



**2010 - 2012 WAGES SETTLEMENT  
PROMULGATION**

The parties to the DICB at a meeting on 15<sup>th</sup> June 2010 agreed to a wage settlement of an overall 5% increase, split over two years. The period covered by the Agreement is from 20<sup>th</sup> July 2010 until 19<sup>th</sup> July 2012, and will comprise of a 2% increase in the first year and a 3% increase in the following year.

**Therefore in accordance with the Agreement, the DICB adopted the following terms of settlement to be effective, except as otherwise stated, from 20<sup>th</sup> July 2010 until 19<sup>th</sup> July 2012.**

**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:

	<b>Hourly Rate 2010/2011 £ p</b>	<b>Hourly Rate 2011/2012 £ p</b>
Demolition Operative Labourer	8.12	8.36
Demolition Operative Mattockman: Burner [Groundman]: Shorer's Mate	8.65	8.90
Demolition Operative Topman: Burner [Topman]: Shorer	9.38	9.66

**[b] Watchmen**

	<b>Day £ p</b>	<b>Night £ p</b>
From 20/07/10:	£64.83	£81.04
From 20/07/11:	£66.78	£83.47

2. **PLUS RATES - RULE 2(b)**

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

	From 20/07/10	From 20/ 07/ 11
<b>Power Driver Tools</b>	£0.40	£0.42
<b>Compressor</b>	£0.44	£0.45
<b>Mobile Cranes:</b>		
Up to and including 2 tonnes (lorry mounted)	£0.68	£0.70
All mobile cranes	£1.96	£2.03
<b>Dumpers:</b>		
Over 0.8 cu metres up to and including 3.85 cu metres struck capacity	£0.44	£0.45
<b>Demolition Rigged excavators:</b>		
Category A	£0.68	£0.70
Category B	£1.09	£1.12
Category C	£1.37	£1.41
Category D	£1.61	£1.66
Operators attending Cranes or Excavators [Banksman]	£0.41	£0.42
<b>Front End Shovels:</b>		
Up to and including 0.8 cu. metres	£0.68	£0.70
Over 0.8 cu. metres up to and including 2.3 cu metres	£1.09	£1.12
Over 2.3 cu. metres up to and including	£1.38	£1.42
 <b>(c) <u>Drivers</u></b>		
	From 20/7/10	From 20/7/11
Class 1 .....	£10.28	£10.59
Class 2 .....	£9.67	£9.96
Class 3 .....	£9.06	£9.33

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 20/07/10 + £1.89 an hour  
 From 20/07/11 + £1.95 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 20/07/10 + £0.37 an hour  
 From 20/07/11 + £0.38 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:     From 20/07/10 + 0.92p  
                          From 20/07/11 + 0.95p
7. **ANNUAL HOLIDAYS WITH PAY - RULE 7**  
 Please see Appendix A.
8. **TRAVELLING AND SUBSISTENCE ALLOWANCES - RULE 11**
- Travelling allowances are increased by 2% in 2010-2011, and 3% in 2011-2012
  - 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 20/07/10        £112.20 per week  
 From 20/07/11        £115.57 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 20/07/10 of £7.02

From 20/07/11 of £7.24

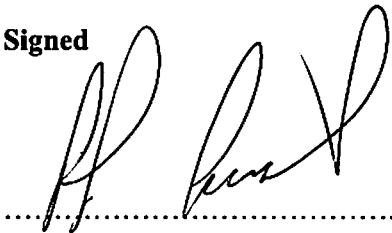
12. **DURATION OF AGREEMENT**

That the Agreement shall operate with effect from 20<sup>th</sup> July 2010, except as otherwise stated and shall apply until 19<sup>th</sup> July 2012.

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  
**OPERATIVES SECRETARY**  
T & G Union