

REFERENCE: SNIJIB 2025/3

18 March 2025

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND & NORTHERN IRELAND

2025/2026 WAGE AND CONDITIONS AGREEMENT

The Scottish & Northern Ireland Joint Industry Board for the Plumbing, Heating and Mechanical Engineering Industry (SNIPEF & UNITE) has agreed the following graded rates of wages and allowances to apply from **MONDAY 7 JULY 2025**.

GRADED RATES OF WAGES	
Operative Plumber Heating & Gas Service Operatives	Rate per hour
Plumber and Heating, Fitter & Gas Service Fitter	£14.87
Advanced Plumber and Heating, Fitter & Gas Service Engineer	£16.92
Technician Plumber and Heating & Gas Services Technician	£18.73
Plumbing Labourer	£13.26
Apprentice Plumber and Heating & Fitters	
1 st year apprentice	£7.55
2 nd year apprentice	£8.00*
3 rd year apprentice	£10.05*
4 th year apprentice	£10.60*
*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. The SNIJIB has set the 1 st year apprentice rate in line with the 2025 Apprentice National Minimum Wage rate.	

ALLOWANCES	
Lodging	£50 per night**
Responsibility Money	£0.80 per hour
Minimum Mileage Allowance	£0.46 per mile
Plumber's Welding Supplement possession of Gas or Arc Certificate	£0.53 per hour
Plumber's Welding Supplement possession of Gas and Arc Certificate	£1.07 per hour
** Lodging Allowance increase will take effect from 29 September 2025	

Industry Sick Pay Rates	Weekly	Daily
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 provided at the same time as Statutory Sick Pay.

Labour only self-employed operatives (LOSCs)	£20.47 per hour
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Scott Foley — Chairman
Gordon Matheson — Vice-Chairman
Stephanie Lowe — Secretary