

REFERENCE: SNIJIB 2016/13
9 December 2016

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND
2 STAGE WAGE AGREEMENT– 3 JULY 2017 AND 2 JULY 2018

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 3rd July 2017 and Monday 2 July 2018.**

STAGE 1- FROM MONDAY 3 JULY 2017

GRADED RATES OF WAGE AND ALLOWANCES

Operative Plumbers Domestic Heating & Gas Service Operatives: **Rate per hour**

Plumber, Domestic Heating Fitter & Gas Service Fitter	£12.26
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£13.95
Technician Plumber & Gas Services Technician	£15.45
Plumbing Labourer	£10.93

Apprentice Plumbers and Fitters:

1 st year apprentice	£3.55
2 nd year apprentice	£5.30
3 rd year apprentice	£6.43
4 th year apprentice	£8.29

ALLOWANCES:

Lodging	£37.22 (per day)
Responsibility Money	£0.66 (per hour)
Minimum Mileage Allowance	£0.36 (per mile)

Plumber's Welding Supplement:

Possession of Gas or Arc Certificate	£0.44 (per hour)
Possession of Gas and Arc Certificate	£0.88 (per hour)

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 £16.89

STAGE 2- FROM MONDAY 2 JULY 2018

GRADED RATES OF WAGE AND ALLOWANCES

Operative Plumbers Domestic Heating & Gas Service Operatives: **Rate per hour**

Plumber, Domestic Heating Fitter & Gas Service Fitter	£12.51
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£14.23
Technician Plumber & Gas Services Technician	£15.76
Plumbing Labourer	£11.15

Apprentice Plumbers and Fitters:

1 st year apprentice	£3.62
2 nd year apprentice	£5.41
3 rd year apprentice	£6.56
4 th year apprentice	£8.46

ALLOWANCES:

Lodging	£37.96 (per day)
Responsibility Money	£0.67 (per hour)
Minimum Mileage Allowance	£0.37 (per mile)

Plumber's Welding Supplement:

Possession of Gas or Arc Certificate	£0.45 (per hour)
Possession of Gas and Arc Certificate	£0.90 (per hour)

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	£17.23
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PLUTOS HOLIDAYS (1972) LTD – HOLIDAY CREDIT VALUES

The Joint Industry Board no longer promulgates weekly “fixed” holiday credit values for operatives and apprentices.

The Scheme will calculate the holiday credit value for an individual, based on the information supplied by the employer. The weekly holiday credit value for an individual is calculated by Plutos Holidays (1972) Ltd on the following basis using:

- The employee's actual hourly rate of pay which must be as a minimum the appropriate hourly rate of pay for the employee's grade 'promulgated' by the Joint Industry Board.
- The number of contractual or actual hours worked each week by the employee – 37.5 hours or more as per an individual's contract of employment.
- The annual holiday entitlement as per National Working Rule 4a currently **30 days** (including public holidays).

Where an employee's weekly earnings vary from week to week (as a result of e.g. overtime or taxable travel payments) the employer is required to make an adjustment to holiday pay being issued to ensure the payment is in line with the Working Time Regulations (1998) and case law.

Where an employee's weekly earnings vary from week to week (as a result of e.g. overtime or taxable travel payments) the employer is required to make an adjustment to holiday pay being issued, where necessary averaged over the twelve 12 weeks preceding the date of a holiday, to ensure the payment is in line with the Working Time Regulations (1998) as amended and case law.

Employers who choose not to operate the Industry's Holidays with Pay Scheme are required to make this same calculation in order to ensure that holiday pay paid to an employee in respect of the 30 days annual holiday entitlement is in accordance with the requirements of the Working Rules, the Working Time Regulations 1998, as amended and case law.

Gordon Matheson — Chairman
John Allott — Vice-Chairman
Duncan Wilson — Chief Executive