

22nd April 2026

NAECI 2026 SETTLEMENT

The NECC has now confirmed that the Employers' NAECI 2026 offer of 31st March 2026 has been endorsed by the Trades Unions' membership. The 2025 NAECI rates (excluding radius and accommodation allowances) were increased by 3.6% in January 2026. Those increases are now effectively supplanted by the agreement now confirmed.

Thus, the 2025 pay rates are uplifted by 4.5% together with other elements set out in this Communique which details the NAECI 2026 Agreement in full, effective from Monday, 4th May 2026:

SCHEDULE OF RATES, ALLOWANCES AND OTHER REVISIONS

1. Pay Rates (NAECI Appendix A.2 & A.8)

Hourly pay rates will increase by 4.5%.

2. Radius Allowance & Accommodation Allowance (NAECI 9.1 & A.4, 9.2 & A.5)

Radius allowance will increase by 4.5% and accommodation allowance by 5.07%.*

3. London Rate Enhancement

The London Rate Enhancement, for Categorised sites within the M25, will increase from £1.00 to £1.50, as a supplement paid per hour for all basic, shift and overtime hours worked.

4. Proficiency Payments For Welding (NAECI 6.4 & A.3)

Proficiency pay for welding will increase by 7.2%.

5. Conditions of the 2026 Settlement

The on-line version of the NAECI will be revised in accordance with this NJC Communique and published on the NJC website. Should any issue of interpretation arise before then, the authority for resolution will be the Employers' offer letter of 31st March 2026. Any rates and allowances not referred to in this NJC Communique remain unchanged.

The detail of the new rates and allowances based on the above are contained in Attachment 1 below.

* **Subject to HMRC approval. HMRC will be approached to continue the existing taxation treatment of these allowances.**

2026 CATEGORISED WORK RATES OF PAY (1 – 3)

From Monday 4th May 2026

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
Basic Pay	£14.59	£11.28	£16.73	£12.92	£19.02	£14.59	£22.50	£23.45	£24.43
Night	£18.46	£14.27	£21.16	£16.34	£24.06	£18.46	£28.46	£29.66	£30.90
Afternoons	£17.20	£13.30	£19.72	£15.23	£22.42	£17.20	£26.53	£27.65	£28.80
Double day – Morning	£16.94	£13.10	£19.42	£15.00	£22.08	£16.94	£26.12	£27.23	£28.36
Double day – Afternoons	£18.08	£13.98	£20.73	£16.01	£23.57	£18.08	£27.88	£29.05	£30.27
3 shifts 5 days	£17.84	£13.80	£20.46	£15.80	£23.26	£17.84	£27.52	£28.68	£29.88
3 Shifts 7 days	£18.08	£13.98	£20.73	£16.01	£23.57	£18.08	£27.88	£29.05	£30.27
Rolling Shifts Days	£17.51	£13.54	£20.08	£15.50	£22.82	£17.51	£27.00	£28.14	£29.32
Rolling Shifts Nights	£19.26	£14.89	£22.08	£17.05	£25.11	£19.26	£29.70	£30.95	£32.25
Overtime A	£20.43	£15.79	£23.42	£18.09	£26.63	£20.43	£31.50	£32.83	£34.20
Overtime B	£26.26	£20.30	£30.11	£23.26	£34.24	£26.26	£40.50	£42.21	£43.97

2026 NATIONAL GUARANTEED WORK RATES OF PAY

From Monday 4th May 2026

	Grade 1 Adult	Grade 1 16 / 17 y	Grade 2 Adult	Grade 2 16 / 17 y	Grade 3 Adult	Grade 3 16 / 17 y	Grade 4	Grade 5	Grade 6
Basic Pay	£13.07	£10.12	£15.00	£11.54	£17.00	£13.07	£19.90	£20.91	£21.85
Night	£16.53	£12.80	£18.98	£14.60	£21.51	£16.53	£25.17	£26.45	£27.64
Afternoons	£15.41	£11.93	£17.69	£13.61	£20.04	£15.41	£23.46	£24.65	£25.76
Double day – Morning	£15.17	£11.75	£17.42	£13.40	£19.74	£15.17	£23.10	£24.28	£25.37
Double day – Afternoons	£16.19	£12.54	£18.59	£14.30	£21.06	£16.19	£24.66	£25.91	£27.07
3 shifts 5 days	£15.98	£12.38	£18.35	£14.11	£20.79	£15.98	£24.34	£25.57	£26.72
3 Shifts 7 days	£16.19	£12.54	£18.59	£14.30	£21.06	£16.19	£24.66	£25.91	£27.07
Rolling Shifts Days	£15.68	£12.14	£18.00	£13.85	£20.40	£15.68	£23.88	£25.09	£26.22
Rolling Shifts Nights	£17.25	£13.36	£19.80	£15.23	£22.44	£17.25	£26.27	£27.60	£28.84
Overtime A	£18.30	£14.17	£21.00	£16.16	£23.80	£18.30	£27.86	£29.27	£30.59
Overtime B	£23.53	£18.22	£27.00	£20.77	£30.60	£23.53	£35.82	£37.64	£39.33

A.3 PROFICIENCY PAYMENTS FOR WELDING (NAECI A.3)
From Monday 4th May 2026

	From 4/05/26
Category A	Nil
Category B	16p
Category C	25p
Category D	36p
Category E	47p

A.4 RADIUS ALLOWANCE (NAECI 9.1)
From Monday 4th May 2026

BRACKET MILES		Scale 1			Scale 2
Over	Not exceeding	Taxed	Tax Free	Total	
2	8	£0.00	£0.00	£0.00	£0.00
8	11	£3.69	£0.00	£3.69	£2.43
11	14	£6.04	£1.44	£7.48	£4.86
14	17	£9.78	£2.07	£11.85	£7.88
17	20	£10.88	£4.72	£15.60	£10.31
20	25	£12.56	£6.42	£18.98	£12.58
25	30	£13.90	£7.74	£21.64	£14.24
30	35	£15.02	£8.83	£23.85	£15.92
Over 35		£16.04	£9.89	£25.93	£17.39

A.5 ACCOMMODATION ALLOWANCE (NAECI 9.2)
From Monday 4th May 2026

(a) Daily and weekly rates:

	From 4/05/26
Daily Rate	£53.39
Weekly Rate	£373.73

(b) Accommodation retainer for public holidays and periodic leave:

	From 4/05/26
Daily Rate	£15.68

(c) Accommodation retainer for annual holidays and sickness absence:

	From 4/05/26
Daily Rate	£9.04
Weekly Rate	£63.28

NAECI A.8(b)
CATEGORISED WORK (1 – 3) RATES FOR EMPLOYED APPRENTICES
From Monday 4th May 2026

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
Basic Pay	£9.08	£11.76	£15.23	£18.33
Night	£11.49	£14.88	£19.27	£23.19
Afternoons	£10.71	£13.87	£17.96	£21.61
Double day – Morning	£10.54	£13.65	£17.68	£21.28
Double day – Afternoons	£11.25	£14.57	£18.87	£22.71
3 shifts 5 days	£11.10	£14.38	£18.63	£22.42
3 Shifts 7 days	£11.25	£14.57	£18.87	£22.71
Rolling Shifts Days	£10.90	£14.11	£18.28	£22.00
Rolling Shifts Nights	£11.99	£15.52	£20.10	£24.20
Overtime A	£12.71	£16.46	£21.32	£25.66
Overtime B	£16.34	£21.17	£27.41	£32.99

NAECI A.2(b)
NATIONAL GUARANTEED WORK RATES FOR EMPLOYED APPRENTICES
From Monday 4th May 2026

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
Basic Pay	£9.04	£11.69	£14.45	£16.91
Night	£11.44	£14.79	£18.28	£21.39
Afternoons	£10.66	£13.78	£17.04	£19.94
Double day – Morning	£10.50	£13.57	£16.78	£19.63
Double day – Afternoons	£11.20	£14.48	£17.90	£20.95
3 shifts 5 days	£11.06	£14.30	£17.67	£20.68
3 Shifts 7 days	£11.20	£14.48	£17.90	£20.95
Rolling Shifts Days	£10.85	£14.03	£17.34	£20.29
Rolling Shifts Nights	£11.93	£15.43	£19.07	£22.32
Overtime A	£12.66	£16.37	£20.23	£23.67
Overtime B	£16.27	£21.04	£26.01	£30.44

Note: Employers must check to see whether apprentices are entitled to either the National Minimum Wage or the National Living Wage. In some instances this may be higher than the rates listed above. The National Minimum Wage and the National Living Wage increased on the 1st April 2026. It is the responsibility of the employer to ensure that apprentices are paid the correct rate.

A.9 SALARIED EMPLOYEES (NAECI 17)

(a) Entitlement

Employees who accept an offer of salaried status from their employer in accordance with NAECI 17 shall be entitled to receive a monthly, 4 weekly, fortnightly or weekly salary calculated in accordance with the following provisions. This salary shall be payable for each such period (including periods of annual and/or public holiday), except where the provisions of NAECI 17.5(b) apply.

(b) Base salary

i) Salaried employees permanently engaged on Categorized Work (1-3)

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI Categorized Work (1-3) basic hourly rates 2026.

From Monday 4th May 2026

Categorised Work Rates (1-3)	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Basic Hourly Rate	£16.73	£19.02	£22.50	£23.45	£24.43
Annualised Base Salary (38hrs x 52 wks)	£33,058.48	£37,583.52	£44,460.00	£46,337.20	£48,273.68

ii) Salaried employees permanently engaged on National Guaranteed Rates

Periodic base salaries (i.e. for basic working hours) shall be derived from the following figures, which represent the annualised values of NAECI National Guaranteed basic hourly rates 2026.

From Monday 4th May 2026

National Guaranteed Rates	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Basic Hourly Rate	£15.00	£17.00	£19.90	£20.91	£21.85
Annualised Base Salary (38hrs x 52 wks)	£29,640.00	£33,592.00	£39,322.40	£41,318.16	£43,175.60

iii) Salaried employees normally engaged on National Guaranteed Rates, but transferred periodically onto Categorized Work

Periodic base salaries (i.e. for basic working hours) shall normally be derived from National Guaranteed Rates, set out in (ii) above. These shall be enhanced, during the period of the transfer onto Categorized Work, by a supplementary payment representing the difference between the applicable National Guaranteed and Categorized Work basic hourly rates for that period.

Example: Grade 5 salaried employee in receipt of 4 weekly salary derived from National Guaranteed Rates. Transferred on to Categorised Work rates during a 3 week Category 3 Event. 2026 rates applicable.

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£3,178.32</i>
<i>PLUS</i>	
<i>Supplementary payment for Categorised Work ((Categorised Work basic rate – NGR basic rate) x (38hrs x 3 wks))</i>	<i>£289.56</i>
<i>TOTAL SALARY (basic working hours only)</i>	<i>£3,467.88</i>

iv) Supplementary payments for shift working

Where a salaried employee is engaged either permanently or periodically on shift work, his/her base salary calculated as above shall be enhanced, during the period of shift working, by a supplementary payment representing the difference between the applicable basic and shift rates for that period.

Example: Grade 5 salaried employee in receipt of 4 weekly salary, derived from Categorised Work (1-3) rates. Engaged on permanent night shift. 2026 rates applicable.

<i>Base 4 weekly salary (annualised base salary divided by 13)</i>	<i>£3,564.40</i>
<i>PLUS</i>	
<i>Supplementary payment for night shift ((Cats 1-3 night shift rate – Cats 1–3 basic rate) x (38 hrs x 4 wks))</i>	<i>£943.92</i>
<i>TOTAL SALARY (basic working hours only)</i>	<i>£4,508.32</i>

(c) **Other payments**

Salaried employees shall remain entitled to overtime, incentive bonus and welding proficiency payments, where applicable, in accordance with the relevant NAECI provisions.

In applying the holiday pay provisions of NAECI 10 to salaried employees, full account shall be taken of the fact that payment for annual and public holidays is already included in the calculation of periodic base salaries above.

(d) **Part-time work**

Where a salaried employee is engaged on a part-time basis in accordance with NAECI 7.1(e), the salary figures listed above must be reduced pro rata.