



**PROMULGATION No: 179**

03<sup>rd</sup> June 2019

The promulgation wording below will replace the existing Working Rule 10 of the National Working Rules for Plumbing and Mechanical Engineering Services in England and Wales from 01<sup>st</sup> July 2019.

**NOTICE OF PROMULGATION TO THE JIB-PMES INDUSTRY IN ENGLAND AND WALES**  
**AMENDMENTS TO NATIONAL WORKING RULE 10: PENSIONS AND DEATH IN SERVICE**  
**ON CLOSURE OF THE PLUMBING PENSION SCHEME**

**10.1 Pension Rights**

All employers that are subject to the National Working Rules of the JIB-PMES in England and Wales shall enrol all operatives within their employment and who are under state pension age, in an ‘auto-enrolment’ or ‘qualifying’ pension scheme. The minimum pension contribution rates shall be: employer contribution of 7.5%, and employee contribution of 3.75%.

These contribution rates are determined by the Joint Industry Board for Plumbing and Mechanical Engineering Services in England and Wales.

The JIB-PMES has nominated ‘The People’s Pension’, provided by the B&CE as the preferred pension scheme provider for operatives employed under the JIB-PMES Working Rule Agreement. Having an industry wide pension scheme is important because of the transient nature of employment. However, it is for the employer to select a qualifying defined contribution pension scheme **which will need to be registered with the Plumbing Joint Industry Board.**

**Minimum contribution rates from point of Plumbing Pension scheme closure**

Scale	Contribution rate from point of Plumbing Pension scheme closure
Employee	3.75%
Employer	7.50%

**10.2 Death in Service Benefit**

All employers that are subject to the National Working Rules of the JIB-PMES must provide death in service cover for all operatives. Employers must provide cover from the first day of employment. The employer will provide death in service benefit to a minimum level of £40,000.00 which must be provided on a 24/7 basis.

Death in service benefit which meets the above criteria is provided to individual operatives of JIB-PMES participant employers, for whom the employer is purchasing either JIB-PMES Holiday Credits or JIB-PMES Benefits.

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

**Prom No 179: - (2019)**

**K. Holmes - General Manager**