

REFERENCE: SNIJIB 2014/1

17 January 2014

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND AND NORTHERN IRELAND

ADDITIONAL DAY OF PAID HOLIDAY

Further to Notice of Promulgations SNIJIB 2013 4 & 5 of 24 May 2013, employers are reminded that the Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry agreed that as from 6 January 2014 an additional day of paid holiday will apply to all plumbing operatives and apprentices. This additional day of holiday increases the annual holiday entitlement of plumbing operatives and apprentices under National Working Rule (NWR) 4a from 29 days to 30 days of paid holiday including the 8 public (local) days of paid holiday.

HOLIDAY CREDIT VALUES

As a result of the changes to the Plutos Holiday Pay Scheme the Joint Industry Board no longer promulgates “fixed” value holiday credits based on the promulgated rates for plumbing operatives and apprentices as the weekly holiday credit values for individual operatives and apprentices are calculated as undernoted:

- a) The employee’s actual hourly rate of pay which must as a minimum be the appropriate hourly rate of pay for the employee’s grade “promulgated” by this Joint Industry Board.
- b) The employee’s number of “contractual hours” to be worked each week – i.e. 37.5 hours as a minimum (as per the SNIJIB NWRs) or more as determined by the individual employee’s terms and conditions of employment if more than provided under the NWRs.
- c) The annual holiday entitlement as per NWR 4a currently 29 days and to be increased to 30 days (including public holidays) from 6 January 2014.

For employers operating the Industry’s Holidays with Pay Scheme administered by Plutos Holidays (1972) Ltd, the Scheme will from 6 January 2014 calculate the credit values for an individual, based on the information supplied by the employer on the hourly rate of pay and contractual hours for each employee. With effect from 6 January 2014 the value of holiday credits will be based as a minimum on 30 days per annum which will result in a small increase in the value of an individual’s holiday credit.

This additional day of paid holiday shall be taken by mutual agreement between the employer and operative/apprentice during the holiday year in accordance with the requirements of NWR 4a. 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 30 days of holiday is in accordance with the Statutory and Working Rule requirements.

Rule 4a – HOLIDAYS

The Board has agreed that from 6 January 2014 the existing SNIJIB Working Rule 4a will be amended as undernoted:

The recognised holidays will be:

HOLIDAY	SCOTLAND & NORTHERN IRELAND Number of Days of Holiday per Holiday Year – 30 days
SPRING/EASTER	5 days
MAY	1 day (First Monday in May)
SUMMER	11 days 10 days to be arranged individually by mutual agreement between the operative/apprentice and the employer of the firm, plus the preceding Friday (1 day)
AUTUMN	2 days Friday & Monday
ADDITIONAL DAY	1 day Additional day of holiday from 6 January 2014 to be taken during the holiday year as mutually agreed between the employer and the operative/apprentice
CHRISTMAS & NEW YEAR	10 days 5 days during the week in which Christmas day falls and 5 days during the week in which New Years day falls or the first working days thereafter should either of these days fall on other than a normal working day
STANDARD HOLIDAYS	<p>NOTE:</p> <p>The 30 days of paid holiday above are allocated in what is termed “Standard Holidays” in accordance with the way in which the majority of employers draw down the annual holiday entitlement and as required by the National Working Rules. The additional day of holiday is a flexible day of holiday and may be drawn down by employers as required – It has not been allocated to any existing fixed day or period of holiday.</p> <p>Employers operating the Industry’s Holidays with Pay Scheme are able to draw down holidays differently as mutually agreed with their employees and notified to Plutos Holidays (1972) Ltd. Employers may wish to restore the 5 (now 6) days of flexible holiday and revert to only taking 3 days at Spring Easter and 2 days at Christmas and 5 days at New Year (making a total of 7 days for Christmas and New Year).</p> <p>NORTHERN IRELAND</p> <p>Firms in Northern Ireland who wish to provide for St Patrick’s Day (1 day) and Halloween (2 days) need to take only 10 days at Summer and Halloween in place of the Autumn Holiday.</p>

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