

APPENDIX A – (For Information Only)

Set out below is a table showing the amount funded for each Holiday in 2011 & 2012 by the JIB-PMES Holiday Pay scheme through the 39th Issue which covers all the 30 days of Holiday in both years.

2011 & 2012 ANNUAL & PUBLIC Holiday Pay for OPERATIVES [Amount Funded by 39th Scheme CREDITS]

All Holidays in 2010		No of Days	Technician	Advanced	Operative
Extra Day	(Annual)	1	£118.00	£106.20	£91.10
Spring	(Annual)	4	£472.00	£424.80	£364.40
Easter	(Public)	2	£236.00	£212.40	£182.20
Early May	(Public)	1	£118.00	£106.20	£91.10
Late May	(Public)	1	£118.00	£106.20	£91.10
Summer (Wk 1)	(Annual)	5	£590.00	£531.00	£455.50
Summer (Wk 2)	(Annual)	5	£590.00	£531.00	£455.50
Late August	(Public)	1	£118.00	£106.20	£91.10
Winter	(Annual)	7	£826.00	£743.40	£637.70
Christmas	(Public)	2	£236.00	£212.40	£182.20
New Year's Day	(Public)	1	£118.00	£106.20	£91.10
Total of ALL HOLIDAYS		30	£3,540.00	£3,186.00	£2,733.00

PROMULGATION No: 164

14th October 2010

EMPLOYEE ENTITLEMENTS & BENEFITS – 2011 & 2012

Further to the Pay Agreement contained in **Promulgation 163** the Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB-PMES) has determined that the Employee Entitlements and Benefits for 2011 & 2012 shall be as follows:

1. ANNUAL HOLIDAYS & PAY	5. DEATH BENEFIT
2. JIB-PMES ADDITIONAL HOLIDAY PAY	6. PENSION SCHEME ENTITLEMENTS
3. SICKNESS with PAY BENEFIT	7. FINANCIAL ASSISTANCE for LOST TOOLS
4. ACCIDENTAL DISABILITY BENEFITS	8. UK PHMES (CSCS) REGISTRATION CARD & GRADING

1. ALL HOLIDAYS - (from 3rd January 2011 & 2nd January 2012)

a) Number of Days of Holidays

Employees shall be entitled to **30 days of paid Holiday** in the Holiday years 2011 and 2012 of which 22 Days shall be Annual Holidays and 8 days shall be Public Holidays. The dates when these shall be taken are set out below.

Annual Holidays (22 Days)

- 1 Extra day at any time in the year
- 4 Days Spring Holiday to be taken after 1st March - (see Note below)
- 2 weeks Summer Holidays (10 days) to be taken between 1st May and 30th September
- 7 Days Winter Holiday to be taken after 1st October (see Note below)

The dates of all Annual Holidays must be previously agreed with the Employer.

Note: The **Spring** Holiday does **NOT HAVE TO BE** taken at the **EASTER** break
 The **Winter** Holiday does **NOT HAVE TO BE** taken at the **CHRISTMAS** break

Public Holidays (8 days)

The dates of the 8 days Public Holidays shall be in accordance with Rule 5.2.1 of the National Working Rules (NWRs).

b) Amount of Holiday Pay Entitlement

ALL 30 DAYS of Holiday (22 Days Annual & 8 Days Public) are to be **PAID AT THE NORMAL EARNINGS LEVEL**, in accordance with and as defined in the Working Time Regulations 1998 (WTRs) -as amended - and Sections 221 to 224 of the Employment Rights Act 1996.

c) All Holiday Pay to be FUNDED by the JIB-PMES Holiday Pay scheme

ALL 30 days of Holiday Pay shall now to be funded by the JIB-PMES Holiday Pay Scheme in line with Rule 5.1 of the NWRs). That part of the amount of the Holiday Pay entitlement due under clause 1 (b) above, which is funded by the JIB-PMES Holiday Pay scheme shall be **EXEMPT** from **National Insurance** and **Pension Scheme Contributions**.

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It is important to note that the amount to be paid to an Employee for Holiday Pay is **NOT NECESSARILY** the **AMOUNT FUNDED by the JIB-PMES Holiday Pay Scheme**. The amount payable as Holiday Pay must be calculated strictly in accordance with clause 1(b) above.

If the amount funded by the JIB-PMES Holiday Pay Scheme is less than the amount payable to the Employee for Holiday Pay, then the JIB-PMES Holiday Pay must be “topped – up.” Conversely if the amount funded by the JIB-PMES Holiday Pay Scheme exceeds the amount payable, then the lower amount should be paid to the Employee, with the Employer retaining the excess fund.

For the purposes of information only, the amounts of 2011 Holiday Pay funded by the JIB-PMES Holiday Pay Scheme 39th Issue credits are set out in Appendix A on page 4 of this Promulgation.

2. JIB-PMES ADDITIONAL HOLIDAY PAY (AHP) - (from 3rd January 2011 & 2nd January 2012)

All PHMES Operatives, Apprentices etc who are in current membership of “UNITE The Union” at the time a holiday is taken, shall also be entitled to receive an ADDITIONAL payment of AHP from the JIB-PMES – to be paid via their Employer - for each credit/stamp of the relevant Holiday Scheme Issue funding their HOLIDAY PAY. **60 Credits is the MAXIMUM number payable** in a year.

The amount of AHP payable per credit/stamp is as follows:

AHP 39th Issue Scheme - (2011 & 2012 Hols)

Operatives etc	£2.16 per credit	(Max - £129.60)
All Apprentices	£1.09 per credit	(Max - £65.40)

Notes:

- The 39th Issue JIB-PMES Holiday Pay Scheme came into effect on Monday, 23rd August 2010 and covers all Holidays in 2011.
- AHP is **NOW PAYABLE** for ALL Holidays including **PUBLIC HOLIDAYS**.

3. SICKNESS WITH PAY BENEFIT - Effective from Monday 3rd January 2011 & 2nd January 2012

Employee entitlements to Sickness with Pay Benefit, payable in addition to any amount due by way of **Statutory Sick Pay (SSP)** shall, for illnesses first occurring on or after the dates shown below, be payable on a **7 day** week basis at the rates set out below:-

Category	From 3 rd January 2011		From 2 nd January 2012	
	Daily rate	Weekly rate	Daily rate	Weekly rate
Technician /PHMES Op	£16.50	£115.50	£16.50	£115.50
Advanced /PHMES Op.	£14.25	£99.75	£14.25	£99.75
PHMES Op.	£12.05	£84.35	£12.05	£84.35
Last Year App & Adult Trnee	£12.05	£84.35	£12.05	£84.35
2nd & 3rd year Apps	£9.85	£68.95	£9.85	£68.95
1st year Apprentice	£2.20	£15.40	£2.20	£15.40
Ancillary Employee	£11.05	£77.35	£11.05	£77.35

Notes:

- i) Sickness Benefit is now only paid for the first 28 weeks and the reduced Weekly Benefit for Weeks 29 to 52 no longer applies.
- ii) The above Benefits are payable from and including the fourth day of illness onwards, EXCEPT where the illness extends beyond 4 weeks (28 days) when the appropriate daily rate shall be paid retrospectively for the FIRST 3 WAITING DAYS.

4. ACCIDENTAL DISABILITY BENEFITS - (from 3rd January 2011 & 2nd January 2012)

As from Monday 3rd January 2011 and 2nd January 2012 the entitlement of Operatives, Adult Trainees, all Apprentices and Ancillary Employees shall continue at the amounts set out below:-

Accidental Dismemberment Benefit	£5,000
Accidental Permanent Total Disability Benefit	£10,500

5. DEATH BENEFIT - (from 3rd January 2011 & 2nd January 2012)

A Death Benefit of **TWICE** the Employee’s **Annual Gross Earnings** in the FULL tax year prior to death shall be payable. The **MINIMUM BENEFITS payable**, as the result of **death from any cause and at any time**, are as set out below:-

	2011	2012
(a) Operatives		
Technical	£56,745	£58,461
Advanced	£51,129	£52,650
Trained	£43,836	£45,162
(b) Apprentices		
4th Year App + NVQ 3	£42,393	£43,680
4th Year App +NVQ2	£38,415	£39,585
4th Year App	£33,852	£34,866
3rd Year App + NVQ2	£33,423	£34,437
3rd Year App	£27,495	£28,314
2nd Year App	£24,336	£25,077
1st Year App	£21,255	£21,879
(c) Adult Trainees		
Adult Trainee 3rd – 6 mths	£38,220	£39,351
Adult Trainee 2nd – 6 mths	£36,699	£37,791
Adult Trainee 1st – 6 mths	£34,203	£35,217

Note: The correct cover for Death Benefit is automatically provided by the Industry Pension Scheme.

6. PENSION SCHEME ENTITLEMENTS - (from 3rd January 2011 & 2nd January 2012)

These shall continue to be those currently laid down under the rules of the Industry Pension Scheme as administered by Plumbing Pensions (UK) Ltd, whose new address is **Bellevue House, 22 Hopetoun Street, Edinburgh EH7 4GH**.

7. FINANCIAL ASSISTANCE for LOST TOOLS - (from 3rd January 2011 & 2nd January 2012)

All PHMES Operatives holding a currently valid UK PHMES (CSCS) Registration Card and all Apprentices registered with the JIB-PMES shall, under the Industrial Agreement, continue to be entitled to receive financial assistance in replacing lost or stolen tools up to a MAXIMUM of £300, subject to the conditions as laid down by the JIB-PMES from time to time.

8. UK PHMES (CSCS) REGISTRATION CARD and JIB-PMES GRADING SCHEME

With effect from 3rd January 2011 and 2nd January 2012 ALL Employees, covered by the JIB-PMES Holiday Pay Scheme or who are members of the Unite the Union, or who have been granted any other exemption, as agreed from time to time by the JIB-PMES, shall **NOT be SUBJECT** to pay the **STANDARD CHARGES** for a UK PHMES (CSCS) Registration Card.

Initial Grading is free as part of the Registration card application process, but a fee of £25 for any UPGRADING will be charged in all cases, EXCEPT where applicants are currently covered under the JIB-PMES Holiday Pay & Benefits Scheme.

Prom: 164 – (Issued 2010)

By order of the Joint Industry Board for PMES



K M Aldis - Chief Executive