

1975 No. 11

WAGES COUNCILS

Baking Wages Regulation (Amendment) Order (Northern Ireland) 1975

Made 17th January 1975

Coming into operation 4th February 1975

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 Baking Wages Council (Northern Ireland):

Citation

1. This Order may be cited as the Baking Wages Regulation (Amendment) Order (Northern Ireland) 1975.

Commencement

2. The wages regulation proposals set out in the Schedules shall come into operation on the specified date.

Interpretation

3. In this Order the expression "the specified date" means the 4th day of February 1975, 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 on 17th day of January 1975.

(L.S.)

J. H. Scott,
Assistant Secretary.

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

FIRST SCHEDULE

Statutory Minimum Remuneration

The Baking Wages Regulation Order (Northern Ireland) 1974(b) (Order NIBK (355)) shall have effect as if in the Schedule thereto for Paragraphs 1, 2, 7 and 22 there were substituted the following paragraphs:—

Paragraph 1.

Subject to the provisions of this Schedule, workers of the classes specified in column 1 of the table below, shall be paid statutory minimum remuneration as specified in Columns 2-7, and in addition the holiday bonus as specified in Column 8 (in accordance with paragraph 13 of the Holiday Schedule NIBK (N. 345) as amended by the Second Schedule below):—

Class of Worker	For time worked in the normal working week (as defined in paragraph 25)						Holiday Bonus Rate
	Between 6 a.m. and 6 p.m. (Basic rate)		By workers (other than night workers) between 6 p.m. and 8 p.m.	By workers (other than night workers) between 8 p.m. and 10 p.m.	By workers (other than night workers) between 10 p.m. and 6 a.m.	By night workers (as defined in paragraph 22)	
	per week	per hour	per hour	per hour	per hour	per hour	
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
	£	p	p	p	p	p	p
(A) PRODUCTION WORKERS							
(1) MALE WORKERS							
(a) Journeyman Baker	24.65	61.62	71.89	73.95	82.17	82.17	74.00
(b) Dough maker	25.72	64.30	75.02	77.16	85.73	85.73	77.00
(c) Ovensman	25.72	64.30	75.02	77.16	85.73	85.73	77.00
(d) Confectionery Mixer	25.72	64.30	75.02	77.16	85.73	85.73	77.00
(e) Apprentice Baker—							
during 1st year of apprenticeship ..	12.12	30.30	35.35	36.36	40.40	40.40	36.50
" 2nd "	14.10	35.25	41.12	42.30	47.00	47.00	42.50
" 3rd "	17.65	44.12	51.48	52.95	58.83	58.83	53.00
" 4th "	20.17	50.42	58.83	60.51	67.23	67.23	68.50

(f) Bakehouse Labourer	22.75	56.87	66.35	68.25	75.83	75.83	68.50
(g) Packer	22.75	56.87	66.35	68.25	75.83	75.83	68.50
(h) All other Male Workers (excluding workers of the classes speci- fied in paragraph 30) aged—							
16 and under 17 years	10.73	26.82	31.29	32.19	35.77	35.77	32.00
17 " 18 "	12.62	31.55	36.81	37.86	42.07	42.07	38.00
18 " 19 "	14.68	36.70	42.82	44.04	48.93	48.93	44.00
19 " 20 "	17.13	42.82	49.96	51.39	57.10	57.10	51.50
20 years and over	21.82	54.54	63.63	65.45	72.72	72.72	65.50
(2) FEMALE WORKERS							
(a) Baker	20.25	50.62	59.06	60.75	—	—	61.00
(b) Learner—							
during 1st year of learnership	12.12	30.30	35.35	36.36	—	—	36.50
" 2nd "	14.10	35.25	41.12	42.30	—	—	42.50
" 3rd "	15.48	38.70	45.15	46.44	—	—	46.50
(c) All other Female Workers (excluding workers of the classes speci- fied in paragraph 30) aged—							
16 and under 17 years	10.73	26.82	31.29	—	—	—	32.00
17 " 18 "	12.62	31.55	36.81	—	—	—	38.00
18 " 19 "	14.01	35.02	40.86	—	—	—	42.00
19 " 20 "	15.10	37.75	44.04	—	—	—	45.50
20 years and over	18.60	46.50	54.25	—	—	—	56.00
(B) TRANSPORT WORKERS							
MALE WORKERS							
(a) Drivers (as defined in paragraph 16) of—							
(i) vehicles (other than articulated vehicles) with an overall length in excess of 25 feet	24.44	61.10	71.28	73.32	81.47	81.47	73.50
(ii) articulated vehicles with an overall length in excess of 30 feet	24.44	61.10	71.28	73.32	81.47	81.47	73.50
(iii) vehicles drawing trailers	24.44	61.10	71.28	73.32	81.47	81.47	73.50

Class of Worker	For time worked in the normal working week (as defined in paragraph 25)						Holiday Bonus Rate
	Between 6 a.m. and 6 p.m. (Basic rate)	By workers (other than night workers) between 6 p.m. and 8 p.m.	By workers (other than night workers) between 8 p.m. and 10 p.m.	By workers (other than night workers) between 10 p.m. and 6 a.m.	By night workers (as defined in paragraph 22)		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
(iv) vehicles (other than those specified in (i), (ii) and (iii)) with a carrying capacity of—	£	p	p	p	p	p	p
(a) over 2 tons	23.78	59.45	69.36	71.34	79.27	79.27	71.50
(b) 2 tons and under	23.02	57.55	67.14	69.06	76.73	76.73	69.00
(b) Helpers (as defined in paragraph 17) ..	22.75	56.87	66.35	68.25	75.83	75.83	68.50
(c) Lorry Boys (as defined in paragraph 18) aged—							
16 and under 17 years	10.73	26.82	31.29	—	35.77	35.77	32.00
17 " 18 "	12.62	31.55	36.81	—	42.07	42.07	38.00
18 " 19 "	14.68	36.70	42.82	—	48.93	48.93	44.00
19 " 20 "	17.13	42.82	49.96	—	57.10	57.10	51.50
20 years and over	21.82	54.54	63.63	—	72.72	72.72	65.50
(d) Workers, 20 years of age and over, wholly or mainly employed as—							
Van Washers and Greasers	21.82	54.54	63.63	65.45	72.72	72.72	65.50

(C) "COST OF LIVING SAFEGUARD—ALL WORKERS

A payment of £2.80 per week shall be made to full time employees and if after 3rd September 1974 the Retail Price Index exceeds the appropriate trigger points mentioned in the Pay Board Stage 3 Guidance Leaflet of 7 June 1974, the appropriate Cost of Living Supplement shall be paid accordingly, provided always that the appropriate increases shall continue to be paid subsequent to, but not augmented beyond the 16th day of November 1974."

NOTES WHICH DO NOT FORM PART (OF THE ORDER

- 1.—The “Trigger points” listed in the Pay Board leaflet dated 7 June 1974 mentioned in the above paragraph are as follows:—

211.4	218.8
213.3	220.7
215.1	222.5
217.0	

- 2.—The full time “Cost of Living Supplement” shall be 40p per “Trigger Point.”

ADDITIONAL PAYMENTS FOR CERTAIN MALE WORKERS

Paragraph 2.

The statutory minimum remuneration applicable to male workers set out in paragraph 1 shall be increased by the appropriate amount specified hereafter, which amount shall not be taken into account for the purpose of the calculation of statutory minimum remuneration payable in respect of overtime:—

- (a) where the worker's spell of duty commences at or after 2 a.m. and before 3 a.m. .. by 25p per week of 40 hours
- (b) where the worker's spell of duty commences between 3 a.m. and 4.30 a.m. both times inclusive by 62.5p per week of 40 hours

Paragraph 7.

Overtime rates are payable as follows—

- (1) On a day other than the worker's rest day, a Sunday, or a customary holiday—for each hour worked in excess of the worker's normal working day—
One-and-a-half times the appropriate minimum rate set out in Col. 3 or in the case of night workers as defined in paragraph 22; 1½ times the appropriate minimum rate set out in Column 7 of the table in paragraph 1, provided that, where it is, or may become, the established practice of an employer to require the worker to work on only four-and-a-half days in the week the said overtime rate of time-and-a-half shall be payable on each of four days after 9 hours' work and on the short day after 4 hours' work.
- (2) On a rest day, not being a customary holiday—
- (i) where the time worked does not exceed 4 hours—*one-and-a-half times the appropriate minimum rate set out in Col. 3 of the table in paragraph 1 for 4 hours,*
- (ii) where the time worked exceeds 4 hours—*one-and-a-half times the appropriate minimum rate set out in Col. 3 of the table in paragraph 1 for all time worked.*
- (3) On a Sunday—
twice the appropriate minimum rate set out in Col. 3 of the table in paragraph 1 for all time worked.
- (4) On a customary holiday—
twice the appropriate minimum rate set out in Col. 3 of the table in paragraph 1 for all time worked subject to any alternative provisions contained in a wages regulation order made by the Department of Manpower Services pursuant to Proposals by the Baking Wages Council (Northern Ireland) relating to holidays and holiday remuneration.

Paragraph 22.

A NIGHT WORKER is a worker whose spell of duty commences between 6 p.m. and 1 a.m., both times inclusive.

SECOND SCHEDULE

Holidays and Holiday Remuneration

The Baking Wages Regulation (Holidays) Order (Northern Ireland) 1970(c) (Order NIBK (345)) shall have effect as if in the Schedule thereto for paragraph 13 there was substituted the following paragraph:—

Paragraph 13.

In this Schedule the following expressions have the meanings hereby respectively assigned to them, that is to say:—

“NORMAL WORKING WEEK” means the number of days on which it has been usual for the worker to work in a week while in the employment of the employer during the 12 months immediately preceding the commencement of the holiday season or where, under paragraph 10, accrued holiday remuneration is payable on the termination of the employment, during the 12 months immediately preceding the termination date,

Provided that—

- (i) part of a day shall count as a day,
- (ii) no account shall be taken of any week in which the worker did not perform any work for which statutory minimum remuneration has been fixed.

“ONE DAY’S HOLIDAY PAY” means the appropriate proportion of the worker’s weekly remuneration, that is to say,

- where the worker’s normal working week is five days .. one-fifth
- where the worker’s normal working week is four days .. one-quarter
- where the worker’s normal working week is three days .. one-third
- where the worker’s normal working week is two days .. one-half
- where the worker’s normal working week is one day .. the whole

increased in each case by 12½ per cent, plus the appropriate holiday Bonus set out in Column 8 of the First Schedule above, and in this definition “weekly remuneration” means the remuneration (exclusive of bonus payments) which the worker would be entitled to receive from the employer at the date of the holiday or where accrued holiday remuneration is payable, at the termination date, for one week’s work—

- (a) if working his normal working week and the daily number of hours normally worked by him excluding overtime; and
- (b) if paid at the appropriate rate of statutory minimum remuneration for work to which statutory minimum remuneration applies and at the same rate for any work for the same employer to which such remuneration does not apply.

“STATUTORY MINIMUM REMUNERATION” means minimum remuneration (other than holiday remuneration) fixed by a Wages Regulation Order made by the Department to give effect to proposals submitted to it by the Baking Wages Council (Northern Ireland).

“WEEK” means “pay week.”

EXPLANATORY NOTE

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

This Order comes into operation on 4th February 1975.

The First Schedule amends the Baking Wages Regulation Order (Northern Ireland) 1974 (Order NIBK (355)) by, (1) the addition of a Holiday Bonus Rate (Column 8), (2) providing new provisions for night workers in relation to overtime rates and (3) amending the definition of a night-worker.

The Second Schedule amends the Baking Wages Regulation (Holidays) Order (Northern Ireland) 1970 (Order NIBK (345)) by making provision for the payment of the Holiday Bonus as set out in Column 8 of the First Schedule.

New provisions in the Schedules are printed in italics.