

PROMULGATION No: 163

14th October 2010

2011 & 2012

RATES of PAY and ALLOWANCES

(Effective Monday, 3rd January 2011 & 2nd January 2012)

The Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB-PMES) has completed its review of the pay structure and has determined that this Pay Agreement shall be for a 2 year period. Under the terms of this new Agreement, it has been agreed that as from Monday, 3rd January 2011 and subsequently from Monday, 2nd January 2012, the following shall take effect::

This agreement supersedes all provisions previously determined for the 2011 Pay Agreement proposed in Promulgation 158 and has been extended to include a Pay Agreement for 2012.

1. **BASIC RATES OF HOURLY PAY** – (See Notes 1 & 2 below)

	From <u>3rd Jan. 2011</u>	From <u>2nd Jan. 2012</u>
(a) Operatives: (See Note 3 below)		
Technician PHMES Operative	£14.55	£14.99
Advanced PHMES Operative	£13.11	£13.50
PHMES Operative	£11.24	£11.58
(b) Apprentices: (See Note 4 below)		
4th Year of Training with NVQ Level 3*	£10.87	£11.20
4th Year of Training with NVQ Level 2*	£9.85	£10.15
4th Year of Training	£8.68	£8.94
3rd Year of Training with NVQ Level 2*	£8.57	£8.83
3rd Year of Training	£7.05	£7.26
2nd Year of Training	£6.24	£6.43
1st Year of Training	£5.45	£5.61
(c) Adult Trainees:		
3rd - 6 months of Employment	£9.80	£10.09
2nd - 6 months of Employment	£9.41	£9.69
1st - 6 months of Employment	£8.77	£9.03

Note 1: The Basic Hourly Rates of Pay are inclusive of Tool Allowance.

Note 2: Please note that as an integral part of the National Working Rules, PHMES Employees are entitled to be included in the Industry Pension Scheme* – or one which provides equivalent benefits. This is IN ADDITION to their Hourly Rates of Pay. The present basic levels of Contributions under the Plumbing Pension (UK) Scheme are 3¼% for Employees and 7½% for Employers. – (* For further details on the Industry Pension Scheme please contact Plumbing Pensions (UK) Ltd at: Bellevue House, 22 Hopetoun Street, Edinburgh, Scotland EH7 4GH or telephone: 08457 65 65 65)

Note 3: The terminology “PHMES Operatives” covers Plumbers, Gas Service Fitters, Mechanical Pipe Fitters & Heating Fitters in conjunction with the accompanying Grading Structure.

Note 4: Where Apprentices have achieved NVQs, the appropriate rate is payable from the date of attainment except that it shall not be any earlier than the commencement of the promulgated year of Training in which it applies.

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2. **WORKING HOURS and OVERTIME**

(a) **Normal Working Week**

The **Normal Working Week** (Monday to Friday) shall be **37½ hours**.

(b) **Overtime**

From **3rd January 2011, 39 Hours** and from **2nd January 2012, 37½ Hours** at normal rates are to be worked (Monday to Friday) before Overtime Rates shall apply.

Note: Overtime Hours worked Monday to Friday shall be paid at Time and a Half up to 8.00 pm. After 8.00 p.m. Overtime shall be paid at DOUBLE time.

3. **ALLOWANCES**

The following allowances shall be payable as set out below:

(a) **Daily Travel Time Allowance PLUS Return Fares** - [as per Clause 3 (b) below]

Daily Travel Time Allowances as from Monday, 3rd Jan. 2011:				
OVER Miles	NOT OVER Miles	ALL Operatives	3rd & 4th Year Apprentices	1st & 2nd Year Apprentices
20	30	£4.12	£2.66	£1.65
30	40	£9.60	£6.17	£3.95
40	50	£10.97	£6.55	£4.12

Daily Travel Time Allowances as from Monday, 2nd Jan. 2012:				
OVER Miles	NOT OVER Miles	ALL Operatives	3rd & 4th Year Apprentices	1st & 2nd Year Apprentices
20	30	£4.24	£2.74	£1.70
30	40	£9.89	£6.35	£4.07
40	50	£11.30	£6.75	£4.24

Notes on Daily Travel Time Allowances

- [i] Daily Travel Time Allowances are **PAYABLE IN ADDITION TO FARES**.
- [ii] The above allowances are paid at a **DAILY RATE** with the distance calculated for the **JOURNEY ONE WAY**.
- [iii] For all distances **OVER 50 miles** operatives are to be paid **Lodging Allowance** in accordance with NWR 8.3.6.
- [iv] The Daily Travel Time Allowances as set above are to be paid when public transport is used.
- [v] When the employer provides transport or if alternative means of transport are used, then the employer and operative shall agree an appropriate allowance based on the actual time taken.

(b) **Return Fares** (as per **NWR 8.3.1 - a**)

Cheapest available - i.e. Daily, Weekly, Monthly, or others available.

Notes on Return Fares

- [i] Return Fares are **PAYABLE FOR ALL JOURNEYS**, regardless of whether any Daily Travel Time Allowance applies.
- [ii] Where direct public transport is not available an appropriate payment is to be negotiated between the employer and the operative.

(c) **Responsibility/Incentive Pay Allowance**

Employers may, in consultation with the employees concerned, enhance the basic graded rates of pay by the payment of an additional amount, as per the bands shown below, where it is agreed that their work involves extra responsibility, productivity or flexibility.

	From 3 rd Jan. 2011	From 2 nd Jan. 2012
Band 1 - additional hourly rate: of	1p to 25p	1p to 26p
Band 2 - additional hourly rate: of	26p to 45p	27p to 46p
Band 3 - additional hourly rate: of	46p to 66p	47p to 68p
Band 4 - additional hourly rate: of	67p to 87p	69p to 90p

This allowance forms part of an operative's basic rate of pay and shall be used to calculate premium payments. It is payable **EITHER** on a contract-by-contract basis **OR** on an annual review basis

	From 3 rd Jan. 2011	From 2 nd Jan. 2012
(d) Mileage Allowance - (Unchanged)	40p per mile	40p per mile
(e) Plumbers' Welding Supplement		
Possession of Gas OR Arc Certificate	28p per hour	29p per hour
Possession of Gas AND Arc Certificate	47p per hour	48p per hour
(f) Subsistence Allowance (London Only) – per Night	£4.73	£4.87
This Allowance is subject to Income Tax under the PAYE System.		
(g) Lodging Allowance – per Night - (Unchanged)	£28.35	£28.35

Notes

- Please note that the **LODGING ALLOWANCE** is granted by way of **concession** from the Inland Revenue (HMRC) and where the above amount is paid it is **PAYABLE WITHOUT THE DEDUCTION OF INCOME TAX**.
- When convenient lodgings cannot be secured or where the Lodging Allowance is found to be inadequate, an operative shall, with the prior approval of the employer, be reimbursed for the actual expenditure incurred for which a proper receipt shall be produced. However in these circumstances the amount reimbursed shall be taxed under the PAYE system.

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By order of the Joint Industry Board for PMES



K M Aldis - Chief Executive