

PROMULGATION No: 182

12<sup>th</sup> December 2019

## **Employees Rates of Pay, Allowances, Entitlements & Benefits** **(Effective Monday 6<sup>th</sup> January 2020)**

This promulgation supersedes all previous Hourly Pay, Allowances, and Entitlements & Benefits provision as determined in Promulgation: 176

The Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB-PMES) has determined that from Monday 6<sup>th</sup> January 2020 the following shall take effect subject to the proviso below:

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

	<u>From</u> <u>6<sup>th</sup> Jan. 2020</u>
<b>(a) Operatives:</b>	
Technical Plumber & Gas Service Technician	<b>£17.71</b>
Advanced Plumber & Gas Service Engineer	<b>£15.94</b>
Plumber & Gas Service Fitter	<b>£13.69</b>
<b>(b) Apprentices:</b> (See Note below)*	
4th Year of Training with NVQ Level 3*	<b>£13.24</b>
4th Year of Training with NVQ Level 2*	<b>£11.99</b>
4th Year of Training	<b>£10.55</b>
3rd Year of Training with NVQ Level 2*	<b>£10.42</b>
3rd Year of Training	<b>£8.58</b>
2nd Year of Training	<b>£7.61</b>
1st Year of Training	<b>£6.62</b>
<b>(c) Adult Trainees:</b>	
3rd - 6 months of Employment	<b>£11.92</b>
2nd - 6 months of Employment	<b>£11.45</b>
1st - 6 months of Employment	<b>£10.68</b>

\* 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 6<sup>th</sup> 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 (NWR 8.2)**

Since Monday 3<sup>rd</sup> 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 6<sup>th</sup> January 2020

<b>Band 1</b> -an additional rate: <i>from</i> <b>1p</b> <i>to</i> <b>32p</b> per hour
<b>Band 2</b> -an additional rate: <i>from</i> <b>33p</b> <i>to</i> <b>54p</b> per hour
<b>Band 3</b> -an additional rate: <i>from</i> <b>55p</b> <i>to</i> <b>80p</b> per hour
<b>Band 4</b> -an additional rate: <i>from</i> <b>81p</b> <i>to</i> <b>£1.05p</b> 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 6<sup>th</sup> Jan 2020**  
**45p per mile**

**(e) Plumbers' Welding Supplement – From 6<sup>th</sup> 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 6<sup>th</sup> Jan 2020**  
**£5.75**

**(g) Lodging Allowance\* – per Night:**

**From 6<sup>th</sup> Jan 2020**  
**£41.40**

\* 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**.

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.

**By order of the Joint Industry Board for PMES**

**Prom No 182: - (2019)**



**K. Holmes - General Manager**