

REFERENCE: SNIJIB 2011/3

3 March 2011

NOTICE OF PROMULGATION
TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND

ROYAL WEDDING - BANK HOLIDAY 29 APRIL 2011

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry has agreed by a majority decision the following treatment of the bank holiday recently declared by the Government which will be taken on 29 April 2011 the day of the royal wedding of HRH the Prince William.

The Board has agreed **not** to grant an additional day of paid holiday in addition 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.

However where a plumbing operative or apprentice wishes to take a day of paid holiday on the occasion of the royal wedding on **Friday 29 April 2011** one of the following may apply:

- a) An operative or 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 **Friday 29 April 2011**.
or
- b) An operative or apprentice may by mutual agreement with his/her employer take one day of "**unpaid**" holiday on **Friday 29 April 2011**.
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 **Friday 29 April 2011**.

In such case, where an employer operates the industry holiday credit 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.

HOLIDAY CREDIT VALUES MAY 2011 – MAY 2012

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry has also agreed the undernoted holiday credit values for the 52 week period commencing Monday 9 May 2011 to week commencing Monday 30 April 2012.

<u>OPERATIVE PLUMBERS</u>	<u>HOLIDAY</u>	<u>WELFARE</u>	<u>TOTAL VALUE</u>
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

<u>APPRENTICE PLUMBERS</u>	<u>HOLIDAY</u>	<u>WELFARE</u>	<u>TOTAL VALUE</u>
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

John Allott — Chairman
Gordon Matheson — Vice-Chairman
Robert D Burgon — Director & Secretary