1978 No. 89

WAGES COUNCILS

Baking Wages Regulation Order (Northern Ireland) 1978

Made . . . . . 3*rd March* 1978

Coming into operation . . . . 14*th March* 1978

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**), and now vested in it(**b**), 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 Order (Northern Ireland) 1978.

Commencement

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

Interpretation

3. In this Order the expression "the specified date" means 14th March 1978, 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 3rd March 1978.

(L.S.)

D. J. Perham
Senior Assistant Secretary

(a) 1945 c. 21 (N.I.)
(b) 1946 c. 11 (N.I.); S.R. & O. (N.I.) 1964 No. 205 (p. 937) and S.R. & O. (N.I.) 1973 No. 504 art 6(1) and Sch. 3 (II, p. 2992)

[N.I.Bk. (360)]

SCHEDULE

Statutory Minimum Remuneration

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Baking Wages Regulation Order (Northern Ireland) 1974(c) (Order N.I.Bk. (355)) as amended by the Baking Wages Regulation (Amendment) Order (Northern Ireland) 1975(d) (Order N.I.Bk. (357)).

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 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	per day
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							
(a) 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) Oven Operative	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
during 2nd year of apprenticeship	14·10	35·25	41·12	42·30	47·00	47·00	42·50
during 3rd year of apprenticeship	17·65	44·12	51·48	52·95	58·83	58·83	53·00
during 4th year of apprenticeship	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

(c) S.R. 1974 No. 287 (II, p. 1354)

(d) S.R. 1975 No. 11 (I, p. 39)

(g) Packer	22·75	56·87	66·35	68·25	75·83	75·83	68·50
(h) All other Workers (excluding workers of the classes specified in paragraph 27) aged—							
16 and under 17 years	10·73	26·82	31·29	32·19	35·77	35·77	32·00
17 and under 18 years	12·62	31·55	36·81	37·86	42·07	42·07	38·00
18 and under 19 years	14·68	36·70	42·82	44·04	48·93	48·93	44·00
19 and under 20 years	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
(B) TRANSPORT WORKERS							
(a) Drivers (as defined in paragraph 15) 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
(iv) vehicles (other than those specified in (i), (ii) and (iii) with a carrying capacity of—							
(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 16)	22·75	56·87	66·35	68·25	75·83	75·83	68·50
(c) Lorry Workers (as defined in paragraph 17) aged—							
16 and under 17 years	10·73	26·82	31·29	—	35·77	35·77	32·00
17 and under 18 years	12·62	31·55	36·81	—	42·07	42·07	38·00
18 and under 19 years	14·68	36·70	42·82	—	48·93	48·93	44·00
19 and under 20 years	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

Paragraph 2.

In addition to the remuneration specified elsewhere in this Schedule there shall be paid three supplements as follows:—

(A) "COST OF LIVING SAFEGUARD" SUPPLEMENT

The Retail Price Index having exceeded the appropriate trigger points as mentioned in the Pay Board Stage 3 Guidelines leaflet of June 1974 there shall be paid a supplement as follows:—

	Supplement per hour subject to a maximum of 40 hours per week
	p
All full time workers	*11·00*
(B) "ATTACK ON INFLATION" SUPPLEMENT	
All workers 18 years of age and over	*15·00*
Workers aged:—	
17 and under 18 years	*12·00*
Under 17 years of age	*10·50*
(C) "ATTACK ON INFLATION—THE SECOND YEAR" SUPPLEMENT	
(i) All workers 18 years of age and over—whichever is the greater of:—	
(a)	*6·25*
OR	
(b) 5% of the workers total gross earnings for all hours worked subject to a maximum of £4.00 per week	
(ii) Workers aged:—	
17 and under 18 years	*5·00*
Under 17 years of age	*4·375*

ADDITIONAL PAYMENTS FOR CERTAIN WORKERS

Paragraph 3.

The statutory minimum remuneration applicable to workers set out in paragraphs 1 and 2 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 comences between 3 a.m. and 4.30 a.m. both times inclusive—by 62·5p per week of 40 hours.

GUARANTEED MINIMUM REMUNERATION

Paragraph 4.

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) *£26·61* in the case of a dough maker, oven operative or confectionery mixer;

(ii) *£25·52* in the case of a baker;

(iii) *£23·91* in the case of any other worker (including a transport worker) who is 20 years of age or over;

then, notwithstanding anything contained in this Schedule, the minimum remuneration payable to that worker shall be *£26·61* or *£25·52* or *£23·91* per week as the case may be.

STATUTORY MINIMUM REMUNERATION FOR CERTAIN TIME WORKED ON A DAY PRECEDING A CUSTOMARY HOLIDAY

Paragraph 5.

Where a worker is required by his employer to work for more than two hours in excess of his normal working day on a day immediately preceding a customary holiday he shall be paid, in respect of all time so worked in excess of those two hours, twice the appropriate rate set out in Col. 3 of the table in paragraph 1.

OVERTIME

Paragraph 6.

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; one-and-a-half 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.

OVERTIME IN RESPECT OF TIME WORKED ON CERTAIN WEEKDAYS FOLLOWING A NAMED DAY OF CUSTOMARY HOLIDAY

Paragraph 7.

Where the day immediately following a named day of customary holiday (as defined in paragraph 27) falls on a Monday or Tuesday (or, in the case of a Tuesday to Saturday worker, on a Tuesday or a Wednesday) and the worker is required by the employer to work on that day he shall be paid, in respect of all time so worked, twice the appropriate minimum rate set out in Col. 3 of the table in paragraph 1.

Provided that—

in the case of a night worker (as defined in paragraph 22) whose spell of duty commences on either the said Monday or Tuesday, or the said Tuesday or Wednesday, as the case may be, he shall be paid, in respect of each hour of his normal working day, the appropriate rate set out in Col. 6 of the table in paragraph 1 and, in addition, the appropriate rate set out in Col. 3 of that table for each hour of his normal working day, and, in respect of each hour worked in excess of his normal working day, he shall be paid twice the appropriate rate set out in Col. 3 of the said table.