

REFERENCE: SNIJIB 2011/08

20 May 2011

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND

REMINDER - SECOND STAGE OF 2010 to 2012 WAGE AGREEMENT

PROMULGATED RATES OF PAY AND ALLOWANCES FROM MONDAY 6 JUNE 2011

Employers are reminded that 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 6 June 2011**.

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	£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
<u>Adult Apprentices:</u>	
(*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 40 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 <u>or</u> Arc Certificate	£0.38
Possession of Gas <u>and</u> 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
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John Allott — Chairman
Gordon Matheson — Vice-Chairman
Robert D Burgon — Chief Executive