

REFERENCE: SNIJIB 2020/7.1

16 July 2020

**NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND**

**AMENDMENT TO NATIONAL AGREEMENT SNIJIB 2019/1 (PROMULGATED 3 JANUARY 2019)**

**AND 2020/2021 WAGE AND CONDITIONS AGREEMENT**

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) has agreed to amend the current agreement to the following graded rates of wages and allowances to apply from **Monday 6 July 2020** and **Monday 5 July 2021**.

**YEAR 1- FROM MONDAY 6 JULY 2020**

<b>GRADED RATES OF WAGES</b>	
<b>Operative Plumbers Domestic Heating &amp; Gas Service Operatives</b>	<b>Rate per hour</b>
Plumber, Domestic Heating Fitter & Gas Service Fitter	£12.95
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£14.74
Technician Plumber & Gas Services Technician	£16.31
Plumbing Labourer	£11.54
<b>Apprentice Plumbers and Fitters</b>	
1 <sup>st</sup> year apprentice	£4.24
2 <sup>nd</sup> year apprentice	£5.61
3 <sup>rd</sup> year apprentice	£6.79
4 <sup>th</sup> year apprentice	£8.76
<i>*Where the National Minimum/Living Wage is at a higher rate of pay than any of the above rates and applicable due to the age of an apprentice the National Minimum/Living Wage must be paid.</i>	

<b>ALLOWANCES</b>	
Lodging	£39.30 per day
Responsibility Money	£0.70 per hour
Minimum Mileage Allowance	£0.40 per mile
Plumber's Welding Supplement possession of Gas <b>or</b> Arc Certificate	£0.46 per hour
Plumber's Welding Supplement possession of Gas <b>and</b> Arc Certificate	£0.93 per hour

<b>Industry Sick Pay Rates</b>	<b>Weekly</b>	<b>Daily</b>
Operatives including labourers	£133.40	£26.68
Apprentice 1st year	£0 – SSP only	£0 – SSP only
Apprentice 2nd year	£0 – SSP only	£0 – SSP only
Apprentice 3rd year	£11.75	£2.35
Apprentice 4th year	£41.90	£8.38

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

<b>Labour only self-employed operatives (LOSCs)</b>	<b>£17.84 per hour</b>
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## COMPRESSED WORKING WEEK

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) has agreed a temporary cessation of Rule 6, Shift Work Allowance and Rule 3, Overtime Allowance until **31 October 2020**. Further consideration of this cessation will be evaluated in October 2020.

The intention of this temporary cessation on the Shift Work Allowance and Overtime Allowance is to support safe working practices to enable a reduction of operatives on site.

Where the SNIJIB is informed, the 37.5 hour normal working week could be compressed into a 3 or 4 day week, where worked between the hours of 6am – 9pm.

## YEAR 1- FROM MONDAY 5 JULY 2021

<b>GRADED RATES OF WAGES</b>	
<b>Operative Plumbers Domestic Heating &amp; Gas Service Operatives</b>	<b>Rate per hour</b>
Plumber, Domestic Heating Fitter & Gas Service Fitter	£13.21
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£15.03
Technician Plumber & Gas Services Technician	£16.64
Plumbing Labourer	£11.78
<b>Apprentice Plumbers and Fitters</b>	
1 <sup>st</sup> year apprentice	£4.33
2 <sup>nd</sup> year apprentice	£5.72
3 <sup>rd</sup> year apprentice	£6.92
4 <sup>th</sup> year apprentice	£8.93
<i>*Where the National Minimum/Living Wage is at a higher rate of pay than any of the above rates and applicable due to the age of an apprentice the National Minimum/Living Wage must be paid.</i>	

<b>ALLOWANCES</b>	
Lodging	£40.09 per day
Responsibility Money	£0.71 per hour
Minimum Mileage Allowance	£0.41 per mile
Plumber's Welding Supplement possession of Gas <b>or</b> Arc Certificate	£0.47 per hour
Plumber's Welding Supplement possession of Gas <b>and</b> Arc Certificate	£0.95 per hour

<b>Industry Sick Pay Rates</b>	<b>Weekly</b>	<b>Daily</b>
Operatives including labourers	£133.40	£26.68
Apprentice 1st year	£0 – SSP only	£0 – SSP only
Apprentice 2nd year	£0 – SSP only	£0 – SSP only
Apprentice 3rd year	£11.75	£2.35
Apprentice 4th year	£41.90	£8.38

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

<b>Labour only self-employed operatives (LOSCs)</b>	<b>£18.19 per hour</b>
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Gordon Matheson — Chairman  
Ian Woodland — Vice-Chairman  
Stephanie Lowe — Secretary