

REFERENCE: SNIJIB 2019/1  
3 January 2019

**NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND**  
**2019/2020 WAGE AND CONDITIONS AGREEMENT**

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 1 July 2019** and **Monday 6 July 2020**.

**YEAR 1- FROM MONDAY 1 JULY 2019**

<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	£12.82
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£14.59
Technician Plumber & Gas Services Technician	£16.15
Plumbing Labourer	£11.43
<b>Apprentice Plumbers and Fitters</b>	
1 <sup>st</sup> year apprentice	£4.20
2 <sup>nd</sup> year apprentice	£5.55
3 <sup>rd</sup> year apprentice	£6.72
4 <sup>th</sup> year apprentice	£8.67
<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	£38.91 per day
Responsibility Money	£0.69 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	£0.92 per hour

<b>Industry Sick Pay Rates</b>	<b>Weekly</b>	<b>Daily</b>
Operatives including labourers	£126.80	£25.36
Apprentice 1st year	£0 – SSP only	£0 - SSP only
Apprentice 2nd year	£0- SSP only	£0 – SSP only
Apprentice 3rd year	£8.75	£1.75
Apprentice 4th year	£38.00	£7.6

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

**ADDITIONAL DAY OF PAID HOLIDAY**

The Joint Industry Board has agreed an additional day of paid holiday from 1 January 2020 increasing the annual entitlement under National Working Rule 4a from 30 to 31 days of paid holiday (this includes the 8 public (local) days of paid holiday).

<b>Labour only self-employed operatives (LOSCs)</b>	<b>£17.66 per hour</b>
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## YEAR 2 - 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	£13.20
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£15.03
Technician Plumber & Gas Services Technician	£16.63
Plumbing Labourer	£11.77
<b>Apprentice Plumbers and Fitters</b>	
1 <sup>st</sup> year apprentice	£4.33
2 <sup>nd</sup> year apprentice	£5.71
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	£40.08 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>	£18.19 per hour
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Gordon Matheson — Chairman  
Bernard McAulay — Vice-Chairman  
Duncan Wilson — Chief Executive