised minimum annual salaries:

Year of Training	Salaries (with effect from 1 September 2008)		Revised Salaries (with effect from 1 September 2010)	
	National Scale	London Scale	National Scale	London Scale
	£	£	£	£
1	9,845	12,165	10,045	12,410
2	11,905	14,440	12,145	14,730
3	13,880	16,705	14,160	17,040
4	17,250	20,465	17,595	20,875

2. Progression to the next higher salary point on the scale from 1 September each year is subject to satisfactory completion of education and training for that year. Where an employer believes there are exceptional circumstances to explain a Student Engineer's failure to satisfactorily complete the education and training for that year, the employer should normally apply an annual salary increase no less than the average percentage award pertaining to other staff in the same company.

Electrical and Engineering Staff Association

Chairman: J S Webb
Joint Secretary (Employees' Side: J Skinner)

Heating and Ventilating Contractors' Association
Electrical Contractors' Association

Vice Chairman: A Severyns
Joint Secretary (Employers' Side: J Meadley)

3. The above salary scales are minima only and therefore higher salaries may be paid where circumstances warrant.
4. As part of the review of the EEI Staff Job Evaluation/Grading Scheme detailed in NJC Promulgation 1/10, Student Engineers will be given specific consideration in recognition of their increasing value to the business during and post-training.
5. The National Joint Council recognises that some employers might exceptionally consider appointing – in a pre-National Certificate phase – individuals who do not possess the necessary entry qualifications for the National Certificate course. This would allow such individuals a period of time to improve their level of qualifications up to the National Certificate entry standard. The salary to be paid in such cases should be determined by the employer but should not be less than £8,300 (National Scale) or £10,315 (London Scale).
6. The London Scale applies to Student Engineers employed from offices based within the M25 London Orbital motorway.
7. Employers are reminded that the provisions of the NJC Handbook of Agreements apply to Student Engineers, subject to the normal qualifying conditions set out in the Handbook and subject also to the specific provisions for Student Engineers contained in Clause 11 of the Handbook.
