



# Joint Industry Board

for Plumbing Mechanical Engineering Services in England and Wales

General Manager K. Holmes

Lovell House, Sandpiper Court,  
Phoenix Business Park,  
Eaton Socon, St. Neots,  
Cambridgeshire. PE19 8EP

Tel: 01480 476925  
Fax: 01480 403081

E-Mail: [info@jib-pmes.org.uk](mailto:info@jib-pmes.org.uk)  
Web Site: [www.jib-pmes.org.uk](http://www.jib-pmes.org.uk)

Promulgation No: 180

31<sup>st</sup> July 2019

## JIB-PMES HOLIDAY PAY SCHEME 2020 (Funding the 32 days Holiday in the year 2020)

### Holiday Credits Values (Effective from Monday 12<sup>th</sup> August 2019) [52 Week Period with 64 Contributions]

It has been determined by the Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB-PMES) that with effect **from 12<sup>th</sup> Monday August 2019** the JIB-PMES Holiday Pay Scheme Contributions for **2019 – 2020** shall be as set out below and overleaf.

Invoices will be allocated to a Holiday Period (i.e. Spring 2020 etc.). The number of invoices issued for any given Holiday Period will vary according to the number of week's credits covering the Holiday Period.

#### 1. Scheme Basis

- a) The basis of the **STANDARD JIB-PMES HOLIDAY PAY SCHEME** is that it shall serve to **FUND ALL 32 Days** of Holiday Entitlement in a year.
- b) The **32 days of Holiday Pay Entitlement** for the year 2020 (i.e.: - **24 Days Annual & 8 Days Public**) shall be **FUNDED by 64 contributions**.
- c) 2 weekly JIB-PMES credits will **FUND 1 day's** Holiday Pay. - (ie: - 32 x 2 weekly credits = 64 Contributions.)
- d) Certain weeks will require TWO Credits. Generally speaking, these weeks will be those that fund the Public Holidays, ie: -
  - The 8 days of Public Holidays will be funded by eight weeks of DOUBLE Credits (16).
  - The 24 days Annual Holidays will be funded by forty six weeks of SINGLE Credits (48).
  - Total: 64 contributions over 52 weeks.
- e) For the 2020 Holiday Funding Period, the Scheme Contribution Year will be for a period of 52 weeks commencing, Monday 12<sup>th</sup> August 2019.
- f) Under the NWRs, the amount payable by the Employer to the Employee for each day of the 32 day's Holiday Pay "**Please refer to NWR 5.3.1 which includes Normal Earnings Guidance Notes for further details**".

*Continued overleaf.....*

- g) To help Employers meet this obligation, the daily amount funded by the Scheme has been calculated to produce an amount of Holiday Pay that is approximately equivalent to the appropriate basic hourly rate.
- h) As per NWR 5.3.3a, if the amount of the Holiday Pay Entitlement Due for any of the 32 days of Holiday exceeds the amount funded by the Scheme, then the Holiday Fund amount MUST be TOPPED UP.
- i) However if the amount of the Holiday Pay Entitlement Due for any of the 32 days of Holiday is LESS THAN the amount funded by the Scheme, any excess shall be retained by the Employer [refer NWR 5.3.3b].

## 2. HOLIDAY CREDIT VALUES for Holidays 2019 -2020

Holiday Pay Scheme Values for the Holiday Credits Scheme are set out below and shall be used to **FUND ALL HOLIDAY PAY** due for ALL the 32 days of Holidays (Annual & Public) in 2020.

**\*Please note the Holiday Credit Benefits Admin Value remain unchanged\***

### HOLIDAY CREDIT VALUES for Holidays in 2020 Commencing, Monday 12<sup>th</sup> August 2019

HOLIDAY CREDIT SCHEME (64 Credits)			
Employee Category	HWP Value	Benefits Admin Value	GROSS Value
Tech. PHMES Op.	£71.51	£3.55	£75.06
Advanced PHMES Op.	£64.37	£3.15	£67.52
Plumber & PHMES Op.	£55.28	£2.60	£57.88
App. - 4 <sup>th</sup> Yr & Adult Trainee	£43.77	£0.70	£44.47
App. - 3 <sup>rd</sup> Year	£31.24	£0.60	£31.84
App.- 2 <sup>nd</sup> Year	£27.79	£0.50	£28.29
App. - 1 <sup>st</sup> Year	£24.15	£0.40	£24.55
Working Principal	£29.85	£1.55	£31.40
Ancillary	£36.89	£1.55	£38.44
Unknown	£68.17	£3.05	£71.22

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By order of the Joint Industry Board for PMES



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