(2) BAKING

(i) *England and Wales.* | (ii) *Scotland*, p. 4150.

(i) ENGLAND AND WALES

The Baking Wages Council (England and Wales) Wages Regulation Order, 1949

1949 No. 69

Made - - - - 19th January, 1949
Coming into Operation 9th February, 1949

BK (36)

Whereas the Minister of Labour and National Service (hereinafter referred to as "the Minister") has received from the Baking Wages Council (England and Wales) (hereinafter referred to as "the Council") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Council operates in substitution for the remuneration fixed for those workers by the Baking Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1947(a) (hereinafter referred to as "Order BK (28)") as amended by the Baking Wages Council (England and Wales) Wages Regulation (No. 3) Order 1947(b) (hereinafter referred to as "Order BK (34)");

Now, therefore, the Minister by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(c), and of all other powers in that behalf hereby makes the following Order:—

Short title and interpretation.

1.—(1) This Order may be cited as the Baking Wages Council (England and Wales) Wages Regulation Order, 1949.

(2) In this Order the expression "the specified date" means the 9th day of February, 1949; 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.

(3) The Interpretation Act, 1889(d), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of statutory minimum remuneration and revocation of Order BK (28) and Order BK (34).

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto.

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order BK (28)(a) and Order BK (34)(b) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 19th day of January, 1949.

Godfrey H. Ince,
Secretary of the
Ministry of Labour and National Service.

(a) S.R. & O. 1947 (No. 444) I, p. 2238.
(b) S.R. & O. 1947 (No. 2545) I, p. 2252.
(c) 8 & 9 Geo. 6. c. 17.
(d) 52 & 53 Vict. c. 63.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order BK (28) as amended by Order BK (34).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

Paragraph 1

Subject to the provisions of Part IV of this Schedule relating to guaranteed weekly remuneration, the minimum remuneration payable to a worker to whom this Schedule applies is as follows:—

(*a*) for all work except work to which a minimum overtime rate applies under Part III—

(i) in the case of a time worker, the general minimum time rate payable to the worker under Part II of this Schedule;

(ii) in the case of a worker employed on piece work, 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 general minimum time rate which would be payable to the worker under Part II of this Schedule if he were a time worker;

Provided that, where the remuneration of a worker calculated on a time-work basis at the general minimum time rate which would be payable to him under Part II of this Schedule if he were a time worker exceeds the remuneration calculated under sub-paragraph (*a*) (ii) of this paragraph on the basis of the said piece rates, the worker shall be paid not less than that general minimum time rate;

(*b*) for any work to which a minimum overtime rate applies under Part III of this Schedule, that minimum overtime rate.

PART II

GENERAL MINIMUM TIME RATES

MALE WORKERS (NOT BEING NIGHT WORKERS) AND FEMALE WORKERS (NOT BEING WORKERS SPECIFIED IN PARAGRAPH 3)

Paragraph 2*

Subject to the provisions of this Part of this Schedule, the general minimum time rates set out in the next following Table are payable to male workers (not being night workers) and to female workers (not being workers specified in paragraph 3).

DESCRIPTION OF WORKERS	Col. 1	Col. 2	Col. 3
	The respective areas are defined in paragraph 11		
	All workers in AREA A except those in wholesale cake and flour confectionery Branch	All workers in AREA B and workers in wholesale cake and flour confectionery Branch in Area A	All workers in GREATER LONDON DISTRICT
	Per hour s. d.	Per hour s. d.	Per hour s. d.
(1) MALE WORKERS (not being night workers)			
(*a*) FOREMAN CONFECTIONER	2 3½	2 4½	2 4½
(*b*) FOREMAN BAKER	2 3½	2 4½	2 4½
(*c*) FIRST HAND	2 2	2 3	2 3½
(*d*) SINGLE HAND	2 1¾	2 2¾	2 3½
(*e*) SECOND HAND	2 1	2 2	2 2½
(*f*) DOUGHMAKER	2 1	2 2	2 2½
(*g*) CONFECTIONERY MIXER ...	2 1	2 2	2 2½
(*h*) OVENMAN	2 0¾	2 1¾	2 2¼
(*i*) CONFECTIONER or TABLE HAND, aged 21 years or over, other than a worker to whom (1) (*j*) applies	2 0½	2 1½	2 2
(*j*) CONFECTIONER or TABLE HAND, aged 21 and under 23 years who is employed, wholly or mainly, in making bread and flour confectionery, or either of them, without the use of power machinery other than one dough-kneader or one cake mixer, or both, and has completed less than 5 years' employment in the trade	1 10¼	1 11¼	1 11¾
(*k*) STOKER	1 11	2 0	2 0¾
(*l*) CHARGE HAND (packing and despatch department)	1½d. per hour in addition to the rate appropriate to his age as specified in Col. 1, 2 or 3 of (1) (*m*).		

* New paragraph 2 substituted, *see* pp. 4148–9 below.

DESCRIPTION OF WORKERS	Col. 1	Col. 2	Col. 3
	The respective areas are defined in paragraph 11		
	All workers in AREA A except those in wholesale cake and flour confectionery Branch	All workers in AREA B and workers in wholesale cake and flour confectionery Branch in Area A	All workers in GREATER LONDON DISTRICT
	Per hour s. d.	Per hour s. d.	Per hour s. d.
(1) MALE WORKERS (not being night workers)—*cont.*			
(*m*) OTHER MALE WORKERS, being aged—			
21 years or over	1 10½	1 11½	2 0
20 and under 21 years ...	1 6½	1 7½	1 8
19 „ „ 20 „ ...	1 3½	1 4½	1 5
18 „ „ 19 „ ...	1 1½	1 2½	1 3
17 „ „ 18 „ ...	10	11	11½
16 „ „ 17 „ ...	9¼	10¼	10¾
Under 16 years...	8	9	9½
(*n*) WORKERS employed as JOBBERS	2d. per hour in addition to the rate otherwise payable under (1) (*a*) to (*m*).		
(2) FEMALE WORKERS (not being workers specified in paragraph 3)			
(*a*) FOREWOMAN	1 7½	1 8½	1 9
(*b*) CHARGE HAND other than a charge hand (packing and despatch department)	1 6¾	1 7¾	1 8¼
(*c*) CHARGE HAND (packing and despatch department)	1d. per hour in addition to the rate appropriate to her age as specified in Col. 1, 2 or 3 of (2) (*f*).		
(*d*) SINGLE HAND	1 6	1 7¼	1 7¾
(*e*) CONFECTIONER, being aged—			
21 years or over	1 5½	1 6¾	1 7¼
20 and under 21 years ...	1 2¼	1 3½	1 3¾
19 „ „ 20 „ ...	1 1¼	1 2¼	1 2¾
(*f*) OTHER FEMALE WORKERS, being aged—			
21 years or over	1 4	1 5	1 5½
20 and under 21 years ...	1 1½	1 2½	1 3
19 „ „ 20 „ ...	1 0¾	1 1¾	1 2¼
18 „ „ 19 „ ...	1 0	1 1¼	1 1¾
17 „ „ 18 „ ...	10	11	11½
16 „ „ 17 „ ...	9	10	10½
Under 16 years	8	9	9½
(*g*) Workers employed as JOBBERS	1½d. per hour in addition to the rate otherwise payable under (2) (*a*) to (*f*).		

FEMALE WORKERS EMPLOYED AS WAR TIME SUBSTITUTES FOR MALE WORKERS IN MAKING BREAD

Paragraph 3

(1) The general minimum time rate payable to a female worker who is employed—

(*a*) as a war time substitute for a male worker, or

(*b*) on a class of work which before the war was normally undertaken by men

and who is engaged, wholly or mainly, in one or more of the operations of the making of bread (including the operations mentioned as part of "making" in the definition of the baking trade set out in paragraph 12 of this Schedule), is

(i) in the case of a female worker who performs in full the duties of the male worker whom she replaces (or the full duties which before the war were performed by a male worker), the general minimum time rate which would be payable to a male worker of her age employed on the work; or

(ii) in the case of a female worker who does not perform in full the duties of the male worker whom she replaces (or the full duties which before the war were performed by a male worker), three quarters of the general minimum time rate which would be payable to a male worker of her age employed on the work.

(2) For the purposes of this paragraph the expression "before the war" means "during the six months immediately preceding the 3rd day of September, 1939."

MALE LATE ENTRANTS

Paragraph 4

Notwithstanding the provisions of paragraph 2 of this Schedule, where a male worker specified in (1) (*l*) or (1) (*m*) of the Table in the said paragraph (including such a worker when employed as a jobber but not as a night worker), enters or has entered the trade for the first time between the ages of 17 and 20 years, the general minimum time rate payable to him until he completes 12 months' employment in the trade or until he reaches the age of 20 years, whichever period is the less, shall be that payable to a male worker one year his junior employed on the same work.

NIGHT WORKERS

Paragraph 5

(1) The general minimum time rate payable to a night worker (which rate is hereinafter referred to as "the night worker's rate") is the rate appropriate to a day worker of the corresponding class and area, as specified in col. 1, 2 or 3 of the Table in paragraph 2 of this Schedule, increased by ten per cent.

Provided that—

(*a*) in the case of a male night worker aged 18 and under 21 years, the night worker's rate shall be that for a day worker of the corresponding class and area, as specified in col. 1, 2 or 3 of the said Table, *increased by 2s. 6d. per week of 46 hours,* such increased rate being further increased by ten per cent.;

(*b*) in the case of a night worker of the class of confectioner or table hand specified in (1) (*j*) of the said Table, the night worker's rate shall be the corresponding rate under (1) (*i*) of the said Table for a day worker in the same area, as specified in col. 1, 2 or 3, increased by ten per cent.

(2) A night worker is a worker whose employment involves at least three hours work a night between 7 p.m. and 7 a.m.

Provided that a worker (other than a worker who is only so employed during the night of Friday/Saturday) whose employment involves such work during part only of the week shall be deemed to be a night worker in respect of that part of the week.

WORKER IN DIFFERENT AREAS

Paragraph 6

In the case of a worker whose duties take him into more than one area, the appropriate rate shall be that applicable to the area where the bakehouse is situated.

PART III

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES

Paragraph 7

(1) Subject to the provisions of any wages regulation order made by the Minister to give effect to proposals of the Council relating to holidays (hereinafter in this Schedule referred to as "a wages regulation (holidays) order"), minimum overtime rates are payable as follows:—

(*a*) *on any day other than a Sunday or customary holiday*—

(i) *for the first 2 hours worked in excess of 10 hours*	*Time-and-a-quarter*
(ii) *thereafter*	*Time-and-a-half*

(*b*) on a Sunday or a customary holiday—

for all time worked between midnight of the preceding day and midnight of the Sunday or day of customary holiday, as the case may be .. Provided that where in accordance with his usual practice a worker (other than a night worker) works for one hour or less on Sunday afternoon or evening on a preliminary doughing operation he shall be paid the appropriate general minimum time rate.	Double time

(*c*) in any week exclusive of any time in respect of which *any minimum overtime rate is payable under the foregoing provisions of this sub-paragraph*—

(i) in the case of a worker who works for less than *23 hours* in the bakehouse and for the remainder of his time on delivery—	
for all time worked in excess of *52 hours* ..	Time-and-a-quarter
(ii) in the case of any other worker—	
for the first *4 hours* worked in excess of *46 hours*	Time-and-a-quarter
thereafter	Time-and-a-half

(2) *Notwithstanding the provisions of* (*a*) (i) *and* (*c*) (ii) *of sub-paragraph* (1) *of this paragraph the overtime rate of time-and-a-quarter shall not be paid for more than an aggregate of four hours worked in any week and any overtime so worked in excess of four hours in the aggregate shall be paid for at the overtime rate of time-and-a-half.*

(3) in this Part of this Schedule

(*a*) "time-and-a-quarter", "time-and-a-half" and "double time" mean respectively—

(i) in the case of a time worker, one and a quarter times, one and a half time, and twice the general minimum time rate otherwise payable to the worker;

(ii) in the case of a worker employed on piece work, a time rate equal respectively to one quarter, one half and the whole of the general minimum time rate which would be payable to the worker if he were a time worker and a minimum overtime rate did not apply and, in addition thereto, the minimum remuneration otherwise payable to the worker under paragraph 1 (*a*) (ii) of this Schedule.

(*b*) "customary holiday" means:—
Christmas Day, Boxing Day, Good Friday, Easter Monday, Whit Monday, the first Monday in August and any nationally proclaimed holiday or, in the case of each of the said days, such week-day (other than a weekly short day and being a day on which the worker normally works) as may be substituted therefor, being—

(i) a day which is by local custom recognised as a day of holiday; or

(ii) a day mutually agreed between the employer and the worker and falling within six months of the day for which it is substituted, of which notice of substitution has been posted in the bakehouse throughout fourteen days immediately preceding the substituted day or the day for which it is substituted, whichever is the earlier; or

(iii) a day, if the employer and the worker so agree, in addition to the worker's annual holiday.

(4) In calculating the time worked in any week for the purposes of this paragraph, a worker who has been allowed, and has taken, a day of customary holiday in that week under a wages regulation (holidays) order shall be treated as having worked *7 hours 40 minutes* on any such day of customary holiday.

WAITING TIME

Paragraph 8

(1) A worker is entitled to payment of the minimum remuneration specified in this Schedule for all time during which he is present on the premises of his employer, unless he is present thereon in any of the following circumstances:—

(*a*) without the employer's consent, express or implied;
(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;
(*c*) by reason only of the fact that he is resident thereon;
(*d*) during normal meal times in a room or place in which no work is being done, and he is not waiting for work to be given to him to perform.

(2) The minimum remuneration payable under sub-paragraph (1) of this paragraph to a piece worker when not engaged on piece work is that which would be payable to him if he were a time worker.

PART IV

GUARANTEED WEEKLY REMUNERATION

Paragraph 9

(1) Notwithstanding the foregoing provisions of this Schedule, where in any week the total amount of the minimum remuneration payable to any worker—

(*a*) under those provisions; and
(*b*) by way of holiday remuneration under any wages regulation (holidays) order;

would be less than the guaranteed weekly remuneration provided for by this paragraph, the minimum remuneration payable to that worker for that week shall, in lieu of the minimum remuneration which would otherwise be payable under those provisions and that order, be the guaranteed weekly remuneration provided for by this paragraph.

(2) Subject to the provisions of this paragraph, a worker (other than a jobber) who ordinarily works for the employer for at least 36 hours weekly on work to which this Schedule applies shall be entitled to be paid in respect of any week not less than the guaranteed weekly remuneration for *46 hours* or, in the case of a worker aged less than 16 years, 44 hours.

Provided that where the worker normally works for the employer on work to which this Schedule applies for less than *46 hours* in the week (or less than 44 hours in the case of a worker aged less than 16 years), by reason only of the fact that he does not hold himself out as normally available for work for more than the number of hours he normally works in the week, the guaranteed weekly remuneration shall be for the number of hours in the week normally worked by the worker for the employer on work to which this Schedule applies.

(3) Guaranteed weekly remuneration shall be calculated at the minimum rate or rates ordinarily applicable to the worker in respect of time ordinarily worked by him (excluding overtime, except on Sunday) on work to which this Schedule applies in the following manner, that is to say—

(*a*) at double time in respect of Sunday work in excess of 4 hours ; and

(*b*) at the nightworker's rate in respect of work for which that rate is ordinarily payable ; and

(*c*) as to any other time, at the general minimum time rate ordinarily applicable to the worker.

Provided that where the ordinary working week of a nightworker or of a worker (including a nightworker) who ordinarily works overtime on Sunday is less than *46 hours* and the worker is not a worker to whom the proviso to sub-paragraph (2) hereof applies, the guaranteed weekly remuneration in respect of a week shall be whichever of the two following amounts is the greater, that is to say—

(i) the amount due in respect of the worker's ordinary weekly working hours calculated in accordance with the foregoing provisions of this sub-paragraph ; or

(ii) an amount equal to *46 hours'* pay calculated at the minimum rate or rates payable to a worker of the corresponding class and area who is solely employed on day work other than overtime.

(4) Guaranteed weekly remuneration is not payable in respect of any week unless the worker throughout his normal working hours in that week, excluding any day allowed to him as a holiday, is—

(*a*) capable of and available for work, and

(*b*) willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available in the establishment in which he is employed.

(5) If the employer is unable to provide the worker with work during the worker's normal working hours by reason of a strike, failure of supplies, or any cause beyond the employer's control and gives the worker four clear days' notice that work will not be available, guaranteed weekly remuneration shall not be payable after the expiry of such notice in respect of any week during which or part of which the employer continues to be unable to provide work as aforesaid.

Provided that the guaranteed weekly remuneration payable to a worker in respect of the week in which the said notice expires shall be such proportion of the guaranteed weekly remuneration payable to the worker under the foregoing provisions of this paragraph as the number of the worker's normal working hours on work to which this Schedule applies, falling in that week up to the expiry of the notice, bears to the number of hours in the week normally worked by the worker for the employer on work to which this Schedule applies.

(6) The guaranteed weekly remuneration applicable to a piece worker shall be the sum to which he would be entitled if he were a time worker.

(7) In this paragraph the expression " week " means " pay week."

PART V

INTERPRETATION

CLASSES OF WORKERS

Paragraph 10

(1) In this Schedule, unless the context otherwise requires, the following expressions have the meanings hereby respectively assigned to them, that is to say—

(*a*) in the case of a male worker:

A FOREMAN is an adult worker with four or more workers under him.

A FIRST HAND is an adult worker in charge of a department, working under the instruction of a foreman, or in charge of a bakery where less than five workers including himself are employed.

A SECOND HAND is an adult worker who takes charge in the absence of the foreman or first hand, where four or more workers are employed.

A DOUGHMAKER is an adult worker wholly or mainly engaged in doughmaking in the making of bread.

A CONFECTIONERY MIXER is an adult worker wholly or mainly engaged in the mixing of dough for flour confectionery and in the mixing of flour confectionery or either of those operations.

An OVENMAN is an adult worker responsible for, and wholly or mainly engaged in, the baking of bread and flour confectionery, or either of them, including the regulating of an oven.

A CONFECTIONER is a worker wholly or mainly engaged in the manufacture, including mixing, moulding, scaling and handling, of unbaked flour confectionery, cake mixings or paste, or in decorating, or finishing, flour confectionery.

A TABLE HAND is a worker wholly or mainly engaged in one or more of the operations of moulding, scaling and handling of dough, or in feeding an oven or ovens with full or empty tins or in clearing an oven or ovens.

A STOKER is an adult worker wholly or mainly engaged in the firing and regulating of ovens.

(*b*) in the case of a female worker:

A FOREWOMAN is an adult worker with four or more workers under her.

A CHARGE HAND, other than a charge hand (packing and despatch department), is an adult worker in charge of a department, working under the instruction of a foreman or forewoman, or in charge of a bakery where less than five workers including herself are employed.

A CONFECTIONER is a worker wholly or mainly engaged in mixing, scaling, moulding or baking with unbaked flour confectionery, cake mixings or paste, or a decorator engaged in icing and piping.

(*c*) in the case of a male or female worker:

A SINGLE HAND is an adult worker in charge of production with no other adult worker.

A CHARGE HAND (packing and despatch department) is a worker who is wholly or mainly employed in, and is in charge of, a packing or despatch department, having not less than two workers (excluding vanmen) under him and working under the instruction of a foreman or manager.

A JOBBER is a member of the class of worker, known in the trade as jobbers, who undertake short engagements on a day to day basis.

(2) For the purpose of the definition of first hand, single hand (male or female), second hand or charge hand, including a charge hand (packing and despatch department), account shall be taken in the calculation of the numbers of workers employed only of workers who are working during the hours of work of the worker in question, provided that the temporary absence of a worker shall not be regarded as reducing the number of workers employed at any time.

(3) The wholesale cake and flour confectionery branch of the Baking Trade is that branch of the trade in which the production of cake and other flour confectionery is carried on in an undertaking supplying six or more retail establishments and employing ten or more workers on such work.

AREAS

Paragraph 11

In this Schedule—

(*a*) the Greater London District means the area comprising the City of London and the Metropolitan Police District;

(*b*) "Area A" means in England (other than Monmouthshire) all areas which on 1st January, 1939, were administered by Rural District Councils and "Area B" all other areas except the Greater London District; and

(*c*) "Area A" means in Wales and Monmouthshire all areas other than "Area B" and "Area B" means:

The county boroughs of Cardiff, Merthyr, Newport and Swansea.

The municipal boroughs of Abergavenny, Aberystwyth, Bangor, Carmarthen, Colwyn Bay, Flint, Haverfordwest, Llanelly, Neath, Pembroke, Port Talbot and Wrexham.

The urban districts of Abercarn, Aberdare, Abertillery, Barry, Bedwas and Machen, Bedwellty, Blaenavon, Bridgend, Brynmawr, Caerphilly, Connah's Quay, Cwmbran, Ebbw Vale, Gelligaer, Glyncorwg, Holyhead, Llandudno, Llwchwr, Maesteg, Milford Haven, Mountain Ash, Mynyddislwyn, Nantyglo and Blaina, Ogmore and Garw, Penarth, Pontypool, Pontypridd, Porthcawl, Rhondda, Rhyl, Rhymney, Risca and Tredegar.

The rural districts of Cardiff, Cowbridge, Gower, Hawarden, Llantrisant and Llantwitfardre, Neath, Penybont, Pontardawe, Pontypool and Wrexham.

PART VI

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 12

This Schedule applies, subject to the provisions of the Wages Councils Act, 1945, to the workers in relation to whom the Baking Wages Council (England and Wales) operates, that is to say, workers employed in England and Wales in the Baking Trade as defined in the Schedule to the Baking Wages Council, England and Wales (Constitution) Order, 1947(a), which Schedule reads as follows:—

"1. Subject to the provisions of this Schedule the Baking Trade consists of the following operations:—

(1) the making of bread, pastry, and flour confectionery and work incidental thereto;

(2) the making of other articles of food and work incidental thereto in an undertaking, or branch or department thereof, mainly engaged on one or more of the operations specified in paragraph 1 (1);

(a) S.R. & O. 1947 (No. 887) I, p. 2215.

(3) the sale and distribution of any of the articles of food referred to in the preceding sub-paragraphs by a worker who in the same week is also engaged in any of the work specified in those sub-paragraphs.

2. Notwithstanding anything in this Schedule the following operations are not operations in the Baking Trade:—

(1) the making of biscuits in an undertaking, or a branch or department of an undertaking, mainly engaged in the making of biscuits, and the making of any other article of food therein by workers mainly engaged in the making of biscuits;

(2) the making of any of the articles of food referred to in paragraph 1 hereof:—

(*a*) in an hotel, boarding house, restaurant, café or similar establishment:—

(i) for consumption on the premises; or

(ii) for consumption off the premises at meals served by persons ordinarily employed on the premises;

(*b*) by a railway undertaking for consumption on its trains, restaurant cars, ships or premises;

(3) the making of:—

(*a*) meat pies, sausage rolls or similar articles of pastry (including bread for use therein); or

(*b*) bread for use in sausages or similar articles of food

in an undertaking where no bread, pastry or flour confectionery is made other than that specified in this sub-paragraph;

(4) operations included in:—

(*a*) the Trade Boards (Milk Distributive) Order, 1928(a);

(*b*) the Trade Boards (Sugar Confectionery and Food Preserving) Order, 1913(b);

(*c*) the Trade Boards (Grocery and Provisions) Order, 1920(c);

or any amendments or variations of the aforesaid Orders.

3. For the purpose of this Schedule "pastry" and "articles of pastry" include articles of food made wholly or partly of pastry; "meat" includes game, poultry, egg or fish; "flour confectionery" includes cakes, oatcakes, shortbread and biscuits; "biscuits" do not include oatcakes or shortbread; and "making" includes the packing, wrapping and other handling of the articles of food when made before their first despatch for sale or distribution."

EXPLANATORY NOTE

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

The Schedule to this Order sets out the statutory minimum remuneration payable as from the 9th February, 1949, to workers in relation to whom the Baking Wages Council (England and Wales) operates. It supersedes the First Schedule to Order BK (28) (as amended). New provisions are printed in italics.

(a) S.R. & O. 1928 (No. 475) p. 1262.
(b) Scheduled to, and confirmed by, 3 & 4 Geo. 5. c. clxii.
(c) S.R. & O. 1920 (No. 958) II, p. 774.