

Sick Pay:

BESA National Agreement operatives are covered for weekly sick pay benefit for up to 52 weeks for any period of incapacity, as detailed below:

National Agreement Grades and Weekly Sick Pay	Grade	Weeks 1 to 28	Weeks 29 to 52
Building Services Engineering Supervisor	Y	£481.32	£240.66
Team Leader	A	£394.52	£197.26
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	Z	£377.30	£188.65
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	B	£364.56	£182.28
Senior Craftsperson (+ Supervisory Responsibility)	C	£351.75	£175.91
Senior Craftsperson (+ 2 Units of Responsibility Allowance)	C	£351.75	£175.91
Senior Craftsperson (+ 1 Unit of Responsibility Allowance)	D	£339.01	£169.54
Senior Craftsperson	E	£326.27	£163.17
Craftsperson (+3 Units of Responsibility Allowance)	D	£339.01	£169.54
Craftsperson (+2 Units of Responsibility Allowance)	E	£326.27	£163.17
Craftsperson (+1 Unit of Responsibility Allowance)	F	£313.18	£156.59
Craftsperson	G	£300.44	£150.22
Installer	H	£235.06	£135.66
Adult Trainee	I	£190.33	£118.72
Mate (18 and over)	I	£190.33	£118.72
Senior Modern Apprentice	H	£235.06	£135.66
Intermediate Modern Apprentice	J	£156.52	£105.21
Junior Modern Apprentice	K	£75.81	£74.06

Death in Service Benefit:

BESA National Agreement operatives are covered for Death Benefit of up to **£66,000**

Please Note: State Pension Age and over - death benefit payable only if death is due to occupational accident or if travelling to or from work.

Lump Sum Benefits:

National Agreement Operatives are covered for:

Accidental Dismemberment Benefit	£66,000	No age restriction applicable
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Index Benefits:

- loss of four fingers of thumb	£9,700	No age restriction applicable
- loss of an index finger	£6,400	No age restriction applicable
- loss of any other finger	£1,560	No age restriction applicable
- loss of big toe	£3,080	No age restriction applicable
- loss of any other toe	£1,040	No age restriction applicable

Permanent Total Disability Benefit	£66,000	Up to State Pension Age (SPA)
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(or if disablement arises from an accident at work, or while travelling to or from, up to 5 years after reaching SPA)

Note:

Any employee absent from work due to sickness or accident on the date of his/her inclusion in the scheme will not be covered for welfare benefits until such time as he/she actively returns to work.

Wage Rates:

BESA National Agreement operatives are paid in accordance with their Job Title/Grade as set out below:

National Agreement Grades and Hourly Wage Rates	Grade	Hourly Wage Rate
Building Services Engineering Supervisor	Y	£25.67
Team Leader	A	£21.04
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	Z	£20.12
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	B	£19.44
Senior Craftsperson (+ Supervisory Responsibility)	C	£18.76
Senior Craftsperson (+ 2 Units of Responsibility Allowance)	C	£18.76
Senior Craftsperson (+ 1 Unit of Responsibility Allowance)	D	£18.08
Senior Craftsperson	E	£17.40
Craftsperson (+3 Units of Responsibility Allowance)	D	£18.08
Craftsperson (+2 Units of Responsibility Allowance)	E	£17.40
Craftsperson (+1 Unit of Responsibility Allowance)	F	£16.70
Craftsperson	G	£16.02
Installer	H	£14.47
Adult Trainee	I	£12.66
Mate (18 and over)	I	£12.66
Senior Modern Apprentice	H	£14.47
Intermediate Modern Apprentice	J	£11.22
Junior Modern Apprentice	K	£7.90

A full copy of the BESA National Agreement can be obtained from the BESA Member area at:

www.thebesa.com/besa-member-support/employment-affairs-and-hr#national-agreements

If you wish to obtain a copy of the latest JCC Letter, or copies of previous JCC letters, please contact BESA Employment Affairs on 0207 313 4938 or employment.affairs@thebesa.com