

REFERENCE: SNIJIB 2015/2  
19 January 2015

**NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND**  
**2 STAGE WAGE AGREEMENT- JULY 2015 TO JULY 2017**

**GRADED RATES OF WAGES FROM MONDAY 6 JULY 2015**

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 6<sup>th</sup> July 2015.

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

Plumber, Domestic Heating Fitter & Gas Service Fitter	£11.78
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£13.41
Technician Plumber & Gas Services Technician	£14.85
Plumbing Labourer	£10.51

**Apprentice Plumbers and Fitters:**

1 <sup>st</sup> year apprentice	£3.41
2 <sup>nd</sup> year apprentice	£5.10
3 <sup>rd</sup> year apprentice	£6.18
4 <sup>th</sup> year apprentice	£7.97

**ALLOWANCES FROM MONDAY 6 JULY 2015:**

Lodging	£35.77 (per day)
Responsibility Money	£0.64

**Plumber's Welding Supplement:**

Possession of Gas <b>or</b> Arc Certificate	£0.42
Possession of Gas <b>and</b> Arc Certificate	£0.84

**Minimum Mileage Allowance:** £0.34 (per mile)

The use of operatives' or apprentices' private vehicles on employer business will be subject to compliance with the following:

- a) That prior agreement regarding use of such vehicles must be reached between the employer and operative/apprentice.
- b) It is the responsibility of the operative/apprentice to provide insurance for the vehicle and to ascertain that the insurance is adequate for such use.
- c) The rate of payment for use of the vehicle for distance travelled will be as promulgated and that this payment be made in lieu of fares.
- d) Use of a private vehicle is not a condition of employment.

**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** £16.24

## **ANNUAL HOLIDAY ENTITLEMENT AND CALCULATION OF AMOUNT OF HOLIDAY PAY DUE**

All operatives and apprentices **must** receive holiday pay in respect of the total annual holiday entitlement of **30 days** which is calculated in accordance with the recent Employment Appeal Tribunal (EAT) Judgement on the basis of “normal pay” and where necessary averaged over the twelve 12 weeks preceding the date of a holiday. Basic pay calculated solely on the standard number of working hours e.g. 37.5 per week, at plain time, does not necessarily satisfy the requirements of this legal judgement. The holiday pay calculation now needs to include payments for overtime working and any other payments to be included in an operative’s or apprentice’s weekly pay used for PAYE tax purposes.

The application of this change is not retrospective and the Board will not entertain or support any retrospective claims in respect of holidays taken or which were due to be taken prior to 5 January 2015.

## **HOLIDAY CREDIT VALUES – PLUTOS HOLIDAYS (1972) LTD**

The Joint Industry Board no longer promulgates weekly “fixed” holiday credit values for plumbing operatives and apprentices. The weekly holiday credit value for an individual is calculated by Plutos Holidays (1972) Ltd on the following basis using:

- a) 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.
- b) 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.
- c) The annual holiday entitlement as per National Working Rule 4a currently 30 days (including public holidays).
- d) Where an operative or apprentice is in receipt of payments, in respect of e.g. overtime or taxable travel payments, which impact on an employee’s normal weekly pay and thereby attracts PAYE tax then the hourly rate of pay advised to Plutos Holidays (1972) Ltd, for each employee and used for the calculation of an employee’s holiday credit, must reflect these payments in order that the holiday pay derived from the holiday credits purchased, from Plutos Holidays (1972) Ltd, meets the amount of holiday pay legally due to an employee under the Working Time Regulations (1998) and the recent EAT decision.

**Note:** *Where an employee’s weekly earnings varies from week to week the employer is required to check before each holiday payment that the amount of holiday pay derived from the holiday credits purchased produces the amount of holiday pay required under the Working Time Regulations (1998). In such case an employer should advise Plutos Holidays (1972) Ltd of the most representative hourly rate of pay for such employee to be used in respect of the calculation of the employee’s holiday credit value notwithstanding that some adjustment is likely to be required to be made by the employer to the amount of holiday pay to be paid to the employee at the time of the holiday.*

**Employers are therefore requested to ensure that the hourly pay rates advised to Plutos Holidays (1972) Ltd in respect of each of their employees, where necessary, reflects these additional payments which affect the calculation of a normal week’s pay.**

For employers operating the Industry's Holidays with Pay Scheme administered by Plutos Holidays (1972) Ltd, the Scheme will calculate the holiday credit value for an individual, based on the information supplied by the employer.

Employers who choose not to operate the Industry's Holidays with Pay Scheme are required to make this same 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 in respect of the 30 days annual holiday entitlement is in accordance with the requirements of the Working Rules, the Working Time Regulations 1998 and the recent EAT judgement.

### **GRADED RATES OF WAGES FROM MONDAY 4 JULY 2016**

The Joint Industry Board for the Plumbing Industry (SNIPEF & UNITE) has agreed the following graded rates of wages and allowances to apply from Monday 4<sup>th</sup> July 2016.

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

Plumber, Domestic Heating Fitter & Gas Service Fitter	£12.02
Advanced Plumber, Advanced Heating Fitter & Gas Service Engineer	£13.68
Technician Plumber & Gas Services Technician	£15.15
Plumbing Labourer	£10.72

#### **Apprentice Plumbers and Fitters:**

1 <sup>st</sup> year apprentice	£3.48
2 <sup>nd</sup> year apprentice	£5.20
3 <sup>rd</sup> year apprentice	£6.30
4 <sup>th</sup> year apprentice	£8.13

#### **ALLOWANCES FROM MONDAY 4 JULY 2016:**

Lodging	£36.49 (per day)
Responsibility Money	£0.65

#### **Plumber's Welding Supplement:**

Possession of Gas <b>or</b> Arc Certificate	£0.43
Possession of Gas <b>and</b> Arc Certificate	£0.86

**Minimum Mileage Allowance:** £0.35 (per mile)

#### **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 £16.56

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