



2020 Annual Report

SNIPEF, the Scottish & Northern Ireland Plumbing Employers' Federation is the principal trade association representing the interests of plumbing and heating businesses based in Scotland and Northern Ireland. SNIPEF operates one of the Approved Contractors Schemes, the Approved Certifier of Construction Scheme, manages the Modern Apprenticeship in Plumbing programme in Scotland and delivers training in a range of areas. We aim to ensure the highest standards across the plumbing and heating industry in Scotland and Northern Ireland and to assist our members in employing qualified, professional and highly skilled staff. SNIPEF currently has over 750 member firms employing over 3,500 plumbers; in addition SNIPEF facilitates the training of over 850 plumbing apprentices.

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FOREWORD FROM THE SNIPEF PRESIDENT

When I took on the role of SNIPEF President in 2019, I did not foresee what would happen over the next two years. For a small organisation, it is surprising just how much SNIPEF does and 2020 has been no exception. I have been impressed by the commitment of my fellow Directors, Office Bearers, Council and SNIPEF staff who have worked tirelessly throughout the year on behalf of members.

The year has been a difficult one for everyone including our members. When the pandemic hit, SNIPEF worked hard to make sure members were given support and guidance to get them through. We reached out to members and offered advice on topics such as employment and safety guidance.

The pandemic has emphasised the need to raise levels of competence in the construction industry as a whole. It highlighted the importance of critical workers on the frontline of public health and safety and SNIPEF recognises how PPE-clad engineers and plumbing professionals have held the line in the pandemic, putting themselves at risk to keep the taps running and the heating on. We are proud of the role that our members have played during the pandemic.

I understand that apprentices have had to adapt this year and we are grateful to them for their commitment and adaptability in these challenging times. We must encourage more young people into the plumbing and heating industry and we will focus on helping with the skills shortage.

We are continually campaigning to bring an end to payment abuse, mandate the use of project bank accounts, and protect cash retentions. It can be a challenge to create change in our industry and over the years there have been many consultations and reports published that have not resulted in action. However, we are slowly starting to see change on payment abuse and we hope that the momentum continues so that we can put an end to these unsustainable practices currently in place.

As I pass on the chain of office to my successor, I would like to extend my thanks to my fellow SNIPEF Directors, Office-bearers and to Council colleagues who have supported me during my two years in office; I wish all SNIPEF members all the best in the future.



Neil Hadden
President 2019/20 and 2020/21

CHIEF EXECUTIVE'S REPORT

Welcome to our Annual Report for 2020. Firstly, I would like to thank you all for your continued support to SNIPEF through what has been an extraordinary 12 months, where people, businesses and the economy have faced unprecedented challenges.

When the pandemic hit in March 2020, we transitioned all our staff to remote working and this has led us to new and in many ways more effective ways of doing things. From an early stage, we recognised the volume of information coming out from Government both at a devolved and national level which was often confusing and contradictory. We recognised the importance of not just communicating this information to Members but also simplifying and condensing it. Our new website was launched with a section dedicated to the pandemic where information was updated almost daily, and the monthly Member e-newsletter was changed to weekly.

Speaking with other trade and professional bodies it was clear we were all facing similar problems and there was a clear need to work together and communicate the issues on the ground to the government, and so the CICV Forum was born. Working collaboratively, we were able to pool resources and knowledge and as well as producing guidance and information, animations on social media and Member webinars on key topics were established.

In the past year, Member's have turned to SNIPEF for support in numbers we have not seen before especially in areas of employment and health and safety issues. My personal gratitude goes to those staff in SNIPEF who have worked tirelessly, above and beyond normal expectations to help Members through this difficult time. I am incredibly proud of what they have achieved over such a short space of time.

I have been greatly impressed too by the tenacity and moral standing of our Members. During a time when there was so much uncertainty, and the industry was at a standstill you put health and wellbeing above financial reward, and this was commented time and time again by Government Ministers. While some businesses clearly flouted the rules, you can be proud that at a time of national crisis you stood firm and did the right thing.

So, while it has been a year of so many challenges both personally and professionally, we can now see light at the end of what has been a very long and often dark tunnel and we must take stock and look ahead to a brighter if somewhat different future.

Thank you once again for your commitment to both SNIPEF and our Industry and I look forward to working with you over the next year, making the most of the opportunities which lie ahead to build back a stronger and even more resilient sector.



Fiona Hodgson
Chief Executive

ACTIVITIES DURING 2020

MEMBERSHIP AND COMMUNICATIONS

The past 12 months have been a difficult time for many of our Members and this has in many ways impacted on membership numbers during 2020. Of the 53 applications we received, we were delighted to welcome 39 new Members and 7 Associate Members. Disappointingly, we lost 53 Members mainly due to insolvency, closure of plumbing divisions and retirement. This year we also saw a number leaving due to financial issues as Members faced hard times. To aid Members who were struggling we introduced deferral of fees and payment plans.

Given the number of applications, we have received during the first quarter of 2021 we are hopeful that our numbers will increase but there is considerable work to be done to reach the targets we have set.

Beyond the attraction of being part of a professional organisation, Members continue to cite access to professional advice and support on employment, health & safety and technical matters as a key reason for joining SNIPEF. More recently, we have seen an increase in businesses joining to access the logo, to generate new business leads via SNIPEF's Need a Plumber website and Scottish and Northern Ireland Water referrals. Another main attraction is the schemes operated by SNIPEF, in particular the Approved Certifier of Construction Scheme (ACCS) and Approved Contractor Scheme (ACS).

EVENTS

At the start of 2020, we were in the process of organising SkillPLUMB 2020 which was to be held at Inverness College. We had also scheduled an apprentice and employer event at Glasgow Clyde College that would have included a lead master class and renewable technology presentations. As always, we were looking forward to SNIPEF's annual sporting events where Members and Associate Members can socialise while taking part in golf, angling and clay pigeon shooting competitions.

Unfortunately, due to the pandemic, all these events had to be cancelled as the safety of members and SNIPEF staff was at the forefront. We look forward to hosting these again in the near future when government guidelines allow.

COMMUNICATIONS

In 2020 communication was an integral part of SNIPEF activity, with the pandemic causing disruption and uncertainty, the team focused

on reaching out to members and putting out COVID updates and guidance. A dedicated 'Coronavirus guidance' section was added to the website which featured daily updates and for a period our e-newsletter *PluggedIn* was distributed weekly to reflect the ever-updating COVID news. The SNIPEF social media channels were a great source for us to get information out to members quickly.

2020 saw the launch of our new logo and website. The refreshed logo reflects our vision and values and will help the public recognise our trusted, professional plumbers. The blue water drop and green flame are to illustrate our industry's work with water, heat and of course green energy.

The new website not only looks more appealing but is easier to navigate for both members and non-members. Packed with more information and advice, the site includes a Member section that gives Members more support and guidance. The site enhances user experience and can be used on mobile devices. Having the new website allows us to link back from social media and increase web hits as well as links to news articles and press releases.

In October 2019 we started working with Blueprint Media to help prepare and distribute media releases for SNIPEF. The partnership has been very successful and increased the SNIPEF's brand, profile and reputation.

From October 2019 – November 2020:

- 67 pieces of coverage
- Online readership of 14.5 million
- 88.3k estimated coverage views
- 386 social shares
- Releases on many topics, from apprenticeships to payment abuse

Our quarterly *PlumbHeat* magazine has provided advice and enjoyment for our Members. This year, two editions were digital-only and while we did consider stopping our printed magazine we have concluded that for the time being anyway, print copies are still the preferred media for many of our Members.

Although 2020 was a challenging year, one of the main positives that came out of it was the increase in membership communication and the output of information via our website, social media, e-newsletter, magazine as well as more emails, phone calls and video calls. This is something that we will continue with to not only help our Members but to raise the SNIPEF profile. We are encouraged that our Membership is beginning to increase as the industry begins to flourish again.



CERTIFICATION SCHEMES

APPROVED CERTIFIER OF CONSTRUCTION SCHEME

During 2020 there was a 10% increase in the number of certifiers and there are now 236 companies using the scheme with just under 7,500 certificates issued. The scheme has been promoted widely by the Scottish Government during the year and SNIPEF was successfully reappointed to run the scheme following a lengthy reappointment process.

Building Standard training continued to be delivered during the pandemic as we switched training delivery online for both the main and refresher courses. This has not only allowed members to undertake training from their place of work but has enabled those already using the Approved Certifier of Construction Scheme to continue to work and allowed more members to join the scheme, increasing the number of certifiers. This particular scheme has increased in popularity during the pandemic with the Scottish Government promoting the use of certifiers due to lockdown restrictions. Courses have been delivered on a monthly basis for most of 2020 and this is likely to continue during 2021

2021 will see the launch of the new Scottish Building Standards Certificate Scheme website (SBSC) which will include more functionalities such as online payments and at the same time, be more user friendly.

WaterSafe

WaterSafe is a free online directory and national accreditation body for competent and qualified plumbers in the UK. SNIPEF is just one of seven operators approved by DEFRA to run the scheme. Members of SNIPEF, providing they meet certain criteria, automatically become members of WaterSafe.

As of 31 December 2020, there were 2,670 WaterSafe registered operatives.

During the year SNIPEF carried out work on the expansion of the Water Support Service Scheme adding Catering Installers and Point of Use categories. These should be operational early 2021 in addition to the Groundworkers Scheme already operated by SNIPEF. Discussions with both Scottish Water and Northern Ireland Water are ongoing to ensure that the additional schemes have the support of the water companies.

During 2020, SNIPEF has been developing and is in the final stages of approving an RPZ (Reduced Pressure Zone) Valve Tester Scheme. Operatives registered under this scheme will be recognised by the UK

Water authorities with the purpose of the scheme being to verify the conformity of the Approved Installation Methods Scheme (AIMS).

Legionella Scheme

SNIPEF is currently promoting the benefits of being a member of the Legionella Risk Assessment and Disinfection Scheme. Due to the pandemic, these checks have become particularly important as many residential properties such as Air B&B, guest houses etc would have remained empty during this period allowing for potential harmful bacterial growth such as legionella to grow in water systems. As the scheme currently covers residential properties only, a further review will be undertaken to establish whether commercial work could be included.



TECHNICAL SUPPORT

The pandemic impacted on both the volume and nature of technical support sought from Members, and enquiries changed from being technically based to more health and safety focused as the pandemic took force.

SNIPEF played a pivotal role in the Construction Industry Coronavirus Forum (CICV) health and safety subgroup. This subgroup focused on supporting members working on construction sites and in domestic settings with the objectives of keeping members and their employees safe, but also implementing guidance that would convince the Scottish Government that sites could be opened safely. SNIPEF created the domestic guidance that was used in the CICV subgroup for businesses that operate in people's homes which supported our Members in staying safe when delivering services.

As the pandemic has moved on and our Members have been getting back to work the enquiries have been slowly moving back to a more 'technical' nature. The support we have provided has been primarily to our membership but also to the public, manufacturers and local authorities. The opportunity to speak to other stakeholders in the industry allows us to advise on the importance of using SNIPEF Members due to the services and skills they have within their business.

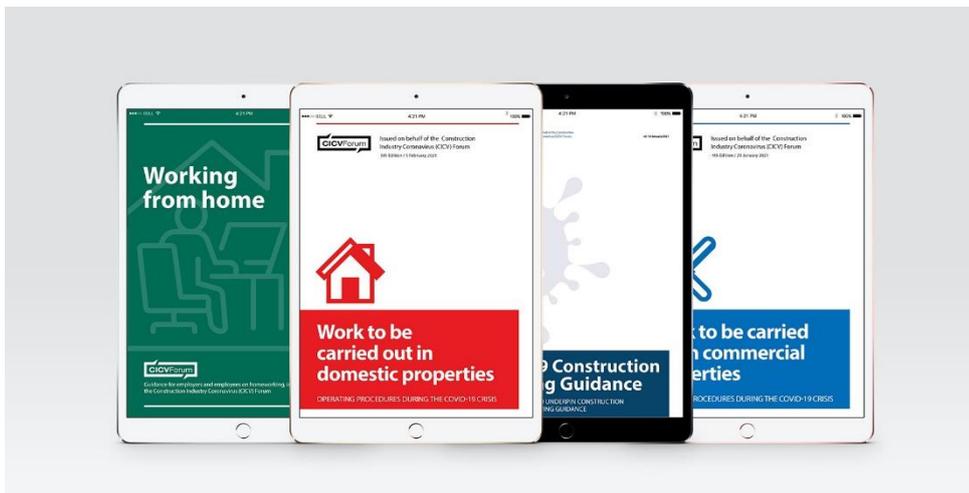
The majority of enquiries from Members tends to relate to water byelaws/regulations and building regulations inherent within the Approved Certifier of Construction Scheme. Advice and guidance about the scheme have also been provided to Scottish local authorities and housebuilders too.

Throughout 2020, SNIPEF has engaged with a range of stakeholders, with a lot of focus on decarbonisation and Net Zero as governments at both devolved and UK level see this as an opportunity for economic recovery at the same time as meeting climate change ambitions. These meetings have provided us with an opportunity to reinforce the importance of having correctly skilled businesses and operatives delivering plumbing and heating work. It has also enabled us to inform government and key stakeholders what we believe is required for our sector to be able to support the government's ambitions and ensure a measured and successful roll out of renewable energy across both Scotland and Northern Ireland. As well as meetings we have provided comment on numerous government consultations and research papers regarding the 'green' future, seeking member input to ensure their voices are heard.

More recently, SNIPEF has commissioned a research project which focuses on the challenges faced by the supply chain to engage in the net zero future and this work will conclude in Autumn 2021. This project is a collaboration between the Construction Scotland Innovation Centre, The Energy Saving Trust, Edinburgh University and SNIPEF.

Stakeholders we have engaged with during the year include the Microgeneration Certification Scheme (MCS), Scottish Hydrogen Fuels Cell Association (SHFCA), Energy and utility Skills (EU Skills), Scottish Water, Northern Ireland Water, Heat Pump Association (HPA),

Department for Economy (DfE), British Automated Fire Sprinkler Association (BAFSA), Scottish college network, Energy Saving Trust, Existing Homes Alliance (EHA), Building Standards Division (BSD), Scottish Futures Trust (SFT), BPEC, Scottish Qualification Authority (SQA), SNIPEF Training Services (STS), Skills Development Scotland (SDS), Energy Skills Partnership (ESP).



INDUSTRIAL RELATIONS

Our in-house expert on industrial relations, Stephanie Lowe, offered one-to-one telephone, email and Microsoft Teams advice to over one third of our Members with ongoing support.

The main matters that Members sought support on were the impact of the pandemic. Industrial Relations promptly created and regularly updated the SNIPEF 'Coronavirus Employer Guide'. The objective of the Guide was to keep employers informed by providing a one-stop-shop document that could be referred to at 8am each morning with current updates. Apart from employment law and best practice advice, the Guide collated updates, rules and guidance (often on a daily basis) from the UK and Devolved Governments, Construction Scotland and HMRC with a view to making it easier for employers to run their business.

The SNIPEF 'Coronavirus Employer Guide' and SNIPEF 'Redundancy & Temporary Lay Off Employer Guide' provided support to employers for managing their workforce. While many employers seeking advice were able to agree furlough leave and temporary reductions in wages with their workforce, the overheads for some employers were too high and advice on how to carry out redundancies was sought.

ENGAGEMENT SURVEYS

Two engagement surveys were issued on 'Revenue, Workload, Recruitment and Redundancies' to establish the needs of members and also to enable SNIPEF to feed the results and employer questions into the Scottish Government, to influence support for the industry.

Written advice was issued to all members on:

- How to pay an apprentice correctly: National Minimum Wage, National Living Wage and Industry Wage
- Family friendly procedures (maternity and paternity payments and leave eligibility)
- Day Work Rates
- Industry wage rates

SNIJIB

The Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNIJIB), is a Board of equal parties from SNIPEF members and Unite the Union officers which represent the best interests of the Industry.

The Board agree, maintain and revise the National Working Rules and pay agreements (the collective agreement) which offer a degree of certainty and stability to employers and the industry as a whole.

ENGAGEMENT SURVEYS

As concerns were rising about the employment status of apprentices in our industry, several surveys were issued to ascertain the number of apprentices who had lost employment or were on furlough leave as a result of the pandemic. These statistics were then fed into Government and various stakeholder meetings that enquired about apprentice employment status.

SNIJIB WAGES AND ALLOWANCES

In January 2019 the SNIJIB (SNIPEF and Unite) agreed the increases in graded wages and allowances that would apply from 1 July 2019 and 6 July 2020. The SNIPEF negotiators faced many challenging discussions to negotiate a change to the existing agreement. Other trade industries were fortunate to not have a pre-pandemic agreement in place but are now carrying out negotiations while the market becomes more buoyant.

In light of the pandemic and the challenges employers were facing, SNIPEF submitted a proposal to Unite to postpone the 3% wage/allowance rise which was due to take effect on 6 July 2020. SNIPEF did this because unless there is agreement to revise an already established Collective Agreement it is not possible to alter it without possible financial ramifications to Members.

SNIPEF has sought Members' views' via surveys and through the Larger Contractor Forum. The SNIPEF negotiators used this feedback to support several counter proposals which were issued to Unite and for subsequent discussions with them.

Unite balloted their Members (employees) and they rejected SNIPEF's proposals to postpone the 3% wage/allowance rise. Other trades with collective agreements had wage/allowances immediately prior to the pandemic and the Union felt very strongly that the agreement entered into in 2019 should be honoured irrespective of the situation. The stance that SNIPEF took during negotiations was that it did not support any form of wage rise during a pandemic, not least of all because there would be redundancies taking place in the Industry during the economic downturn. It did not sit well that employers' may have faced making some employees redundant while others were given a wage increase. However, given the very strong opposition from Unite and their Members and with the objective of safeguarding SNIPEF members, a reduced wage rise was negotiated, which carried us forward to July 2022.

An agreement was reached which reduced the 3% rise to 1%, applicable from 6 July 2020 and a further 2% rise on 5 July 2021. This

provided employers with some certainty on costs going forward. See table below:

	Pre July 2020	1%	Increase	2%	Increase
		July 2020		5 July 2021	
Plumber	12.82	12.95	£0.13	13.21	0.26
Advanced Plumber	14.59	14.74	£0.15	15.03	0.29
Technician Plumber	16.15	16.31	£0.16	16.64	0.33
Labourer	11.43	11.54	£0.11	11.78	0.23
1 st Year Apprentice	4.20	4.24	£0.04	4.33	0.08
2 nd Year Apprentice	5.55	5.61	£0.06	5.72	0.11
3 rd Year Apprentice	6.72	6.79	£0.07	6.92	0.14
4 th Year Apprentice	8.67	8.76	£0.09	8.93	0.18

The SNIJIB Wage, Allowance and Conditions Promulgation can be found [here](#).

TEMPORARY CHANGE TO TERMS OF EMPLOYMENT: COMPRESSED WORKING HOURS

SNIFE supports safe working practices. With this in mind, an agreement was reached to enable fewer employees working alongside each other at one point in time. It was therefore agreed that employees can work their normal week’s total of working hours by compressing them into a reduced number of days without incurring Shift Allowance premiums. See table below:

37.5 hours Monday – Friday	→	37.5 hours over 3 or over 4 days
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A temporary relaxation of Working Rule 6 Shift Work and Working Rule 3 Overtime for compressed hours would take place. It is hoped that this may provide some assistance to Members during this period.

TRAINING & SKILLS

The coronavirus massively changed the business operations of so many companies during 2020 and SNIPEF Training Services Ltd (STS) was no exception. As a company, we had to reevaluate our priorities and adapt to the challenges and uncertain times caused by the global coronavirus pandemic. Our main priority throughout the pandemic was to ensure we continued to provide the best service we possibly could, supporting both employers and apprentices throughout this challenging period.

While face-to-face communication was not possible, we remained in regular contact with employers and apprentices by telephone, email and online surveys to establish the problems that were being encountered and what STS could do to assist and minimise the disruption caused by the pandemic. This was supported with several press releases, social media, published articles in SNIPEF newsletters and in the *Plumbheat* magazine. SNIPEF worked within the newly created CICV Forum to create materials including 'Safe Return to College', "Where to Find a Helping Hand – Mental Health Guide" and 'Health & Safety Guidance on Returning to the Workplace" to keep employers and apprentices up to date and provide support to them through the pandemic.

In addition to greater communication with employers and apprentices our communication with Colleges also increased substantially with more College network meetings and 1-2-1 meetings with Colleges' which were used to share best practice and discuss new ways on how the Modern Apprenticeship could be delivered via online learning. Regular engagement with Colleges enabled us to work with them to create action plans to help apprentices catch up with outstanding work and to prioritise apprentices in their 3rd year and those close to their SNIJIB contractual end date.

One of the biggest challenge's STS faced with the national lockdowns was the closure of Colleges' for significant periods of time which meant no face-to-face teaching could be delivered. Colleges were required to adapt to a new online delivery model of training but one of the main stumbling blocks was even if Colleges were able to deliver training online apprentices would be unable to undertake assessments as these were carried out in SQA Solar assessment rooms within Colleges. STS created a SNIPEF/College task group which was approved by the SQA and SNIJIB to create alternative assessments for apprentices to undertake instead of the SQA Solar assessments. Within a couple of months, the task group created 68 new assessments for the theoretical work for 19 of the Modern Apprenticeship units and moving forward these new assessments will replace the outdated SQA Solar assessments. These new assessments have been the envy of many other departments within the College sector and many management figures from Colleges have commended the pro-active work of the task group in creating these new assessments. Jamie Hepburn the Minister for Business, Fair Work and Skills also complimented the work undertaken.

The pandemic has meant that the new Modern Apprenticeship in Plumbing & Heating Framework which was due to go live in August 2020 required to be delayed until April 2021. The annual SNIPeF SkillPLUMB apprentice competition which was due to take place at Inverness College UHI in June 2020 was cancelled. This was disappointing for STS especially with the gold medal success of our finalists representing Scotland at the UK WorldSkills national competitions in 2018 and 2019, but the safety of our apprentices will always take priority. We aim to be back bigger and better when it is safe to do so and showcase the high skills apprentice plumbers in Scotland have.

Due to the pandemic, a lot of processes and the way we carry out our procedures had to be updated and adapted to ensure they could be carried out electronically and online. Towards the end of 2020, the Directors of STS agreed for STS to invest in an Online E Portfolio System which employers, apprentices, colleges and STS can use to monitor and track apprentice progression on the Modern Apprenticeship. This new system will provide live information and provide new online learning tools to further develop our apprentices. Work is underway with the aim to launch stage 1 in 2021.

2020 was a challenging year for most and although there are negatives to take from the last 12 months STS has managed to succeed and overcome most challenges it has come up against and has further enhanced its reputation with employers, apprentices and colleges. We are looking forward to new challenges in 2021 and will continue to make further improvements to our operation to ensure we remain the number one Managing Agent for the Modern Apprenticeship in Plumbing & Heating.

STS in Numbers (Scotland)

- 207* Apprentices completed their Modern Apprenticeship.
- 270** New apprentices commenced onto the Modern Apprenticeship.
- 974*** Apprentices were live on the Modern Apprenticeship.

**Please note these figures are for the period 1st April 2020 to 31st March 2021 as this is the Skills Development Scotland contractual year.*

*** Please note these figures are for the period 1st April 2020 to 31st March 2021 as this is the Skills Development Scotland contractual year. This contains 97 new start apprentices who commenced due to the AEG grant and will not start college until August 2021.*

**** Please note these figures are for the period 1st April 2020 to 31st March 2021 as this is the Skills Development Scotland contractual year. This figure includes apprentices who should have completed the Modern Apprenticeship in 2020 but were unable to due to the pandemic.*

LOOKING AHEAD

In December, SNIPEF surveyed its membership to identify what were the key priorities for their business in 2021 and beyond. The four priorities you have identified are at the heart of our Business Plan for 2021-2025 and are the foundations, in our key asks of Government in the SNIPEF Manifesto.

- **GREEN AGENDA**

The UK and devolved governments have set ambitious net zero targets to reach over the next 30 years and our sector will be instrumental in achieving them. While decarbonisation of heat is only one part of this ambition, it is a crucial part, and the plumbing industry will have a major part to play.

SNIPEF believes that plumbers hold the fundamental, theoretical and practical skill sets so are best placed to undertake this work. We recognise that there is a need to upskill the current workforce and attract new talent ensuring that only those suitably qualified are able to undertake the work.

But there is also a need to incentivise customers, businesses and stakeholders to invest in low carbon technologies thus ensuring a prosperous pipeline of work to provide the sector with the confidence to make the investment.

We will continue to work with government and key stakeholders to support employers to upskill their existing workforce and stimulate marketplace demand. We will apply pressure on government to commit to long-term incentives for net zero including long-term programmes for retrofit of energy efficiency measures in existing building stock as well as campaigning for a reduction in VAT and/or rebate scheme for energy improvement measures.

- **COMPETENCY & COMPLIANCE**

For too long our industry has suffered from an uneven playing field with rogue traders setting up in business purporting to be plumbers without holding the necessary qualifications. In a sector which is safety critical it seems unthinkable that there is so little regulation and this works to the detriment of our Members.

SNIPEF believes that qualified plumbers should hold a Level 3 plumbing qualification and that protection of title and/or regulation is required to ensure that only those qualified to do so can be recognised as qualified plumbers.

We will piggy back on the work already undertaken by the electrical sector to lobby government to regulate and/or protect the title "Plumber" to improve the safety of consumers and create an even playing field for businesses.

- **COMMERCIAL RECOVERY & BREXIT**

Poor payment practices continue to plague the industry, and this encourages poor standards of quality as well as affecting the mental health of business owners who worry about not being paid.

Post pandemic concerns include issues relating to the progress of projects and disputes this may lead to between employers and contractors across the supply chain.

Procurement practices are outdated and there is too much focus on the lowest cost rather than ensuring procurement is sustainable. Sustainable procurement would not only provide value for money to clients but also the society, the economy, and the environment.

SNIPEF will continue to lobby government for fair payment and sustainable procurement in the industry as well as identify funding opportunities for businesses to grow.

The pandemic and Brexit have and are likely to continue to have an effect on product and workforce availability as well as product prices and perhaps even quality. As we move from EU to UK standards, we are likely to face further challenges and we will work with stakeholders and government to keep Members informed.

- **EMPLOYMENT, SKILLS & SAFETY**

The pandemic has taken its toll on many businesses in our sector and many still face uncertainty about future workloads. This has had a negative impact on apprentice recruitment and in an industry which is already facing a skills shortage and with the government targets for a green economy and increased housing stock, there is an immediate need to build and develop the workforce by investing in skills.

While it is important to ensure that the workforce meets the demands of the future, it is also important that it is seen to be a good place to work and is diverse and inclusive. Furthermore, in an industry where mental health is already a major issue, we must ensure a culture of prevention and early intervention to reduce poor mental health and suicide rates.

SNIPEF will promote our sector as a good place to work and drive apprentice recruitment. We will work with government and key stakeholders to ensure upskilling is relevant and affordable as well as looking at ways we can bring in people from other sectors in decline where skillsets may be similar.

FINANCIAL REVIEW

Income statement for SNIPEF Management Limited, the management company of SNIPEF, for the year ended 31 December 2020.

	Notes	2020	2019
		£	£
Turnover	4	1,020,462	1,046,030
Cost of sales		(838,122)	(945,806)
		-----	-----
Gross profit/(loss)		182,340	100,224
Administration expenses		(146,773)	(225,510)
		-----	-----
Operating loss		35,567	(125,286)
Income from shares in group companies	6	27,750	92,200
Other interest receivable		2,767	5,660
		-----	-----
Loss on ordinary activities before taxation	5	66,084	(27,426)
Tax on loss on ordinary activities	13	-	-
		-----	-----
Profit/(Loss) for the financial year		66,084	(27,426)
		=====	=====

**Balance Sheet of SNIPEF Management Limited, the
management company of SNIPEF, for the year ended 31
December 2020**

	Note s	2020		2019	
		£	£	£	£
Fixed assets					
Tangible assets	9		794,933		803,540
Investments	10		352		352
			-----		-----
			795,285		803,892
Current assets					
Debtors	11	323,876		338,696	
Bank current account		875,674		732,252	
			-----		-----
		1,199,550		1,070,948	
			-----		-----
Creditors - amounts falling due within one year:					
Sundry creditors	12	(233,379)		(131,915)	
Accruals and deferred income		(110,683)		(158,236)	
			-----		-----
		(344,062)		(290,151)	
			-----		-----
Net current assets			855,488		780,797
			-----		-----
Total assets			1,650,773		1,584,689
			=====		=====

Capital and reserves

Called up share capital	15	100	100
Other reserves		195,741	195,741
Profit and loss account		1,454,932	1,388,848
		-----	-----
Equity shareholders' funds		1,650,773	1,584,689
		=====	=====

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Approved by the Board and signed on their behalf by:

Director

N Hadden

Director

G Matheson

2021

Company No. SC056633

GOVERNANCE – STRUCTURE AND MANAGEMENT

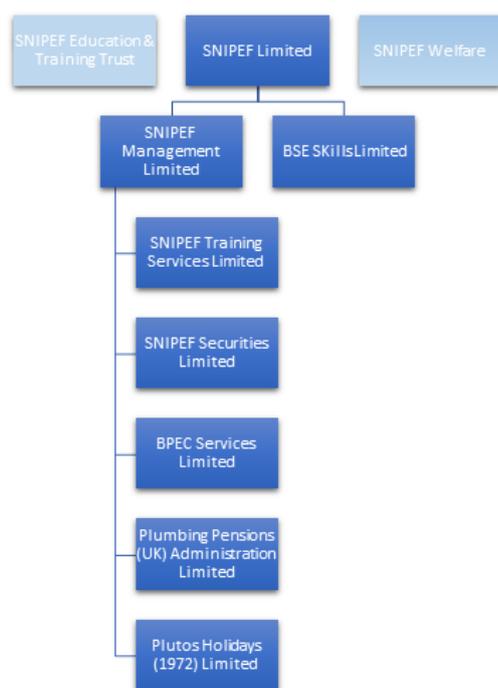
SNIPEF was established in 1923 as an unincorporated organisation. This means that its members were bound to each other on the terms of the rules of the association and as a result there was no particular protection for members.

During 2020 SNIPEF, like many other organisations undertook a review of its governance structure to consider whether its unincorporated status remained appropriate today.

The SNIPEF Council felt it prudent to move to a corporate structure which would provide more protection to Members, Council and Office Bearers, and at the SNIPEF AGM in May 2020 it was agreed to wind down SNIPEF with its assets, undertakings and liabilities being transferred to a newly created company SNIPEF Limited, limited by guarantee.

The Council and Office Bearers of SNIPEF became the Directors of SNIPEF Limited and the liability of each Member is limited to £1.

The following diagram is provided to show the relationship between SNIPEF and other key organisations and stakeholders.



SNIPEF Limited also has interests in the following organisations:

WaterSafe Installers' Scheme Limited

Scottish Building Standards Certification Limited

Plumbing Pensions (UK) Limited

Scottish and Northern Ireland Joint Industry Board (SNIJIB)

Plumbing & Heating Skills Partnership (PHSP)

Actuate (UK) Limited

COUNCIL MEMBERS

*Neil Hadden – President

*Robin Hall – Vice President

*Gordon Matheson – Immediate Past President

*Jim Butter – Junior Vice President

*Bruce Will – Aberdeen

*Raymond Leslie – Banff & Moray

*Duncan Sharp – Edinburgh

David Paterson – Edinburgh

John Blyth – Fife

*George Young – Glasgow

John Doherty – Glasgow

*George Baxter – Inverness

*David Taylor – Northern Ireland

- ***Directors of SNIPEF Limited***

MANAGEMENT TEAM

Fiona Hodgson – Managing Director

Leslie Fox – Certification Manager

Cassandra Gowans – Membership & Communications Manager

Stephanie Lowe – Industrial Relations Manager

Martyn Raine – Technical and Skills Manager

Amanda Sanderson – Finance Manager

Dale Thomson – Apprentice Training Manager

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