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For the Attention of ECIA Members

ECIA Pay Imposition 2026 for NAECI employees Customer/Client Notification

By way of background, pay negotiations for NAECI for 2026 and beyond commenced in April 2025 but were paused in June 2025 due to ongoing industrial action at Sellafield.

With no end in sight for the industrial action at Sellafield, and following a request by NJC in November, both the Trade Union and Employers agreed to meet to try to reach a one-year inflation-led agreement, with the view that this would be in the best interests of the industry.

Following 3 meetings between the parties, the ECIA and employers made an initial full and final offer of 3.6%, which the Trade unions put to a ballot, and which was rejected by members. Following further dialogue, a revised offer was made on 19 January 2026, with a 4% increase plus a further 0.5% six months later, subject to no industrial action during that period.

This offer was tabled following further discussions and was expressly stated to be a *“full and final offer.”* It was also made clear that the offer made by the ECIA would be available for acceptance from 26 January, but if not accepted, the ECIA would revert *“back to the previous offer in full”*—namely 3.6%.

The offer was recommended for acceptance by the National Officers of Unite and GMB as an above-RPI increase and the highest pay offer in the construction sector for 2026.

The offer was rejected by Trade Union members, and, as a result, the ECIA moved to impose the previous offer of 3.6% with effect from Monday, 2 February 2026, on the basis that collective bargaining had been concluded without a realistic process for reaching an agreed position with the Trade Union. It was also important to ECIA and employers that employees received a pay increase, and that, by imposing this increase, we were mitigating any potential subsequent industrial action.

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ECIA Pay Imposition 2026 for NAECI employees Customer/Client Notification continued...

It is believed that Trade Unions are advising their members to reject or object to the implemented increase, and the way they would be required to do this will be by submitting an individual grievance, as they are unable to do this on a collective basis, as this is seen as an employer-led increase, as it is not agreed through the collective bargaining process.

This could lead to disruption at sites if this happens, but we are actively working alongside other Member companies and have agreed a strategy to address such matters. This is summarised in the attached flow chart.

Whilst we do not believe that any mass industrial action is planned, member companies are actively working with ECIA to address such matters should this occur and to ensure that normal operations on client sites are maintained.

The revised 2026 pay rates are attached. Please note that there is no change to travel or accommodation allowances.

Thank you for your continued support and dedication to our industry.

Yours sincerely

A handwritten signature in black ink, appearing to be 'John Simpson', written over a faint circular stamp or watermark.

John Simpson
ECIA Managing Director

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