

REFERENCE: SNIJIB 2019/1
3 January 2019

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND
2019/2020 WAGE AND CONDITIONS AGREEMENT

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 1 July 2019** and **Monday 6 July 2020**.

YEAR 1- FROM MONDAY 1 JULY 2019

GRADED RATES OF WAGES	
Operative Plumbers Domestic Heating & Gas Service Operatives	Rate per hour
Plumber, Domestic Heating Fitter & Gas Service Fitter	£12.82
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£14.59
Technician Plumber & Gas Services Technician	£16.15
Plumbing Labourer	£11.43
Apprentice Plumbers and Fitters	
1 st year apprentice	£4.20
2 nd year apprentice	£5.55
3 rd year apprentice	£6.72
4 th year apprentice	£8.67
<i>*Where the National Minimum/Living Wage is at a higher rate of pay than any of the above rates and applicable due to the age of an apprentice the National Minimum/Living Wage must be paid.</i>	

ALLOWANCES	
Lodging	£38.91 per day
Responsibility Money	£0.69 per hour
Minimum Mileage Allowance	£0.40 per mile
Plumber's Welding Supplement possession of Gas or Arc Certificate	£0.46 per hour
Plumber's Welding Supplement possession of Gas and Arc Certificate	£0.92 per hour

Industry Sick Pay Rates	Weekly	Daily
Operatives including labourers	£126.80	£25.36
Apprentice 1st year	£0 – SSP only	£0 - SSP only
Apprentice 2nd year	£0- SSP only	£0 – SSP only
Apprentice 3rd year	£8.75	£1.75
Apprentice 4th year	£38.00	£7.60

Industry Sick Pay is paid in addition to Statutory Sick Pay (SSP) and normally at the same time as Statutory Sick Pay.

ADDITIONAL DAY OF PAID HOLIDAY

The Joint Industry Board has agreed an additional day of paid holiday from 1 January 2020 increasing the annual entitlement under National Working Rule 4a from 30 to 31 days of paid holiday (this includes the 8 public (local) days of paid holiday).

Labour only self-employed operatives (LOSCs)	£17.66 per hour
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YEAR 2 - FROM MONDAY 6 JULY 2020

GRADED RATES OF WAGES	
Operative Plumbers Domestic Heating & Gas Service Operatives	Rate per hour
Plumber, Domestic Heating Fitter & Gas Service Fitter	£13.20
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£15.03
Technician Plumber & Gas Services Technician	£16.63
Plumbing Labourer	£11.77
Apprentice Plumbers and Fitters	
1 st year apprentice	£4.33
2 nd year apprentice	£5.71
3 rd year apprentice	£6.92
4 th year apprentice	£8.93
<i>*Where the National Minimum/Living Wage is at a higher rate of pay than any of the above rates and applicable due to the age of an apprentice the National Minimum/Living Wage must be paid.</i>	

ALLOWANCES	
Lodging	£40.08 per day
Responsibility Money	£0.71 per hour
Minimum Mileage Allowance	£0.41 per mile
Plumber's Welding Supplement possession of Gas or Arc Certificate	£0.47 per hour
Plumber's Welding Supplement possession of Gas and Arc Certificate	£0.95 per hour

Industry Sick Pay Rates	Weekly	Daily
Operatives including labourers	£133.40	£26.68
Apprentice 1st year	£0 – SSP only	£0 – SSP only
Apprentice 2nd year	£0 – SSP only	£0 – SSP only
Apprentice 3rd year	£11.75	£2.35
Apprentice 4th year	£41.90	£8.38

Industry Sick Pay is paid in addition to Statutory Sick Pay (SSP) and normally at the same time as Statutory Sick Pay.

Labour only self-employed operatives (LOSCs)	£18.19 per hour
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Gordon Matheson — Chairman
Bernard McAulay — Vice-Chairman
Duncan Wilson — Chief Executive