

REFERENCE: SNIJIB 2012/2

25 April 2012

**NOTICE OF PROMULGATION  
TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND**

**A. GRADED RATES OF WAGES FROM MONDAY 4 JUNE 2012**

The parties to the Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) have failed to reach agreement on revised graded rates of wages and allowances which would have been expected to apply from Monday 4<sup>th</sup> June 2012. As a result the 2011/2012 graded rates of wages and allowances as detailed below which have operated since Monday 6 June 2011 (and the associated holiday credit values) **will continue from Monday 4 June 2012 (holiday credits from Monday 7 May) until further notice.**

**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 <sup>st</sup> year apprentice	£3.28
2 <sup>nd</sup> year apprentice	£4.91
3 <sup>rd</sup> year apprentice	£5.94
4 <sup>th</sup> year apprentice	£7.67

**ALLOWANCES:**

Lodging	£32.75 (per day)
Responsibility Money	£0.58

**Plumber's Welding Supplement:**

Possession of Gas <b>or</b> Arc Certificate	£0.38
Possession of Gas <b>and</b> Arc Certificate	£0.75

**Minimum Mileage Allowance:**

£0.31 (per mile)

The use of operatives' or apprentices' private vehicles on employer business will be subject to compliance with the following:

- a) That prior agreement regarding use of such vehicles must be reached between the employer and operative/apprentice.
- b) 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.
- c) 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.
- d) 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

**HOLIDAY CREDIT VALUES MAY 2012 – MAY 2013**

The undernoted holiday credit values will continue from week commencing Monday 7 May 2012 until further notice.

<b><u>OPERATIVE PLUMBERS</u></b>	<b><u>HOLIDAY</u></b>	<b><u>WELFARE</u></b>	<b><u>TOTAL VALUE</u></b>
Plumber & Gas Service Fitter	£52.00	£3.34	£55.34
Advanced Plumber & Gas Service Engineer	£59.11	£3.34	£62.45
Technician Plumber & Gas Service Technician	£65.39	£3.34	£68.73
Plumbing Labourer	£46.48	£3.34	£49.82
<b><u>APPRENTICE PLUMBERS</u></b>	<b><u>HOLIDAY</u></b>	<b><u>WELFARE</u></b>	<b><u>TOTAL VALUE</u></b>
First Year	£15.65	£1.67	£17.32
Second Year	£23.02	£1.67	£24.69
Third Year	£27.68	£1.67	£29.35
Fourth Year	£35.50	£1.67	£37.17

The above holiday credit values have been calculated using the promulgated rates of wages in such a way that should assist employers to meet the requirements of the Working Time Regulations 1998. It remains however the responsibility of individual employers to ensure that holiday pay paid to operatives and apprentices is in accordance with the requirements of the Working Time Regulations 1998.

Under the terms of the Holiday Credit Scheme holiday credits are held in individual accounts for employees. Firms will receive 4 weekly statements requesting payment of credits due. It is important that firms purchase the appropriate credits on a 4 weekly basis. This will ensure that the required credits are available at the time of payment of holiday pay to any operatives or apprentices. All changes of circumstances must be notified to the Holiday Credit Scheme as soon as possible on appropriate forms:

- (Plutos 44) Notification of Adjustment
- (Plutos 45) Notification of Leaving
- (Plutos 60) Notification of New Employee

## **B. QUEEN'S JUBILEE - BANK HOLIDAY TUESDAY 5 JUNE 2012**

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry, having failed to reach agreement, has determined the following treatment of the "Bank" Holiday declared by the Government for Tuesday 5 June 2012 to mark HM The Queen's 60<sup>th</sup> Jubilee.

There will be no additional day of paid holiday to the existing annual entitlement of 29 days of holiday which currently includes 8 "public (local) days of paid holiday" and 5 "flexible" days of paid holiday as per Working Rule 4a - Holidays.

Notwithstanding this where an operative or an apprentice wishes to take a day of paid holiday on **Tuesday 5 June 2012** one of the following may apply:

- a) An operative or an apprentice with the agreement of his/her employer may use one day of the existing flexible 5 days of holiday in order to have a paid day of holiday on **Tuesday 5 June 2012**.  
or,
- b) An operative or an apprentice may by "mutual agreement" with his/her employer take one day of "**unpaid**" holiday on **Tuesday 5 June 2012**.  
or,
- c) An employer may choose at their discretion and by "mutual agreement" with their operative(s) and apprentice(s) decide to grant an additional day of paid holiday in respect of **Tuesday 5 June 2012**.

In such case, where an employer operates the industry holidays with pay scheme administered by "Plutos Holidays (1972) Ltd" payment for the said additional day of holiday should be made directly by the employer to the operative(s) or apprentice(s) taking the day of paid holiday.

### **ADDITIONAL NOTE:**

In accordance with Working Rule 9.2 an operative or apprentice is guaranteed payment of the normal working hours on any day where an employer is unable to provide work and the employee is available for work during normal working hours. E.g. Where an employer chooses or is required to close the business on 5<sup>th</sup> June 2012 all operatives shall be entitled to be paid the normal working hours at the JIB promulgated rates of pay for that day where although available for work are prevented by the employer from working or the appropriate value of the holiday credits for a single day of holiday.

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