

PROMULGATION No: 186

11th December 2020

Employees Rates of Pay, Allowances, Entitlements & Benefits **(Effective Monday 4th January 2021)**

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 4th January 2021 the following shall take effect subject to the proviso below:

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

	From 4th Jan. 2021
(a) Operatives:	
Technical Plumber & Gas Service Technician	£17.71
Advanced Plumber & Gas Service Engineer	£15.94
Plumber & Gas Service Fitter	£13.69
(b) Apprentices: (See Note below)*	
4th Year of Training with NVQ Level 3*	£13.24
4th Year of Training with NVQ Level 2*	£11.99
4th Year of Training	£10.55
3rd Year of Training with NVQ Level 2*	£10.42
3rd Year of Training	£8.58
2nd Year of Training	£7.61
1st Year of Training	£6.62
(c) Adult Trainees:	
3rd - 6 months of Employment	£11.92
2nd - 6 months of Employment	£11.45
1st - 6 months of Employment	£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 4th Jan. 2021:

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 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 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 4th Jan 2021
45p per mile

(e) Plumbers' Welding Supplement – From 4th Jan 2021

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 4th Jan 2021
£5.75

(g) Lodging Allowance* – per Night:

From 4th Jan 2021
£42.00

* 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.

Sickness with Pay Entitlements

Employee entitlement to Sickness with Pay is payable in addition to any amount due by way of Statutory Sick Pay (SSP) shall, for illnesses first occurring on or after Monday 4th January 2021 and throughout 2021 continue to be payable on a 7 day week basis as follows:

<u>Category</u>	<u>Weeks 1 – 28</u>	
	<u>Daily</u>	<u>Weekly</u>
Technician /PHMES Operative	£21.56	£150.92
Advanced /PHMES Operative	£18.61	£130.27
PHMES Operative	£15.74	£110.18
Adult Trainee	£15.74	£110.18
Apprentice in last year of Training	£15.74	£110.18
2 nd & 3 rd Year Apprentice	£12.88	£90.16
1 st Year Apprentice	£2.88	£20.16

Note: The entitlement is payable from and including the fourth day of illness onwards EXCEPT where the illness extends beyond 4 weeks when the appropriate daily rate shall be paid retrospectively for the FIRST 3 WAITING DAYS.

Accidental Disability

As from Monday, 4th January 2021 and throughout 2020, the entitlement of PHMES Operatives, Adult Trainees, all Apprentices and Ancillary Employees shall continue at the amounts set out below:

Accidental Dismemberment Benefit	£10,000
Accidental Permanent Total Disability Benefit	£15,000

By order of the Joint Industry Board for PMES

Prom No 186: - (2020)



K. Holmes - General Manager