



2007 - 2010 WAGES SETTLEMENT
PROMULGATION

(Subject to approval by National Council)

(All references within this document are intended to be non-gender specific)

The parties to the DICB at a meeting on 19 July 2007 agreed to a wage settlement of an overall 12.5% increase, split over three years. The period covered by the Agreement is from 20 July 2007 until 20 July 2010, and will comprise of a 4% increase in the first year and a 4.25% increase in each of the following two years.

Therefore in accordance with the Agreement, the DICB adopted the following terms of settlement to be effective, except as otherwise stated, from 20 July 2007 until 20 July 2010.

1. **PLAIN TIME RATES - RULE 2**

[a] **General Operatives**

The categories of Operatives have been revised as shown below, and the plain time hourly rates under Rule 2 shall be increased to the following:

	Hourly Rate	Hourly Rate	Hourly Rate
	2007/08	2008/09	2009/10
	£ p	£ p	£ p
Demolition Operative Labourer	7.33	7.64	7.96
Demolition Operative Mattockman: Burner [Groundman]: Shorer's Mate	7.80	8.13	8.48
Demolition Operative Topman: Burner [Topman]: Shorer	8.47	8.83	9.20

[b] <u>Watchmen</u>	Day	Night
	£ p	£ p
From 20/07/07:	£58.48	£73.10
From 20/07/08:	£60.96	£76.20
From 20/07/09:	£63.56	£79.45

2. **PLUS RATES - RULE 2[b]**

That plus rates for Mechanical Plant Operators shall be increased to the following:

	From 20/07/07	From 20/ 07/ 08	From 20/ 07/ 09
Power Driver Tools	£0.36	£0.38	£0.40
Compressor	£0.40	£0.41	£0.43
Mobile Cranes:			
Up to and including 2 tonnes	£0.61	£0.64	£0.67
Over 2 tonnes and including 6 tonnes	£0.99	£1.03	£1.07
Over 6 tonnes and including 20 tonnes	£1.24	£1.29	£1.35
Over 20 tonnes and including 50 tonnes	£1.46	£1.52	£1.58
Over 50 tonnes	£1.78	£1.85	£1.93
Dumpers:			
Up to and including 0.8 cu. metres struck capacity	£0.36	£0.38	£0.40
Over 0.8 cu metres up to and including 3.85 cu metres struck capacity	£0.40	£0.41	£0.43
Excavators:			
Up to and including 0.3 cu. metres capacity	£0.61	£0.64	£0.67
Over 0.30 cu. metre up to and including 0.6 cu. metres	£0.99	£1.03	£1.07
Over 0.6 cu. metres up to and including 1.6 cu. metres	£1.24	£1.29	£1.35
Over 1.6 cu. metres up to and including 3.8 cu. metres	£1.46	£1.52	£1.58
Operators attending Cranes or Excavators [Banksman]	£0.36	£0.38	£0.40
Front End Shovels:			
Up to and including 0.8 cu. metres	£0.61	£0.64	£0.67
Over 0.8 cu. metres up to and including 2.3 cu metres	£0.99	£1.03	£1.07
Over 2.3 cu. metres up to and including 6.1 cu. metres	£1.24	£1.29	£1.35

[c] Drivers

	From 20/07/07	From 20/07/08	From 20/07/09
Class 1	£9.28	£9.67	£10.08
Class 2	£8.73	£9.10	£9.48
Class 3	£8.17	£8.52	£8.88

3. ASBESTOS STRIPPING/REMOVAL - RULE 2 [d]

That the payment to Operatives involved in the asbestos stripping/removal process, under Rule 2 [d] be increased to:

From 20/07/07 + £1.72 an hour
From 20/07/08 + £1.79 an hour
From 20/07/09 + £1.86 an hour

4. EXCEPTIONALLY RIGOROUS CONDITIONS - RULE 2 [g]

That the payment to Operatives engaged in working in obnoxious or particularly rigorous conditions under Rule 2 [g] be increased to:

From 20/07/07 + £0.33 an hour
From 20/07/08 + £0.35 an hour
From 20/07/09 + £0.36 an hour

5. WORKING HOURS - RULE 3

That the normal working hours in the Industry remain the same at 39 hours per week. Mondays – Thursdays 8 hours per day, Fridays 7 hours per day.

6. SHIFT WORK – RULE 5

Shift working rate shall be increased as follows:

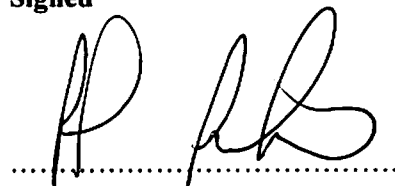
Day Shift:	Ordinary Plain Time Rate	
Night Shift:	2007/2008	+ 0.83p
	2008/2009	+ 0.87p
	2009/2010	+ 0.90p

7. ANNUAL HOLIDAYS WITH PAY - RULE 7

- There is no increase in the Annual Holiday entitlement of 21 days for employees with less than two years continuous service except that holiday entitlement is subject to change in accordance with regulations issued under the Work and Families Act 2006 and the Act itself.
- For employees with more than two years continuous service, holiday entitlement shall increase by one extra days holiday.
- For employees with more than four years continuous service, holiday entitlement shall increase by a total of two extra days holiday.

8. **TRAVELLING AND SUBSISTENCE ALLOWANCES - RULE 11**
- Travelling allowances are increased by 4% in 2007-2008, 4.25% in 2008-2009 and 4.25% in 2008-2009.
 - Subsistence payments to be £35 per night for the duration of this Agreement.
9. **ABSENCE FROM WORK DUE TO SICKNESS OR INJURY- RULE 16**
- The rate of weekly payment will be as follows:
- | | |
|---------------|------------------|
| From 20/07/07 | £100.00 per week |
| From 20/07/08 | £105.00 per week |
| From 20/07/09 | £110.00 per week |
- The qualifying periods will be:
- Three continuous days absence if less than two years continuous service.
 - Two days absence if more than two years continuous service
 - One days absence if more than three years continuous service
10. **DEATH BENEFIT SCHEME – RULE 17**
- Payment for Death in Service will be at the rates published within the B&CE Template Scheme (provided the employee is registered and operating with the B&CE Template Scheme).
11. **FIRST AID – RULE 27**
- That payment to Operatives appointed by an Employer, as a First-Aider shall receive an additional weekly payment of:
- From 20/07/07 of £6.34
From 20/07/08 of £6.61
From 20/07/09 of £6.89
12. **DURATION OF AGREEMENT**
- That the Agreement shall operate with effect from 20 July 2007, except as otherwise stated and shall apply until 20 July 2010.
13. **CONSTITUTION**
- That Article 8 of The Constitution applies to this Agreement.

Signed



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H. BUTTON FIDE, FRSA, MCIWM, CEnv
EMPLOYERS SECRETARY
NFDC Ltd

B. BLACKMAN M.I.O.S.H
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