

REFERENCE: SNIJIB 2019/7

20 November 2019

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND AND NORTHERN IRELAND

REMINDER - ADDITIONAL DAY OF PAID HOLIDAY

Employers are reminded that the Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) agreed an additional paid day of holiday to operate in Scotland and Northern Ireland 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). This additional day of holiday was notified in the Notice of Promulgation SNIJIB 2019/1 dated 3 January 2019.

DEATH-IN-SERVICE PROVISION FOR PLUMBING OPERATIVES AND APPRENTICES

The Board is aware that the Plumbing Industry Pension Scheme, administered by Plumbing Pensions, closed to future benefit accrual on 30 June 2019. As a result employers are required to continue to provide the same pension contribution rates (pension benefit) and provide the same death-in-service cover (life cover benefit) previously available from the Industry Pension Scheme. The amount due was dependant on the particular scale offering either 2 or 3 times the employee's annual earnings.

In order to simplify and standardise the death-in-service cover offered by employers operating in the plumbing industry to their employees, the Board has determined that **with effect from 1 January 2020**, the death and service cover available to **all** employees shall be equal to 3 times the annual earnings of an employee based on the SNIJIB promulgated graded hourly rates of pay calculated at the standard working week of 37.5 hours.

From **1 January 2020** the death-in-service payments due to employees who, die in service, will be as per the table below. Employers are therefore required to ensure that the death-in-service provision which they have in place for their employees will at least provide death-in-service cover calculated as per the table below based on the SNIJIB promulgated hourly rates applying at that time of calculation.

Employee Grade	SNIJIB Hourly Rate of Pay at 1/1/2020	Weekly Rate Hourly Rate – x 37.5	156 weeks D-I-S Provision
Plumber	£12.82	£480.75	£74,997.00
Advanced Plumber	£14.59	£547.13	£85,351.50
Technician Plumber	£16.15	£605.63	£94,477.50
Labourer	£11.43	£428.63	£66,865.50
Apprentice Year 1	£4.20	£157.50	£24,570.00
Apprentice Year 2	£5.55	£208.13	£32,467.50
Apprentice Year 3	£6.72	£252.00	£39,312.00
Apprentice Year 4	£8.67	£325.13	£50,719.50

The above D-I-S payments due will increase using the SNIJIB promulgated graded rates of wages operating from 6 July 2020 and notified in subsequent Notices of Promulgation in respect of wages and conditions of employment.

Gordon Matheson - Chairman
Ian Woodland - Vice Chairman
Stephanie Lowe - Secretary