

1974, No. 231

**WAGES COUNCILS****Wages Regulation (Sugar Confectionery and Food Preserving)**

ORDER, DATED 6TH SEPTEMBER 1974, MADE BY THE DEPARTMENT OF MANPOWER SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

The Department of Manpower Services, in exercise of the powers conferred on it by section 10 of the Wages Councils Act (Northern Ireland) 1945(a), hereby makes the following Order to give effect to wages regulation proposals received from the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland):—

*Citation*

1. This Order may be cited as the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974.

*Commencement*

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date and on the day immediately preceding that date the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) Order (Northern Ireland) 1974(b) shall cease to have effect.

*Interpretation*

3. In this Order the expression "the specified date" means the 17th day of September 1974, provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, that date does not correspond with the beginning of the period for which the wages are paid, the expression "the specified date" means, as respects that worker, the beginning of the next such period following that date.

Sealed with the Official Seal of the Department of Manpower Services for Northern Ireland this 6th day of September 1974.

(L.S.)

*J. H. Scott,*  
Assistant Secretary.

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(a) 1945. c. 21.

(b) S.R. (N.I.) 1974, No. 76.

## FIRST SCHEDULE

## Statutory Minimum Remuneration

The Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1971(c) (Order N.I.F. (82)) as amended by the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) Order (Northern Ireland) 1974 (Order N.I.F. (89)), shall have effect as if in the Schedule thereto for paragraphs 1, 2, 3, 4, 5 and 6 the following paragraphs were substituted and paragraphs 6A and 8A were added—

## "GENERAL MINIMUM TIME RATES

## MALE WORKERS

## Paragraph 1.

Workers aged—

	Per hour p
18 years and over .. .. .	51·925
17 and under 18 years .. .. .	42·625
16 " " 17 " " .. .. .	40·325
under 16 years .. .. .	33·425

## Paragraph 2.

Notwithstanding anything contained in paragraph 1 the general minimum time rates for workers under 18 years of age are payable to such workers only if they are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the general minimum time rate of 51·925p per hour. Otherwise the general minimum time rate will be 51·925p per hour, irrespective of age.

## FEMALE WORKERS

<i>Up to and including 29th December 1974</i>	<i>From 30th December 1974</i>
Per hour	Per hour
p	p
45·525	48·725
37·525	40·075
35·525	37·925
29·625	31·525

## Paragraph 3.

Workers aged—

18 years and over .. .. .	45·525	48·725
17 and under 18 years .. .. .	37·525	40·075
16 " " 17 " " .. .. .	35·525	37·925
under 16 years .. .. .	29·625	31·525

## Paragraph 4.

Notwithstanding anything contained in paragraph 3 the general minimum time rates for workers under 18 years of age are payable to such workers only if they are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the general minimum time rate of 45·525p per hour (48·725p per hour from 30th December 1974). Otherwise the general minimum time rate will be 45·525p per hour (48·725p per hour from 30th December 1974) irrespective of age.

## PIECE WORK BASIS TIME RATES

Paragraph 5. Per hour  
p  
 MALE WORKERS .. .. . 52.725

Paragraph 6.

<i>Up to and including 29th December 1974</i>	<i>From 30th December 1974</i>
Per hour p	Per hour p
FEMALE WORKERS .. .. . 46.025	49.375"

Paragraph 6A.

Up to and including 15th November 1974, in addition to the minimum remuneration specified in paragraphs 1-6 of this Schedule, additional remuneration shall be payable to all workers to whom these paragraphs apply in accordance with the following:—

- (i) the base figure for the purpose of the arrangement is the Retail Price Index (RPI) figure for October 1973 as published by the Department of Employment;
- (ii) the arrangement runs for not more than 12 months from the date of publication of the RPI figure for October 1973;
- (iii) payments are made with effect from the first full pay period after the date of publication of the RPI figure which is 7 per cent above the base figure for the purpose of the arrangement, and a pay increase of not more than 40p a week is given with a further increase of not more than 40p a week for every subsequent full 1 per cent. rise in excess of 7 per cent. in the RPI during the currency of the arrangement;
- (iv) payments are treated as special supplements on an individual basis and are not included in the base rate for overtime or other premia;
- (v) each payment of up to 40p a week is paid in full only to full-time employees and part time employees are paid pro rata.

#### UNSOCIAL HOURS

Paragraph 8A.

*For hours worked between 8.00 p.m. and 6.00 a.m. there shall be paid (in addition to overtime, if applicable) an allowance not exceeding 20 per cent. of the new male and female rates. (Note: Any shift premium payable shall be offset against this allowance).*

## SECOND SCHEDULE

## HOLIDAYS AND HOLIDAY REMUNERATION

The Sugar Confectionery and Food Preserving Wages Regulation (Holidays) Order (Northern Ireland) 1971(d) (Order N.I.F. 83) shall have effect as if in the Schedule thereto for Part II paragraph 2(2) and for Part III paragraph 5 the following paragraphs were substituted and paragraph 9A was added—

## Paragraph 2.

(2) The said customary holidays are:—

(a) Christmas Day (or, if Christmas Day falls on a Sunday, such other weekday as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Easter Monday, Easter Tuesday, and three other days (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday; or

(b) a day substituted by the employer for any one of the said days, being a day recognised by local custom as a day of holiday in substitution for the said day.

## Paragraph 5.

“A worker who, at 31st December 1973 and at 31st December in each succeeding year, has completed 1 year’s continuous employment shall be entitled to 5 days of additional annual holidays during the calendar year next following that date. Such days of additional annual holidays shall be allowed by the employer to the worker on days on which the worker is normally required to work and at a time or times to be determined by the employer.

Provided that the number of days of additional annual holidays shall not exceed in the aggregate in any calendar year the period constituting the worker’s normal working week.

(Note:—Employers are reminded of their obligation to keep records in relation to the new provisions concerning additional annual holidays. The Wages Councils Act (Northern Ireland) 1945 requires every employer to keep such records as are necessary to show whether the provisions of the Act are being complied with as respects persons in his employment and where such persons are workers in relation to whom the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) operates, this now entails keeping a record of the date on which they entered his employment.)”

## Paragraph 9A.

*In addition a payment of 75 pence per day shall be made for each of the 22 days annual and customary holidays as detailed in the holiday schedule.*

## EXPLANATORY NOTE

*(This note is not part of the Order, but is intended to indicate its general purport.)*

This Order comes into operation on 17th September 1974.

The First Schedule sets out the statutory minimum remuneration payable in substitution for that fixed by the Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1971 (Order N.I.F. (82)) as amended by the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) Order (Northern Ireland) 1974 (Order N.I.F. (89)). Order N.I.F. (89) is revoked.

The Second Schedule amends the Sugar Confectionery and Food Preserving Wages Regulation (Holidays) Order (Northern Ireland) 1971 (Order N.I.F. (83)) by amending the holiday remuneration as detailed in the holiday schedule.

New provisions in the Schedules are printed in italics