

Plumbers & Pipefitters

Sectoral Employment Order - Effective from 6th March 2018

The Sectoral Employment Order (Mechanical Engineering Building Services Contracting Sector) 2018 ("SEO") has been signed into law by Minister Pat Breen. It takes effect from 6 March 2018 and applies to certain workers in the mechanical engineering building services.

Who does the Order affect?

- Plumbers
- Pipefitters
- Registered Apprentice Plumbers and Pipefitters

New Hourly Wage Rates:

Category 1:
Newly qualified plumbers and pipefitters €22.73 Per Hr

Category 2:
Qualified plumbers and pipefitters employed in the Sector with effect from the commencement of their 3rd year of employment after qualification as a plumber or pipefitter. €23.33 Per Hr

Category 3:
Qualified plumbers and pipefitters employed in the Sector with effect from the commencement of their 6th year of employment after qualification as a plumber or pipefitter. €23.60 Per Hr

Apprentice Rates:

- Apprentice Year 1 – 33.3% of Category 1 hourly rate of pay
- Apprentice Year 2 – 50% of Category 1 hourly rate of pay
- Apprentice Year 3 – 75% of Category 1 hourly rate of pay
- Apprentice Year 4 – 90% of Category 1 hourly rate of pay

Working Week and Unsociable Hours:

The normal working week shall consist of 39 hours worked between Monday and Friday each week.

Normal Daily Working Hours:

Normal daily working hours shall consist of eight consecutive hours of work undertaken between the hours of 7 am (normal weekday starting time) and 5 pm (normal weekday finishing time) Monday — Thursday inclusive and between the hours of 7 am (normal Friday starting time) and 4 pm (normal Friday finishing time) on Friday.

Other Hours Worked:

Hours worked outside of those hours shall constitute unsocial working hours and shall attract the following premium payments:

- Hours worked between normal finishing time and Midnight Monday to Friday inclusive Time plus a half
- Hours worked between Midnight and normal starting time Monday to Friday Double Time
- First 4 hours worked after 7am on Saturday Time plus a half
- All other hours worked on Saturday Double Time
- All hours worked on Sunday Double Time
- All hours worked on Public Holidays Double Time plus an additional day's leave

Pensions:

A worker to whom this Sectoral Employment Order relates shall be entered by his or her employer into a pensions scheme the terms of which, including both employer and employee contribution rates, shall be no less favourable than those set out in the Construction Workers Pension Scheme. The minimum pension and death in service scheme contribution rates for employers and workers shall be set at the following levels:-

Pension Contribution:

Employer Contribution	Worker Contribution	Total Combined Contribution
€5.32 per day to a max of €26.63 per week	€3.52 per day to a max of €17.76 per week	€8.84 per day to a max of €44.39 per week

Death in Service Contribution:

Employer Contribution	Worker Contribution	Total Combined Contribution
€1.11 per day to a max of €1.11 per week	€1.11 per day to a max of €1.11 per week	€2.22 per day to a max of €2.22 per week

Sick Pay Scheme:

A worker to whom this Sectoral Employment Order relates shall be entered by his or her employer in a sick pay scheme the terms of which, including both employer and employee contribution rates into the scheme shall be no less favourable than those set out in the Construction Workers Sick Pay Scheme. The minimum Sick Pay Contribution Rates for employers and workers is set at the following levels:

Employer Contribution	Worker Contribution	Total Combined Contribution
€1.27 per day to a max of €1.27 per week	€0.63 per day to a max of €0.63 per week	€1.90 per day to a max of €1.90 per week

Other Employment Rights:

- New Dispute Resolution Procedure: this outlines certain procedures that have to be complied with when a dispute occurs, before any form of industrial action can take place.