



## Plumbing JIB (PMES)

### The Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales

#### Rates of Pay and Allowances 2005

Effective from Monday 3<sup>rd</sup> January 2005 (2<sup>nd</sup> Year of two year agreement).

#### 1. Basic Rates of Hourly Pay

The Basic Hourly Rates of Pay – inclusive of Tool Allowance	
<b>(a) Operatives:</b>	
Technical Plumber & Gas Service Technician	£12.02
Advanced Plumber & Gas Service Engineer	£10.82
Trained Plumber & Gas Service Fitter	£9.28
<b>(b) Apprentices: (See Note Below)*</b>	
4 <sup>th</sup> Year of Training with NVQ Level 3*	£8.99
4 <sup>th</sup> Year of Training with NVQ Level 2*	£8.13
4 <sup>th</sup> Year of Training	£7.16
3 <sup>rd</sup> Year of Training with NVQ Level 2*	£7.08
3 <sup>rd</sup> Year of Training	£5.82
2 <sup>nd</sup> Year of Training	£5.16
1 <sup>st</sup> Year of Training	£4.51
<b>(c) Adult Trainees:</b>	
3 <sup>rd</sup> – 6 months of employment	£8.10
2 <sup>nd</sup> – 6 months of employment	£7.76
1 <sup>st</sup> – 6 months of employment	£7.25
* Note: 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.	

#### 2. Working Hours and Overtime

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

#### (b) Overtime

45 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 8.00pm. After 8.00pm Overtime shall be paid at DOUBLE time. Saturday overtime is at Time and a Half up to 1.00pm, when Double Time then applies up until normal starting time on Monday.

### 3. Major Projects Agreement (MPA)

Where a job is DESIGNATED as being a MAJOR PROJECT, then supplemental Rates of Pay and other modified conditions shall apply. Please refer to the MPA for further details.

It is **IMPORTANT** to note that **UNDER THIS AGREEMENT** the **NORMAL WORKING WEEK** is **38 HOURS** and that the **OVERTIME RATES** apply after **38 HOURS** have been **WORKED** Monday to Friday.

For details of the MPA visit [www.mpaforum.org.uk](http://www.mpaforum.org.uk) or contact the union.

### 4. Allowances

The following allowances, as shown below, shall be payable as set out below:

#### (a) Daily Travel Allowance PLUS Return Fares

- [as per Clause 4(b) below]

Daily Travel Time Allowances as from Monday, 3 <sup>rd</sup> January 2005: (*Note 2)				
OVER miles	NOT OVER miles	ALL Operatives	3 <sup>rd</sup> & 4 <sup>th</sup> Year Apprentices	1 <sup>st</sup> & 2 <sup>nd</sup> Year Apprentices
20	30	£3.39	£2.16	£1.34
30	40	£7.92	£5.09	£3.23
40	50	£9.07	£5.39	£3.41

#### 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 8.4.6.

[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 8.4.1)

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

[i] Return Fares are payable for all journeys, regardless of whether any Daily Travel Time 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

Since Monday 3<sup>rd</sup> September 2003, 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.

Band 1	an additional rate of	24p per hour
Band 2	an additional rate of	44p per hour
Band 3	an additional rate of	64p per hour
Band 4	an additional rate of	84p per hour

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.

#### (d) Mileage Allowance

From 3 <sup>rd</sup> January 2005	30p per mile
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#### (e) Plumbers' Welding Supplement

Possession of Gas <b>OR</b> Arc Certificate	27p per hour
Possession of Gas <b>AND</b> Arc Certificate	46p per hour

#### (f) Subsistence Allowance (London Only) – per Night

From 3 <sup>rd</sup> January 2005	£4.18
This Allowance is subject to Income Tax under the PAYE system.	

#### (g) Lodging Allowance

From 3 <sup>rd</sup> January 2005	£28.65 per night
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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. Please note that by way of **concession** from the Inland Revenue the **Lodging Allowance** as shown above is **payable without the deduction of income tax**.

#### **Plumbing Pensions and the Rates of Hourly Pay**

Please note that as an integral part of the National Working Rules, plumbing 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 levels of contributions under the Plumbing Pension (UK) Scheme are:

Employee:	3.75% of earnings
Employer:	7.5% of earnings

For further details on the Industry Pension Scheme contact:

Plumbing Pensions (UK) Ltd  
4 Walker Street, Edinburgh, Scotland EH3 7LB  
Tel: 08457 65 65 65  
Website: [www.plumbingpensions.co.uk](http://www.plumbingpensions.co.uk)

#### **Unchanged Allowances**

Where appropriate we have identified those allowances that have continued at the same rates as before to indicate and hopefully to avoid to any doubt that they have remained unchanged.

## Employee Benefits 2005

### 1. Number of Days Paid Annual Leave

From 1<sup>st</sup> May 2004 employees have been entitled to **One Additional Day** of paid **ANNUAL HOLIDAY** in each Holiday Year bringing the employees entitlement to 22 Days of ANNUAL PAID HOLIDAY per year. This is as normal, in **addition** to 8 normal **statutory holidays** meaning a total of 30 Days leave per year.

This single extra day may be taken at any time of the year. However the date and timing must be agreed in advance with the employer.

Please refer to JIB (PMES) promulgation 141 for a concise description of holiday amounts due to employees and JIB additional holiday pay (AHP).

### 2. Sickness with Pay Benefit

From Monday 5th January 2004:

Grade	Weeks 1 - 28		Weeks 29 - 52	
	Daily	Weekly	Daily	Weekly
Technical Plumber & Gas Service Technician	£15.00	£105.00	£10.75	£75.25
Advanced Plumber & Gas Service Engineer	£13.00	£91.00	£8.50	£59.50
Trained Plumber & Gas Service Fitter	£11.00	£77.00	£6.50	£45.50
4 <sup>th</sup> Year Apprentice & Adult Trainee	£11.00	£77.00	£6.50	£45.50
2 <sup>nd</sup> & 3 <sup>rd</sup> Year Apprentices	£9.00	£63.00	£4.50	£31.50
1 <sup>st</sup> Year Apprentice	£2.00	£14.00	N/A	N/A
Ancillary Employee	£10.00	£70.00	£5.50	£38.50

#### Notes

The entitlement is payable from and including the fourth day of illness onwards EXCEPT where the illness extends beyond 4 weeks when the appropriate daily rate shall be paid retrospectively for the FIRST 3 WAITING DAYS.

Sickness with pay is payable in addition to any amount due by the way of Statutory Sick Pay (SSP) and shall continue to be payable on a 7 day week basis.

### 3. Accidental Disability Benefits (effective 3rd January 2004 onwards).

As from Monday 5th January 2004 the entitlement of Operatives, Adult Trainees, all Apprentices and Ancillary Employees shall continue at the amounts set below:

Accidental Dismemberment Benefit	£3,500
Accidental Permanent Total Disability Benefit	£3,500

### 4. Death Benefit (effective from 3<sup>rd</sup> January 2005)

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:

(a) <b>Operatives</b>	<b>From 3<sup>rd</sup> January 2005</b>
Technical Plumber etc	£46,878
Advanced Plumber etc	£42,198
Trained Plumber etc	£36,192
<b>(b) Apprentices</b>	
4 <sup>th</sup> Year of Training with NVQ Level 3	£35,061
4 <sup>th</sup> Year of Training with NVQ Level 2	£31,707
4 <sup>th</sup> Year of Training	£27,924
3 <sup>rd</sup> Year of Training with NVQ Level 2	£27,612
3 <sup>rd</sup> Year of Training	£22,698
2 <sup>nd</sup> Year of Training	£20,124
1 <sup>st</sup> Year of Training	£17,589
<b>(c) Adult Trainees</b>	
3 <sup>rd</sup> 6 months of employment	£31,590
2 <sup>nd</sup> 6 months of employment	£30,264
1 <sup>st</sup> 6 months of employment	£28,275

Please refer to JIB (PMES) promulgation 141 and the National Working Rules for a comprehensive description of employee entitlements and benefits, including:

- Annual Holidays & Pay
- JIB Additional Holiday Pay
- Holiday Credit Values
- Sickness with Pay Benefit
- Accidental Disability Benefits
- Death Benefit
- Pension Scheme Entitlements
- Financial Assistance for Lost Tools
- JIB-PMES/CSCS Registration and Grade Card

For more information contact your Amicus Regional Officer (contact details on back cover) or the Plumbing JIB for PMES in England and Wales on **01480 476925**.

Joint Industry Board for Plumbing Mechanical Engineering Services in England & Wales  
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St. Neots, Cambridgeshire PE19 8EP

[www.jib-pmes.org.uk](http://www.jib-pmes.org.uk)

Information sourced from JIB (PMES) promulgations and National Working Rules.  
The National Working Rule book is available from the JIB-PMES at the above address.

## **Useful websites**

[www.amicustheunion.org](http://www.amicustheunion.org) - The official Amicus website

[www.jib-pmes.org.uk](http://www.jib-pmes.org.uk) - JIB for PMES in England & Wales

[www.aphc.co.uk](http://www.aphc.co.uk) - Association of Plumbing & Heating Contractors (England & Wales)

[www.mpaforum.org.uk](http://www.mpaforum.org.uk) - Major Projects Agreement (MPA)

[www.plumbingpensions.co.uk](http://www.plumbingpensions.co.uk) - Plumbing Industry Pension Scheme

[www.bpec.org.uk](http://www.bpec.org.uk) - British Plumbing Employers Council Training Website

[www.jtlimited.co.uk](http://www.jtlimited.co.uk) - JTL Joint Training Ltd

[www.summitskills.org.uk](http://www.summitskills.org.uk) - Building Engineering Services Sector Skills Council

[www.summitskillstrainers.org.uk](http://www.summitskillstrainers.org.uk) - Internet resource for training in Building Services

[www.phia.org.uk](http://www.phia.org.uk) - Plumbing & Heating Industry Alliance

[www.iphe.org.uk](http://www.iphe.org.uk) - Institute of Plumbing and Heating Engineers

[www.wras.co.uk](http://www.wras.co.uk) - Water Regulations Advisory Scheme (inc. bylaws in Scotland)

[www.corgi-gas.com](http://www.corgi-gas.com) – CORGI Council of Registered Gas Installers

[www.citb.org.uk](http://www.citb.org.uk) - Construction Industry Training Board

[www.snipef.org](http://www.snipef.org) - Scottish & Northern Ireland Plumbing Employers' Federation

[www.citbni.org.uk](http://www.citbni.org.uk) - Construction Industry Training Board Northern Ireland

[www.worldplumbing.org](http://www.worldplumbing.org) - World Plumbing Council

[www.worksmart.org.uk](http://www.worksmart.org.uk) – Advice for working people from the TUC

[www.hse.gov.uk](http://www.hse.gov.uk) - Health & Safety Executive

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