

# Construction Sector

## Sectoral Employment Order - Effective from 19<sup>th</sup> October 2017

A Sectoral Employment Order (SEO) for the general construction industry has been signed into law by the Minister for State at the Department of Business, Enterprise and Innovation, Pat Breen.

The Order provides mandatory terms and conditions in the construction sector, including

- Pay
- Unsocial Hours
- Pensions
- Sick Leave
- Dispute Resolution

### Who does the Order affect?

The Order applies to employers in the construction sector, regardless of whether or not they are CIF members. The sector is defined to include both "Building Firms" and "Civil Engineering Firms", examples will include companies involved in; construction, reconstruction, alteration, repair, painting and decorating.

Notably electricians and plumbers are not included.

### Categories of Workers & Hourly Rates of Pay:

These new rates are approximately 10% higher than they had been under the previous Registered Employment Agreement (REA).

**General Operative Grade A** – to consist of the following categories of Skilled General Operatives, Scaffolders who hold an Advanced Scaffolding Card and who have 4 years experience, Banksoperative, Steel Fixers, Crane Drivers and Heavy Machine Operations

Rate of Pay: €17.04 per hour

**General Operative Grade B** – to consist of Skilled General Operatives with more than 1 years experience working in the sector.

Rate of Pay: €18.36 per hour

**Craft Workers** – in the following trades Bricklayers/Stones Layers, Carpenters, Joiners, Floor Layers, Glaziers, Painters, Plasterers, Stones Cutters, Woods Machinists, Slaters and Tilers, together with a pro rata rate of pay applicable to Apprentices in these trades.

Rate of Pay: €18.93 per hour

### Apprentice Workers – Rates of Pay

Year 1:	33.3% of Craft Rate
Year 2:	50% of Craft Rate
Year 3:	75% of Craft Rate
Year 4:	90% of Craft Rate

**New Entrant Worker** – to apply to all new entrant General Operatives with less than one year's service working in the sector.

Rates of Pay: €13.77 per hour

### Unsocial Hours:

The following unsocial hours payments will now apply:

Monday to Friday, normal finish time to midnight:  
Monday to Friday, midnight to normal starting time:  
Saturday, first four hours from normal starting time:

Time and a half  
Double time  
Time and a half.  
Double Time - All subsequent hours until midnight  
Double time  
Double time plus an additional day's leave

Sunday, all hours worked:  
Public holidays, all hours worked:

### Pension Scheme:

The Order provides that employers must provide pension benefits with no less favourable terms than those in the Construction Workers Pension Scheme (CWPS).

For ease of reference the rates currently in force in the Construction Industry Pension Scheme:

### Pension Contribution:

Employer: €26.63 per week  
Employee: €17.76 per week  
Total: €44.39

### Death in Service Contribution:

Employer: €1.11 per week  
Employee: €1.11 per week  
Total: €2.22

### Sick Leave:

The SEO recommends that a sick pay scheme be provided which provides for at least equal rates and benefits as the Construction Industry Sick Pay Scheme. This scheme provides for an employer contribution of €1.27 per week and an employee contribution of €0.63 per week.

### Dispute Resolution:

The Order includes a new dispute resolution procedure. No strike or lock-out is allowed unless and until all stated dispute resolution procedures have been exhausted.