

REFERENCE: SNIJIB 2010/01

January 2010

NOTICE OF PROMULGATION
TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND

2 STAGE WAGE AGREEMENT – 2010 to 2012

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 7 June 2010**.

OBSERVANCE OF JIB PROMULGATED RATES OF PAY AND ALLOWANCES

The Board takes this opportunity to remind all employers that they must pay the rates of wages and allowances promulgated by this Board which are deemed to be the "recognised terms and conditions of employment" for all plumbing labour in Scotland and Northern Ireland and which represent the contractual entitlement of plumbing operatives and apprentices who are subject to the plumbing industry's working rule agreement.

Failure to pay the rates of wages and allowances promulgated by this Board is likely to be deemed to be an "unlawful deduction from wages" in terms of the Employment Rights Act 1996 and subject to statutory remedy. Employers are also reminded that in terms of the plumbing industry working rule agreement employers are required to operate the industry pension scheme (subject to the legal right of an employee to have his own personal pension, stakeholder or be contracted into any supplementary state pension scheme) and the industry holidays with pay scheme (operated on behalf of the industry by Plutos Holidays (1972) Ltd).

GRADED RATES OF WAGES FROM MONDAY 7 JUNE 2010:

(Continuation of 2009/2010 rates of pay and allowances – see increased mileage allowance and change to overtime threshold from 7 June 2010)

	<u>Rate per hour</u>
<u>Operative Plumbers Domestic Heating & Gas Service Operatives:</u>	
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
<u>Apprentice Plumbers and Fitters:</u>	
1 st year apprentice	£3.22
2 nd year apprentice	£4.81
3 rd year apprentice	£5.82
4 th year apprentice	£7.52
<u>Adult Apprentices:</u>	
(*The Adult Apprenticeship Scheme was closed to new entrants on 1 January 2008)	
Year 1	*
Year 2	£6.79
Year 3	£8.45

ALLOWANCES:

Lodging	£32.11 (per day)
Responsibility Money*	£0.57

*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.

Plumber's Welding Supplement:

Possession of Gas or Arc Certificate	£0.37
Possession of Gas and Arc Certificate	£0.74

MINIMUM MILEAGE ALLOWANCE – WORKING RULE 7b

A mileage allowance is payable to an operative or an apprentice who is requested by the employer to use his/her own private motor vehicle on company business subject to the undernoted conditions.

Mileage Allowance: £0.30 per mile

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

That prior agreement regarding use of such vehicles must be reached between the employer and operative/apprentice.

- 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.
- The rate of payment for use of the vehicle for distance travelled will be as promulgated and that this payment be made in lieu of fares.
- Use of a private vehicle is not a condition of employment.

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 Hourly Rate £15.30

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 "Temporary Use of Self-Employed Labour".

OVERTIME – WORKING RULE 3

The Board has agreed that the current overtime threshold of 43 hours per week which operatives are required to work over Monday to Friday before overtime premia is payable is to be reduced to 40 hours per week over the lifetime of this agreement:

Overtime Threshold:

The overtime threshold will be reduced from 43 hours to **41 hours** per week to operate on and as from **Monday 7 June 2010**.

The minimum of **41 hours** at ordinary rates of wages will be reduced by any hours of:

- paid holiday;
- absence with the permission of the employer;
- unavoidable absence due to genuine illness provided the operative produces a self or medical certificate stating he/she is incapacitated for work;
- 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 41 hours Monday to Friday at normal rates before qualifying for an overtime payment.

HOLIDAY CREDIT VALUES - 2010/2011

(Continuation of 2009/2010 holiday credit values)

The undernoted holiday credit values are for the **52 week period commencing Monday 10 May 2010 to week ending Friday 6 May 2011:**

<u>OPERATIVE PLUMBERS</u>	<u>HOLIDAY</u>	<u>WELFARE</u>	<u>TOTAL VALUE</u>
Plumber & Gas Service Fitter	£49.93	£3.34	£53.27
Advanced Plumber & Gas Service Engineer	£56.80	£3.34	£60.14
Technician Plumber & Gas Service Technician	£62.87	£3.34	£66.21
Plumbing Labourer	£44.58	£3.34	£47.92
<u>APPRENTICE PLUMBERS</u>	<u>HOLIDAY</u>	<u>WELFARE</u>	<u>TOTAL VALUE</u>
First Year	£14.77	£1.67	£16.44
Second Year	£21.87	£1.67	£23.54
Third Year	£26.37	£1.67	£28.04
Fourth Year	£33.96	£1.67	£35.63
<u>*ADULT APPRENTICES</u>	<u>HOLIDAY</u>	<u>WELFARE</u>	<u>TOTAL VALUE</u>
Year 2	£30.70	£1.67	£32.37
Year 3	£38.11	£1.67	£39.78

*(*Applicable only to adult apprentices employed and registered up until 31 December 2007 – not applicable to apprentices irrespective of age employed and registered on or after 1 January 2008)*

The above holiday credit values have been calculated using the promulgated rates in such a way that should assist employers to meet the requirements of the Working Time Regulations 1998. It remains however the responsibility of individual employers to ensure that holiday pay paid to operatives and apprentices is in accordance with the requirements of the Working Time Regulations 1998.

Under the terms of the Holiday Credit Scheme holiday credits are held in individual accounts for employees. Employers will receive 4 weekly statements requesting payment of credits due. It is important that employers purchase the appropriate credits on a 4 weekly basis. This will ensure that the required credits are available at the time of payment of holiday pay to any operatives or apprentices. All changes of circumstances must be notified to the Holiday Credit Scheme as soon as possible on an adjustment/Change of Employee Details Form.

PROMULGATED RATES OF PAY AND ALLOWANCES FROM MONDAY 6 JUNE 2011

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 6 June 2011**.

	<u>Rate per hour</u>
<u>Operative Plumbers Domestic Heating & Gas Service Operatives:</u>	
Plumber, Domestic Heating Fitter & Gas Service Fitter	£11.32
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£12.89
Technician Plumber & Gas Services Technician	£14.28
Plumbing Labourer	£10.10
<u>Apprentice Plumbers and Fitters:</u>	
1 st year apprentice	£3.28
2 nd year apprentice	£4.91

3 rd year apprentice	£5.94
4 th year apprentice	£7.67

Adult Apprentices:

(*The Adult Apprenticeship Scheme was closed to new entrants on 1 January 2008)

*Year 3 £8.62

OVERTIME – WORKING RULE 3

The Board has agreed that the overtime threshold reduced to 41 hours in June 2010 which operatives are required to work over Monday to Friday before overtime premia is payable is to be reduced from 41 hours to **40 hours** per week.

Overtime Threshold:

The overtime threshold will be reduced from 41 hours to **40 hours** to operate on and as from **Monday 6 June 2011**.

The minimum of **40 hours** per week 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 41 hours per week Monday to Friday at normal rates before qualifying for an overtime payment.

ALLOWANCES:

Lodging	£32.75 (per day)
Responsibility Money*	£0.58
<u>Plumber's Welding Supplement:</u>	
Possession of Gas or Arc Certificate	£0.38
Possession of Gas and Arc Certificate	£0.75

Minimum Mileage Allowance: £0.31 per mile

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

That prior agreement regarding use of such vehicles must be reached between the employer and operative/apprentice.

- a) 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.
- b) The rate of payment for use of the vehicle for distance travelled will be as promulgated and that this payment be made in lieu of fares.
- c) Use of a private vehicle is not a condition of employment.

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 Hourly Rate £15.61

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