

REFERENCE: SNIJIB 2013/4
24 May 2013

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND
2 STAGE WAGE AGREEMENT– JULY 2013 TO JULY 2015

GRADED RATES OF WAGES FROM MONDAY 1 JULY 2013

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) has agreed the following graded rates of wages and allowances to apply from Monday 1st July 2013.

Operative Plumbers Domestic Heating & Gas Service Operatives: **Rate per hour**

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

Apprentice Plumbers and Fitters:

1 st year apprentice	£3.28
2 nd year apprentice	£4.91
3 rd year apprentice	£5.94
4 th year apprentice	£7.67

ALLOWANCES FROM MONDAY 1 JULY 2013:

Lodging	£34.39 (per day)
Responsibility Money	£0.61

Plumber's Welding Supplement:

Possession of Gas or Arc Certificate	£0.40
Possession of Gas and Arc Certificate	£0.80

Minimum Mileage Allowance: £0.33 (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.
- 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.
- 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.
- 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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ADDITIONAL DAY OF PAID HOLIDAY

The Joint Industry Board has agreed an additional day of paid holiday from 1 January 2014 increasing the annual entitlement under National Working Rule 4a from 29 to 30 days of paid holiday which includes 8 “public (local) days of paid holiday”.

HOLIDAY CREDIT VALUES

The Joint Industry Board no longer promulgates weekly “fixed” holiday credit values for plumbing operatives and apprentices. The weekly holiday credit value for an individual must be calculated on the following basis using:

- a) The employee’s actual hourly rate of pay which must be as a minimum the appropriate hourly rate of pay for the employee’s grade “promulgated” by the Joint Industry Board.
- b) The number of contractual hours worked each week by the employee – 37.5 hours or more.
- c) The annual holiday entitlement as per National Working Rule 4a currently 29 days and to be 30 days (including public holidays) from 1 January 2014.

For employers operating the Industry’s Holidays with Pay Scheme administered by Plutos Holidays (1972) Ltd, the Scheme will calculate the credit value for an individual, based on the information supplied by the employer on the hourly rate of pay and contractual hours for each employee. Employers who choose not to operate the Industry’s Holidays with Pay Scheme are required to make this calculation in terms of the requirements of the Working Time Regulations 1998, as amended, in order to ensure that holiday pay paid to an employee for the 29/30 days is in accordance with the statutory entitlement.

GRADED RATES OF WAGES FROM MONDAY 7 JULY 2014

The Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) has agreed the following graded rates of wages and allowances to apply from Monday 7th July 2014.

Operative Plumbers Domestic Heating & Gas Service Operatives: **Rate per hour**

Plumber, Domestic Heating Fitter & Gas Service Fitter	£11.49
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£13.08
Technician Plumber & Gas Services Technician	£14.49
Plumbing Labourer	£10.25

Apprentice Plumbers and Fitters:

1 st year apprentice	£3.33
2 nd year apprentice	£4.98
3 rd year apprentice	£6.03
4 th year apprentice	£7.78

ALLOWANCES FROM MONDAY 7 JULY 2014:

Lodging	£34.90 (per day)
Responsibility Money	£0.62

Plumber’s Welding Supplement:

Possession of Gas or Arc Certificate	£0.41
Possession of Gas and Arc Certificate	£0.82

Minimum Mileage Allowance: £0.33 (per mile)

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	£15.84
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Gordon Matheson — Chairman
John Allott — Vice-Chairman
Robert D Burgon — Chief Executive