

MACCS Terms and Conditions of Membership

1. Entitlement to Basic Rates of
2. Working Hours
3. Overtime Rates
4. Guaranteed Minimum Weekly
5. Annual Holidays
6. Public Holidays
7. Payment of Industry Sick Pay
8. Benefits Scheme

Note:

1. Except where required by the context, the singular shall include the plural and the plural the singular; words implying the masculine gender shall include the feminine gender.
2. All references to the 'Council' shall mean the Executive Council of the Isle of Man Construction Federation.
3. There is an overriding requirement on all employers and employees to comply fully with current Isle of Man legislation.

TERMS AND CONDITIONS

TC 1 Entitlement to Basic and Additional Rates of Pay

- 1.1 General Operatives
- 1.2 Skilled Operatives
- 1.3 Craft Operatives
- 1.4 Conditions of Employment of Apprentices

TC 2 Working Hours

- 2.1 Rest/Meal Breaks
- 2.2 Average Weekly Working Hours

TC 3 Overtime Rates

TC 4 Guaranteed Minimum Weekly Earnings

- 4.1 Loss of Guarantee
- 4.2 Proportional Reduction
- 4.3 Availability for Work
- 4.4 Temporary Lay-off
- 4.5 Disputes

TC 5 Annual Holidays

- 5.1 The Winter Holiday
- 5.2 The Summer Holiday
- 5.3 Other Holidays
- 5.4 Payment for Annual Holiday
- 5.5 Leavers
- 5.6 Amount of Compensatory Payment
- 5.7 General Provisions Relating to Annual Holiday

TC 6 Bank Holidays

- 19.2 Payment in respect of Bank Holidays
- 19.3 General provisions related to payment for Bank Holidays
- 19.4 Payment for Work on a Bank Holiday

TC 7 Payment of Industry Sick Pay

- 20.1 Relationship of Industry Sick Pay with Statutory Sick Pay
- 20.2 Limit of Weekly Payment
- 20.3 Qualifying Days
- 20.4 Amount and Duration of Payment
- 20.5 Notification of Incapacity for Work
- 20.6 Certification of Incapacity for Work
- 20.7 Qualifying Conditions for Payment
- 20.8 Record of Absence

TC 8 Benefit Schemes

- 21.1 Accident and Death Benefit
- 21.2 Pension Scheme
- 21.3 Additional and Voluntary Contributions

TC 1 ENTITLEMENT TO BASIC RATES OF PAY

Operatives employed to carry out work in the Building and Civil Engineering Industry are entitled to basic pay in accordance with this Term and Condition (TC.1). Rates of pay are set out in Schedule 1, and published periodically by the Council.

1.1 General Operatives

General Operatives employed to carry out general building and/or civil engineering works are entitled to receive the General Operatives Basic Rate of Pay.

1.2 Craft Operatives

Craft Operatives employed to carry out craft building and/or civil engineering work are entitled to receive the Craft Operative Basic Rate of Pay.

1.3 Conditions of Employment of Apprentices

1.3.1 Conditions

An apprentice who has entered into a training service agreement is subject to the same conditions of employment as other operatives employed under the Terms and Conditions except as provided in TC 1.4.2 to 1.4.6.

1.3.2 Wages

Rates of pay are set out in a separate schedule, published periodically by the Council. Payment under the scale is due from the date of entry into employment as an apprentice, whether the apprentice is working on site or undergoing full-time training on an approved course, subject to the provisions of TC 1.4.3. Payment under the scale is due from the beginning of the pay week during which the specified period starts.

1.3.3 Payment During Off-the-Job Training

Apprentices are entitled to be paid during normal working hours to attend approved courses off-the-job training in accordance with the requirement of their apprenticeship. Payment during such attendance shall be at their normal rate of pay, but the employer may withhold payment for hours during which an apprentice, without authorisation fails to attend the course.

1.3.4 Overtime

Where an apprentice age 18 or over is required to work overtime payment shall be in accordance with the provisions of TC 3.

1.3.5 Absence and Sick Pay

The employer must be notified at the earliest practical time during the first day of any absence and no later than midday. The first seven days may be covered by self certification. Thereafter absence must be covered by a certificate or certificates given by a registered medical practitioner. The apprentice shall be entitled to Statutory Sick Pay (SSP) plus Industry sick pay save the aggregate amount of SSP plus Industry sick pay shall not exceed a normal week's pay in accordance with TC 1.4.2.

1.3.6 Other Terms and Conditions of Engagement

The apprentice shall be subject to all other provisions and entitlements contained within the Terms and Conditions

TC 2 WORKING HOURS

Working Hours

The normal working hours shall be:

Monday to Thursday	8 hours per day
Friday	7 hours per day
Total	39 hours per week.

Except for operatives working shifts whose working hours shall continue to be 8 hours per weekday and 40 hours per week.

The expression "normal working hours" means the number of hours prescribed above for any day (or night) when work is actually undertaken reckoned from the starting time fixed by the employer.

2.1 Rest/Meal Breaks

2.1.1 Meal/Refreshment Breaks

At each site or job there shall be a break or breaks for rest and/or refreshment at times to be set by the employer. The breaks shall aggregate one hour per day and shall include a meal break of not less than half an hour.

TC 3 OVERTIME RATES

The employer may require overtime to be worked and the operative may not unreasonably refuse to work overtime.

Overtime premium rates will not be payable until the normal hours (39 hours-TC 2) have been worked in the pay week unless the short time is authorised by the employer on compassionate or other grounds or is a certified absence due to sickness or injury.

Note: The number of hours worked in excess of normal hours will be reduced by the number of hours of unauthorised absence before the overtime premium is calculated.

Overtime shall be calculated as follows:

- (a) First 39 hours in the working week: normal time.
- (b) After the first 39 hours in the working week: at the rate of time and a half.

Overtime shall be calculated on the normal hourly rate. Additional payments for occasional skilled work and bonus shall not be included when calculating overtime payments.

TC 4 GUARANTEED MINIMUM WEEKLY EARNINGS

An operative, who has been available for work for the week whether or not work has been provided by the employer, shall be entitled to guaranteed minimum weekly earnings as defined in TC 1.

4.1 Loss of Guarantee

There shall be no entitlement to guaranteed minimum weekly earnings where the employer is unable to provide continuity of work due to industrial action.

4.2 Proportional Reduction

Where an operative is absent for part of normal working hours due to certified sickness or injury or for one or more days of annual or recognised public holiday, the requirement for the

operative to be available for work will be deemed to be met and the payment of Guaranteed Minimum Weekly Earnings will be proportionately reduced. The proportionate reduction will not apply where the employer authorises the absence on compassionate or other grounds.

4.3 Availability for Work

An operative has satisfied the requirements to remain available for work during normal working hours by complying with the following conditions:

- (a) That, unless otherwise instructed by the employer, the operative has reported for work at the starting time and location prescribed by the employer and has remained available for work during normal working hours.
- (b) Carries out satisfactorily the work for which the operative was engaged or suitable alternative work if instructed by the employer and
- (c) Complies with the instructions of the employer as to when, during normal working hours, work is to be carried out, interrupted or resumed.

4.4 Temporary Lay-off

4.4.1 Where work is temporarily stopped or is not provided by the employer the operative may be temporarily laid off. The operative shall, subject to the provisions of TC 4.4.2, be paid his normal rate of pay for the day on which he is notified of the lay-off and one fifth of "Guaranteed Minimum Weekly Earnings" as defined in TC 4 for each of the first five days of temporary lay-off. While the stoppage of work continues and the operative is prevented from actually working, the operative will be required by the employer to register as available for work at the operative's local job centre.

4.4.2 The payment described in TC 4.4.1 will be made provided that, in the three months prior to any lay-off, there has not been a previous period or periods of layoff in respect of which a guaranteed payment was made for five consecutive days or five days cumulative, excluding the day or days of notification of lay-off. In any such case the operative will not be entitled to a further guaranteed payment until a total of three months has elapsed from the last day of the period covered by the previous payment. Thereafter and for so long as the stoppage lasts, the operative shall be entitled to a further guaranteed payment of up to five days.

4.5 Disputes

A dispute arising under this Agreement concerning guaranteed minimum payment due may, at the option of the claimant, be referred to an employment tribunal in the event of no decision by the Council.

TC 5 ANNUAL HOLIDAYS

The Holiday Year will run from the second Monday in January each year. Operatives are entitled to 29 days paid annual holidays inclusive of eight public and bank holidays. Paid holiday entitlement accrues at the rate of 0.558 days per week of service. It shall be open to employers and operatives to agree that all or some of the Holidays will be taken on alternative dates.

5.1 The Winter Holiday shall be seven working days taken in conjunction with Christmas Day, Boxing Day and New Year's Day, to give a Winter Holiday of two calendar weeks. The Council shall publish the dates of each Winter Holiday.

5.2 The Summer Holiday shall be two calendar weeks, by mutual agreement not necessarily consecutive, to be granted in the summer period (between 1st May and 31st October).

5.3 The TT Holiday shall be the four remaining days of Annual Holiday taken immediately preceding TT Senior Race Day.

5.4 Payment for Annual Holiday

Payment for annual holiday which shall be made on the last pay-day preceding the commencement of each holiday period shall be made at either:

5.4.1 Where the operative's pay does not vary with the amount of work done

A week's pay is simply the normal weekly wage for the contractual weekly hours as defined by the contract of employment.

5.4.2 Where the operative's pay varies with the amount of work done

Where earnings vary because of piecework or productivity bonus arrangements, then a week's pay is arrived at calculating the earnings during the normal working week as defined by the contract of employment, averaged over the 12 complete weeks worked immediately prior to the holiday week. Weeks during which the operative is absent due to sickness are to be excluded.

5.4.3 One day's pay is calculated by dividing a week's pay by the number of hours in the normal working week and multiplying by the normal hours in the particular day, both as defined by the contract of employment.

5.5 Leavers

5.5.1 Operatives who leave the employment of the employer during a leave year are entitled to a compensatory payment calculated as follows:

$$(A \div 52) \times 29 - B$$

Where:

"A" is the number of complete weeks of service in the leave year

"B" is the number of days' leave taken by the operative in the leave year including Public/Bank Holidays.

5.5.2 Where the number of days' leave taken exceeds the operative's entitlement the employer has the right to make a deduction from payments made to the operative leaving the employment of the employer in respect of any overpayment of holiday pay. Such deduction will be calculated in accordance with TC 5.6.

5.6 Amount of the compensatory payment

The operative is entitled to a compensatory payment for each day, or part of a day, of entitlement calculated by reference to the hourly rate of pay under TC 5.4 multiplied by the normal contractual working hours.

5.7 General Provisions related to Annual Holiday.

Where employment commences after the start of the leave year the operative will be entitled to the proportion of the 29 days Annual Holiday equivalent to the proportion of the leave year calculated from the first week of employment to the last week of the leave year. An operative has no entitlement to payment for holidays not taken during the holiday leave year or to carry forward entitlement to holiday from one holiday year to the subsequent holiday year.

TC 6 PUBLIC AND BANK HOLIDAYS

6.1 On the Isle of Man the following ten days are recognised as Bank Holidays:

- New Year's Day
- Good Friday
- Easter Monday
- Early May Bank Holiday
- Late May Bank Holiday
- TT Senior Race Day
- Tynwald Day
- August Bank Holiday
- Christmas Day
- Boxing Day

Within these Terms and Conditions the following eight days are recognised as paid Bank Holiday within the Isle of Man construction industry:

- New Year's Day
- Good Friday
- Easter Monday
- Early May Bank Holiday
- TT Senior Race Day
- Tynwald Day
- Christmas Day
- Boxing Day

(a) Local Variations

Where, in any locality, any of the above public holidays is generally worked and another day is recognised instead as a general holiday, such other day shall be recognised as the alternative holiday.

(b) Alternative Days

When Christmas Day, Boxing Day or New Year's Day falls on a Saturday or Sunday an alternative day or days of public holiday will be promulgated. Any reference in this Rule to Christmas Day, Boxing Day or New Year's Day shall be taken to apply to the alternative day so fixed.

6.2 Payment in Respect of Bank Holidays

Payment for days of bank holiday recognised under this Rule shall be made by the employer to an operative in his employment at the time of each such holiday on the pay day in respect of the pay week in which such holiday occurs, except that payment for Christmas Day, Boxing Day and New Year's Day shall be made on the last pay day before the Winter Holiday. The amount of payment for each day of bank holiday shall be in accordance with TC 5.4.3.

6.3 General Provisions Related to Payment for Bank Holidays

An operative who is required to work on a public or bank holiday has the option, by arrangement with the employer, of an alternative day of holiday as soon thereafter as it is mutually convenient, in which case the payment prescribed by this Rule shall be made in the respect of such alternative day instead of the public holiday. When the employment is terminated before such alternative day occurs, the operative shall receive such payment on the termination of employment.

6.4 Payment for Work on a Bank Holiday

All hours worked on a day designated as a Bank Holiday shall be paid for at double time.

TC 7 PAYMENT OF INDUSTRY SICK PAY

7.1 Incapacity Benefit.

Under existing legislation there is an entitlement to Incapacity Benefit. Incapacity Benefit (IB) is a contributory non-means tested benefit which gives financial assistance to people who become sick, and are unable to work.

It is the responsibility of the employee to claim the appropriate rate of IB and to provide evidence to the employer of the level of that benefit being received.

7.2 Industry Sick Pay.

The minimum level of Industry Sick Pay will be published by the Federation to accompany agreed minimum pay rates. Industry Sick Pay will be made up of IB plus a payment from the employer to achieve the minimum level of Industry Sick Pay.

7.3 Qualifying Days

For the purpose of this Rule the Qualifying Days that shall generally apply in the industry are Monday to Friday in each week.

While the Qualifying Days referred to above shall generally be the same five days as those which form the normal week of guaranteed employment under this Agreement, it is accepted that there might be certain exceptions, e.g. where the particular circumstances of the workplace require continuous six or seven day working. In these situations it is in order, where there is mutual agreement, for other days to be regarded as Qualifying Days for the purpose of this Rule and IB.

7.4 Amount and Duration of Payment

- (a) An operative who, during employment with an employer is absent from work on account of sickness or injury shall, subject to satisfying all the conditions set out in this Rule, be paid the appropriate proportion of a weekly amount specified by the Council for each Qualifying Day of incapacity for work. For this purpose, the appropriate proportion due for a day shall be the weekly rate divided by the number of qualifying days specified under TC7.3 above.
- (b) During the first four continuous weeks of employment with a new employer the operative shall be entitled to Incapacity Benefit only, for absence which the employer is satisfied is due to genuine sickness or injury.
- (c) After four continuous weeks of employment the operative shall be entitled to a total of four weeks' Industry Sick Pay in addition to IB in respect of absence that starts after these four weeks.
- (d) After 15 continuous weeks of employment the operative shall be entitled to a total of seven weeks' Industry Sick Pay in addition to IB in respect of absence that starts after these 15 weeks.
- (e) After 26 continuous weeks of employment the operative shall be entitled to a total of 10 weeks' Industry Sick Pay in addition to IB in respect of absence that starts after these 26 weeks. This entitlement is based on a rolling 12 month period or single period of absence, whichever is the longer.

7.5 Notification of Incapacity for Work

An operative shall not be entitled to payment under this Rule unless, during the first Qualifying Day in the period of incapacity, the employer is notified that the operative is unable to work due to sickness or injury and when the incapacity for work started. Thereafter the operative shall, at intervals not exceeding one week throughout the whole period of absence, keep the employer informed of his continuing incapacity for work. Where the employer is notified later than this Rule requires, the employer may nevertheless make payment under the Rule if satisfied that there was good cause for the delay.

7.6 Certification of Incapacity for Work

The whole period of absence from work shall be covered by a certificate or certificates of incapacity for work to the satisfaction of the employer. For the first seven consecutive days of sickness absence, including weekends and public holidays, a self certificate will normally suffice for this purpose. Any additional days of the same period of absence must be covered by a certificate or certificates given by a registered medical practitioner.

Note: For the purpose of this paragraph a self certificate means a signed statement made by the operative, in a form that is approved by the employer that he has been unable to work due to sickness/injury for the whole period specified in the statement.

7.7 Qualifying Conditions for Payment

An operative shall not be entitled to the payment prescribed in this Rule unless the following conditions are satisfied:

- (f) That incapacity has been notified to the employer in accordance with TC 7.5 above.
- (g) That the requirements of TC 7.6 above to supply certificate(s) of incapacity for work have been complied with.
- (h) That the first three Qualifying Days (for which no payment shall be due) have elapsed in each period of absence.
- (i) That none of the Qualifying Days concerned is a day of annual or public holiday granted in accordance with the provisions of these Terms and Conditions.
- (j) That the incapacity does not arise directly or indirectly from insurrection or war, attempted suicide or self-inflicted injury, the operative's own misconduct, any gainful occupation outside working hours or participation as a professional in sports or games.
- (k) That the limit of payment has not been reached.

7.8 Record of Absence

The employer shall be responsible for keeping records of absence and payments made to operatives under this Rule.

TC 8 BENEFIT SCHEMES

8.1 Accident and Death Benefit

An operative is entitled to, and the employer will provide, insurance cover for:

- (a) accidental injury benefit for a specified injury (or injuries) sustained as a result of an accident at the place of work or an accident while travelling to or from work, the amount being published from time to time by the Council and is available through the Building and Civil Engineering Benefits Scheme, or other approved Scheme.
- (b) death benefit, of an amount published from time to time by the Council, and is available through the Building and Civil Engineering Benefits Scheme, or other approved Scheme.

SCHEDULE I

Specified Work Establishing Entitlement to the Skilled Operative Pay Rate 4,3,2,1 or Craft Rate.

Basic Rate of Pay.

BAR BENDERS AND REINFORCEMENT FIXERS

Bender and fixer of Concrete Reinforcement capable of reading and understanding drawings and bending schedules and able to set out work. Craft Rate.

CONCRETE

Concrete Leveller or Vibrator Operator. 4

Screeder and Concrete Surface Finisher working from datum such as road-form, edge beam or wire. 4

Operative required to use trowel or float (hand or powered) to produce high quality finished concrete. 4

DRILLING AND BLASTING

Drills, rotary or percussive: mobile rigs, operator of. 3

Operative attending drill rig. 4

Shotfirer, operative in control of and responsible for explosives including placing, connecting and detonating charges. 3

Operatives attending on shotfirer, including stemming. 4

DRYLINERS

Operatives undergoing approved training in drylining. 4

Operatives who can produce a certificate of training achievement indicating satisfactory completion of at least one unit of approved drylining training. 3

Dryliners who have successfully completed their training in drylining fixing and finishing. Craft Rate

FORMWORK CARPENTERS

1st year trainee. 4

2nd year trainee. 3

Formwork Carpenters. Craft Rate

GANGERS AND TRADE CHARGEHANDS

(Higher grade payments may be made at the employer’s discretion). 4

GAS NETWORK OPERATIONS

Operatives who have successfully completed approved training to the standard of:

GNO Trainee 4

GNO Assistant 3

Team Leader – Services. 2

Team Leader – Mains. 1

Team Leader – Mains and Services. 1

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LINESMEN – ERECTORS

1st grade..... 2

(Skilled in all works associated with the assembly, erection, maintenance and dismantling of Overhead Lines Transmission Lines on steel towers, concrete or wood poles, including all overhead lines construction elements.)

2nd Grade 3

(As above but lesser degree of skill – or competent and fully skilled to carry out some of the elements of construction listed above.)

Linesmen-erector’s mate 4
(Semi-skilled in works specified above and a general helper).

MASON PAVIORS

Operative assisting a Mason Pavior undertaking kerb laying, block and sett paving, flag laying, in natural stone and precast products. 4

Operative engaged in stone pitching or dry stone walling. 3

MECHANICS

Maintenance Mechanic capable of carrying out field service duties, maintenance activities and minor repairs. 2

Plant Mechanic capable of carrying out major repairs and overhauls including welding work, operating metal turning lathe or similar machine and using electronic diagnostic equipment. 1

Maintenance/Plant Mechanics’ Mate on site or in depot. 4

Tyre Fitter, heavy equipment tyres. 2

MECHANICAL PLANT DRIVERS AND OPERATORS

Backhoe Loaders (with rear excavator bucket and front shovel and additional equipment such as blades, hydraulic hammers, and patch planers).

Backhoe, up to and including 50kW net engine power; driver of	4
Backhoe, over 50kW up to and including 100kW net engine power; driver of	3
Backhoe, over 100kW net engine power; driver of	2

Compressors and Generators

Air compressor or generators over 10 kW; operator of	4
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Concrete Mixers

Operative responsible for operating a concrete mixer or mortar pan up to and including 400 litres drum capacity.	4
Operative responsible for operating a concrete mixer over 400 litres and up to and including 1,500 litres drum capacity.	3
Operative responsible for operating a concrete mixer over 1,500 litres drum capacity.	2
Operative responsible for operating a mobile self-loading and batching concrete mixer up to 2,500 litres drum capacity.	2
Operative responsible for a operating a mechanical drag-shovel.	4

Concrete Placing Equipment

Trailer mounted or static concrete pumps: self-propelled concrete placers: concrete placing booms; operator of.	3
Self-propelled Mobile Concrete Pump, with or without boom, mounted on lorry or lorry chassis; driver/operator of.	2

Cranes

Mobile Cranes

Self-propelled mobile crane on road wheels, rough terrain wheels or caterpillar tracks including lorry mounted:	
Max. lifting capacity at min. radius, up to and including 5 Tonne; driver of	4
Max. lifting capacity at min. radius, over 5 Tonne and up to and including 10 Tonne; driver of.	3
Max. lifting capacity at min. radius, over 10 Tonne Where grabs are attached to cranes the next higher skill rate of pay applies except over 10 Tonne where the rate is at the employer's discretion.	Craft Rate

Tower Cranes (including static or travelling: standard trolley or luffing jib)

Up to and including 2 Tonne max. lifting capacity at min. radius; driver of.	4
Over 2 Tonne up to and including 10 Tonne max. lifting capacity at min. radius; driver of.	3
Over 10 Tonne up to and including 20 Tonne max. lifting capacity at min. radius; driver of.	2
Over 20 Tonne max. lifting capacity at min. radius; driver of.	1

Miscellaneous Cranes and Hoists

Overhead bridge crane or gantry crane up to and including 10 Tonne capacity; driver of.	3
Overhead bridge crane or gantry crane over 10 Tonne up to and including 20 Tonne capacity; driver of.	2
Power driven hoist or jib crane; operator of.	4
Slinger / Signaller appointed to attend Crane or hoist to be responsible for fastening or slinging loads and generally to direct lifting operations.	4

Dozers

Crawler dozer with standard operating weight up to and including 10 Tonne; driver of.	3
Crawler dozer with standard operating weight over 10 Tonne and up to and including 50 tonne; driver .	2
Crawler dozer with standard operating weight over 50 Tonne; driver of.	1

Dumpers and Dump Trucks

Up to and including 10 Tonne rated payload; driver of.	4
Over 10 Tonne and up to and including 20 Tonne rated payload; driver of.	3
Over 20 Tonne and up to and including 50 Tonne rated payload; driver of.	2
Over 50 Tonne and up to and including 100 Tonne rated payload; driver of.	1
Over 100 Tonne rated payload; driver of.	Craft Rate

Excavators (360 degree slewing)

Excavators with standard operating weight up to and including 10 Tonne; driver of.	3
Excavator with standard operating weight over 10 Tonne and up to and	

including 50 Tonne; driver of.	2
Excavator with standard operating weight over 50 Tonne; driver of.	1
Banksman appointed to attend excavator or responsible for positioning vehicles during loading or tipping.	4
Fork-Lifts Trucks and Telehandlers	
Smooth or rough terrain fork lift trucks (including side loaders) and telehandlers up to and including 3 Tonne lift capacity; driver of.	4
Over 3 Tonne lift capacity; driver of.	3
Motor Graders: driver of.	2
Motorised Scrapers: driver of.	2
Motor Vehicles (Road Licensed Vehicles) Driver and Vehicle Licensing Agency (DVLA)	
Vehicles requiring a driving licence of category C1; driver of. (Goods vehicle with maximum authorised mass (mam) exceeding 3.5 Tonne but not exceeding 7.5 Tonne and including such a vehicle drawing a trailer with a mam not over 750kg)	4
Vehicles requiring a driving licence of category C; driver of. (Goods vehicle with a maximum authorised mass (mam) exceeding 3.5 Tonne and including such a vehicle drawing a trailer with mam not over 750kg)	2
Vehicles requiring a driving licence of category C plus E; driver of. (Combination of a vehicle in category C and a trailer with maximum authorised mass over 750kg)	1
Power Driven Tools	
Operatives using power-driven tools such as breakers, percussive drills, picks and spades, rammers and tamping .	4
Power Rollers	
Roller, up to and including 4 Tonne operating weight; driver of.	4
Roller, over 4 Tonne operating weight and upwards; driver of.	3
Pumps, Power-driven pump(s); attendant of.	4
Shovel Loaders, (Wheeled or tracked, including skid steer)	
Up to and including 2 cubic metre shovel capacity; driver of.	4
Over 2 cubic metre and up to and including 5 cubic metre shovel capacity; driver of.	3

Over 5 cubic metre shovel capacity; driver of. 2

Tractors (Wheeled or Tracked)

Tractor, when used to tow trailer and/or with mounted compressor, up to and including 100kW rated engine power; driver of. 4

Tractor, ditto, over 100KW up to and including 250kW rated engine power; driver of. 3

Tractor, ditto, over 250kW rated engine power; driver of. 2

Trenchers (Type wheel, chain or saw).

Trenching Machine, up to and including 50kW gross engine power; driver of. 4

Trenching Machine, over 50kW and up to and including 100kW gross engine power; driver of. 3

Trenching Machine, over 100kW gross engine power; driver of. 2

Winches, Power driven winch; driver of 4

PILING

General Skilled Piling Operative. 4

Piling Chargehand / Ganger. 3

Pile Tripod Frame Winch Driver. 3

CFA or Rotary or Driven Mobile Piling Rig Driver. 2

Concrete Pump Operator. 3

PIPE JOINTERS

Jointers, pipes up to and including 300mm diameter. 4

Jointers, pipes over 300mm diameter and up to 900mm diameter. 3

Jointers, pipes over 900mm diameter 2

except in HDPE mains when experienced in butt fusion and/or electrofusion jointing operations. 2

PIPELAYERS

Operative preparing the bed and laying pipes up to and including 300 mm diameter. 4

Operative preparing the bed and laying pipes over 300 mm diameter and up to and including 900mm diameter. 3

Operative preparing the bed and laying pipes over 900mm diameter. 2

PRE-STRESSING CONCRETE

Operative in control of and responsible for hydraulic jacks and other tensioning devices engaged in post-tensioning and/or pre-tensioning concrete elements 3

ROAD SURFACING WORK (includes rolled asphalt, dense bitumen macadam and surface dressings).

Operatives employed in this category of work to be paid as follows:

Chipper 4

Gritter Operator 4

Raker 3

Paver Operator 3

Leveller on Paver 3

Road Planer Operator 3

Road Roller Driver, 4 Tonne and upwards. 3

Spray Bar Operator 4

SCAFFOLDERS

CISRS BASE (Basic Access Systems Erector)	4
CISRS Trainee	4
CISRS Scaffolder	Craft Rate
CISRS Advanced	Craft Rate

STEELWORK CONSTRUCTION

A skilled steel erector engaged in the assembly, erection and fixing into position of steel-framed buildings and structures. 1

Operative capable of and engaged in fixing simple steelwork components such as beams, girders and metal decking. 3

TIMBERMAN

Timberman, installing timber supports. 3

Highly skilled timberman working on complex supports using timbers of size 250mm by 125mm and above. 2

Operative attending. 4

TUNNELS

Operative working below ground on the construction of tunnels and underground spaces or sinking shafts:

Tunnel Boring Machine operator.	2
Tunnel Miner's assistants (operative who assists the tunnel miner).	4
Other operatives engaged in driving headings in connection with cable and pipe laying.	4
Operative driving loco.	4

WELDERS

Grade 4 (Fabrication Assistant)
Welder able to tack weld using SMAW or MIG welding processes in accordance with verbal instructions and including mechanical preparation such as cutting and grinding.

3

Grade 3 (Basic Skill Level)
Welder able to weld carbon and stainless steel using at least one of the following processes SMAW, GTAW, GMAW for plate-plate fillet welding in all major welding positions, including mechanical preparation and complying with fabrication drawings.

2

Grade 2 (Intermediate Skill Level)
Welder able to weld carbon and stainless steel using manual SMAW, GTAW, semi-automatic MIG or MAG, and FCAW welding processes including mechanical preparation, and complying with welding procedures, specifications and fabrication drawings.

1

Grade 1 (Highest Skill Level)
Welder able to weld carbon and stainless steel using manual SMAW, GTAW, semi-automatic GMAW or MIG or MAG, and FCAW welding processes in all modes and directions in accordance with BSEN 287-1 and/or 287-2 Aluminium Fabrications including mechanical preparation and complying with welding procedures, specifications and fabrication drawings.

Craft Rate

YOUNG WORKERS

Operatives below 18 years of age will receive payment 60% of the General Operative Basic Rate. At 18 years of age or over the payment is 100% of the relevant rate.