1975 No. 75

WAGES COUNCILS

Dressmaking and Women's Light Clothing Wages Regulation (No. 2) Order (Northern Ireland) 1975

Made . . . . . 14*th March* 1975

Coming into operation . . . 1*st April* 1975

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**), 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) 1975.

Commencement

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date and on the day immediately preceding that date the Dressmaking and Women's Light Clothing Wages Regulation (No. 2) Order (Northern Ireland) 1970(**b**) as amended by the Dressmaking and Women's Light Clothing Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974(**c**) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 1st day of April 1975, 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 14th day of March 1975.

(L.S.)

J. H. Scott
Assistant Secretary

(a) 1945 c. 21 (N.I.)
(b) S.R. & O. (N.I.) 1970 No. 174 (p. 1003)
(c) S.R. 1974 No. 202

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) 1970(b) (Order NIWD (127)), as amended by the Dressmaking and Women's Light Clothing Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974(c) (Order NIWD (152)):—

Statutory Minimum Remuneration for Female Workers employed in the Retail Bespoke Branch of the Trade

GENERAL MINIMUM TIME RATES

	Area A	Area B	Area C
	The respective areas are defined in paragraph 17		
Paragraph 1. FEMALE WORKERS who (a) have had not less than two years' experience after learnership 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	Per hour p	Per hour p
	55·25	*54·25*	*53·50*
Paragraph 2. FEMALE 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. FEMALE LEARNERS (as defined in paragraph 15):—			
During 1st six months of employment	*34·95*	*33·21*	*32·77*
„ 2nd „ „ „ „	*41·28*	*39·08*	*37·67*
„ 2nd year of employment ..	*47·60*	*44·95*	*43·04*

LATE ENTRANTS

Paragraph 4.

A female learner 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 learnership, to have completed one year's employment as a learner.

ADVANCES TO LEARNERS

Paragraph 5.

The advances to be given to learners 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 6.

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 LEARNERSHIP

Paragraph 7.

A female learner shall (subject to the provisions of paragraphs 4 and 6) cease to be a learner and shall be entitled to the appropriate general minimum time rate applicable to workers other than learners on the completion of two years' employment in the Retail Bespoke Dressmaking Branch of the trade.

CERTIFICATES OF LEARNERSHIP

Paragraph 8.

Application must be made to the Wages Council for a certificate of learnership in respect of every worker whom it is desired to employ at the special lower rates for female learners. Unless such certificate has been obtained or application made therefor, and the other conditions relating to learnership are complied with, the general minimum time rate payable shall be the appropriate rate for female workers other than learners.

PIECE WORK

Paragraph 9.

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

OVERTIME

Paragraph 10.

Overtime rates are payable as follows:—

A. FEMALE 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. FEMALE WORKERS EMPLOYED ON PIECE WORK:—

Female workers employed on piece work are entitled to receive in respect of each hour of overtime worked in addition to piece rates each of which would yield, in the circumstances of the case, to an ordinary 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 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.

GENERAL

DEFINITIONS

Paragraph 14.

A "FULLY QUALIFIED" BODICE, SKIRT, GOWN OR BLOUSE HAND is a female worker who:—

(a) has fulfilled the conditions in regard to learnership laid down by the Wages Council and has had not less than two years' experience subsequent to learnership in the Retail Bespoke Dressmaking Branch of the trade, and