1963. No. 73 **[NC]**

WAGES COUNCILS

Wages Regulation (Baking)

ORDER, DATED 5TH APRIL, 1963, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

The Ministry of Labour and National Insurance, 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 (No. 1) Order (Northern Ireland), 1963.

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), 1961(b), the Baking Wages Regulation (No. 2) Order (Northern Ireland), 1961(c), the Baking Wages Regulation (Amendment) (No. 2) Order (Northern Ireland), 1962(d), and the Baking Wages Regulation (Amendment) (No. 3) Order (Northern Ireland), 1962(e), shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 18th day of April, 1963, 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 Labour and National Insurance for Northern Ireland this fifth day of April, nineteen hundred and sixty-three.

(L.S.) *W. Slinger,*
Assistant Secretary.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Baking Wages Regulation (No. 1) Order (Northern Ireland), 1961 (Order N.I.Bk. (268)), as amended by the Baking Wages Regulation (Amendment) (No. 2) Order (Northern Ireland), 1962 (Order N.I.Bk. (305)), and the Baking Wages Regulation (No. 2) Order (Northern Ireland), 1961 (Order N.I.Bk. (269)), as amended by the Baking Wages Regulation (Amendment) (No. 3) Order (Northern Ireland), 1962 (Order N.I.Bk. (306)).

Statutory Minimum Remuneration for Male and Female Workers employed in Areas other than the County of the City of Belfast and Districts situate within a Radius of 15 Statute Miles therefrom

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:—

(a) 1945. c. 21
(b) S.R. & O. (N.I.) 1961, No. 6.
(c) S.R. & O. (N.I.) 1961, No. 7.
(d) S.R. & O. (N.I.) 1962, No. 143.
(e) S.R. & O. (N.I.) 1962, No. 144.

DAY WORKERS

Where the working days of the normal working week commence at or after 6 a.m. and finish before 9 p.m.

Class of Worker	for a normal working week		for each hour worked on a week-day in excess of the normal working day, but subject to the provisions of paragraph 4	for each hour worked on a Sunday (1) by a worker other than a Sunday worker or (2) by a Sunday worker in excess of his normal working day	for each hour worked on a customary holiday, but subject to the provisions of paragraph 3
	(1) in the case of a worker other than a Sunday worker	(2) in the case of a Sunday worker			
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	s. d.	s. d.	s. d.	s. d.	s. d.
(1) MALE WORKERS					
(a) Journeyman Baker	211 0	246 2	7 6½	10 0½	10 0½
(b) Doughmaker	221 0	257 10	7 10½	10 6	10 6
(c) Ovensman	221 0	257 10	7 10½	10 6	10 6
(d) Confectionery Mixer ...	221 0	257 10	7 10½	10 6	10 6
(e) Jobber	1s. 4d for each week-day or 2s. 8d for each Sunday in addition to the minimum rate otherwise applicable under the provisions of sub-paragraph (1) (a), (b), (c), or (d).				
(f) Apprentice Baker—					
during 1st year of apprenticeship	70 0	81 8	2 6	3 4	3 4
„ 2nd „ „ ...	77 6	90 5	2 9	3 8½	3 8½
„ 3rd „ „ ...	94 6	110 3	3 4½	4 6	4 6
„ 4th „ „ ...	111 6	130 1	4 0	5 3½	5 3½
„ 5th „ „ ...	134 6	156 11	4 9½	6 5	6 5
(g) Bakehouse Labourer ...	191 6	223 5	6 10	9 1½	9 1½
(h) Packer	191 6	223 5	6 10	9 1½	9 1½
(i) All Other Male Workers (excluding workers of the classes specified in paragraph 26) aged—					
under 17 years	75 0	—	2 8	—	3 7
17 and under 18 years ...	87 0	—	3 1½	—	4 1½
18 „ 19 „ ...	106 0	123 8	3 9½	5 0½	5 0½
19 „ 20 „ ...	123 0	143 6	4 4½	5 10½	5 10½
20 „ 21 „ ...	145 0	169 2	5 2	6 11	6 11
21 years and over	188 0	219 4	6 8½	8 11½	8 11½
(2) FEMALE WORKERS					
(a) Baker	147 0	—	5 3	7 0	7 0
(b) Learner—					
during 1st year of learnership	70 6	—	2 6	3 4½	3 4½
„ 2nd „ „ ...	83 0	—	2 11½	3 11½	3 11½
„ 3rd „ „ ...	99 0	—	3 6½	4 8½	4 8½
„ 4th „ „ ...	115 0	—	4 1½	5 5½	5 5½
„ 5th „ „ ...	127 0	—	4 6½	6 6½	6 6½
(c) All other Female Workers (excluding workers of the classes specified in paragraph 26) aged—					
under 16 years	65 6	—	—	—	3 1½
16 and under 17 years ...	75 6	—	2 8½	—	3 7
17 „ 18 „ ...	85 0	—	3 0½	—	4 0½
18 „ 19 „ ...	100 6	—	3 7	4 9½	4 9½
19 „ 20 „ ...	106 6	—	3 9½	5 1	5 1
20 „ 21 „ ...	115 0	—	4 1½	5 5½	5 5½
21 years and over	129 0	—	4 7½	6 1½	6 1½

NIGHT WORKERS

Where the working days of the normal working week entail at least 3 hours' work between 6 p.m. and 8 a.m. and commence before mid-night

Class of Worker	for a normal working week		for each hour worked on a week-day in excess of the normal working day, but subject to the provisions of paragraph 4	for each hour worked on a Sunday (1) by a worker other than a Sunday worker or (2) by a Sunday worker in excess of his normal working day	for each hour worked on a customary holiday, but subject to the provisions of paragraph 3
	(1) in the case of a worker other than a Sunday worker	(2) in the case of a Sunday worker			
Col. 1	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11
(1) MALE WORKERS	s. d.	s. d.	s. d.	s. d.	s. d.
(a) Journeyman Baker	*226 0*	*263 8*	*8 1*	*10 9*	*10 9*
(b) Doughmaker	*236 0*	*275 4*	*8 5*	*11 3*	*11 3*
(c) Ovensman	*236 0*	*275 4*	*8 5*	*11 3*	*11 3*
(d) Confectionery Mixer	*236 0*	*275 4*	*8 5*	*11 3*	*11 3*
(e) Jobber	*1s. 4d.* for each week-day or *2s. 8d.* for each Sunday in addition to the minimum rate otherwise applicable under the provisions of sub-paragraph (1) (a), (b), (c), or (d).				
(f) Apprentice Baker—					
during 1st year of apprenticeship	*77 6*	*90 5*	*2 9*	*3 8½*	*3 8½*
„ 2nd „ „ ...	*85 0*	*99 2*	*3 0½*	*4 0½*	*4 0½*
„ 3rd „ „ ...	*102 0*	*119 0*	*3 7½*	*4 10½*	*4 10½*
„ 4th „ „ ...	*119 0*	*138 10*	*4 3*	*5 8*	*5 8*
„ 5th „ „ ...	*142 0*	*165 8*	*5 1*	*6 9*	*6 9*
(g) Bakehouse Labourer	*204 3*	*238 4*	*7 3½*	*9 8½*	*9 8½*
(h) Packer	*204 3*	*238 4*	*7 3½*	*9 8½*	*9 8½*
(i) All Other Male Workers (excluding workers of the classes specified in paragraph 26) aged—					
under 17 years	—	—	—	—	—
17 and under 18 years	—	—	—	—	—
18 „ 19 „	*115 9*	*135 1*	*4 1½*	*5 6*	*5 6*
19 „ 20 „	*132 9*	*154 11*	*4 9*	*6 4*	*6 4*
20 „ 21 „	*154 9*	*180 7*	*5 6½*	*7 4½*	*7 4½*
21 years and over	*200 9*	*234 3*	*7 2*	*9 6½*	*9 6½*

EARLY MORNING WORKERS

Where the working days of the normal working week commence at mid-night or between mid-night and 6 a.m.

Class of Worker	for each hour worked on a week-day between midnight and 6 a.m.	for each hour worked on a week-day between 6 a.m. and the end of the worker's normal working day	for each hour worked on a week-day in excess of the normal working day, but subject to the provisions of paragraph 4	for each hour worked on a Sunday or a customary holiday, but subject to the provisions of paragraph 3
Col. 1	Col. 12	Col. 13	Col. 14	Col. 15
	s. d.	s. d.	s. d.	s. d.
(1) MALE WORKERS				
(a) Journeyman Baker	7 6½	5 0½	7 6½	10 0½
(b) Doughmaker	7 10½	5 3	7 10½	10 6
(c) Ovensman	7 10½	5 3	7 10½	10 6
(d) Confectionery Mixer	7 10½	5 3	7 10½	10 6
(e) Jobber	*1s. 4d.* for each week-day or *2s. 8d.* for each Sunday in addition to the minimum rate otherwise applicable under the provisions of sub-paragraph (1) (a), (b) (c) or (d).			
(f) Apprentice Baker—				
during 1st year of apprenticeship	2 6	1 8	2 6	3 4
„ 2nd „ „ ...	2 9	1 10	2 9	3 8½
„ 3rd „ „ ...	3 4½	2 3	3 4½	4 6
„ 4th „ „ ...	4 0	2 8	4 0	5 3½
„ 5th „ „ ...	4 9½	3 2½	4 9½	6 5
(g) Bakehouse Labourer	6 10	4 6½	6 10	9 1½
(h) Packer	6 10	4 6½	6 10	9 1½
(i) All Other Male Workers (excluding workers of the classes specified in paragraph 26) aged—				
under 17 years	—	—	2 8	3 7
17 and under 18 years ...	—	—	3 1½	4 1½
18 „ 19 „ ...	3 9½	2 6½	3 9½	5 0½
19 „ 20 „ ...	4 4½	2 11	4 4½	5 10½
20 „ 21 „ ...	5 2	3 5½	5 2	6 11
21 years and over	6 8½	4 5½	6 8½	8 11½

ADDITIONAL PAYMENTS FOR MALE WORKERS

Paragraph 2.

The general minimum time rates applicable to male workers set out in Cols. 2 and 7 of the table in paragraph 1 will be increased by the appropriate additional amount specified hereafter which will not be taken into account for the purpose of the calculation of the statutory minimum remuneration due to such workers in respect of time worked in excess of the normal working day or of the normal working week—

In the case of journeymen bakers, doughmakers, ovensmen and confectionery mixers .. .. by *10s. 0d.* per week of 42 hours

In the case of jobbers .. .. by *1s. 8d.* for each week-day

In the case of apprentice bakers .. by 4s. 0d. per week of 42 hours

In the case of bakehouse labourers, packers and all other male workers of 19 years of age and over .. .. .. by *9s. 0d.* per week of 42 hours

In the case of all other male workers under 19 years of age .. .. .. by *5s. 0d.* per week of 42 hours

STATUTORY MINIMUM REMUNERATION FOR WORK ON A CUSTOMARY HOLIDAY

Paragraph 3.

The statutory minimum remuneration specified in Cols. 6, 11 and 15 (in so far as it relates to a customary holiday) of the table in paragraph 1 is subject to any modifications contained in a Wages Regulation Order made by the Ministry of Labour and National Insurance pursuant to proposals by the Baking Wages Council (Northern Ireland) relating to holidays and holiday remuneration.

STATUTORY MINIMUM REMUNERATION FOR CERTAIN TIME WORKED (1) ON A DAY PRECEDING A CUSTOMARY HOLIDAY AND (2) BY CERTAIN WORKERS AFTER MIDNIGHT ON FRIDAY

Paragraph 4.

(1) 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 will be paid, in respect of all time so worked in excess of the two hours aforesaid, the appropriate statutory minimum remuneration specified in Col. 5, 10, or 15 of the table in paragraph 1, as the case may be.

(2) (a) Subject to the provisions of sub-paragraph (1) a worker of the class specified in sub-paragraph (1) (a), (b), (c), (d), (f), (g), or (h) of paragraph 1 whose normal working week ends between midnight on Thursday and midnight on Friday, and who is required to work in excess of his normal working week will, in respect of each hour so worked after midnight on Friday, be paid the appropriate statutory minimum remuneration specified in Col. 5, 10, or 15 (as the case may be) of the table in paragraph 1, provided that the provisions of this sub-paragraph do not apply to each of the first two hours so worked whether they occur wholly or partly after midnight on Friday.

(b) A worker of the class specified in sub-paragraph (1) (a), (b), (c), (d), (f), (g), or (h) of paragraph 1 whose normal working week ends between midnight on Thursday and midnight on Friday and who is required to work an extra turn of duty on Saturday after a period of rest of not less than eight hours' duration will, in respect of each hour so worked on Saturday, be paid the appropriate statutory minimum remuneration specified in Col. 4, 9, or 14 (as the case may be) of the table in paragraph 1.

EXTRA PAYMENT FOR CERTAIN FEMALE WORKERS

Paragraph 5.

Female workers of the class specified in paragraph 1 (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 6.

Female workers of the class specified in paragraph 1 (2) (c) who enter the trade for the first time between the ages of 17 and 21 years will 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 will be paid the statutory minimum remuneration appropriate to their age.

DEFINITIONS

(1) MALE WORKERS

Paragraph 7.

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.