

# AGRICULTURAL WAGES (SCOTLAND) ACT 1949

## Minimum Hourly and Overtime Rates of Wages, Holidays with Pay, Sick Pay Entitlement and Bereavement Leave for Workers in Agriculture in Scotland For All Workers Employed in Agriculture

Minimum Hourly Rate of Wage from 1 April 2024	
All Ages	£11.44

Minimum Hourly Overtime Rate from 1 April 2024	
Overtime is payable to any worker for: (a) each hour worked in excess of 8 hours per day, or (b) for all workers up to 26 weeks continuous employment, each hour worked in excess of 48 hours in any week (other than an hour subject to payment under (a) above and will be calculated using the formula $M \times 1.5$ where M represents the minimum hourly rate; (c) for all workers over 26 weeks continuous employment each hour worked in excess of 39 hours in any week.	
All Ages	£17.16

### Dog Allowance

From 1 April 2024, the dog allowance will be £9.36 per week for each dog up to a maximum of 4.

### Holidays with Pay

The terms and conditions relative to Holidays with Pay and Special holidays for all agricultural workers are prescribed in Part 4 (Articles 10-15) of the Order. The holiday provisions comply with the terms of the Working Time Regulations of 1998 as amended by the Working Time (Amended) Regulations 2001.

### Additional Sum

From 1 April 2024, an additional sum of not less than £1.71 per hour is payable to those workers who hold a Scottish or National Vocational Qualification in an agricultural/horticultural subject at SCQF 6 or above; an apprenticeship certificate approved by Lantra Awards (formerly ATB Landbase); or a certificate of acquired experience issued by ATB Landbase, NTO.

### Sick Pay Entitlement

The terms and conditions relative to Sick Pay Entitlement for those agricultural workers who have been continuously employed by the same employer for at least 52 weeks are prescribed in Part 5 (articles 16-19) of the Order.

### Other Provisions

Provisions regarding Stable Income Arrangement, Benefit and Bereavement Leave remain unchanged. Full details can be found in the Order.

### NOTES

1. The above minimum wage rates shall come into effect on 1 April 2024. The Order does not apply to any person of "school age" within the meaning of sections 31 and 33 of the Education (Scotland) Act 1980.
2. For the purposes of the above rates the hours of work shall not include meal times but shall include any time during which by reason of weather conditions or otherwise, an employer has prevented a worker who was available from work, from working.
3. Complaints regarding non-payment of the prescribed minimum rates of wages and non-compliance with the directions as to holidays with pay, should be addressed to The Scottish Government, D Spur, Agricultural Wages Section, Saughton House, Broomhouse Drive, Edinburgh EH11 3XD.
4. The Scottish Agricultural Wages Board continues to support in principal the concept of a UK-wide pension scheme for workers in agriculture.
5. From 1 April 2024 the cap on deductions for accommodation other than a house will be £9.99.

NB – The above particulars are merely a summary of the Order. For full details of the provisions, reference should be made to the Agricultural Wages Order No. 71 and the accompanying Guide, copies of which may be obtained on request from the Secretary, Scottish Agricultural Wages Board, Saughton House, Broomhouse Drive, Edinburgh EH11 3XD, (telephone number: 0131 244 9749). E-mail: sawb@gov.scot