1975 No. 247

WAGES COUNCILS

Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1975

Made . . . . . *29th August* 1975

Coming into operation . . . *16th September* 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), and now vested in it(b), hereby makes the following Order to give effect to wages regulation proposals received from the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland):

Citation

1. This Order may be cited as the Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1975.

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 Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1971(c) and the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974(d) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 16th day of September 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 29th day of August 1975.

(L.S.)

J. H. Scott
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 (II, p. 2992)
(c) SR. & O. (N.I.) 1971 No. 212 (p. 1021)
(d) S.R. 1974 No. 231

SCHEDULE

Statutory Minimum Remuneration

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1971(c) (Order N.I.F. (82)) as amended by the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974(d) (Order N.I.F. (91)).

GENERAL MINIMUM TIME RATES

MALE WORKERS

Paragraph 1.	Per hour
Workers aged—	p
18 years and over	*75·00*
17 and under 18 years	*60·00*
under 17 years	*56·25*

Paragraph 2.

Notwithstanding anything contained in Paragraph 1 the general minimum time rates for workers under *18* years of age are payable to such workers only if they are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the general minimum time rate of *75·00p* per hour. Otherwise the general minimum time rate will be *75·00p* per hour irrespective of age.

FEMALE WORKERS	*Up to and including 28th December 1975*	*From 29th December 1975*
Paragraph 3.	*Per hour*	*Per hour*
Workers aged—	*p*	*p*
18 years and over	*71·80*	*75·00*
17 and under 18 years	*57·45*	*60·00*
under *17* years	*53·85*	*56·25*

Paragraph 4.

Notwithstanding anything contained in paragraph 3 the general minimum time rates for workers under 18 years of age are payable to such workers only if they are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the general minimum time rate of *71·80p per hour* (*75·00p per hour from 29th December 1975*). Otherwise the general minimum time rate will be *71·80p* per hour (*75·00p per hour from 29th December 1975*) irrespective of age.

PIECE WORK BASIS TIME RATES

Paragraph 5	Per hour p
ALL WORKERS	*76*

SHIFT WORKERS

Paragraph 6.

Notwithstanding the provisions of paragraphs 1 to 5 workers employed on a shift system are entitled, in addition to the statutory minimum remuneration otherwise applicable—

(a) in the case of a worker employed on a 2-shift system (alternating shift), to 36·67p per week of 40 hours.

(b) in the case of a worker employed on a 3-shift system (rotary shift)—

(i) when engaged on a night shift, to 60p per week of 40 hours;

(ii) when engaged on a morning or an afternoon shift, to 40p per week of 40 hours.

"Shift system" means a system of working which involves successive turns of duty for different groups of workers in the establishment in which they are employed.

"Night shift" means a turn of duty commencing after 8 p.m. on any day.

NORMAL WORKING DAY

Paragraph 7.

Normal Working Day means—

(a) a day not exceeding 8 hours' work on each of 5 days in the week, or

(b) a day not exceeding 8¾ hours' work on each of 4 days in the week and not exceeding 5 hours' work on the other day, or

(c) a day not exceeding 9 hours' work on each of 4 days in the week and not exceeding 4 hours' work on the other day.

UNSOCIAL HOURS

Paragraph 8.

For hours worked between 8.00 p.m. and 6.00 a.m. there shall be paid (in addition to overtime, if applicable) an allowance not exceeding 20 per cent. of the above male and female rates. (Note: Any shift premium payable shall be offset against this allowance).

OVERTIME

Paragraph 9.

All time worked in excess of the normal working day shall be regarded as overtime to which overtime rates shall apply.

OVERTIME RATES

Paragraph 10.

(1) Overtime rates are payable to workers employed on time work as follows:—

(a)(i) for the first two hours of overtime in any week (exclusive of Saturday, Sunday or a customary holiday)	TIME-AND-A-QUARTER
(ii) after the said first two hours of overtime ..	TIME-AND-A-HALF
(b) On a Saturday not being a customary holiday— for all time worked	TIME-AND-A-HALF
(c) On a Sunday or a customary holiday— for all time worked	DOUBLE TIME

(2) Overtime rates are payable to workers employed on piece work as follows:—

Workers employed on piece work are entitled to receive, in respect of each hour of overtime worked, in addition to piece rates each of which would yield, in the circumstances of the case, to an ordinary worker, at least the same amount of money as the appropriate piece work basis time rate

an amount equivalent to one-quarter, one-half or the whole of the appropriate piece work basis time rate

according as the overtime rate payable under the provisions of sub-paragraph (1), if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half, or double time, respectively.

Paragraph 11.

The expression "customary holiday" means—

(a) Christmas Day (or, if Christmas Day falls on a Sunday, such other weekday as may be appointed by national proclamation or, if none is so appointed, the next following Tuesday), Boxing Day, Easter Monday, Easter Tuesday, and three other days (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday; or

(b) a day substituted by the employer for any one of the said days, being a day recognised by local custom as a day of holiday in substitution for the said day.

Paragraph 12.

For the purposes of paragraph 10, the expressions time-and-a-quarter, time-and-a-half and double time mean, respectively, one-and-a-quarter times, one-and-a-half times or twice the amount of the general minimum time rate otherwise applicable.

GENERAL

Application of Statutory Minimum Remuneration to Piece Workers

Paragraph 13.

In the case of workers employed on piece work, each piece rate paid must be such as will yield, in the circumstances of the case, to an ordinary worker, at least the same amount of money as the appropriate piece work basis time rate. In determining whether any piece rate satisfies the foregoing condition regard shall be had only to the earnings of ordinary workers, i.e., workers of ordinary skill and experience in the class of work in question and not to the earnings of workers of less than ordinary skill and experience, e.g., juvenile and infirm workers.

Employment of Juvenile Workers on Piece Work

Paragraph 14.

An employer will, in any case where a learner or other juvenile worker is employed on piece work during the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has received, in respect of his employment on piece work in each week during that period, at least the same amount of money as such worker would have been entitled to receive if employed on time work.

An employer will, in any case where any such worker is so employed at any time subsequent to the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has, in respect of his employment on piece work, been paid at piece rates which would yield, in the circumstances of the case, to an ordinary worker (not being a juvenile worker) at least the same amount of money as the appropriate piece work basis time rate.

WAITING TIME.

Paragraph 15.

(1) A worker is entitled to payment of statutory minimum remuneration as aforesaid during all the time during which he is present on the premises of his employer unless he is so present either without his employer's consent, express or implied, or for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform.

(2) A piece worker is, during any time during which he is present as aforesaid and is not doing piece work entitled to payment of the general minimum time rate applicable to the workers of the class to which he belongs.

Provisions (1) and (2) do not apply when—

(a) a worker is present on his employer's premises by reason only of the fact that he is resident thereon, or

(b) a worker is present on his employer's premises during normal meal times, in a room or place in which no work is being done and is not waiting for work to be given to him to perform.

CLASSES OF WORKERS FOR WHOM NO STATUTORY MINIMUM REMUNERATION HAS BEEN FIXED

Paragraph 16.

The statutory minimum remuneration aforesaid does not apply to—

(a) clerks, salesmen, saleswomen, travellers, engineers, carpenters, vanmen, watchmen, outside messengers, cleaners of premises, timekeepers, or to any other workers whose work stands in relationship to the trade similar to that of the foregoing excluded classes.

(b) workers engaged in the manufacture of bars, tablets or blocks of solid chocolate.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 17.

The statutory minimum remuneration applies, subject to the provisions of the Wages Councils Act (Northern Ireland) 1945, to workers in relation to whom the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Schedule to the Trade Boards (Sugar Confectionery and Food Preserving Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations 1924 dated 29th September 1924, namely:—

> The making of sugar confectionery, cocoa, chocolate, jam, marmalade, preserved fruits, fruit and table jellies, meat extracts, meat essences, sauces and pickles; the preparation of meat, poultry, game, fish, vegetables and fruit for sale in a preserved state in tins, pots, bottles and similar receptacles; the processes of wrapping, filling, packing and labelling in respect of articles so made or prepared, EXCLUDING the covering and filling of biscuits, wafers and cakes with chocolate or sugar confectionery; and EXCLUDING also certain processes or operations comprised in the Trade Boards (Sugar Confectionery and Food Preserving) Order 1913, which are included also in the Appendix to the Trade Boards (Grocery and Provisions) Order 1920.

EXPLANATORY NOTE

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

This Order, which comes into operation on 16th September 1975, sets out the statutory minimum remuneration payable in substitution for that fixed by the Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland) 1971 (Order N.I.F. (82)) as amended by the Sugar Confectionery and Food Preserving Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974 (Order N.I.F. (91)).

Orders N.I.F. (82) and N.I.F. (91) are revoked.

New provisions in the Schedule are printed in italics.