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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 2 _{nd} 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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JIB Stampless Holiday Pay Schemes 2023

	urobaco R	eturn Perioc	Periods No: of Credits Relationship of Weekly Credits JIB - PMES ANALYSIS & ACCUMULATION of Holiday Pay FUND per Holiday Period & Category																			
F	Week	Week	Numb.		In each				nip of weekiy 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		ANNUAL			Week	,,	No. of	Dates		Tech	Adv	Plumber	4th APP	3rd App	2nd App	1st App	WP	Anc	Unknown
								Starting		Credits												
	1	08/08/2022						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						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 19/09/2022			9			12/09/2022 19/09/2022	Spring 2023		Feb 2023		300.52 375.65	270.52 338.15	232.32 290.40	183.96 229.95	131.28 164.10	116.80 146.00	101.48 126.85	125.44 156.80	155.04 193.80	286.48 358.10
	8	26/09/2022			9			26/09/2022	2023		2023		450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
02	9	03/10/2022	4			12		03/10/2022					525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
	10	10/10/2022				1		10/10/2022		8			601.04	541.04	464.64	367.92	262.56		202.96	250.88	310.08	572.96
	11	17/10/2022			3	2		17/10/2022	2 Days		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						24/10/2022	Easter	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		C	13		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 17	21/11/2022			١,	 4		21/11/2022 28/11/2022			Late		150.26	135.26 202.89	116.16 174.24	91.98 137.97	65.64 98.46	58.40 87.60	50.74 76.11	62.72 94.08	77.52	143.24 214.86
04	17	28/11/2022 05/12/2022	5			14 I		05/12/2022	5 Davs		Late May		225.39 300.52	202.89	232.32	137.97	98.46 131.28	87.60 116.80	76.11 101.48	94.08 125.44	116.28 155.04	286.48
04	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			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						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			15		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	09/01/2023	i					09/01/2023					676.17	608.67	522.72	413.91	295.38	262.80	228.33	282.24	348.84	644.58
	24	16/01/2023			4	0		16/01/2023		10			751.30	676.30	580.80	459.90	328.20	292.00	253.70	313.60	387.60	716.20
	25	23/01/2023			_	<u> </u>		23/01/2023					75.13	67.63	58.08	45.99	32.82	29.20	25.37	31.36	38.76	71.62
06	26 27	30/01/2023 06/02/2023	4)6 I		30/01/2023 06/02/2023			Late		150.26 225.39	135.26 202.89	116.16 174.24	91.98 137.97	65.64 98.46	58.40 87.60	50.74 76.11	62.72 94.08	77.52 116.28	143.24 214.86
	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			_	•		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			7		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		253.70	313.60	387.60	716.20
08	35 36	03/04/2023 10/04/2023	4)8 I		03/04/2023 10/04/2023	Aug	2	Early Aug 2023		150.26 75.13	135.26 67.63	116.16 58.08	91.98 45.99	65.64 32.82	58.40 29.20	50.74 25.37	62.72 31.36	77.52 38.76	143.24 71.62
00	37	17/04/2023			3	2		17/04/2023					150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
	38	24/04/2023			·	_		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			9		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						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						22/05/2023			November		525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
40	43	29/05/2023	5			<u> </u>		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 45	05/06/2023 12/06/2023	5		1	ľ		05/06/2023 12/06/2023					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
	46	19/06/2023			5	0		19/06/2023					826.43	743.93	638.88	505.89	361.02	321.20	279.07	344.96	426.36	787.82
1	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		03/07/2023					976.69	879.19	755.04	597.87	426.66	379.60	329.81	407.68	503.88	931.06
	49	10/07/2023						10/07/2023		14			1051.82	946.82	813.12	643.86	459.48	408.80	355.18	439.04	542.64	1002.68
	50	17/07/2023			5	0		17/07/2023	1 Day Annual	2	Late November 2023		150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
12	51	24/07/2023	2			2		24/07/2023	Xmas &		Late November 2023		225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
	52	31/07/2023			0	6		31/07/2023	New Yr	6	=	ol Hol B	450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
			52	j	48	16 64		Į	32	64	Total Annu Total Pub	ial Hol Pay	£3,606.24 £1,202.08	£3,246.24 £1,082.08	£2,787.84 £929.28	£2,207.52 £735.84	£1,575.36 £525.12		£1,217.76 £405.92	£1,505.28 £501.76	£1,860.48 £620.16	£3,437.76 £1,145.92
	Bank Holic	day Double C	Credits	1		04	l				TOTAL ALI		£4,808.32	£4,328.32							£2,480.64	£1,145.92 £4,583.68
		lay Double Cr									TOTAL ALI		,,000.02		20,12	.=,00.00	,	2.,000.00	2.,020.00	,		,,000.00

Calendar - HOLIDAY PERIODS 2023

Bank Holiday Double Credits

Annual Holiday Double Credits