



PROMULGATION No: 176

14th August 2017

Three Year Agreement 2018, 2019 and 2020

Employees Rates of Pay, Allowances, Entitlements & Benefits

(Effective Monday, 1st January 2018, 7th January 2019 & 6th January 2020)

This agreement supersedes all previous Hourly Pay, Allowances, and Entitlements & Benefits provision as determined in Promulgation: 171

The Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB-PMES) has completed its review of the pay structure and has determined that this Pay Agreement shall be for a 3 year period. Under the terms of this new Agreement, it has been agreed that as from Monday, 1st January 2018, Monday 7th January 2019 and subsequently from Monday 6th January 2020 the following shall take effect subject to the proviso below:

1. BASIC RATES OF HOURLY PAY – (inclusive of Tool Allowance)

	From <u>1st Jan. 2018</u>	From <u>7th Jan. 2019</u>	From <u>6th Jan. 2020</u>
(a) Operatives:			
Technical Plumber & Gas Service Technician	£16.73	£17.19	£17.71
Advanced Plumber & Gas Service Engineer	£15.07	£15.48	£15.94
Plumber & Gas Service Fitter	£12.93	£13.29	£13.69
(b) Apprentices: (See Note below)*			
4th Year of Training with NVQ Level 3*	£12.51	£12.85	£13.24
4th Year of Training with NVQ Level 2*	£11.33	£11.64	£11.99
4th Year of Training	£9.97	£10.24	£10.55
3rd Year of Training with NVQ Level 2*	£9.85	£10.12	£10.42
3rd Year of Training	£8.11	£8.33	£8.58
2nd Year of Training	£7.19	£7.39	£7.61
1st Year of Training	£6.26	£6.43	£6.62
(c) Adult Trainees:			
3rd - 6 months of Employment	£11.26	£11.57	£11.92
2nd - 6 months of Employment	£10.82	£11.12	£11.45
1st - 6 months of Employment	£10.09	£10.37	£10.68

* Note: Where Apprentices have achieved NVQs, the appropriate rate is payable from the date of attainment except that it shall not be any earlier than the commencement of the promulgated year of Training in which it applies.

Note 1: The Basic Hourly Rates of Pay are inclusive of the Tool Allowance.

2. WORKING HOURS and OVERTIME

(a) The **Normal Working Week** (Monday to Friday) shall be **37½ hours**.

(b) Overtime

- a. Normal rates are to be worked (Monday to Friday) before Overtime Rates shall apply.
- b. Up to 8.00 pm, Overtime Hours worked Monday to Friday shall be paid at TIME and a HALF.
- c. After 8.00 p.m. Overtime Hours worked Monday to Friday shall be paid at DOUBLE time.

3. ALLOWANCES

The following allowances shall be payable as set out below:

(a) Daily Travel Time Allowance PLUS Return Fares

- [as per Clause 3 (b) below]

Daily Travel Time Allowances as from Monday, 1st Jan. 2018:

OVER Miles	NOT OVER Miles	ALL Operatives	3rd & 4th Year Apprentices	1st & 2nd Year Apprentices
20	30	£ 4.73	£3.05	£1.90
30	40	£ 11.04	£7.10	£4.55
40	50	£ 12.61	£7.53	£4.73
50	60	£14.19	£7.97	£4.90
60	70	£15.76	£8.42	£5.09

Daily Travel Time Allowances as from Monday, 7th Jan. 2019:

OVER Miles	NOT OVER Miles	ALL Operatives	3rd & 4th Year Apprentices	1st & 2nd Year Apprentices
20	30	£4.86	£3.13	£1.95
30	40	£11.34	£7.30	£4.68
40	50	£12.96	£7.74	£4.86
50	60	£14.58	£8.19	£5.03
60	70	£16.19	£8.65	£5.23

Daily Travel Time Allowances as from Monday 6th Jan. 2020:

OVER Miles	NOT OVER Miles	ALL Operatives	3rd & 4th Year Apprentices	1st & 2nd Year Apprentices
20	30	£ 5.01	£ 3.22	£2.01
30	40	£ 11.68	£7.52	£4.82
40	50	£ 13.35	£7.97	£5.01
50	60	£15.02	£8.44	£5.18
60	70	£16.68	£8.91	£5.39

Notes on Daily Travel Time Allowances

- [i] Daily Travel Time Allowances are **PAYABLE IN ADDITION TO FARES**.
- [ii] The above allowances are paid at a **DAILY RATE** with the distance calculated for the **JOURNEY ONE WAY**.
- [iii] For all distances **OVER 70 miles** operatives are to be paid **Lodging Allowance** in accordance with **NWR 8.3.6**
- [iv] Distances for whichever scale is applicable between the operative's centre and site shall be measured by the shortest route option on the electronic RAC Route Planner (or equivalent program that may subsequently be deemed appropriate by the JIB-PMES). The distance measured shall be for the journey **ONE WAY ONLY** and this shall be used to determine the daily rate of applicable Travelling Time Allowance.

- [v] When circumstances are such that to travel daily to a job is an onerous requirement on an employee, the employer shall not unreasonably refuse to pay lodging allowance or provide accommodation as an alternative to travelling daily.
- [vi] The Daily Travel Time Allowances as set above are to be paid when public transport is used.
- [vii] When the employer provides transport or if alternative means of transport are used, then the employer and operative shall agree an appropriate allowance based on the actual time taken.

(b) Return Fares (as per NWR 8.3.1)

Cheapest available i.e. Daily, Weekly, Monthly, or others available.

Notes on Return Fares

- [i] Return Fares are **PAYABLE FOR ALL JOURNEYS**, regardless of whether any Daily Travel Time Allowance applies.
- [ii] Where direct public transport is not available an appropriate payment is to be negotiated between the employer and the operative.

(c) Responsibility/Incentive Pay Allowance

Since Monday **3rd September 2003**, Employers may, in consultation with the employees concerned, enhance the basic graded rates of pay by the payment of an additional amount, as per the bands shown below, where it is agreed that their work involves extra responsibility, productivity or flexibility.

From 1st January 2018

Band 1 -	an additional rate:	<i>from</i>	1p	<i>to</i>	30p	per hour
Band 2 -	an additional rate:	<i>from</i>	31p	<i>to</i>	51p	per hour
Band 3 -	an additional rate:	<i>from</i>	52p	<i>to</i>	76p	per hour
Band 4 -	an additional rate:	<i>from</i>	77p	<i>to</i>	99p	per hour

From 7th January 2019

Band 1 -	an additional rate:	<i>from</i>	1p	<i>to</i>	31p	per hour
Band 2 -	an additional rate:	<i>from</i>	32p	<i>to</i>	52p	per hour
Band 3 -	an additional rate:	<i>from</i>	53p	<i>to</i>	78p	per hour
Band 4 -	an additional rate:	<i>from</i>	79p	<i>to</i>	£1.02p	per hour

From 6th January 2020

Band 1 -	an additional rate:	<i>from</i>	1p	<i>to</i>	32p	per hour
Band 2 -	an additional rate:	<i>from</i>	33p	<i>to</i>	54p	per hour
Band 3 -	an additional rate:	<i>from</i>	55p	<i>to</i>	80p	per hour
Band 4 -	an additional rate:	<i>from</i>	81p	<i>to</i>	£1.05p	per hour

This allowance forms part of an operative's basic rate of pay and shall be used to calculate premium payments. It is payable **EITHER** on a contract-by-contract basis **OR** on an annual review basis.

(d) Mileage Allowance - :

From 1st Jan 2018 45p per mile	From 7th Jan 2019 45p per mile	From 6th Jan 2020 45p per mile
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Note: 2019 and 2020 mileage allowance is subject to HMRC Rules

(e) Plumbers' Welding Supplement – from 1st Jan 2018

Possession of Gas OR Arc Certificate	33p per hour
Possession of Gas AND Arc Certificate	53p per hour

Plumbers' Welding Supplement – 7th Jan 2019

Possession of Gas OR Arc Certificate	34p per hour
Possession of Gas AND Arc Certificate	54p per hour

Plumbers' Welding Supplement – 6th Jan 2020

Possession of Gas OR Arc Certificate	35p per hour
Possession of Gas AND Arc Certificate	56p per hour

(f) Subsistence Allowance (London Only) – per Night –

This Allowance is subject to Income Tax under the PAYE System.

From - 1st Jan 2018	From - 7th Jan 2019	From - 6th Jan 2020
£5.43	£5.58	£5.75

(g) Lodging Allowance – per Night - 1st January 2018 **£38.60**

When convenient lodgings cannot be secured or where the **Lodging Allowance** is found to be inadequate, an operative shall, with the prior approval of the employer, be reimbursed for the actual expenditure incurred for which a proper receipt shall be produced. Please note that by way of **concession** from the Inland Revenue the **Lodging Allowance** as shown above is **payable without the deduction of income tax**.

EMPLOYEE ENTITLEMENTS & BENEFITS

2018 , 2019 & 2020

Further to the Pay Agreement contained in **Promulgation 176** the Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB-PMES) has determined that the Employee Entitlements and Benefits for 2018, 2019 and 2020 shall be as follows:

1. ANNUAL HOLIDAYS & PAY	5. DEATH BENEFIT
2. JIB-PMES ADDITIONAL HOLIDAY PAY	6. PENSION SCHEME ENTITLEMENTS
3. SICKNESS with PAY BENEFIT	7. FINANCIAL ASSISTANCE for LOST TOOLS
4. ACCIDENTAL DISABILITY BENEFITS	8. JIB UK PHMES (CSCS) REGISTRATION CARD & GRADING

1. **All Holidays** - from Monday 1st January 2018 and Monday 7th January 2019

a) **Number of Days of Holidays**

Employees shall be entitled to **31 days of paid Holiday** in the Holiday year for 2018 and 2019 of which 23 days shall be Annual Holidays and 8 days shall be Public Holidays. The dates when these shall be taken are set out below:

Annual Holidays (23 Days)

2 Extra Day at any time in the year

4 Days Spring Holiday to be taken after 1st March - (see Note below)

2 weeks Summer Holidays (10 days) to be taken between 1st May and 30th September

7 Days Winter Holiday to be taken after 1st October (see Note below)

The dates of all Annual Holidays must be previously agreed with the Employer.

Note: The *Spring Holiday* does **NOT HAVE TO BE** taken at the **EASTER** break

The *Winter Holiday* does **NOT HAVE TO BE** taken at the **CHRISTMAS** break

Public Holidays (8 days)

The dates of the 8 days Public Holidays shall be in accordance with Rule 5.2.1 of the National Working Rules (NWRs).

2. **All Holidays** - from Monday 6th January 2020

a) **Number of Days of Holidays**

Employees shall be entitled to **32 days of paid Holiday** in the Holiday year for 2020 of which 24 days shall be Annual Holidays and 8 days shall be Public Holidays and Holiday Year 2020 of which 24 days shall be Annual Holidays and 8 days shall be Public Holidays. The dates when these shall be taken are set out:

Annual Holidays (24 Days)

3 Extra Day at any time in the year

4 Days Spring Holiday to be taken after 1st March - (see Note below)

2 weeks Summer Holidays (10 days) to be taken between 1st May and 30th September

7 Days Winter Holiday to be taken after 1st October (see Note below)

The dates of all Annual Holidays must be previously agreed with the Employer.

Note: The *Spring Holiday* does **NOT HAVE TO BE** taken at the **EASTER** break

The *Winter Holiday* does **NOT HAVE TO BE** taken at the **CHRISTMAS** break

Public Holidays (8 days)

The dates of the 8 days Public Holidays shall be in accordance with Rule 5.2.1 of the National Working Rules (NWRs).

b) Amount of Holiday Pay Entitlement

ALL 31 DAYS of Holiday for 2018 AND 2019 (23 Annual Days & 8 Days Public) and **ALL 32 DAYS of Holiday for 2020** (24 Annual Days & 8 Days Public) are to be **PAID AT THE NORMAL EARNINGS LEVEL**, in accordance with and as defined in the Working Time Regulations 1998 (WTRs) -as amended - and Sections 221 to 224 of the Employment Rights Act 1996.

It is important to note that the amount to be paid to an Employee for Holiday Pay is **NOT NECESSARILY** the **AMOUNT FUNDED by the JIB-PMES Holiday Pay Scheme**. The amount payable as Holiday Pay must be calculated strictly in accordance with clause 1(b) above. If the amount is funded by the JIB-PMES Holiday Pay Scheme is less than the amount payable to the Employee for Holiday Pay, then the JIB-PMES Holiday Pay must be “topped – up.” Conversely if the amount funded by the JIB-PMES Holiday Pay Scheme exceeds the amount payable, then the lower amount should be paid to the Employee, with the Employer retaining the excess fund.

2. JIB-PMES ADDITIONAL HOLIDAY PAY (AHP) - from 1st January 2018 and 7th January 2019

All PHMES Operatives, Apprentices etc who are in current membership of “UNITE The Union” at the time a holiday is taken, shall also be entitled to receive an ADDITIONAL payment of AHP from the JIB-PMES – to be paid via their Employer - for each Credit funding their HOLIDAY PAY. **62 Credits is the MAXIMUM number payable** in a year and from **6th January 2020 64 Credits is the MAXIMUM number payable** in a year.

The amount of **AHP payable per credit** for all holidays is as follows:

From 1st January 2018

Operatives etc	£2.42 per credit	(Max - £150.04)
All Apprentices	£1.22 per credit	(Max - £75.64)

From January 2019

Operatives etc	£2.49 per credit	(Max - £154.38)
All Apprentices	£1.25 per credit	(Max - £77.50)

From January 2020

Operatives etc	£2.56 per credit	(Max - £163.84)
All Apprentices	£1.29 per credit	(Max - £82.56)

Note: AHP is **NOW PAYABLE** for ALL Holidays including **PUBLIC HOLIDAYS**.

AHP can only be claimed in the current holiday year and in order to claim it is the employee’s responsibility to notify their employer of their entitlements to this benefit.

3. SICKNESS WITH PAY BENEFIT - Effective from **Monday 1st January 2018** , **NO INCREASE Monday 7th January 2019 & NO INCREASE Monday 6th January 2020**

Employee entitlements to Sickness with Pay Benefit, **payable in addition to** any amount due by way of **Statutory Sick Pay (SSP)** shall, for illnesses first occurring on or after the dates shown below, be payable on a **7 day** week basis at the rates set out below :-

From 5th January 2018		
Weeks 1 - 28		
Category	Daily Rate	Weekly Rate
Technician/PHMES Op.	£21.56	£150.92
Advanced/PHMES Op.	£18.61	£130.27
PHMES Op.	£15.74	£110.18
Last Year App & Adult Trainee	£15.74	£110.18
2nd & 3 rd Year Apprentices	£12.88	£90.16
1st Year Apprentice	£2.88	£20.16
Ancillary Employee	£14.45	£101.15

From 5th January 2019		
Weeks 1 - 28		
Category	Daily Rate	Weekly Rate
Technician/PHMES Op.	£21.56	£150.92
Advanced/PHMES Op.	£18.61	£130.27
PHMES Op.	£15.74	£110.18
Last Year App & Adult Trainee	£15.74	£110.18
2nd & 3 rd Year Apprentices	£12.88	£90.16
1st Year Apprentice	£2.88	£20.16
Ancillary Employee	£14.45	£101.15

From 5th January 2020		
Weeks 1 - 28		
Category	Daily Rate	Weekly Rate
Technician/PHMES Op.	£21.56	£150.92
Advanced/PHMES Op.	£18.61	£130.27
PHMES Op.	£15.74	£110.18
Last Year App & Adult Trainee	£15.74	£110.18
2nd & 3 rd Year Apprentices	£12.88	£90.16
1st Year Apprentice	£2.88	£20.16
Ancillary Employee	£14.45	£101.15

Notes:

- i] Sickness Benefit is now only paid for the first 28 weeks.
- ii] The above Benefits are payable from and including the fourth day of illness onwards, EXCEPT where the illness extends beyond 4 weeks (28 days) when the appropriate daily rate shall be paid retrospectively for the FIRST 3 WAITING DAYS.

4. **ACCIDENTAL DISABILITY BENEFITS** - 1st January 2018, 7th January 2019 and 6th January 2020

As from Monday 1st January 2018, Monday 7th January 2019 and Monday 6th January 2020 the entitlement of Operatives, Adult Trainees, all Apprentices and Ancillary Employees the amounts is set out below:-

Accidental Dismemberment Benefit	£10,000.00
Accidental Permanent Total Disability Benefit	£15,000.00

5. **DEATH BENEFIT** - from 1st January 2018, 7th January 2019 and 6th January 2020

“THE DEATH BENEFIT IS ONLY PAYABLE FOR CONTRIBUTING MEMBERS OF THE INDUSTRY PENSION SCHEME AS STATED IN NWR’S RULE 10 “INDUSTRY PENSION SCHEME & DEATH IN SERVICE”

A Death Benefit of **TWICE** the Employee’s **Annual Gross Earnings** in the FULL tax year prior to death shall be payable.

The **MINIMUM BENEFITS payable**, as the result of death from any cause and at any time, are as set out in the table below:-

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(a) Operatives			
Technical	£65,247	£67,041	£69,069
Advanced	£58,773	£60,372	£62,166
Trained	£50,427	£51,831	£53,391
(b) Apprentices			
4th Year App + NVQ 3	£48,789	£50,115	£51,636
4th Year App + NVQ2	£44,187	£45,396	£46,761
4th Year App	£38,883	£39,936	£41,145
3rd Year App + NVQ2	£38,415	£39,468	£40,638
3rd Year App	£31,629	£32,487	£33,462
2nd Year App	£28,041	£28,821	£29,679
1st Year App	£24,414	£25,077	£25,818
(c) Adult Trainees			
Adult Trainee 3rd – 6 mths	£43,914	£45,123	£46,488
Adult Trainee 2nd – 6 mths	£42,198	£43,368	£44,655
Adult Trainee 1st – 6 mths	£39,351	£40,443	£41,652

6. **PENSION SCHEME ENTITLEMENTS** - (from 1st January 2018 , 7th January 2019 and 6th January 2020)

These shall continue to be those currently laid down under the rules of the Industry Pension Scheme as administered by Plumbing Pensions (UK) Ltd, whose address is **Bellevue House, 22 Hopetoun Street, Edinburgh EH7 4GH.**

Note: Death Benefit is automatically provided by the Industry Pension Scheme.

Employers who have employees who are subject to the National Working Rules of the Plumbing Industry but are NOT in membership of the Plumbing Industry Pension Scheme shall be required to put in place, and pay for separately, Death-in-Service cover for ALL such employee’s should amount to a minimum level of cover of £50,000.

7. **FINANCIAL ASSISTANCE for LOST TOOLS - (from 1st January 2018, 7th January 2019 and 6th January 2020)**

All JIB-PMES Operatives holding a currently valid UK PHMES (CSCS) Registration Card and all Apprentices registered with the JIB-PMES shall, under the Industrial Agreement, continue to be entitled to receive financial assistance in replacing lost or stolen tools up to a MAXIMUM of £500, subject to the conditions as laid down by the JIB-PMES from time to time.

8. **JIB UK PHMES (CSCS) REGISTRATION CARD and JIB-PMES GRADING SCHEME**

With effect from **1st January 2018** ALL Employees, covered by the JIB-PMES Holiday Pay & Benefits Scheme or who are in current members of Unite the Union, or who have been granted any other exemption, as agreed from time to time by the JIB-PMES, shall **NOT be SUBJECT to** pay the **STANDARD CHARGES** for a JIB UK PHMES (CSCS) Registration Card.

UPGRADING will be charged in all cases, EXCEPT where applicants are currently covered under the JIB-PMES Holiday Pay & Benefits Scheme.

Prom No: 176 – (Issued August 2017)

By order of the Joint Industry Board for PMES



A Gridley – General Manager