1975 No. 74

WAGES COUNCILS

Dressmaking and Women's Light Clothing Wages Regulation (No. 1) 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. 1) 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. 1) Order (Northern Ireland) 1970(b) as amended by the Dressmaking and Women's Light Clothing Wages Regulation (Amendment) (No. 1) 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. 173 (p. 995)
(c) S.R. 1974 No. 201

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. 1) Order (Northern Ireland) 1970(b) (Order NIWD 126)) as amended by the Dressmaking and Women's Light Clothing Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1974(c) (Order NIWD (151)):—

GENERAL MINIMUM TIME RATES

MALE WORKERS

	Per hour
	p
Paragraph 1.	
MALE CUTTERS (as defined in paragraph 17)	*59·25*
Paragraph 2.	
MALE PRESSERS (as defined in paragraph 18)	*58·25*
Paragraph 3.	
MALE WORKERS (other than Male Cutters and Male Pressers) Workers aged—	
21 years or over	*57·25*
20 and under 21 years	*51·45*
19 „ 20 „	*48·70*
18 „ 19 „	*44·38*
17 „ 18 „	*36·91*
16 „ 17 „	*32·59*

LATE ENTRANTS

Paragraph 4.

Notwithstanding the provisions of paragraph 3, a male worker commencing employment in the Factory Branch of the trade for the first time at or over the age of 19 years may be employed for a period of twelve months as follows:—

(a) for the first six months of employment, at a general minimum time rate of *44·38p* per hour.

(b) for the second six months of employment, at a general minimum time rate of *48·70p* per hour.

On the expiration of twelve months' employment in the trade such worker shall receive the general minimum time rate appropriate to his age.

FEMALE WORKERS

Paragraph 5.

FEMALE WORKERS other than Conveyor Belt Machinists and other Learners:—

	Per hour
	p
(a) workers other than out-workers	*54·75*
(b) out-workers (as defined in paragraph 21)	*54·75*

Paragraph 6.

CONVEYOR BELT MACHINISTS (as defined in paragraph 19) other than Learners .. .. *55·50*

Paragraph 7.

FEMALE LEARNERS (as defined in paragraph 20):—

Period of Employment	Learners commencing at:—		
	16 and under 17 years of age	17 and under 18 years of age	18 years of age and over
	Per hour		
	p	p	p
During 1st six months of employment	*34·99*	*36·93*	*46·65*
During 2nd six months of employment	*40·81*	*42·76*	*48·60*
During 2nd year of employment	*46·65*	*48·60*	*50·53*

ADVANCES TO LEARNERS

Paragraph 8.

(a) The advance to be given to female learners commencing at under 21 years of age, will, during the first year's employment in the trade, take effect in the first full pay period in January or July of the year, the learner being entitled to her first advance as from the first day of such pay period in January or July, as the case may be, provided she has been in the trade for at least three months. The advance to be given to female learners in respect of the second year of employment in the trade becomes due as from the first day of the first full pay period following the expiration of six months from the date upon which the last preceding advance became payable.

(b) The advance to be given to female learners commencing at 21 years of age and over becomes due at the expiration of six months' employment in the trade.

COMPLETION OF LEARNERSHIP

Paragraph 9.

A female learner ceases to be a learner and becomes entitled to the full general minimum time rate applicable to a worker of her class upon the fulfilment of the appropriate conditions set out below:—

Age on entering employment	Conditions
Under 21 years	The completion of two years' employment in the trade.
21 years or over	The completion of one year's employment in the trade.

CERTIFICATES OF LEARNERSHIP

Paragraph 10.

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 as specified in this Schedule are complied with, the general minimum time rate payable shall be the appropriate rate for female workers other than learners.

GUARANTEED TIME RATE FOR CERTAIN PIECE WORKERS

Paragraph 11.

Where an employer transfers a female worker, other than a learner (as defined in paragraph 20), who is at the time employed by him in any trade other than the Dressmaking and Women's Light Clothing Trade, to employment on PIECE WORK on the employer's premises in any branch, process or method of manufacture or operation in the Dressmaking and Women's Light Clothing Trade (as defined in paragraph 26) of which she has had no previous experience, that worker must, during the first FOUR WEEKS of such employment, be paid a guaranteed time rate of

54·75p PER HOUR

Where a guaranteed time rate is appropriate an employer must pay female workers who are employed on piece work not less than the guaranteed time rate notwithstanding that their earnings on piece work are less than such sum, that is, the worker's earnings must be made up to the guaranteed time rate.

PIECE WORK

Paragraph 12.

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 the foregoing 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 13.

Overtime rates are payable as follows:—

A. WORKERS EMPLOYED ON TIME WORK:

(1) On any day other than Saturday, Sunday or a Customary holiday—
For the first two hours worked in excess of $8\frac{3}{4}$ hours .. .. TIME-AND-A-QUARTER
Thereafter .. .. 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 40 hours .. TIME-AND-A-QUARTER
except in so far as higher overtime rates may be payable under the provisions of sub-paragraph A(1), (2) and (3).

(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. MALE AND FEMALE WORKERS EMPLOYED ON PIECE WORK:

(1) Male and female workers (other than those of the class specified in paragraph 11) 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.