



# Joint Industry Board

for Plumbing Mechanical Engineering Services in England and Wales

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Promulgation No: 184

06<sup>th</sup> August 2020

## JIB-PMES HOLIDAY PAY SCHEME 2021 (Funding the 32 days Holiday in the year 2021)

### Holiday Credits Values (Effective from Monday 10<sup>th</sup> August 2020) [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 Monday 10<sup>th</sup> August 2020** the JIB-PMES Holiday Pay Scheme Contributions for **2020 – 2021** shall be as set out below and overleaf.

Invoices will be allocated to a Holiday Period (i.e. Spring 2021 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 2021 (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. - (i.e.: 32 x 2 weekly credits = 64 Contributions.)
- d) Certain weeks will require TWO or THREE Credits:
  - The 8 days of Public Holidays will be funded by five weeks of DOUBLE credits (10) and two weeks TRIPLE credits (6) – 16 credits in all.
  - The 24 days Annual Holidays will be funded by forty two weeks of SINGLE credits (42) and three weeks of DOUBLE credits (6) – 48 credits in all.
  - Total: 64 credit contributions over 52 weeks.
- e) For the 2021 Holiday Funding Period, the Scheme Contribution Year will be for a period of 52 weeks commencing, Monday 10<sup>th</sup> August 2020.
- 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].
- j) **Note on Additional Holiday Pay:** Please remember that Additional Holiday pay of £2.56 per Holiday Credit (£1.29 per Holiday Credit for apprentices) will be paid by the JIB-PMES to all operatives who are current members of Unite the Union [refer NWR Appendix A, point 5.]. It is therefore essential that the JIB-PMES is made aware of all operatives who are in current membership of Unite.

## 2. HOLIDAY CREDIT VALUES for Holidays in 2021

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 2021.

**\*Please note the Holiday Credit values and the Holiday Credit Admin values remain unchanged from the 2020 holiday year\***

### HOLIDAY CREDIT VALUES for Holidays in 2021 Commencing, Monday 10<sup>th</sup> August 2020

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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