

REFERENCE: SNIJIB 2018/2  
28 May 2018

## **NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND**

### **REMINDER – 2ND STAGE OF 2017 TO 2018 SCOTTISH WAGE AGREEMENT**

Employers are reminded that the Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) agreed the following graded rates of wages and allowances to operate in Scotland on and as from Monday 2 July 2018. These rates were contained in the Notice of Promulgation SNIJIB 2016/13 dated 9 December 2016 and for convenience are reproduced below.

### **STAGE 2- FROM MONDAY 2 JULY 2018**

<b>GRADED RATES OF WAGE</b>	
<b>Operative Plumbers Domestic Heating &amp; Gas Service Operatives</b>	<b>Rate per hour</b>
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
<b>Apprentice Plumbers and Fitters</b>	
<i>*The apprentice must receive the higher of either the National Minimum/Living Wage or the SNIJIB wage rate applicable for their year of apprenticeship- see apprentice wage ready reckoner on page 2.</i>	
1 <sup>st</sup> year apprentice	£3.62*
2 <sup>nd</sup> year apprentice	£5.41*
3 <sup>rd</sup> year apprentice	£6.56*
4 <sup>th</sup> year apprentice	£8.46*

<b>ALLOWANCES</b>	
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 <b>or</b> Arc Certificate	£0.45 per hour
Plumber's Welding Supplement possession of Gas <b>and</b> Arc Certificate	£0.90 per hour

<b>Existing Industry Sick Pay</b>	<b>Weekly</b>	<b>Daily</b>
Apprentice 1st year	£26.95	£5.39
Apprentice 2nd year	£39.70	£7.94
Apprentice 3rd year	£48.45	£9.69
Apprentice 4th year	£62.55	£12.51
Operative	£94.15	£18.83

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

<b>Labour only self-employed operatives (LOSCs)</b>	£17.23 per hour
---	-----------------

**Apprentice Wage Ready Reckoner**

**Incorporating the national minimum/ living wage and the SNIJIB rates** as the apprentice must receive the higher of either the NMW/NLW or the SNIJIB wage rate applicable for their year of apprenticeship.

*Please be aware that if the government increases NMW and NLW on 1 April 2019 these should be applied.*

Age	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
16	£3.70	n/a	n/a	n/a
17	£3.70	£5.41	n/a	n/a
18	£3.70	£5.41	£6.56	n/a
19	£3.70	£5.90	£6.56	£8.46
20	£3.70	£5.90	£6.56	£8.46
21	£3.70	£7.38	£7.38	£8.46
22	£3.70	£7.38	£7.38	£8.46
23	£3.70	£7.38	£7.38	£8.46
24	£3.70	£7.38	£7.38	£8.46
25	£3.70	£7.83	£7.83	£8.46
26+	£3.70	£7.83	£7.83	£8.46

Taking account of the government **increases in NMW and NLW on 1 April 2019** please use revised figures below:

**Apprentice Wage Ready Reckoner**

**Incorporating the national minimum/ living wage and the SNIJIB rates** as the apprentice must receive the higher of either the NMW/NLW or the SNIJIB wage rate applicable for their year of apprenticeship.

Age	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
16	£3.90	n/a	n/a	n/a
17	£3.90	£5.41	n/a	n/a
18	£3.90	£5.41	£6.56	n/a
19	£3.90	£6.15	£6.56	£8.46
20	£3.90	£6.15	£6.56	£8.46
21	£3.90	£7.70	£7.70	£8.46
22	£3.90	£7.70	£7.70	£8.46
23	£3.90	£7.70	£7.70	£8.46
24	£3.90	£7.70	£7.70	£8.46
25	£3.90	£8.21	£8.21	£8.46
26+	£3.90	£8.21	£8.21	£8.46

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