

REFERENCE: SNIJIB 2007/22

DRAFT DRAFT DRAFT

3 December 2007

NOTICE OF PROMULGATION
TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND
WAGE AGREEMENT

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry has agreed the following graded rates of wages and allowances to operate on and as from **Monday 2 June 2008**.

GRADED RATES OF WAGES:

	<u>Rate per hour</u>
<u>Operative Plumbers Domestic Heating & Gas Service Operatives:</u>	
Plumber, Domestic Heating Fitter & Gas Service Fitter	£10.61
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£12.08
Technician Plumber & Gas Services Technician	£13.38
Plumbing Labourer	£9.46

Apprentice Plumbers and Fitters:

1 st year apprentice	£3.08
2 nd year apprentice	£4.60
3 rd year apprentice	£5.56
4 th year apprentice	£7.19

Adult Apprentices:

(Employed and registered with the SNIJIB up until 31 December 2007 – not applicable to apprentices first employed and registered on or after 1 January 2008)

Year 1	£5.62
Year 2	£6.49
Year 3	£8.08

ALLOWANCES:

Lodging	£30.70 (per day)
Responsibility Money*	£0.54
<u>Plumber's Welding Supplement:</u>	
Possession of Gas or Arc Certificate	£0.35
Possession of Gas and Arc Certificate	£0.70

*Advanced plumbers, advanced domestic heating fitters and gas service engineers while undertaking the supervision of other journeymen shall be paid "responsibility money" at the hourly rate shown above for the period during which they are required to carry out this function.

MINIMUM MILEAGE ALLOWANCE – WORKING RULE 7b

The Board has agreed to the introduction of a minimum mileage allowance from Monday 2 June 2008 payable to an operative or an apprentice who is requested by the employer to use his/her own private motor vehicle on company business.

The use of operatives' or apprentices' private vehicles on employer business will be subject to compliance with the following:

- a) That prior agreement regarding use of such vehicles be reached between employer and operative/apprentice.
- b) It is the responsibility of the operative/apprentice to provide insurance for the vehicle and to ascertain that the insurance is adequate for such use.
- c) The rate of payment for use of vehicle for distance travelled will be as promulgated and that this payment be made in lieu of fares.
- d) Use of private vehicle is not a condition of employment.

Minimum Mileage Allowance: £0.25 per mile

MINIMUM HOURLY RATE – LABOUR ONLY SELF EMPLOYED OPERATIVES (LOSCs)

The minimum hourly rate to be paid to labour only self employed operatives shall be:
 LOSC Rate £14.63

Employers are reminded that they are permitted to use self employed "labour only" operatives on a temporary basis in accordance with the plumbing industry's code of good practice: Temporary use of labour only sub-contractors (self employed Plumbing operatives) Working Rule 26.

OVERTIME – WORKING RULE 3

The Board has agreed that the current overtime threshold of 45 hours which operatives are required to work over Monday to Saturday before overtime premia is payable is to be revised as follows on and as from Monday 2 June 2008:

Overtime Threshold:

The overtime threshold will be reduced from 45 hours to 43 hours and apply only to Monday to Friday working on and as from Monday 2 June 2008.

Saturday Working:

The overtime threshold of 43 hours or proportion thereof will not apply to work carried out on a Saturday on and as from Monday 2 June 2008.

The minimum of 43 hours at ordinary rates of wages will be reduced by any hours of:

- a) paid holiday;
- b) absence with the permission of the employer;
- c) unavoidable absence due to genuine illness provided the operative produces a self or medical certificate stating he/she is incapacitated for work;
- d) unavoidable absence due to domestic circumstances such as family bereavement.

In the event of an operative failing to work any normal hours, as defined in Working Rule 1 – Working Hours, an operative must work 43 hours at normal rates before qualifying for an overtime payment.

INDUSTRY SICK PAY

The Rules governing Industry Sick Pay are as follows:

- a) Industry Sick Pay will not be payable for the first 3 waiting or qualifying days.
- b) The qualifying days for Industry Sick pay are Monday to Friday each week.
- c) Industry Sick Pay is only payable when an employee has formed a period of incapacity for work (PIW) of at least 4 consecutive days (including Saturdays and Sundays).
- d) Periods of incapacity for work are linked to form one period providing each one is at least 4 consecutive days and are separated by not more than 56 days (including Saturdays and Sundays).
- e) The maximum entitlement to Industry Sick Pay in any one period of incapacity for work is 28 weeks (28 times the appropriate weekly operative/apprentice rate of sick pay).
- f) An operative/apprentice does not qualify for Industry Sick Pay unless he/she has a minimum of 26 weeks credits purchased on his/her behalf in respect of the 26 weeks prior to the PIW, for which statements have been issued by Plutos Holiday (1972) Ltd, and that the employer is operating the holiday credit scheme in accordance with the requirements of the Working Rules, in respect of all eligible plumbing operatives and apprentices.

The undernoted rates of sick pay will operate on and as from **Monday 2 June 2008.**

RATES OF SICK PAY

Weekly rate

Daily rate

<u>Operative plumbers & fitters:</u>	£94.15	£18.83
---	--------	--------

Apprentice plumbers & fitters:

1 st year apprentice	£26.95	£5.39
2 nd year apprentice	£39.70	£7.94
3 rd year apprentice	£48.45	£9.69
4 th year apprentice	£62.55	£12.51

Adult Apprentices:

(Employed and registered with the SNIJIB up until 31 December 2007– not applicable to apprentices first employed and registered on or after 1 January 2008)

Year 1	£43.80	£8.76
Year 2	£50.60	£10.12
Year 3	£63.00	£12.60

REVISED HOLIDAY CREDIT VALUES – CONTRIBUTION YEAR 2008-2009

The Board has agreed the undernoted holiday credit values for the 52 week period commencing Monday 12 May 2008 to Monday 4 May 2009:

	<u>Holiday Value</u>	<u>Welfare</u>	<u>Total</u>
<u>Operative Plumbers & Fitters:</u>			
Plumber & Fitters	£48.72	£3.34	£52.06
Advanced Plumber, Advanced Fitter & Engineer	£55.42	£3.34	£58.76
Technician Plumber & Technicians	£61.34	£3.34	£64.68
Plumbing Labourer	£43.49	£3.34	£46.83
<u>Apprentice Plumbers and Fitters:</u>			
1 st year apprentice	£14.43	£1.67	£16.10
2 nd year apprentice	£21.35	£1.67	£23.02
3 rd year apprentice	£25.73	£1.67	£27.40
4 th year apprentice	£33.15	£1.67	£34.82
<u>Adult Apprentices: **</u>			
Year 1	£26.00	£1.67	£27.67
Year 2	£29.96	£1.67	£31.63
Year 3	£37.20	£1.67	£38.87

** (applicable only to apprentices employed and registered with the SNIJIB up until 31 December 2007 – not applicable to apprentices first employed and registered on or after 1 January 2008)

HOLIDAY PAY:

The Board has agreed that the holiday pay payable to all operatives and apprentices in respect of the total annual holiday entitlement of 29 days shall be the amount of pay due to them calculated in accordance with the Working Time Regulations 1998. All operatives and apprentices must be paid a "weeks pay", as defined by sections 221-224 of the Employment Rights Act 1996 in respect of each week of statutory holiday. i.e. the amount deemed to be the "contractual pay entitlement" – as detailed below for information.

Employers operating the Plutos Holiday Credit Scheme may therefore, depending on individual circumstances, be required to top-up the holiday pay due for **all 29 days of holiday**, as Plutos holiday credits are based on the promulgated rates of pay. Where employers pay hourly rates of pay which are in excess of the promulgated rates of pay, then such employers will have to calculate the statutory top-up at the time of each holiday based on the actual rates paid to operatives and apprentices.

Notwithstanding that the government has declared 24 days of "statutory holiday", from 1 October 2007 and 28 days provisionally from April 2009; the Board has agreed that the rules applying to statutory days of holiday shall be applied to all 29 days of holiday due under the working rules of the plumbing industry.

Employers currently not operating the Industry holiday credit scheme are similarly required to pay operatives and apprentices the contractual pay for all 29 days of holiday in accordance with the Working Time Regulations 1998 and the Employment Rights Act 1996.

All employers must comply with the requirements of The Working Time Regulations 1998 regardless of whether they operate the Plutos Holiday Credit Scheme or not.

CONTRACTUAL HOLIDAYS

The recognised and contractual holidays for plumbers and apprentices in Scotland and Northern Ireland shall be the 29 days of holiday due under the working rules – Working Rule 4a – holidays.

CONTRACTUAL EARNINGS

Contractual earnings would typically include:

Basic rate of pay for all hours worked.
Responsibility money.
Regular weekly bonus payments.
Shift and night work premium.
Standby and callout payments.
Welding supplements.

Contractual earnings do not include:

The premium value for non-contractual/voluntary overtime hours.
Travelling time, travel allowance or lodging allowance.
Ad hoc (non contractual) bonus payments

GRADED RATES OF WAGES:

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry has further agreed the following graded rates of wages and allowances to operate on and as from **Monday 1 June 2009**.

Operative Plumbers Domestic Heating & Gas Service Operatives: **Rate per hour**

Plumber, Domestic Heating Fitter & Gas Service Fitter	£11.10
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£12.64
Technician Plumber & Gas Services Technician	£14.00
Plumbing Labourer	£9.90

Apprentice Plumbers and Fitters:

1 st year apprentice	£3.22
2 nd year apprentice	£4.81
3 rd year apprentice	£5.82
4 th year apprentice	£7.52

Adult Apprentices:

(Employed and registered with the SNIJIB up until 31 December 2007)

Year 1	£5.88
Year 2	£6.79
Year 3	£8.45

ALLOWANCES:

Lodging	£32.11 (per day)
Responsibility Money*	£0.57
<u>Plumber's Welding Supplement:</u>	
Possession of Gas or Arc Certificate	£0.37
Possession of Gas and Arc Certificate	£0.74

MINIMUM HOURLY RATE – LABOUR ONLY SELF EMPLOYED OPERATIVES (LOSCs)

The minimum hourly rate to be paid to labour only self employed operatives shall be:

LOSC Rate	£15.30
-----------	--------

Gordon Matheson — Chairman
John Allott — Vice-Chairman
Robert D Burgon — Director & Secretary