

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 08th 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"**.

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 £2.69 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 Value	Benefits Admin Value	GROSS 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. - 4 th 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

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By order of the Joint Industry Board for PMES



General Manager – K. Holmes

Calendar - HOLIDAY PERIODS 2023

JIB Stampless Holiday Pay Schemes 2023

Purchase Return Periods			
Period	Week Number	Week Starting	Numb. of Wks
01	1	08/08/2022	7
	2	15/08/2022	
	3	22/08/2022	
	4	29/08/2022	
	5	05/09/2022	
	6	12/09/2022	
	7	19/09/2022	
02	8	26/09/2022	4
	9	03/10/2022	
	10	10/10/2022	
03	11	17/10/2022	4
	12	24/10/2022	
	13	31/10/2022	
	14	07/11/2022	
	15	14/11/2022	
04	16	21/11/2022	5
	17	28/11/2022	
	18	05/12/2022	
	19	12/12/2022	
	20	19/12/2022	
05	21	26/12/2022	4
	22	02/01/2023	
	23	09/01/2023	
	24	16/01/2023	
06	25	23/01/2023	4
	26	30/01/2023	
	27	06/02/2023	
	28	13/02/2023	
07	29	20/02/2023	5
	30	27/02/2023	
	31	06/03/2023	
	32	13/03/2023	
	33	20/03/2023	
08	34	27/03/2023	4
	35	03/04/2023	
	36	10/04/2023	
09	37	17/04/2023	4
	38	24/04/2023	
	39	01/05/2023	
	40	08/05/2023	
10	41	15/05/2023	5
	42	22/05/2023	
	43	29/05/2023	
	44	05/06/2023	
	45	12/06/2023	
11	46	19/06/2023	4
	47	26/06/2023	
	48	03/07/2023	
	49	10/07/2023	
	50	17/07/2023	
12	51	24/07/2023	2
	52	31/07/2023	
			52

No: of Credits In each Period	
ANNUAL	PUBLIC
01	
9	
02	
3	2
03	
1	6
04	
5	0
05	
4	0
06	
4	0
07	
5	0
08	
3	2
09	
4	0
10	
5	0
11	
5	0
12	
0	6
48	16
	64

Relationship of Weekly Credits to Holiday Pay Entitlement		
Week Starting		No. of Credits
08/08/2022	2 Days Annual	4
15/08/2022		
22/08/2022		
29/08/2022	4 Days Spring 2023	
05/09/2022		
12/09/2022		
19/09/2022		
26/09/2022		
03/10/2022		
10/10/2022		8
17/10/2022	2 Days Easter	4
24/10/2022		
31/10/2022	1st May	2
07/11/2022	Late May	2
14/11/2022		
21/11/2022		
28/11/2022		
05/12/2022	5 Days Summer Week 1 2023	
12/12/2022		
19/12/2022		
26/12/2022		
02/01/2023		
09/01/2023		
16/01/2023		10
23/01/2023		
30/01/2023		
06/02/2023		
13/02/2023	5 Days Summer Week 2 2023	
20/02/2023		
27/02/2023		
06/03/2023		
13/03/2023		
20/03/2023		
27/03/2023		10
03/04/2023	Aug	2
10/04/2023		
17/04/2023		
24/04/2023	7 days Winter 2023	
01/05/2023		
08/05/2023		
15/05/2023		
22/05/2023		
29/05/2023		
05/06/2023		
12/06/2023		
19/06/2023		
26/06/2023		
03/07/2023		
10/07/2023		14
17/07/2023	1 Day Annual	2
24/07/2023	Xmas & New Yr	6
31/07/2023		
		32
		64

JIB - PMES Reimbursement Dates
Mid Feb 2023
Late Feb 2023
Late Feb 2023
Mid April 2023
Late May 2023
Late June 2023
Early Aug 2023
Late November 2023
Late November 2023

ANALYSIS & ACCUMULATION of Holiday Pay FUND per Holiday Period & Category									
£75.13	£67.63	£58.08	£45.99	£32.82	£29.20	£25.37	£31.36	£38.76	£71.62
Tech	Adv	Plumber	4th APP	3rd App	2nd App	1st App	W P	Anc	Unknown
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
75.13	67.63	58.08	45.99	32.82	29.20	25.37	31.36	38.76	71.62
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
676.17	608.67	522.72	413.91	295.38	262.80	228.33	282.24	348.84	644.58
751.30	676.30	580.80	459.90	328.20	292.00	253.70	313.60	387.60	716.20
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
75.13	67.63	58.08	45.99	32.82	29.20	25.37	31.36	38.76	71.62
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
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75.13	67.63	58.08	45.99	32.82	29.20	25.37	31.36	38.76	71.62
150.26	135.26	116.16	91.98	65.64	58.40	50.74	62.72	77.52	143.24
225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
601.04	541.04	464.64	367.92	262.56	233.60	202.96	250.88	310.08	572.96
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225.39	202.89	174.24	137.97	98.46	87.60	76.11	94.08	116.28	214.86
300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
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300.52	270.52	232.32	183.96	131.28	116.80	101.48	125.44	155.04	286.48
375.65	338.15	290.40	229.95	164.10	146.00	126.85	156.80	193.80	358.10
450.78	405.78	348.48	275.94	196.92	175.20	152.22	188.16	232.56	429.72
525.91	473.41	406.56	321.93	229.74	204.40	177.59	219.52	271.32	501.34
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45									