

# NATIONAL JOINT COUNCIL FOR ENVIRONMENTAL ENGINEERS AND ALLIED STAFFS

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## PROMULGATION 1/10

### Review of the Staff Job Evaluation/Grading Scheme

#### Review of the Job Grading Scheme

1. NJC Promulgation 1/09 dated 10 July 2009 (which is downloadable from [www.hvca.org.uk/industry/industry.html](http://www.hvca.org.uk/industry/industry.html)) announced details of a comprehensively revised and much simplified staff job evaluation/grading scheme. The new scheme – which sits at the heart of the Environmental Engineering Industry Staff Salary Agreement – was set out in detail in a booklet entitled *Job Evaluation/Grading Scheme Guidance Notes* which was also distributed with the NJC Promulgation last July. The new job evaluation/grading scheme was introduced with effect from 1 January 2010 and contractors using the scheme were encouraged to evaluate the grades of their staff accordingly before the end of 2009.
2. Following a series of joint negotiating meetings, the Parties to the Agreement have decided that employers using the new broadband job evaluation/grading scheme should be permitted additional time to evaluate and grade the jobs of their staff employees using the new arrangements.

#### Timescale

3. When NJC Promulgation 1/09 was published, the Parties intended to hold discussions during the autumn of 2009 to consider the minimum salaries appropriate to grades A to F under the new job evaluation/grading scheme.

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Electrical and Engineering Staff Association

Chairman: A Severyns  
Joint Secretary (Employees' Side): J Skinner

Heating and Ventilating Contractors' Association  
Electrical Contractors' Association

Joint Secretary (Employers' Side): J Meadley

However, owing to the current economic circumstances and the difficult trading conditions being faced by many employers in the building services engineering sector, it has been agreed to defer these discussions. It is the hope of the Parties that the new grading scheme can be fully implemented from 1 January 2011, together with the introduction of minimum salaries appropriate to grades A to F under the new job evaluation/grading scheme and other changes that may be appropriate to recognise the delay in introducing the new job evaluation/grading scheme.

### **Grading Appeals Procedure**

4. The Grading Appeals Procedure (Appendix D to the National Joint Council Handbook of Agreements) has been amended in order to simplify and streamline the processes at each stage of the procedure. The revised procedure is attached at **Appendix 1** to this NJC Promulgation. This Grading Appeals Procedure has been written generically, such that its provisions apply equally to appeals arising under the new broadband job evaluation/grading scheme, as well as to those arising under the former unified job grading scheme of the Agreement. The revised procedure therefore takes effect immediately.

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