1976 No. 188

WAGES COUNCILS

Dressmaking and Women's Light Clothing Wages Regulation (No. 2) Order (Northern Ireland) 1976

Made . . . . . 11*th June* 1976

Coming into operation . . . . 29*th June* 1976

The Department of Manpower Services, in exercise of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland) 1945(a), and now vested in it(b) hereby makes the following Order to give effect to wages regulation proposals received from the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Dressmaking and Women's Light Clothing Wages Regulation (No. 2) Order (Northern Ireland) 1976.

Commencement

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date.

Interpretation

3. In this Order the expression "the specified date" means the 29th day of June 1976, 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.

Sealed with the Official Seal of the Department of Manpower Services on 11th June 1976.

(L.S.)

D. J. Perham
Senior Assistant Secretary

(a) 1945 c. 21 (N.I.)
(b) 1946 c. 11 (N.I.); S.R. & O. (N.I.) 1964 No. 205 (p. 937) and S.R. & O. (N.I.) 1973 No. 504 Art. 6(1) and Sch. 3 (II, p. 2992)

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Dressmaking and Women's Light Clothing Wages Regulation (No. 2) Order (Northern Ireland) 1975(c) (Order NIWD (157)).

GENERAL MINIMUM TIME RATES

	AREA A	AREA B	AREA C
	The respective areas are defined in paragraph 17		
Paragraph 1. WORKERS who (a) have had not less than two years' experience after *training* in the Retail Bespoke Dressmaking Branch of the trade (as defined in paragraph 18) and (b) who are employed as "fully qualified" Bodice, Skirt, Gown or Blouse Hands (as defined in paragraph 14)	Per hour p 55·25	Per hour p 54·25	Per hour p 53·50
Paragraph 2. WORKERS (including Out-workers as defined in paragraph 16) other than workers of the classes specified in paragraphs 1 and 3	54·50	53·50	53·50
Paragraph 3. *TRAINEES* (as defined in paragraph 15):—			
During 1st six months of employment	34·95	33·21	32·77
During 2nd six months of employment	41·28	39·08	37·67
During 2nd year of employment ..	47·60	44·95	43·04

"ATTACK ON INFLATION" SUPPLEMENT

	Per hour up to and including a maximum of 40 hours per week
Paragraph 4. *In addition to the remuneration paid elsewhere in this Schedule there shall be paid a further supplement entitled "Attack on Inflation" Supplement as follows:—*	p
All workers other than trainees	*15·00*
Trainees (as defined in paragraph 15):—	
During 1st six months of employment	*9·38*
During 2nd six months of employment	*10·88*
During 2nd year of employment ..	*12·75*

(c) S.R. 1975 No. 75

LATE ENTRANTS

Paragraph 5.

A *trainee* who enters or who has entered the trade for the first time at 18 years of age or over shall be deemed, for the purpose of the minimum rates specified in paragraph 3 and the calculation of the period of *training* to have completed one year's employment as a *trainee*.

ADVANCES TO *TRAINEES*

Paragraph 6.

The advances to be given to *trainees* become due on the completion of each period of six or twelve months' employment in the Retail Bespoke, Dressmaking Branch of the trade, as the case may be.

EMPLOYMENT IN THE FACTORY BRANCH

Paragraph 7.

Where a worker has been employed in the Factory Branch of the trade one half of the period of such employment will be treated as employment in the Retail Bespoke Branch of the trade.

COMPLETION OF *TRAINING*

Paragraph 8.

A *trainee* shall (subject to the provisions of paragraphs 5 and 7) cease to be a *trainee* and shall be entitled to the appropriate general minimum time rate applicable to workers other than *trainees* on the completion of two years' employment in the Retail Bespoke Dressmaking Branch of the trade.

INCENTIVE PAYMENT SCHEME

Paragraph 9.

An employer must pay to workers employed under an *incentive* payment scheme rates each of which would yield, in the circumstances of the case to a *normal* worker at least the same amount of money as the appropriate general minimum time rate. In determining whether any rate satisfies this condition regard shall be had only to the earnings of workers of *normal* skill and experience in the class of work in question and not to the earnings of workers of less than *normal* skill and experience.

OVERTIME

Paragraph 10.

Overtime rates are payable as follows:—

A.—WORKERS EMPLOYED ON TIME WORK:—

(1) On any day other than Saturday (or another day of the week (other than Sunday) substituted therefor), Sunday or a customary holiday—

For the first two hours worked in excess of 8½ hours—TIME-AND-A-QUARTER.

Thereafter—TIME-AND-A-HALF.

(2) On a Saturday (or another day of the week (other than Sunday) substituted therefor), not being a customary holiday—

(a) In respect of that class of worker which customarily attends on six days a week—

For all time worked in excess of 4 hours—TIME-AND-A-HALF.

(b) In respect of that class of worker which customarily attends on five days a week—

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 40 hours—TIME-AND-A-QUARTER except in so far as higher overtime rates may be payable under the provisions of sub-paragraphs A (1), (2) and (3)

Provided that, where it is the established practice of an employer to require attendance on Saturday in alternate weeks only, the overtime rate is payable in the week in which attendance on Saturday is required only after 42 hours have been worked.

(5) Where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the overtime rates apply to workers in like manner as if the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

B.—WORKERS EMPLOYED ON *INCENTIVE PAYMENT SCHEME*:—

Workers employed under an *incentive* payment scheme are entitled to receive in respect of each hour of overtime worked in addition to *incentive* rates each of which would yield, in the circumstances of the case, to a *normal* worker, at least the same amount of money as the appropriate general minimum time rate applicable, an amount equivalent to ONE-QUARTER, ONE-HALF, or THE WHOLE of the appropriate general minimum time rate, according as the overtime rate payable under the provisions of sub-paragraph A, if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half, or double time, respectively.

Paragraph 11.

Overtime rates are payable in respect of all overtime worked on any day, notwithstanding that the total number of hours worked in the week does not exceed 40.

Paragraph 12.

"Customary Holiday" means—

(a) Christmas Day (or, if Christmas Day falls on a Sunday, such other week day as may be appointed by national proclamation or, if none is so appointed, the next following Tuesday), Boxing Day, New Year's Day, Easter Monday, Easter Tuesday and two other days (being days on which the worker normally works but not being weekly short days) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday; or

(b) a day substituted by the employer for any one of the said days, being a day recognised by a local custom as a day of holiday in substitution for the said day.

Paragraph 13.

The expressions time-and-a-quarter, time-and-a-half, and double time mean, respectively, one-and-a-quarter times, one-and-a-half times, and twice the amount of the minimum rate otherwise applicable.