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Promulgation No: 190 01st August 2022

JIB-PMES HOLIDAY PAY SCHEME 2023 (Funding the 32 days Holiday in the year 2023)

Holiday Credit Values

(Effective from Monday 08th August 2022) [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 08**th **August 2022** the JIB-PMES Holiday Pay Scheme Contributions for **the 2023 holiday year** shall be as set out below and overleaf.

Invoices will be allocated to a Holiday Period (i.e. Easter/spring 2023 etc.). The number of invoices issued for any given Holiday Period will vary according to the number of credits required to cover that particular 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 2023 (i.e.: 24 days annual holiday & 8 days public holiday) shall be FUNDED by 64 contributions.
- c) JIB-PMES holiday credits are usually accrued weekly, with 2 credits being used to **FUND** 1 day's Holiday Pay. (i.e.: 32 x 2 credits = 64 Contributions.)
- d) To ensure all holiday days are covered, certain weeks require the purchase of 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 2023 Holiday Funding Period, the Scheme Contribution Year will be for a period of 52 weeks commencing, Monday 08th August 2022.
- f) Under the NWRs, the amount payable by the Employer to the Employee for each day of the 32 day's Holiday Pay is specified under Rule 5.3. "Please refer to NWR 5.3.1 which includes Normal Earnings Guidance Notes for further details".

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- 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 £2.69 per Holiday Credit (£1.36 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 2023

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 2023.

HOLIDAY CREDIT VALUES for Holidays in 2023 Commencing, Monday 08th August 2022

HOLIDAY CREDIT SCHEME (64 Credits)												
Employee Category	HWP	Benefits	GROSS									
	Value	Admin Value	Value									
Tech. PHMES Op.	£75.13	£4.13	£79.26									
Advanced PHMES Op.	£67.63	£3.72	£71.35									
Plumber & PHMES Op.	£58.08	£3.19	£61.27									
App 4th Yr & Adult Trainee	£45.99	£2.53	£48.52									
App 3 _{rd} Year	£32.82	£1.81	£34.63									
App 2nd Year	£29.20	£1.61	£30.81									
App 1 _{st} Year	£25.37	£1.40	£26.77									
Working Principal	£31.36	£1.72	£33.08									
Ancillary	£38.76	£2.13	£40.89									
Unknown	£71.62	£3.94	£75.56									

Prom No: 190 By order of the Joint Industry Board for PMES

General Manager - K. Holmes

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Р	Week	eturn Period Week	Numb.			Credits Period			nip of Weekly day Pay Entit			JIB - PMES Reimbursement		£75.13	£67.63	£58.08	£45.99	£32.82	£29.20	£25.37	£31.36	£38.76	£71.62
Period	Number	Starting	of Wks			PUBLIC		Week	ay Fay Lilli	No. of		Dates		Tech	Adv	Plumber	4th APP	3rd App	2nd App	1st App	W P	Anc	Unknown
	- rtuinboi	otal till g	0		7.11.107.12	. 022.0		Starting		Credits		24100			7147		-1.117.11	олитир	2.10740	юстър		7.110	C.I.K.I.C.II.I
	1	08/08/2022		1				08/08/2022	2 Days			Mid Feb		150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	2	15/08/2022	<mark>22</mark>					15/08/2022	Annual	4		2023		300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
	3	22/08/2022			()1		22/08/2022						75.13	67.63	58.08	45.99	32.82	29.20	25.37	31.36	38.76	71.62
01	4	29/08/2022	7					29/08/2022						150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	5	05/09/2022						05/09/2022	4 Days			Late		225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
	6	12/09/2022						12/09/2022	Spring			Feb		300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
	7	19/09/2022		4	9			19/09/2022	2023			2023		375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
02	8 9	26/09/2022 03/10/2022	4		Ι,	 2		26/09/2022 03/10/2022						450.78 525.91	405.78 473.41	348.48 406.56	275.94 321.93	196.92 229.74	175.20 204.40	152.22 177.59	188.16 219.52	232.56 271.32	429.72 501.34
02	10	10/10/2022	4		, t) <u>2</u> 		10/10/2022		8				601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
	11	17/10/2022			3	2		17/10/2022	2 Days	0		Late Feb		150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	12	24/10/2022		1		-		24/10/2022	Faster	4		2023		300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
03	13	31/10/2022	4		(3		31/10/2022	1st May	2		Mid April		150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	14	07/11/2022						07/11/2022	Late May	2		2023		150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	15	14/11/2022			1	6		14/11/2022						75.13	67.63	58.08	45.99	32.82	29.20	25.37	31.36	38.76	71.62
	16	21/11/2022		1				21/11/2022						150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	17	28/11/2022			()4		28/11/2022				Late		225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
04	18	05/12/2022	5					05/12/2022	5 Days			May		300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
	19	12/12/2022						12/12/2022	Summer			2023		375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
	20	19/12/2022		1	5	0		19/12/2022	Week 1					450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
	21	26/12/2022				<u>l</u>		26/12/2022	2023					525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
	22	02/01/2023	4		')5		02/01/2023						601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
05	23 24	09/01/2023 16/01/2023			4	0		09/01/2023 16/01/2023		10				676.17 751.30	608.67 676.30	522.72 580.80	413.91 459.90	295.38 328.20	262.80 292.00	228.33 253.70	282.24 313.60	348.84 387.60	644.58 716.20
	25	23/01/2023		1	-	U		23/01/2023		10				75.13	67.63	58.08	45.99	32.82	292.00	25.37	31.36	38.76	71.62
06	26	30/01/2023	4			106		30/01/2023						150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
•••	27	06/02/2023	-		`	ĭ		06/02/2023				Late		225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
	28	13/02/2023			4	0		13/02/2023	5 Days			June		300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
	29	20/02/2023		1				20/02/2023	Summer			2023		375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
	30	27/02/2023						27/02/2023	Week 2					450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
07	31	06/03/2023	5		(07		06/03/2023	2023					525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
	32	13/03/2023						13/03/2023						601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
	33	20/03/2023			5	0		20/03/2023						676.17	608.67	522.72	413.91	295.38	262.80	228.33	282.24	348.84	644.58
	34	27/03/2023				l		27/03/2023		10				751.30	676.30	580.80	459.90	328.20	292.00	253.70	313.60	387.60	716.20
	35 36	03/04/2023	4		0	08 I		03/04/2023	Aug	2		Early Aug 2023		150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24 71.62
08	37	10/04/2023 17/04/2023			3	2		10/04/2023 17/04/2023						75.13 150.26	67.63 135.26	58.08 116.16	45.99 91.98	32.82 65.64	29.20 58.40	25.37 50.74	31.36 62.72	38.76 77.52	143.24
-	38	24/04/2023		-	3			24/04/2023						225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
09	39	01/05/2023	4			19		01/05/2023	7 days					300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
	40	08/05/2023			1	Ĭ		08/05/2023	Winter					375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
	41	15/05/2023			4	0		15/05/2023	2023			Late		450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
	42	22/05/2023		1				22/05/2023				November		525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
	43	29/05/2023						29/05/2023				2023		601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
10	44	05/06/2023	5		1	10		05/06/2023						676.17	608.67	522.72	413.91	295.38	262.80	228.33	282.24	348.84	644.58
	45	12/06/2023						12/06/2023						751.30	676.30	580.80	459.90	328.20	292.00	253.70	313.60	387.60	716.20
	46	19/06/2023		1	5	0		19/06/2023			1			826.43	743.93	638.88	505.89	361.02	321.20	279.07	344.96	426.36	787.82
l	47	26/06/2023		1		!		26/06/2023						901.56	811.56	696.96	551.88	393.84	350.40	304.44	376.32	465.12	859.44
11	48	03/07/2023	4		1 1	1 		03/07/2023					ļ	976.69	879.19	755.04	597.87	426.66	379.60	329.81	407.68	503.88	931.06
	49 50	10/07/2023			5	0		10/07/2023	1 Day Annual	14		Late November 2023		1051.82 150.26	946.82 135.26	813.12 116.16	643.86 91.98	459.48 65.64	408.80 58.40	355.18 50.74	439.04 62.72	542.64 77.52	1002.68 143.24
12	50	24/07/2023	2			12		24/07/2023	Xmas &	2		Late November 2023 Late November 2023		225.39	202.89	116.16 174.24	91.98 137.97	98.46	58.40 87.60	50.74 76.11	94.08	116.28	143.24 214.86
12	52	31/07/2023			0	6		31/07/2023	New Yr	6		Late November 2023	ł	450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
	UZ.	0 11011E020	52	i .	48	16		0.00112020	32	64		Total Annu	al Hol Pay	£3,606.24	£3.246.24	£2,787.84	£2,207.52		£1,401.60		£1,505.28	£1,860.48	£3,437.76
			· •	4		64		L	V-	•		Total Publi		£1,202.08	£1,082.08	£929.28	£735.84	£525.12	£467.20	£405.92	£501.76	£620.16	£1,145.92
	Bank Holid	day Double C	redits									TOTAL ALL		£4,808.32	£4,328.32	£3,717.12	£2,943.36				£2,007.04	£2,480.64	£4,583.68
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Calendar - HOLIDAY PERIODS 2023

Bank Holiday Triple Credits

Annual Holiday Double Credits