



PROMULGATION No: 146 (REVISED)

11<sup>th</sup> July 2005

## 2006 & 2007

# RATES of PAY and ALLOWANCES

(Effective Monday, 2<sup>nd</sup> January 2006 & 1<sup>st</sup> January 2007)

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, 2<sup>nd</sup> January 2006 and subsequently from Monday 1<sup>st</sup> January 2007 the following shall take effect:

### 1. BASIC RATES OF HOURLY PAY – (Explanatory Note 1)

The Basic Hourly Rates of Pay – inclusive of Tool Allowance		
	From 2nd Jan. 2006	From 1 <sup>st</sup> Jan. 2007
<b>(a) Operatives:</b>		
Technical Plumber & Gas Service Technician	£12.44	£12.88
Advanced Plumber & Gas Service Engineer	£11.20	£11.60
Trained Plumber & Gas Service Fitter	£9.60	£9.94
<b>(b) Apprentices:</b> (See Note below)*		
4th Year of Training with NVQ Level 3*	£9.30	£9.62
4th Year of Training with NVQ Level 2*	£8.42	£8.71
4th Year of Training	£7.42	£7.68
3rd Year of Training with NVQ Level 2*	£7.32	£7.58
3rd Year of Training	£6.02	£6.24
2nd Year of Training	£5.34	£5.52
1st Year of Training	£4.66	£4.82
<b>(c) Adult Trainees:</b>		
3rd - 6 months of Employment	£8.38	£8.68
2nd - 6 months of Employment	£8.04	£8.32
1st - 6 months of Employment	£7.50	£7.76

\* 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

43 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, as shown below, shall be payable as set out below:

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

- [as per Clause 3 (b) below]

<u>Daily Travel Time Allowances as from Monday, 2nd Jan. 2006:</u>				
<b>OVER</b> Miles	<b>NOT OVER</b> Miles	<b>ALL</b> Operatives	<b>3rd &amp; 4th</b> Year Apprentices	<b>1st &amp; 2nd</b> Year Apprentices
20	30	£3.55	£2.25	£1.40
30	40	£8.20	£5.30	£3.35
40	50	£9.40	£5.60	£3.55

<u>Daily Travel Time Allowances as from Monday, 1<sup>st</sup> Jan. 2007:</u>				
<b>OVER</b> Miles	<b>NOT OVER</b> Miles	<b>ALL</b> Operatives	<b>3rd &amp; 4th</b> Year Apprentices	<b>1st &amp; 2nd</b> Year Apprentices
20	30	£3.65	£2.35	£1.45
30	40	£8.50	£5.45	£3.50
40	50	£9.70	£5.80	£3.65

#### 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)

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 - ( Note 2 )**

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.

<b>Band 1</b> -	an additional rate:	from	<b>1p</b>	to	<b>24p</b>	per hour
<b>Band 2</b> -	an additional rate:	from	<b>25p</b>	to	<b>44p</b>	per hour
<b>Band 3</b> -	an additional rate:	from	<b>45p</b>	to	<b>64p</b>	per hour
<b>Band 4</b> -	an additional rate:	from	<b>65p</b>	to	<b>84p</b>	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

	<u>From</u> <u>2<sup>nd</sup> Jan. 2006</u>	<u>From</u> <u>1<sup>st</sup> Jan. 2007</u>
<b>(d) Mileage Allowance</b>	40p per mile	40p per mile
<b>(e) Plumbers' Welding Supplement - ( Note 2 )</b>		
Possession of Gas <b>OR</b> Arc Certificate	27p per hour	27p per hour
Possession of Gas <b>AND</b> Arc Certificate	46p per hour	46p per hour
<b>(g) Subsistence Allowance (London Only) – per Night - ( Note 2 )</b>	<b>£4.18</b>	<b>£4.18</b>
This Allowance is subject to Income Tax under the PAYE System.		
<b>(f) Lodging Allowance – per Night - ( Note 2 )</b>	<b>£28.35</b>	<b>£28.35</b>

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**.

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### Explanatory Notes

**Note 1 – 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 7½% for Employers and 3¾% for Employees.

*For further details on the Industry Pension Scheme please contact Plumbing Pensions (UK) Ltd at 4 Walker Street, Edinburgh, Scotland EH3 7LB or telephone them on 08457 65 65 65*

**Note 2 – Unchanged Allowances**

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

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**By order of the Joint Industry Board for PMES**

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P A E Lippett - Chief Executive