

1966. No. 293

[NC]

WAGES COUNCILS**Wages Regulation (Baking)**

ORDER, DATED 14TH DECEMBER 1966, MADE BY THE MINISTRY OF HEALTH AND SOCIAL SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

The Ministry of Health and Social 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 Order (Northern Ireland) 1966.

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 Baking Wages Regulation (No. 1) Order (Northern Ireland) 1965(b) and the Baking Wages Regulation (No. 2) Order (Northern Ireland) 1965(c) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 2nd day of January 1967, 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 Ministry of Health and Social Services for Northern Ireland this 14th day of December 1966.

(L.S.)

W. Slinger,
Assistant Secretary.

(a) 1945. c. 21.

(b) S.R. & O. (N.I.) 1965, No. 88.

(c) S.R. & O. (N.I.) 1965, No. 89.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Baking Wages Regulation (No. 1) Order (Northern Ireland) 1965 (Order N.I.Bk. (329)) and by the Baking Wages Regulation (No. 2) Order (Northern Ireland) 1965 (Order N.I.Bk. (330)):

Statutory Minimum Remuneration

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 10 p.m.	By workers (other than night workers) between 10 p.m. and 6 a.m.	By night workers (as defined in para- graph 19)
	per week	per hour	per hour	per hour	per hour
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	s. d.	s. d.	s. d.	s. d.	s. d.
(A) PRODUCTION WORKERS					
(1) MALE WORKERS					
(a) Journeyman Baker	279 2	6 11 $\frac{3}{4}$	8 1 $\frac{3}{4}$	9 3 $\frac{3}{4}$	9 3 $\frac{3}{4}$
(b) Dough Maker	294 2	7 4 $\frac{1}{4}$	8 7	9 9 $\frac{3}{4}$	9 9 $\frac{3}{4}$
(c) Ovenman	294 2	7 4 $\frac{1}{4}$	8 7	9 9 $\frac{3}{4}$	9 9 $\frac{3}{4}$
(d) Confectionery Mixer	294 2	7 4 $\frac{1}{4}$	8 7	9 9 $\frac{3}{4}$	9 9 $\frac{3}{4}$
(e) Apprentice Baker— during 1st year of apprenticeship	100 0	2 6	2 11	3 4	3 4
" 2nd " " "	115 0	2 10 $\frac{1}{2}$	3 4 $\frac{1}{2}$	3 10	3 10
" 3rd " " "	140 0	3 6	4 1	4 8	4 8
" 4th " " "	186 8	4 8	5 5 $\frac{1}{4}$	6 2 $\frac{3}{4}$	6 2 $\frac{3}{4}$
" 5th " " "	209 2	5 2 $\frac{3}{4}$	6 1 $\frac{1}{4}$	6 11 $\frac{3}{4}$	6 11 $\frac{3}{4}$
(f) Bakehouse Labourer	255 0	6 4 $\frac{1}{2}$	7 5 $\frac{1}{4}$	8 6	8 6
(g) Packer	255 0	6 4 $\frac{1}{2}$	7 5 $\frac{1}{4}$	8 6	8 6
(h) All other Male Workers (excluding workers of the classes specified in para- graph 27) aged—					
Under 17 years	95 0	2 4 $\frac{1}{2}$	2 9 $\frac{1}{2}$	—	—
17 and under 18 years	110 0	2 9	3 2 $\frac{1}{2}$	—	—
18 " 19 " " "	133 4	3 4	3 10 $\frac{3}{4}$	4 5 $\frac{1}{4}$	4 5 $\frac{1}{4}$
19 " 20 " " "	158 4	3 11 $\frac{1}{2}$	4 7 $\frac{1}{2}$	5 3 $\frac{3}{4}$	5 3 $\frac{3}{4}$
20 " 21 " " "	185 0	4 7 $\frac{1}{2}$	5 4 $\frac{3}{4}$	6 2	6 2
21 years and over	241 8	6 0 $\frac{1}{2}$	7 0 $\frac{1}{2}$	8 0 $\frac{3}{4}$	8 0 $\frac{3}{4}$
(2) FEMALE WORKERS					
(a) Baker	181 8	4 6 $\frac{1}{2}$	5 3 $\frac{1}{2}$	—	—
(b) Learner— during 1st year of learnership	86 8	2 2	2 6 $\frac{1}{4}$	—	—
" 2nd " " "	100 0	2 6	2 11	—	—
" 3rd " " "	120 0	3 0	3 6	—	—
" 4th " " "	140 0	3 6	4 1	—	—
" 5th " " "	156 8	3 11	4 6 $\frac{3}{4}$	—	—
(c) All other Female Workers (excluding workers of the classes specified in para- graph 27) aged—					
Under 16 years	80 0	2 0	—	—	—
16 and under 17 years	93 4	2 4	2 8 $\frac{3}{4}$	—	—
17 " 18 " " "	105 0	2 7 $\frac{1}{2}$	3 0 $\frac{3}{4}$	—	—
18 " 19 " " "	123 4	3 1	3 7 $\frac{1}{4}$	—	—
19 " 20 " " "	131 8	3 3 $\frac{1}{2}$	3 10	—	—
20 " 21 " " "	141 8	3 6 $\frac{1}{2}$	4 1 $\frac{1}{2}$	—	—
21 years and over	161 8	4 0 $\frac{1}{2}$	4 8 $\frac{1}{2}$	—	—

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 10 p.m.	By workers (other than night workers) between 10 p.m. and 6 a.m.	By night workers (as defined in para- graph 19)
	per week	per hour	per hour	per hour	per hour
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	s. d.	s. d.	s. d.	s. d.	s. d.
(B) TRANSPORT WORKERS					
MALE WORKERS					
(a) Drivers (as defined in paragraph 13) of—					
(i) vehicles (other than articulated vehicles) with an overall length in excess of 25 feet ...	276 8	6 11	8 0 $\frac{3}{4}$	9 2 $\frac{3}{4}$	9 2 $\frac{3}{4}$
(ii) articulated vehicles with an overall length in excess of 30 feet ...	276 8	6 11	8 0 $\frac{3}{4}$	9 2 $\frac{3}{4}$	9 2 $\frac{3}{4}$
(iii) vehicles drawing trailers ...	276 8	6 11	8 0 $\frac{3}{4}$	9 2 $\frac{3}{4}$	9 2 $\frac{3}{4}$
(iv) vehicles (other than those specified in (i), (ii), and (iii)) with a carrying capacity of—					
(a) over 2 tons ...	266 8	6 8	7 9 $\frac{1}{4}$	8 10 $\frac{3}{4}$	8 10 $\frac{3}{4}$
(b) 2 tons and under ...	256 8	6 5	7 5 $\frac{3}{4}$	8 6 $\frac{3}{4}$	8 6 $\frac{3}{4}$
(b) Helpers (as defined in paragraph 14) ...	255 0	6 4 $\frac{1}{2}$	7 5 $\frac{1}{4}$	8 6	8 6
(c) Lorry Boys (as defined in paragraph 15) aged—					
Under 16 years ...	90 0	2 3	—	—	—
16 and under 17 years ...	95 0	2 4 $\frac{1}{2}$	2 9 $\frac{1}{4}$	—	—
17 " 18 " ...	110 0	2 9	3 2 $\frac{1}{2}$	—	—
18 " 19 " ...	135 0	3 4 $\frac{1}{2}$	3 11 $\frac{1}{4}$	4 6	4 6
19 " 20 " ...	160 0	4 0	4 8	5 4	5 4
20 " 21 " ...	185 0	4 7 $\frac{1}{2}$	5 4 $\frac{3}{4}$	6 2	6 2
21 years and over ...	228 4	5 8 $\frac{1}{2}$	6 8	7 7 $\frac{1}{4}$	7 7 $\frac{1}{4}$
(d) Carters ...	255 0	6 4 $\frac{1}{2}$	7 5 $\frac{1}{4}$	8 6	8 6
(e) Loaders at Quays ...	255 0	6 4 $\frac{1}{2}$	7 5 $\frac{1}{4}$	8 6	8 6
(f) Workers, 21 years of age and over, wholly or mainly employed as—					
(i) Stablemen ...	241 8	6 0 $\frac{1}{2}$	7 0 $\frac{1}{2}$	8 0 $\frac{3}{4}$	8 0 $\frac{3}{4}$
(ii) Harness Cleaners, Van Washers and Greasers ...	241 8	6 0 $\frac{1}{2}$	7 0 $\frac{1}{2}$	8 0 $\frac{3}{4}$	8 0 $\frac{3}{4}$

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

Paragraph 2.

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 his 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.*

EXTRA PAYMENT FOR CERTAIN FEMALE WORKERS

Paragraph 3.

Female workers of the class specified in paragraph 1 (A) (2) (c) employed on slicing and wrapping machines are entitled to 2s. 6d. for a normal working week in addition to the statutory minimum remuneration otherwise payable.

FEMALE LATE ENTRANTS

Paragraph 4.

Female workers of the class specified in paragraph 1 (A) (2) (c) who enter the trade for the first time between the ages of 17 and 21 years shall be paid not less than the statutory minimum remuneration in respect of one year less than their age until they have completed twelve months' employment; thereafter they shall be paid the statutory minimum remuneration appropriate to their age.

OVERTIME

Paragraph 5.

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 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

provided that, where the second day of the customary holiday falls on a Monday or a Tuesday and it is impracticable for the employer to allow the customary holiday to the worker, the worker shall, in addition, be paid the appropriate minimum rate set out in Col. 3 of the table in paragraph 1 for the number of hours, had the day not been a customary holiday, he would have worked for the employer on that day of the week (exclusive of overtime) on work to which statutory minimum remuneration applies.

DEFINITIONS

MALE WORKERS

Paragraph 6.

A JOURNEYMAN BAKER is a worker who is engaged on the production of bread and/or cake and flour confectionery, including any part of the baking processes incidental to the production of the complete article of food, and the feeding and drawing of ovens, and who has served an apprenticeship of five years in the baking trade.

Paragraph 7.

A DOUGHMAKER is a journeyman baker who is engaged wholly or mainly in doughmaking in the making of bread or fancy bread.