

## 1981 No. 223

## WAGES COUNCILS

Baking Wages Regulation (Amendment) Order  
(Northern Ireland) 1981

<i>Made</i> . . . . .	<i>3rd July 1981</i>
<i>Coming into operation</i> . . . . .	<i>28th July 1981</i>

The Department of Manpower Services, in exercise of the powers conferred by section 10 of the Wages Councils Act (Northern Ireland) 1945(a), and now vested in it(b), and of every other power enabling it in that behalf, hereby makes the following Order to give effect to wages regulation proposals received from the Baking Wages Council (Northern Ireland).

*Citation*

1. This Order may be cited as the Baking Wages Regulation (Amendment) Order (Northern Ireland) 1981.

*Commencement*

2. The wages regulation proposals set out in the Schedules shall come into operation on the specified date and on the day immediately preceding that date the Baking Wages Regulation (Amendment) Order (Northern Ireland) 1980(c) shall cease to have effect.

*Interpretation*

3. In this Order the expression "the specified date" means 28th July 1981, 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 on 3rd July 1981.

(L.S.)

*Trevor Pearson*

Assistant Secretary

(a) 1945 c. 21 (N.I.)

(b) 1946 c. 11 (N.I.); S.R. &amp; O. (N.I.) 1964 No. 205 and S.R. &amp; O. (N.I.) 1973 No. 504 Art. 6(1) and Sch. 3

(c) S.R. 1980 No. 209

FIRST SCHEDULE  
Statutory Minimum Remuneration

The Baking Wages Regulation Order (Northern Ireland) 1980(a) (Order N.I.Bk. (363)) as amended by the Baking Wages Regulation (Amendment) Order (Northern Ireland) 1980 (Order N.I.Bk. (367)) shall have effect as if in the Schedule thereto for paragraphs 1, 3 and 6(A) there were substituted the following paragraphs:—

Paragraph 1

Subject to the provisions of this Schedule the statutory minimum remuneration payable to workers of the classes specified in the following table is:

Class of Worker	For time worked in the normal working week (as defined in paragraph 22)				
	Between 6 a.m. and 6 p.m. (Basic rate)		By workers (other than night workers) between 6 p.m. and 6 a.m.	By night workers (as defined in paragraph 20)	Holiday Bonus Rate
	per week	per hour	per hour	per hour	per day
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	£	p	p	p	p
(A) PRODUCTION WORKERS					
(a) Baker ...	76.00	190.00	253.33	253.33	228.6
(b) Dough Maker ...	79.80	199.50	266.60	266.60	239.5
(c) Oven Operative ...	79.80	199.50	266.60	266.60	239.5
(d) Confectionery Mixer ...	79.80	199.50	266.60	266.60	239.5
(e) Apprentice Baker—					
during 1st year of apprenticeship	43.47	108.68	144.90	144.90	130.5
during 2nd year of apprenticeship	54.42	136.04	181.40	181.40	163.5
during 3rd year of apprenticeship	62.32	155.80	207.73	207.73	187.0
during 4th year of apprenticeship	67.64	169.10	225.47	225.47	203.0
(f) Bakehouse Labourer ...	70.46	176.15	234.87	234.87	211.5
(g) Packer ...	70.46	176.15	234.87	234.87	211.5

(a) S.R. 1980 No. 26.

Class of Worker	Between 6 a.m. and 6 p.m. (Basic rate)		By workers (other than night workers) between 6 p.m. and 6 a.m.	By night workers (as defined in paragraph 20)	Holiday Bonus Rate
	per week	per hour	per hour	per hour	per day
	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	£	p	p	p	p
<b>(B) TRANSPORT WORKERS</b>					
(a) Drivers (as defined in paragraph 14) of—					
(i) vehicles (other than articulated vehicles) with an overall length in excess of 25 feet	74.67	186.68	248.90	248.90	224.0
(ii) articulated vehicles with an overall length in excess of 30 feet	74.67	186.68	248.90	248.90	224.0
(iii) vehicles drawing trailers ...	74.67	186.68	248.90	248.90	224.0
(iv) vehicles (other than those specified in (i), (ii) and (iii)) with a carrying capacity of—					
(a) over 2 tons ...	72.83	182.08	242.77	242.77	218.5
(b) 2 tons and under ...	70.74	176.85	235.80	235.80	212.0
(b) Helpers (as defined in paragraph 15) ...	70.46	176.15	234.87	234.87	211.5
<b>(C) ALL OTHER WORKERS</b>					
(Including any Production or Transport Worker not specified above, but excluding workers of the classes specified in paragraph 27) aged—					
16 and under 17 years ...	39.11	97.76	130.37	130.37	117.5
17 and under 18 years ...	45.55	113.86	151.83	151.83	136.5
18 years and over ...	70.46	176.15	234.87	234.87	211.5

## Paragraph 3

Where in any week a worker has worked for an employer on work to which statutory minimum remuneration applies for not less than 40 hours and the total remuneration payable to that worker for that week for time worked (inclusive of any bonus payments but exclusive of overtime) is less than:—

- (i) £81.30 in the case of a dough maker, oven operative or confectionery mixer;
- (ii) £77.50 in the case of a baker;
- (iii) £72.16 in the case of any other worker (including a transport worker) who is 18 years of age or over;

then, notwithstanding anything contained in this Schedule, the minimum remuneration payable to that worker shall be £81.30 or £77.50 or £72.16 per week as the case may be.

Provided that, where in any week a worker works for less than 40 hours, that worker shall be paid at the hourly rate applicable to his class and hours of work as specified in paragraph 1.

## Paragraph 6(A)

Where a worker is required by his employer to work on 13th July or Boxing Day he shall be paid, in respect of all time so worked, twice the appropriate minimum rate set out in Column 3 of the table in paragraph 1 *unless he is a night worker (as defined in paragraph 20) in which case, if he commences his spell of duty on 13th July or Boxing Day he shall be paid twice the appropriate minimum rate set out in Column 5.*

## SECOND SCHEDULE

## Holidays and Holiday Remuneration

The Baking Wages Regulation (Holidays) Order (Northern Ireland) 1980(a) (Order N.I.Bk. (365)) shall have effect as if in the Schedule thereto paragraphs 8(2) and 10(c) were deleted and for paragraphs 4 and 5 there were substituted the following paragraphs:—

## ANNUAL HOLIDAYS

## Paragraph 4

- (1) In 1981 and in each succeeding year between 1st April and 31st October (hereinafter referred to as the "holiday season") and during the months of November, January, February and March following each holiday season an employer shall allow a holiday to every worker in his employment to whom this Schedule applies, and the duration of the holiday shall be related to his period of employment as follows:—

Period of employment in the 12 months immediately preceding the holiday season	Duration of annual holidays
At least 48 weeks ...	20 days
At least 43 weeks ...	18 days
At least 38 weeks ...	16 days
At least 33 weeks ...	14 days
At least 28 weeks ...	12 days
At least 24 weeks ...	10 days
At least 19 weeks ...	8 days
At least 14 weeks ...	6 days
At least 9 weeks ...	4 days
At least 4 weeks ...	2 days

- (2) Any days of annual holiday allowed under sub-paragraph (1) shall be in addition to the customary holidays specified in Part II.
- (3) Notwithstanding the provisions of sub-paragraphs (1) and (2) the number of days of annual holiday to which a worker is entitled in any period of 12 months commencing on 1st April in any year shall not exceed in the aggregate four times the period constituting the worker's normal working week.

## Paragraph 5

Annual holidays shall be allowed in two separate periods, of consecutive working days and one of such periods shall be during the holiday season.

Provided that:—

- (a) days of annual holiday shall be days on which the worker is normally required to work;
- (b) days of annual holiday shall be treated as consecutive notwithstanding that a customary holiday or a holiday in lieu of a customary holiday intervenes;
- (c) where the employer and the worker agree, the number of days of annual holiday allowed during the holiday season may be greater than one half the number of days of annual holiday to which the worker is entitled, regardless of whether or not all the holidays are allowed in one period.
- (d) the number of days of annual holiday allowed during the months outside the holiday season shall not be greater than one half of the number of days of annual holiday to which the worker is entitled.

EXPLANATORY NOTE

*(This note is not part of the Order.)*

This Order comes into operation on 28th July 1981.

The First Schedule amends the Baking Wages Regulation Order (Northern Ireland) 1980 (Order N.I.Bk. (363)) as amended by the Baking Wages Regulation (Amendment) Order (Northern Ireland) 1980 (Order N.I.Bk. (367)) by increasing the statutory minimum remuneration fixed by those Orders.

The Second Schedule amends the Baking Wages Regulation (Holidays) Order (Northern Ireland) 1980 (Order N.I.Bk. (365)) by combining the tables of annual holidays and further annual holidays to make one table.

Order N.I.Bk. (367) is revoked.

New provisions in the Schedules are printed in italics.