

**REPORT OF PROCEEDINGS OF THE AGRICULTURAL WAGES BOARD FOR  
NORTHERN IRELAND UNDER THE AGRICULTURAL WAGES (REGULATION)  
(NORTHERN IRELAND) ORDER 1977**

FOR THE TWO YEARS ENDED 31 DECEMBER 2021

*Laid before the Northern Ireland Assembly under Article 12 of the Agricultural Wages  
(Regulation) (Northern Ireland) Order 1977 by the Department of Agriculture and Rural  
Development for Northern Ireland*

*Date January 2024*

# **REPORT ON THE PROCEEDINGS OF THE AGRICULTURAL WAGES BOARD FOR THE TWO YEARS ENDED 31 DECEMBER 2019**

## **Constitution**

1. The Agricultural Wages Board for Northern Ireland (the Board) is constituted under the Agricultural Wages (Regulation) (Northern Ireland) Order 1977. The Board's functions are to fix the minimum rates of wages and certain other related matters, such as holiday remuneration for agricultural workers in Northern Ireland.

## **Agricultural Workforce**

2. The total number of persons working full and part-time in Northern Ireland farms on 1 July 2020 was 51,301, an increase of 4 per cent from 49,423 in 2019. The total number of persons working full and part-time in Northern Ireland farms on 1 July 2021 was 52,195 an increase of 2%. Further details of employment are set out in the appendix.

## **Activities of the Board**

3. The Board held three meetings in 2020 and three meetings in 2021, making the following orders.
  - Order No. 100 in 2020 increased the minimum rate of wages for agricultural workers by 5% across Grades 3-6 from 1 April 2020. Grades 1 and 2 remained fixed, subject to National Minimum Wage/ National Living Wage provisions.
  - Order No. 101 in 2021 increased the minimum rate of wages for agricultural workers at all Grades by 1% from 1 April 2021, subject to National Minimum Wage/ National Living Wage provisions.
4. Copies of the Orders made by the Board are available from the TSO Online Bookshop at [www.tsoshop.co.uk](http://www.tsoshop.co.uk).

## **Ministerial Appointments and Reappointments**

5. In reporting years 2020 and 2021, there were no new appointments but one reappointment of the independent member until March 2023, made under Article 3 and Schedule 1 of the Agricultural Wages (Regulation) (Northern Ireland) Order 1977.

## **Minimum Rates of Wages**

6. The tables below give details of the minimum hourly rates of gross wages agreed and payable to agricultural workers during the period.

### **Minimum Rates of Wages Payable from 1 April 2020:**

Order No. 100

	Rate per hour £
Grade 1 – Minimum Rate Applicable for the first 40 weeks cumulative employment	6.88
Grade 2 Standard Worker	7.42
Grade 3 Lead Worker	8.82
Grade 4 Craft Grade	9.49
Grade 5 Supervisory Grade	9.99
Grade 6 Farm Management Grade	10.84

### **Minimum Rates of Wages Payable from 1 April 2021:**

Order No. 101

	Rate per hour £
Grade 1 – Minimum Rate Applicable for the first 40 weeks cumulative employment	6.95
Grade 2 Standard Worker	7.49
Grade 3 Lead Worker	8.91
Grade 4 Craft Grade	9.58
Grade 5 Supervisory Grade	10.09
Grade 6 Farm Management Grade	10.95

### **Holiday Entitlement**

7. The minimum holiday entitlement for an agricultural worker is 5.6 weeks or 28 days (proportionally). An agricultural worker in continuous employment with the same employer for more than one year is entitled to a maximum of 29 days, made up of 28 days leave plus one additional day from a list of 14 public holidays.

### **Enforcement of Minimum Rates**

8. The Department of Agriculture, Environment and Rural Affairs is responsible for ensuring compliance with the provisions of the Agricultural Wages (Regulation) (Northern Ireland) Order 1977 and Orders made by the Agricultural Wages Board.

Department Inspectors investigate complaints by workers about any matters within the remit of the Board's Orders.

Complaints should be addressed to The Secretary, Agricultural Wages Board, 2<sup>nd</sup> Floor, Jubilee House, Ballykelly, BT49 9HP.

E-mail: CorporateSponsorBranch@daera-ni.gov.uk

## Complaints

9. There were no complaints received in the 2020 and 2021 reporting years.

## Costs of Administering the Order

10. The total costs of the Board's operations were:

Year ended 31 December 2020: £14,630.60

Year ended 31 December 2021: £17,306.29

## Members of the Board

11. The membership of the Board on 31 December 2021 was:

Name	Position	County
Mr Rodger McKnight	Chair	Antrim
Ms Patricia O'Callaghan	Independent	Down
Vacant	Independent	N/A
Ms Joanne McWilliams	Unite	Armagh
Mr Ronnie Corbett	Unite	Tyrone
Mr Brian Hewitt	Unite	Down
Mr Phil Nelson	Unite	Down
Mr Peter McCrea	Unite	Tyrone
Mr Keith Reynolds	Unite	Down
Mr Wilbert Mayne	UFU	Tyrone
Mr Crosby Cleland	UFU	Down
Mr Thomas Douglas	UFU	Tyrone
Mr Chris Osborne	UFU	Down
Mr Roy Lyttle	UFU	Down
Mr Robert McCloy	UFU	Londonderry



**APPENDIX**

**Farm Labour (as indicated by the NI Agricultural Census Returns) <sup>1</sup>**

('000 workers)

	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Farmers</b>					
Full-time	16.8	17.0	17.0	20.3	20.3
Part-time	13.6	13.7	13.9	19.0	20.0
<b>Total</b>	<b>30.4</b>	<b>30.7</b>	<b>30.8</b>	<b>39.3</b>	<b>40.3</b>
<b>Farmers' Spouses</b>	<b>6.4</b>	<b>6.5</b>	<b>6.7</b>	N/A	N/A
<b>Other Workers</b>					
Full-time	3.4	3.4	3.4	3.0	2.9
Part-time	4.3	4.3	4.5	3.8	4.0
Casual/Seasonal	4.1	4.3	4.0	5.0	4.9
<b>Total Other Workers</b>	<b>11.9</b>	<b>12.0</b>	<b>11.9</b>	<b>12.0</b>	<b>11.8</b>
<b>Total Farmers, Spouses and Other Workers</b>	<b>48.7</b>	<b>49.2</b>	<b>49.4</b>	<b>51.3</b>	<b>52.1</b>
<b>Decrease on Previous Year</b>	-	-	-	-	-
<b>Increase on Previous Year</b>	<b>2.1%</b>	<b>1.1%</b>	<b>0.4%</b>	<b>3.8%</b>	<b>1.7%</b>

<sup>1</sup> Figures may not sum due to rounding