WORKERS IN THE ORKNEY OR SHETLAND ISLANDS

3. The general minimum time rates payable to male or female workers in the Orkney or Shetland Islands are, in each case, 1d. per hour less than the general minimum time rates specified in paragraph 2 of this Schedule."

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EXPLANATORY NOTE

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

This Order which has effect from the 18th March, 1955, amends the Aerated Waters Wages Council (Scotland) Wages Regulation Order, 1954 (Order A.S. (40)), by increasing the statutory minimum remuneration fixed by that Order.

New provisions in the Schedule are printed in italics.

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## 1955 No. 1142

# The Baking Wages Council (Scotland) Wages Regulation (Amendment) Order, 1955

| | |
|---|---|
| *Made* - - - - | *25th July*, 1955 |
| *Coming into Operation* | *12th August*, 1955 |

Whereas the Minister of Labour and National Service (hereafter in this Order referred to as "the Minister") has received from the Baking Wages Council (Scotland) the wages regulation proposals set out in the Schedule hereto;

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

1. This Order may be cited as the Baking Wages Council (Scotland) Wages Regulation (Amendment) Order, 1955.

2.—(1) In this Order the expression "the specified date" means the 12th day of August, 1955, 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.

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

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(a) 8 & 9 Geo. 6. c. 17. (b) 52 & 53 Vict. c. 63.

**3.** The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Baking Wages Council (Scotland) Wages Regulation (Amendment) Order, 1954(a), shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 25th day of July, 1955.

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

## SCHEDULE

## STATUTORY MINIMUM REMUNERATION

The Baking Wages Council (Scotland) Wages Regulation Order, 1953(b) (Order BKS (29)), shall have effect as if in the First Schedule thereto for Parts II, III, IV, V and VI there were substituted the following Parts:—

### "PART II

### MALE WORKERS

### MINIMUM WEEKLY REMUNERATION

2. Subject to the provisions of this Part of this Schedule, the minimum weekly remuneration payable to a male worker specified in Column 1 of the following Table for the normal working week (excluding overtime) is:—

(*a*) in the case of a worker who is not usually required to work on a Sunday (except on preparatory work such as the setting of sponges or the heating of ovens) the remuneration specified under the heading 'A' in such one of the columns numbered 2 to 7 in the said Table as is applicable to the worker;

(*b*) in the case of any other worker, the remuneration set out under the heading 'B' in such one of the said columns as is applicable to the worker.

(a) S.I. 1954/1684 (1954 II, p. 2515). (b) S.I. 1953/1701 (1953 II, p. 2328).

TABLE

| Class of Workers | Workers who are employed otherwise than on a shift system— | | | | | | Workers employed on a shift system | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Where the working days of the week ordinarily commence | | | | | | First shift | | Second shift | | Third shift | |
| | Before 5 a.m. | | At or after 5 a.m. and before 6 a.m. | | At or after 6 a.m. | | | | | | | |
| Column 1 | Column 2 | | Column 3 | | Column 4 | | Column 5 | | Column 6 | | Column 7 | |
| | A. | B. | A. | B. | A. | B. | A. | B. | A. | B. | A. | B. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| (*a*) Journeyman baker, not being a worker to whom (*b*), (*c*) or (*d*) of this table applies ... ... | *177 0* | *177 0* | *164 6* | *174 6* | *162 0* | *172 0* | *162 0* | *172 0* | *167 0* | *177 0* | *177 0* | *177 0* |
| (*b*) Doughmaker ... ... | *184 0* | *184 0* | *171 6* | *181 6* | *169 0* | *179 0* | *169 0* | *179 0* | *174 0* | *184 0* | *184 0* | *184 0* |
| (*c*) Ovensman ... ... | *184 0* | *184 0* | *171 6* | *181 6* | *169 0* | *179 0* | *169 0* | *179 0* | *174 0* | *184 0* | *184 0* | *184 0* |
| (*d*) Bread runner ... ... | *181 0* | *181 0* | *168 6* | *178 6* | *166 0* | *176 0* | *166 0* | *176 0* | *171 0* | *181 0* | *181 0* | *181 0* |
| (*e*) A male worker who is employed on the work of an ovensman, doughmaker, bread runner or journeyman baker, who has not qualified by apprenticeship or period of service to be classed as a journeyman baker— | | | | | | | | | | | | |
| (i) Where the worker entered the baking trade before the 22nd February, 1943 ... | The remuneration at (*a*), (*b*), (*c*) or (*d*) above as the case may be, to which the worker would be entitled if he were so qualified. | | | | | | | | | | | |

| Class of Workers | Workers who are employed otherwise than on a shift system— | | | | | | Workers employed on a shift system | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Where the working days of the week ordinarily commence | | | | | | First shift | | Second shift | | Third shift | |
| | Before 5 a.m. | | At or after 5 a.m. and before 6 a.m. | | At or after 6 a.m. | | | | | | | |
| Column 1 | Column 2 | | Column 3 | | Column 4 | | Column 5 | | Column 6 | | Column 7 | |
| | A. | B. | A. | B. | A. | B. | A. | B. | A. | B. | A. | B. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| (ii) Where the worker entered the baking trade on or after 22nd February, 1943 ... | *162 0* | *162 0* | *152 0* | *162 0* | *149 0* | *159 0* | *149 0* | *159 0* | *155 0* | *165 0* | *162 0* | *162 0* |
| (*f*) (i) Apprentice baker who commences his apprenticeship on or after his 15th birthday but not later than the day preceding his 16th birthday: during the 1st year of apprenticeship | — | — | — | — | *58 0* | — | *58 0* | — | *60 0* | — | — | — |
| (ii) Apprentice baker who commences his apprenticeship on or after his 16th birthday but not later than the day preceding his 18th birthday: during the first year of apprenticeship | — | — | *60 0* | — | *58 0* | — | *58 0* | — | *60 0* | — | — | — |

| | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (iii) All apprentice bakers who commence their apprenticeship on or after their 15th birthday but not later than the day preceding their 18th birthday: during the following years of apprenticeship— | | | | | | | | | | | | | | | | | | | | | | |
| 2nd year of apprenticeship | *75* | *6* | *87* | *0* | *70* | *0* | *89* | *0* | *68* | *0* | *87* | *0* | *68* | *0* | *87* | *0* | *70* | *0* | *89* | *0* | *75* | *6* | *87* | *0* |
| 3rd „ „ „ | *91* | *6* | *103* | *0* | *86* | *0* | *105* | *0* | *80* | *0* | *99* | *0* | *80* | *0* | *99* | *0* | *86* | *0* | *105* | *0* | *91* | *6* | *103* | *0* |
| 4th „ „ „ | *112* | *0* | *112* | *0* | *106* | *6* | *114* | *0* | *104* | *0* | *111* | *6* | *104* | *0* | *111* | *6* | *106* | *6* | *114* | *0* | *112* | *0* | *112* | *0* |
| 5th „ „ „ | *122* | *0* | *122* | *0* | *116* | *6* | *124* | *0* | *114* | *0* | *121* | *6* | *114* | *0* | *121* | *6* | *116* | *6* | *124* | *0* | *122* | *0* | *122* | *0* |
| (*g*) Apprentice baker who commences his apprenticeship on or after his 18th birthday but not later than his 19th birthday: during the following years of apprenticeship— | | | | | | | | | | | | | | | | | | | | | | |
| 1st year of apprenticeship | *86* | *6* | *86* | *6* | *81* | *6* | *89* | *0* | *79* | *0* | *86* | *6* | *79* | *0* | *86* | *6* | *81* | *6* | *89* | *0* | *86* | *6* | *86* | *6* |
| 2nd „ „ „ | *101* | *6* | *101* | *6* | *91* | *6* | *99* | *0* | *89* | *0* | *96* | *6* | *89* | *0* | *96* | *6* | *91* | *6* | *99* | *0* | *101* | *6* | *101* | *6* |
| 3rd „ „ „ | *110* | *6* | *110* | *6* | *105* | *0* | *112* | *6* | *99* | *0* | *106* | *6* | *99* | *0* | *106* | *6* | *105* | *0* | *112* | *6* | *110* | *6* | *110* | *6* |
| 4th „ „ „ | *117* | *0* | *117* | *0* | *111* | *6* | *119* | *0* | *109* | *0* | *116* | *6* | *109* | *0* | *116* | *6* | *111* | *6* | *119* | *0* | *117* | *0* | *117* | *0* |
| 5th „ „ „ | *127* | *0* | *127* | *0* | *121* | *6* | *129* | *0* | *119* | *0* | *126* | *6* | *119* | *0* | *126* | *6* | *121* | *6* | *129* | *0* | *127* | *0* | *127* | *0* |
| (*h*) Storeman ... ... | *158* | *0* | *158* | *0* | *148* | *0* | *158* | *0* | *145* | *6* | *155* | *6* | *145* | *6* | *155* | *6* | *148* | *0* | *158* | *0* | *158* | *0* | *158* | *0* |
| (*i*) Ingredient storekeeper charge hand ... ... | *155* | *6* | *155* | *6* | *145* | *6* | *155* | *6* | *143* | *0* | *153* | *0* | *143* | *0* | *153* | *0* | *145* | *6* | *155* | *6* | *155* | *6* | *155* | *6* |
| (*j*) Male bakery worker or ingredient storekeeper— | | | | | | | | | | | | | | | | | | | | | | |
| Aged under 16 years ... | — | | — | | — | | — | | *51* | *6* | — | | *51* | *6* | — | | *56* | *6* | — | | — | | — | |
| „ 16 and under 17 yrs. | — | | — | | *61* | *6* | — | | *56* | *6* | — | | *56* | *6* | — | | *61* | *6* | — | | — | | — | |
| „ 17 „ „ 18 „ | — | | — | | *69* | *0* | — | | *64* | *0* | — | | *64* | *0* | — | | *69* | *0* | — | | — | | — | |
| „ 18 „ „ 19 „ | *110* | *0* | *110* | *0* | *100* | *0* | *110* | *0* | *95* | *0* | *102* | *6* | *95* | *0* | *102* | *6* | *100* | *0* | *110* | *0* | *110* | *0* | *110* | *0* |
| „ 19 „ „ 20 „ | *120* | *0* | *120* | *0* | *110* | *0* | *120* | *0* | *105* | *0* | *112* | *6* | *105* | *0* | *112* | *6* | *110* | *0* | *120* | *0* | *120* | *0* | *120* | *0* |
| „ 20 „ „ 21 „ | *130* | *0* | *130* | *0* | *120* | *0* | *130* | *0* | *115* | *0* | *122* | *6* | *115* | *0* | *122* | *6* | *120* | *0* | *130* | *0* | *130* | *0* | *130* | *0* |
| „ 21 years or over ... | *148* | *0* | *148* | *0* | *138* | *0* | *148* | *0* | *135* | *6* | *145* | *6* | *135* | *6* | *145* | *6* | *138* | *0* | *148* | *0* | *148* | *0* | *148* | *0* |

Provided that—

(1) the minimum weekly remuneration payable to a foreman baker shall be the amount which would be payable to him if employed as a journeyman baker (to whom (*a*) of the foregoing Table applies) increased by 20s.;

(2) the minimum weekly remuneration payable to a charge hand other than an ingredient storekeeper charge hand shall be the amount which would be payable to him if employed as a male bakery worker increased by 10s.

3. Notwithstanding the provisions of paragraph 2 of this Schedule—

(1) Where a worker is employed otherwise than on a shift system and his working day ordinarily commences on a Saturday or on the day before a customary holiday not earlier than 4 a.m., and on the other working days in the week at or after 5 a.m. and before 6 a.m., he shall be paid the minimum weekly remuneration appropriate under column 3 of the Table to paragraph 2.

(2) Where a worker entitled to minimum weekly remuneration under column 3 or column 4 of the said Table is required on any day to commence work before his normal starting hour he shall, in addition to the minimum weekly remuneration payable thereunder, be paid 1s. 6d. per hour for all time worked—

(*a*) in the case of a worker to whom column 3 applies, before 5 a.m., or on a Saturday or the last day before a customary holiday, before 4 a.m.;

(*b*) in the case of a worker to whom column 4 applies, before 5 a.m.

(3) Where a worker works—

(*a*) on a regularly alternating shift system providing for an equal period of work in one of the first, second or third shifts referred to in paragraph 4 of this Schedule, and in one other of those shifts, or

(*b*) on a regularly rotating shift system providing for two periods of two weeks on the first shift, one period of two weeks on the second shift and one period of two weeks on the third shift,

the minimum weekly remuneration payable to him for work other than overtime in each consecutive week of such employment shall be the amount that would be payable to him if he worked throughout the complete number of working weeks required to be worked to complete a whole period of alternation or rotation as aforesaid and that amount were divided by the said number of weeks.

(*4*) *Where a worker employed on a shift system who is engaged on first shift is required to commence work on a Saturday (but not on any other day of the week) before 5 a.m., he shall be paid in addition to the weekly minimum remuneration payable in accordance with this Schedule 1s. 6d. per hour for all time worked by him before 6 a.m.*

(5) Where the ordinary hours of work of a worker (*not being a worker to whom sub-paragraph (4) of this paragraph applies*) employed on a shift system do not fall wholly within the first, second or third shift the minimum weekly remuneration payable to him shall be that appropriate to the third shift.

(6) An apprentice baker shall be treated for the purpose of the foregoing Table as though he were in his fifth year of apprenticeship if the number of apprentices employed in the establishment in which he is employed exceeds the maximum number specified in paragraph 12 of this Schedule.

## DEFINITION OF SHIFTS

4. In this Part of this Schedule—

(*a*) ' 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;

(*b*) ' first shift ' means, in the case of a worker employed on a shift system, the period of work which ordinarily commences not earlier than 6 a.m. and finishes not later than 6 p.m.;

(*c*) ' second shift ' means, in the case of a worker employed on a shift system, the period of work which ordinarily commences not earlier than 10 a.m. and finishes after 6 p.m. but not later than 11 p.m.;

(*d*) ' third shift ' means, in the case of a worker employed on a shift system, the period of work which ordinarily commences (i) in the case of a dough-maker, ovensman or bread runner not earlier than 8 p.m. on days other than a Friday and not earlier than 7 p.m. on a Friday, and (ii) in all other cases not earlier than 11 p.m. on days other than a Friday and not earlier than 10 p.m. on a Friday, but in all cases earlier than 6 a.m. on the next day.

## PART III

## TURN OF DUTY COMMENCING AT OR AFTER 8 P.M. ON A SUNDAY ADDITIONAL REMUNERATION

5. A male worker who commences a turn of duty on a Sunday at or after 8 p.m. shall be paid in respect of that turn of duty the sum of 4s. in addition to the minimum remuneration otherwise payable to him under the provisions of Part II, Part V or Part VI of this Schedule.

## PART IV

## FEMALE WORKERS

6. The minimum weekly remuneration payable to a female worker for the normal working week (excluding overtime) is that specified in the following Table:—

TABLE

| | s. | d. |
|---|---|---|
| (*a*) Female assistant baker charge hand | *121* | *6* |
| (*b*) Female ingredient storekeeper charge hand | *119* | *0* |
| (*c*) Female ingredient storekeeper (not being a charge hand) or female assistant baker— | | |
| Aged under 16 years | *49* | *6* |
| „ 16 and under 17 years | *54* | *6* |
| „ 17 „ „ 18 „ | *63* | *0* |
| „ 18 „ „ 19 „ | *82* | *6* |
| „ 19 „ „ 20 „ | *91* | *0* |
| „ 20 „ „ 21 „ | *98* | *6* |
| „ 21 years or over | *111* | *6* |
| (*d*) Female bakery worker charge hand | *106* | *6* |
| (*e*) Female bakery worker— | | |
| Aged under 16 years | *49* | *6* |
| „ 16 and under 17 years | *54* | *6* |
| „ 17 „ „ 18 „ | *60* | *6* |
| „ 18 „ „ 19 „ | *75* | *0* |
| „ 19 „ „ 20 „ | *81* | *0* |
| „ 20 „ „ 21 „ | *86* | *0* |
| „ 21 years or over | *96* | *6* |

## PART V

## HOURLY MINIMUM RATE

7.—(1) Where minimum weekly remuneration is not applicable to a worker he shall be paid for all time worked, except overtime, at the hourly minimum rate applicable to him.

(2) The hourly minimum rate applicable to any worker is the rate obtained by dividing by the number of hours constituting the normal working week (as defined in paragraph 12 of this Schedule) the minimum weekly remuneration which would be payable to him if employed for the normal working week.

## PART VI

## OVERTIME AND WAITING TIME
## MINIMUM OVERTIME RATES

8. Minimum overtime rates are payable to any worker as follows:—

| | |
|---|---|
| (*a*) for any time worked on the worker's rest day ... | Double time for four hours or double time for all time worked, whichever is the greater |
| Provided that if on his rest day the worker is employed solely on preparatory work (such as the setting of sponges or the heating of ovens) the minimum overtime rate for all time worked on that day shall be ... ... ... ... ... ... ... | Double time |
| (*b*) for any time worked on any such preparatory work on a day allowed to the worker by the employer as a customary holiday or as a substituted customary holiday pursuant to the provisions of any wages regulation order made by the Minister to give effect to proposals of the Council as to holidays and holiday remuneration ... ... ... ... ... | Double time |
| (*c*) for any time worked in excess of the normal working day on the 6th day in the worker's normal working week, or on the 5th day where the worker's normal working week is one of five days— | |
| for the first two hours so worked ... ... ... | Time-and-a-half |
| thereafter ... ... ... ... ... ... | Double time |
| (*d*) for any time worked on any other day in excess of the normal working day ... ... ... ... | Time-and-a-half |

9. In this part of this Schedule—

(1) the expression 'normal working day' means in relation to any worker one-sixth of the period of the normal working week (as defined in paragraph 12 of this Schedule):

Provided that—

(*a*) where the worker normally works—

(i) on a Saturday for a period which is less than, but not more than two hours less than, the normal working day calculated as aforesaid; and

(ii) on other working days in the week in addition to the said normal working day for a period or periods which in the aggregate amount to the number of hours by which his said normal working day on a Saturday is reduced, but so that the additional time so worked does not exceed one hour on any one day,

the expression 'normal working day' means, in relation to that Saturday and to the days on which additional work is done as aforesaid, the number of hours normally worked on that Saturday and those other days, respectively.

(*b*) where the worker normally works on six days in the week and his work on one of those days is normally a period not exceeding 5 hours between the hours of 6 a.m. and 1 p.m. the said expression means, in relation to that short day, the said period and, in relation to each of the remaining 5 days, one-fifth of the remaining period of his normal working week;

(2) the expressions 'time-and-a-half' and 'double time' mean, respectively, one and a half times and twice the hourly minimum rate applicable to the worker under Part V of this Schedule;

(3) the expression 'rest day' means Sunday or, in the case of a male worker who ordinarily works on 6 days in the week including Sunday, the remaining day of the week.

9A. In ascertaining whether overtime has been worked regard shall be had to the whole of the worker's turn of duty, and where the normal working day extends beyond midnight, the turn of duty shall be treated as worked wholly on the day on which it ends.

## WAITING TIME

10. 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."

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## EXPLANATORY NOTE

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

This Order, which has effect from the 12th August, 1955, amends the Baking Wages Council (Scotland) Wages Regulation Order, 1953 (Order BKS (29)) as amended by the Baking Wages Council (Scotland) Wages Regulation (Amendment) Order, 1954 (Order BKS (31)), by increasing the statutory minimum remuneration fixed by those Orders. Order BKS (31) is revoked.

New provisions in the Schedule are printed in italics.