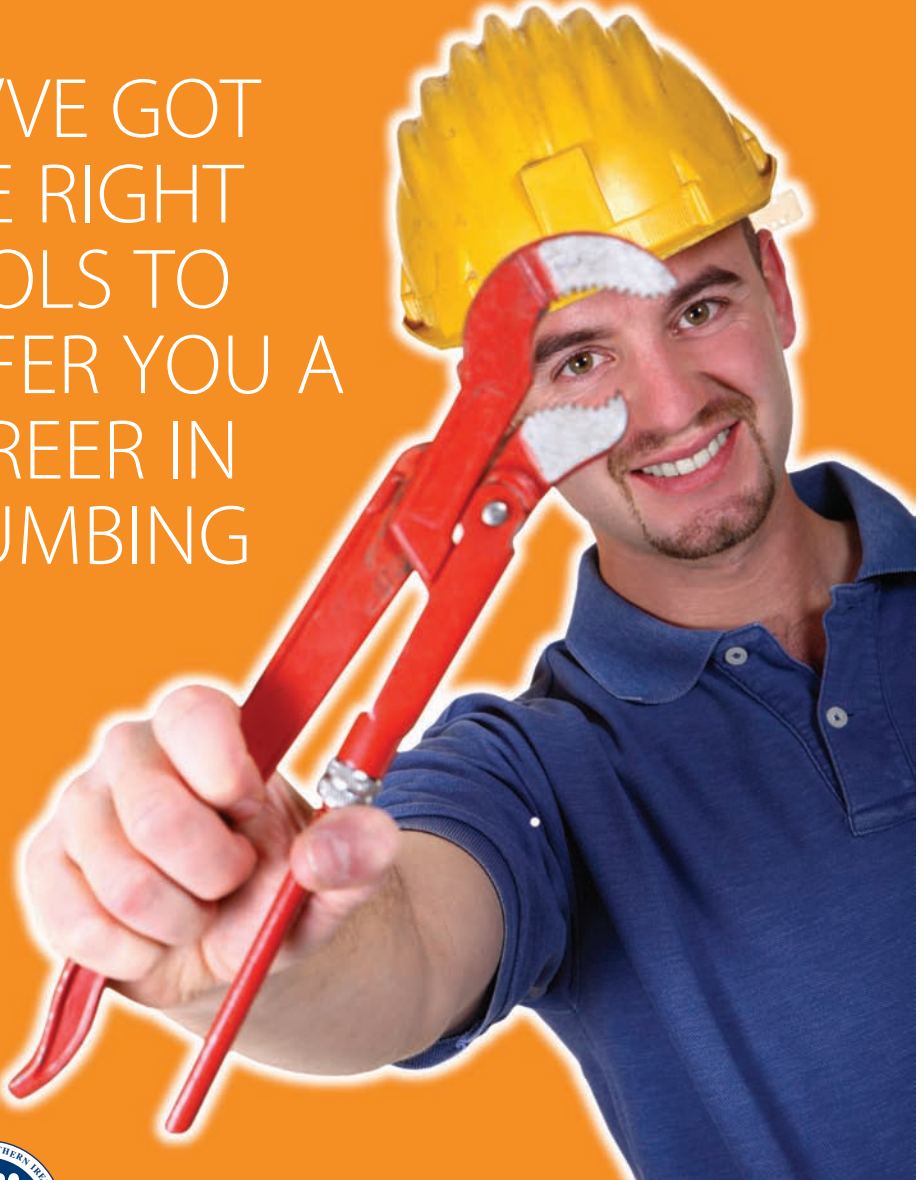


WE'VE GOT  
THE RIGHT  
TOOLS TO  
OFFER YOU A  
CAREER IN  
PLUMBING



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This leaflet explains the programme and training arrangements which apply to the **Modern Apprenticeship (MA) in Plumbing** which is managed by **SNIPEF Training Services Ltd.** SNIPEF Training is owned and operated by the Scottish and Northern Ireland Plumbing Employers' Federation (SNIPEF) and acts as a Managing Agent and Training Provider on the behalf of the government. More information on plumbing apprenticeships is available by visiting [www.becomeaplumber.org](http://www.becomeaplumber.org)

## A MODERN APPRENTICESHIP IN PLUMBING

### AIMS OF THE APPRENTICESHIP PROGRAMME

- To provide Modern Apprentices (MA's) with broad based knowledge, skills and training in the Plumbing and Mechanical Engineering Services (MES) Industry which will be of use to apprentices and employers.
- To give apprentices a sense of achievement.
- To help apprentices develop attitudes and skills which will enable them to cope with the challenges of life and work.
- To enable apprentices to achieve an MA in MES Domestic Plumbing.

### FINDING A JOB

All apprentices on the programme need to be employed with a plumbing and heating firm. You will therefore need to find a firm who is prepared to recruit and train you as an apprentice. Firms usually recruit apprentices around May or June each year so you should prepare a CV in plenty of time. To find an employer you should visit [www.needaplumber.org](http://www.needaplumber.org) or look in the Yellow Pages.

### TRAINING PROGRAMME

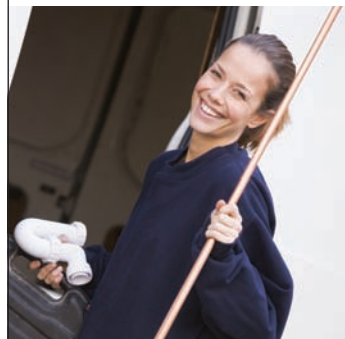
Once you have been enrolled on the apprenticeship programme you will start working towards a Scottish Vocational Qualification (SVQ) Level 3, in Plumbing (this will be achieved usually within three years and the apprenticeship within four years). On achievement of the SVQ you will receive your MA certificate from the Joint Awarding Body (Scottish Qualification Authority and the SNIJIB).

You will have to complete all of the training modules contained in the Modern Apprenticeship for Plumbing in full before your apprenticeship is completed and these will include not only the SVQ Level 3 but also all outcomes contained in your individual Training Plan.

### PAY & CONDITIONS OF EMPLOYMENT

Apprentices are employed under the terms of the Plumbing Industry's Apprentice Training Programme, and this means you will receive the rates of pay and conditions of employment as laid down by the Joint Industry Board (SNIJIB) for the Plumbing Industry (visit [www.snijib.org](http://www.snijib.org) for more information). Employers are required to pay the wage rates as laid down by the SNIJIB and in accordance with requirements of the National Minimum Wage. Modern Apprentices should also be included in the Plumbing Industry's Holidays with Pay (Plutos) and Sick Pay (SNIPEF Welfare) Schemes from the commencement of employment.

[www.becomeaplumber.org](http://www.becomeaplumber.org)



### HOURS OF WORK

The industry working hours are normally 37.5 hours per week worked Monday to Friday between 8 a.m and 6.30 p.m. The length of each day should not be less than 6 hours nor more than 8 hours. Apprentices must be punctual and maintain good timekeeping. Overtime working for apprentices is not encouraged but may be necessary in cases of emergency and will be paid at the rates laid down by the SNIJIB. An apprentice's actual hours of work will be confirmed by the employer at time of induction and in the Statement of your Main Terms of Employment.

### HOLIDAYS

Apprentices receive the annual and public holidays of the Plumbing Industry, as laid down by the SNIJIB (currently 29 days per annum) and should be included in the Industry's Holiday Pay (Plutos) and Sick Pay (SNIPEF Welfare) Programmes.

### HEALTH AND SAFETY

The SNIJIB issues all apprentices and employers with a booklet entitled "Health & Safety in your Hands" which apprentices should read carefully. It is important that apprentices at all times act responsibly and safely so that they are not a danger to themselves or others. A great deal of plumbing work is carried out at a high level in partly finished buildings and this can make working conditions hazardous. Apprentices must comply with safety rules and pay attention to the task in hand in order that they and their fellow employees will not be put at risk.

Health and safety is an integral part of the training and instruction that an apprentice will receive when attending College. It is the responsibility of an apprentice to familiarise themselves with the employer's health and safety requirements and those of the College/Training Centre which they attend.



## EQUAL OPPORTUNITIES

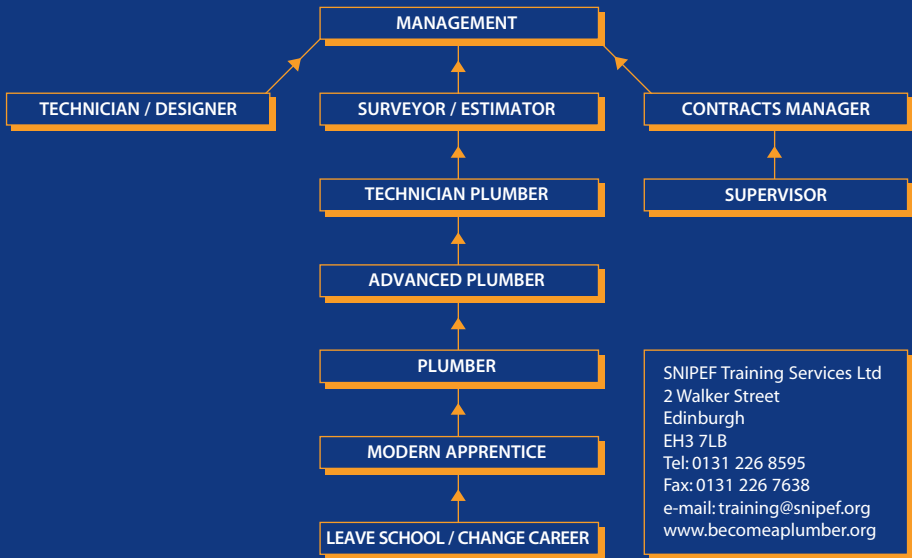
The Modern Apprenticeship in Plumbing operates on the principle of equal treatment including access to training opportunities, regardless of sex, marital status, race, colour, religion, sexual orientation, nationality, ethnic origin, political belief, responsibility for dependents, age, culture, language or disability except that applicants must be reasonably fit and able in their own best interests to meet the work and safety requirements in the Plumbing Industry.

## TRADE UNION

Apprentices are free to join a Trade Union if they wish to do so. Unite is the union which represents Plumbing in the UK and is a constituent member of the SNIJIB which sets the terms and conditions of employment in the Plumbing Industry (Working Rules). Unite aim to ensure its members are safe and happy at work by working with employers to maintain good standards. Benefits which are associated with Unite, other than the support they provide, are loans, insurance, mortgages and car membership. To find out how to become a member and how much their subscription costs visit [www.uniteunion.org](http://www.uniteunion.org) or alternatively phone 0141 248 7131

## CAREER PROGRESSION

A copy of the career pattern for Modern Apprentices laid down by the SNIJIB is illustrated below:



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