



Promulgation No: 196

18th September 2023

JIB-PMES HOLIDAY PAY SCHEME 2024
(Funding the 32 days Holiday in the year 2024)

Holiday Credit Values
(Effective from Monday 14th August 2023)
[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 14th August 2023** the JIB-PMES Holiday Pay Scheme Contributions for **the 2024 holiday year** shall be as set out below and overleaf.

Invoices will be allocated to a Holiday Period (i.e. Easter/spring 2024 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 2024 (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 2024 Holiday Funding Period, the Scheme Contribution Year will be for a period of 52 weeks commencing, Monday 14th August 2023.
- 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"**.

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 £2.88 per Holiday Credit (£1.46 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 2024

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 2024.

HOLIDAY CREDIT VALUES for Holidays in 2024 Commencing, Monday 14th August 2023

HOLIDAY CREDIT SCHEME (64 Credits)			
Employee Category	HWP Value	Benefits Admin Value	GROSS Value
Technical PHMES Op.	£80.39	£4.42	£84.81
Advanced PHMES Op.	£72.36	£3.98	£76.34
Plumber & PHMES Op.	£62.15	£3.42	£65.57
App. - 4 th Yr & Adult Trainee	£49.21	£2.71	£51.92
App. - 3 rd Year	£35.12	£1.93	£37.05
App.- 2 nd Year	£31.24	£1.72	£32.96
App. - 1 st Year	£27.15	£1.49	£28.64
Working Principal	£33.56	£1.85	£35.41
Ancillary	£41.47	£2.28	£43.75

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By order of the Joint Industry Board for PMES



General Manager – K. Holmes