BESA National Agreement Welfare Benefits Applicable from 5 October 2026 to 3 October 2027

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	£495.81	£247.94
Team Leader	A	£406.35	£203.21
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	Z	£388.50	£194.25
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	B	£375.41	£187.74
Senior Craftsperson (+ Supervisory Responsibility)	C	£362.25	£181.16
Senior Craftsperson (+ 2 Units of Responsibility Allowance)	C	£362.25	£181.16
Senior Craftsperson (+ 1 Unit of Responsibility Allowance)	D	£349.16	£174.58
Senior Craftsperson	E	£336.00	£168.00
Craftsperson (+3 Units of Responsibility Allowance)	D	£349.16	£174.58
Craftsperson (+2 Units of Responsibility Allowance)	E	£336.00	£168.00
Craftsperson (+1 Unit of Responsibility Allowance)	F	£322.56	£161.28
Craftsperson	G	£309.40	£154.70
Installer	H	£245.63	£139.72
Adult Trainee	I	£200.06	£122.29
Mate (18 and over)	I	£200.06	£122.29
Senior Modern Apprentice	H	£245.63	£139.72
Intermediate Modern Apprentice	J	£163.94	£108.43
Junior Modern Apprentice	K	£81.27	£76.37

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
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)

(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.

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BESA National Agreement Wage Rates Applicable from 5 October 2026 to 3 October 2027

BESA BUILDING ENGINEERING SERVICES ASSOCIATION

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	£26.44
Team Leader	A	£21.67
Senior Craftsperson (+ Supervisory Responsibility and 2 Units of Responsibility Allowance)	Z	£20.72
Senior Craftsperson (+ Supervisory Responsibility and 1 Unit of Responsibility Allowance)	B	£20.02
Senior Craftsperson (+ Supervisory Responsibility)	C	£19.32
Senior Craftsperson (+ 2 Units of Responsibility Allowance)	C	£19.32
Senior Craftsperson (+ 1 Unit of Responsibility Allowance)	D	£18.62
Senior Craftsperson	E	£17.92
Craftsperson (+3 Units of Responsibility Allowance)	D	£18.62
Craftsperson (+2 Units of Responsibility Allowance)	E	£17.92
Craftsperson (+1 Unit of Responsibility Allowance)	F	£17.20
Craftsperson	G	£16.50
Installer	H	£14.90
Adult Trainee	I	£13.04
Mate (18 and over)	I	£13.04
Senior Modern Apprentice	H	£14.90
Intermediate Modern Apprentice	J	£11.56
Junior Modern Apprentice	K	£8.14

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