

REFERENCE: SNIJIB 2026/2

23 February 2026

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND AND NORTHERN IRELAND

TWO STAGE WAGE AND CONDITIONS AGREEMENT 2026/2027 AND 2027/2028

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 24 AUGUST 2026**.

GRADED RATES OF WAGES FROM MONDAY 24 AUGUST 2026		
Plumber Heating and Gas Service Operatives	Increase	Rate per hour
Plumbing & Heating, & Gas Fitter	48p	£15.35
Advanced Plumber and Heating, Fitter & Gas Engineer	55p	£17.47
Technician Plumber and Heating & Gas Services Technician	61p	£19.34
Plumbing Labourer	43p	£13.69
Apprentice Plumber and Heating & Fitters	Increase	Rate per hour
1 st Year	45p	£8.00
2 nd Year	50p	£8.50*
3 rd Year	80p	£10.85*
4 th Year	£1.40	£12.00*
* 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 2026 Apprentice National Minimum Wage rate.		

ALLOWANCES	Increase	Rate
Lodging	TBA**	£TBA per night**
Responsibility Money	3p	£0.83 per hour
Minimum Mileage Allowance	1p	£0.47 per mile
Plumbers Welding Supplement possession of Gas or Arc Certificate	2p	£0.55 per hour
Plumbers Welding Supplement possession of Gas and Arc Certificate	3p	£1.10 per hour
**To be agreed as awaiting approval from HMRC		

INDUSTRY SICK PAY RATES	Increase (weekly/daily rate)	Weekly Rate	Daily Rate
Operatives, including Labourers	£4.34 / 87p	£137.74	£27.55
Apprentice 1 st Year	N/A	£0 – SSP only	£0 – SSP only
Apprentice 2 nd Year	N/A	£0 – SSP only	£0 – SSP only
Apprentice 3 rd Year	38p / 8p	£12.13	£2.43
Apprentice 4 th Year	£1.36 / 27p	£43.26	£8.65
Note: Industry Sick Pay is paid in addition to Statutory Sick Pay (SSP).			

Minimum hourly rate for labour only self-employed operatives (LOSCs)	67p increase	£21.14 per hour
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Gordon Matheson — Chairman
Scott Foley — Vice-Chairman
Stephanie Lowe — Secretary

REFERENCE: SNIJIB 2026/2

23 FEBRUARY 2026

NOTICE OF PROMULGATION TO THE INDUSTRY IN SCOTLAND AND NORTHERN IRELAND

SECOND STAGE: 2027/2028 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 5 JULY 2027**.

GRADED RATES OF WAGES FROM MONDAY 5 JULY 2027		
Plumber Heating and Gas Service Operatives	Increase	Rate per hour
Plumbing & Heating, & Gas Fitter	58p	£15.93
Advanced Plumber and Heating, Fitter & Gas Engineer	66p	£18.13
Technician Plumber and Heating & Gas Services Technician	73p	£20.07
Plumbing Labourer	51p	£14.20
Apprentice Plumber Heating and Fitters	Increase	Rate per hour
1 st Year	30p	£8.30*
2 nd Year	32p	£8.82*
3 rd Year	41p	£11.26*
4 th Year	45p	£12.45*
<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>		

ALLOWANCES	Increase	New Rate
Lodging	TBA**	£TBA per night**
Responsibility Money	3p	£0.86 per hour
Minimum Mileage Allowance	2p	£0.49 per mile
Plumbers Welding Supplement possession of Gas or Arc Certificate	2p	£0.57 per hour
Plumbers Welding Supplement possession of Gas and Arc Certificate	4p	£1.14 per hour
** To be agreed as awaiting approval from HMRC		

INDUSTRY SICK PAY RATES	Increase (weekly/daily rate)	Weekly Rate	Daily Rate
Operatives, including Labourers	£5.17 / £1.03	£142.91	£28.58
Apprentice 1 st Year	N/A	£0 – SSP only	£0 – SSP only
Apprentice 2 nd Year	N/A	£0 – SSP only	£0 – SSP only
Apprentice 3 rd Year	45p / 9p	£12.58	£2.52
Apprentice 4 th Year	£1.62 / 33p	£44.88	£8.98
Note: Industry Sick Pay is paid in addition to Statutory Sick Pay (SSP).			

Minimum hourly rate for labour only self-employed operatives (LOSCs)	79p increase	£21.93 per hour
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Gordon Matheson — Chairman
Scott Foley — Vice-Chairman
Stephanie Lowe — Secretary