1982 No. 4

WAGES COUNCILS

Paper Box Wages Regulation Order (Northern Ireland) 1982

Made . . . . . *4th January 1982*

Coming into operation . . . *26th January 1982*

The Department of Manpower Services, in exercise of the powers conferred by section 10 of the Wages Councils Act (Northern Ireland) 1945(**a**), and now vested in it(**b**), and of every other power enabling it in that behalf, hereby makes the following Order to give effect to wages regulation proposals received from the Paper Box Wages Council (Northern Ireland).

Citation and commencement

1. This Order may be cited as the Paper Box Wages Regulation Order (Northern Ireland) 1982 and shall come into operation on the specified date.

Interpretation

2. In this Order the expression "the specified date" means 26th January 1982, 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.

Revocations

3. S.R. 1980 No. 132 revoked.
S.R. 1981 No. 16 revoked.
S.R. 1981 No. 72 revoked.

Sealed with the Official Seal of the Department of Manpower Services for Northern Ireland on 4th January 1982.

(L.S.) *Trevor Pearson*
Assistant Secretary

(**a**) 1945 c. 21 (N.I.)
(**b**) 1946 c. 11 (N.I.); S.R. & O. (N.I.) 1964 No. 205 and S.R. & O. (N.I.) 1973 No. 504 Art. 6(1) and Sch. 3

SCHEDULE

Statutory Minimum Remuneration

The following statutory minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Paper Box Wages Regulation Order (Northern Ireland) 1980(a) (Order N.I.B. (111)) as amended by the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1981(b) (Order N.I.B. (115)) and the Paper Box Wages Regulation (Amendment No. 2) Order (Northern Ireland) 1981(c) (Order N.I.B. (117)).

GENERAL MINIMUM TIME RATES

Paragraph 1.

The following general minimum time rates shall apply to workers other than trainees and the grades referred to in this paragraph and in paragraph 2(ii) and 4 shall be as defined in paragraph 11:—

Per week of 37½ hours

	£
Grade 5 ...	*74·09*
,, 4 ...	*68·50*
,, 3 ...	*57·79*
,, 2 ...	*52·57*
,, 1 ...	*47·61*

Paragraph 2.

TRAINEES

The following general minimum time rates shall apply to all Trainees:

(i) Initial Training

Trainees entering or who have entered the trade at —	Per week of 37½ hours		
	Under 17 years	17 and under 18 years	18 years and over
	£	£	£
commencing rate	*27·78*	*30·96*	*36·41*
after 6 months	*29·90*	*33·08*	*38·29*
after 12 months	*32·05*	*37·33*	*40·24*
after 18 months	*34·19*	*42·20*	*42·20*
after 24 months	*42·20*	–	–

(ii) Further training

Trainees who have completed initial training and have been accepted for further training in a particular grade, shall receive the general minimum time rate for the grade (as set out in paragraph 1) after completing the following periods of further training:—

Grade	Under 17 years	17 and under 18 years	18 years and over
1, 2 or 3	6 months	6 months	6 months
4	6 months	12 months	12 months
5	12 months	12 months	12 months

(a) S.R. 1980 No. 132
(b) S.R. 1981 No. 16
(c) S.R. 1981 No. 72

CALCULATION OF HOURLY RATES

Paragraph 3.

For the purpose of calculating the minimum rate payable in respect of each hour of employment the respective rates set out in paragraphs 1 and 2 must be divided by 37½.

PIECE WORK BASIS TIME RATES

Paragraph 4.

Grade	Pence per hour
5	*194·05*
4	*180·16*
3	*150·64*
2	*136·75*
1	*122·86*

PIECE WORK

Paragraph 5.

In the case of workers including outworkers (as defined in paragraph 13) 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 (as defined in paragraph 4). In determining whether any piece rate satisfies the foregoing condition regard shall be had only to the earnings of ordinary workers, that is, workers of ordinary skill and experience in the class of work in question and not to the earnings of trainees, infirm workers or other workers of less than ordinary skill and experience.

EMPLOYMENT OF TRAINEES ON PIECE WORK

Paragraph 6.

An employer will, in any case where a trainee 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.

OVERTIME

Paragraph 7.

Overtime rates are payable as follows:—

A.—WORKERS EMPLOYED ON TIME WORK

(1) On any day other than a Saturday, Sunday or a customary holiday—
For the first four hours worked in excess of 7½ hours TIME-AND-A-HALF

(2) On a Saturday, not being a customary holiday—
For all time worked TIME-AND-A-HALF

(3) On a Sunday or a customary holiday—
For all time worked DOUBLE TIME ...

(4) In any week—
For all time worked in excess of 37½ hours TIME-AND-A-HALF

except in so far as higher overtime rates may be payable under the provisions of sub-paragraph A(1), (2) or (3).