1974. No. 329

WAGES COUNCILS

Wages Regulation (Shirtmaking)

ORDER, DATED 20TH DECEMBER 1974, MADE BY THE DEPARTMENT OF MANPOWER SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

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 Shirtmaking Wages Council (Northern Ireland):

Citation

1. This Order may be cited as the Shirtmaking Wages Regulation Order (Northern Ireland) 1974.

Commencement

2. The wages regulation proposals set out in the Schedules shall come into operation on the specified date and on the day immediately preceding that date the Shirtmaking Wages Regulation Order (Northern Ireland) 1970(**b**) and the Shirtmaking 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 7th day of January 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 for Northern Ireland this 20th day of December 1974.

(L.S.) *J. H. Scott,*
Assistant Secretary.

(a) 1945. c. 21.
(b) S.R. & O. (N.I.) 1970, No. 162.
(c) S.R. (N.I.) 1974, No. 117.

FIRST SCHEDULE

The following statutory minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Shirtmaking Wages Regulation Order (Northern Ireland) 1970(b) (Order N.I.S. (79)) as amended by the Shirtmaking Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1974(c) (Order N.I.S. (91)):—

GENERAL MINIMUM TIME RATES
MALE WORKERS

Paragraph 1.	Per hour p
SPECIAL OR MEASURE CUTTERS (as defined in paragraph 2) or PATTERN CUTTERS or PATTERN TAKERS, who are employed as such during the whole or a substantial part of their time and who have had not less than five years' experience after 19 years of age ..	*60·48*
Provided that the experience of Special or Measure Cutters shall include three years' experience in measure cutting.	

Paragraph 2.

A special or measure cutter is a male worker who:—

(a) is able to take a complete set of measures and cut from model patterns; and

(b) has sufficient technical knowledge to alter patterns (excluding stock patterns).

Paragraph 3.	
MALE CUTTERS (other than special or measure cutters, pattern cutters or pattern takers), 21 YEARS OF AGE OR OVER, who are employed during the whole or a substantial part of their time in cutting and who have had not less than five years' experience in cutting in the Shirtmaking trade, as defined in paragraph 23 ..	*59·64*
The term "cutting" includes the operations of hooking-up, folding, marking-in, marking-out and dividing.	

Paragraph 4.

MALE WORKERS (including apprentice cutters, as defined in paragraph 5) other than male workers to whom the minimum rates set out in paragraphs 1 and 3 apply:—

Workers aged—	
under 17 years	*34·18*
17 and under 18 years	*38·02*
18 „ 19 „	*44·17*
19 „ 20 „	*48·35*
20 „ 21 „	*51·47*
21 years and over	*57·90*

DEFINITION AND CONDITIONS OF EMPLOYMENT OF APPRENTICE CUTTERS

Paragraph 5.

An apprentice cutter is a male worker who:—

(a) is employed under an oral or written agreement by an employer who undertakes to provide the apprentice with reasonable facilities for learning the cutting branch of the trade (including the operations of hooking-up, folding, marking-in, marking-out and dividing); and

(b) has received a certificate or has been registered in accordance with rules from time to time laid down by the Wages Council, or has made application for such certificate or registration which has been duly acknowledged and is still under consideration.

Provided that—

(i) the certification or registration of an apprentice cutter shall become invalid if at any time during apprenticeship the provisions set out in this Schedule relating thereto are not complied with; and

(ii) an employer may employ an apprentice cutter on his first employment in the cutting branch of the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of the apprentice being continued thereafter at his employment the probation period shall be included in the period of apprenticeship.

FEMALE WORKERS

Paragraph 6.	Per hour
	p
FEMALE WORKERS other than LEARNERS (as defined in paragraph 8):—	
(a) Female workers other than those for whom minimum rates are specified in sub-paragraph (b)	*54·09*
(b) Conveyor Belt Machinists, i.e., female workers employed in machining any work conveyed to or from the worker on a mechanical conveyor belt	*55·34*

Paragraph 7.

FEMALE LEARNERS (as defined in, and whose employment complies with, the conditions specified in paragraphs 8 to 11):—

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
	Rate per hour		
	p	p	p
During first six months of employment ..	*32·06*	*34·09*	*40·56*
„ second „	*36·40*	*38·43*	*42·83*
„ second year of employment ..	*43·87*	*43·87*	*54·09*

DEFINITION AND CONDITIONS OF LEARNERSHIP

Paragraph 8.

A female learner is a worker who:—

(a) is employed during the whole or a substantial part of her time in learning any branch or process of the trade by an employer who provides the learner with reasonable facilities for such learning; and

(b) has received a certificate or has been registered in accordance with rules from time to time laid down by the Wages Council, or has made application for such certificate or registration which has been duly acknowledged and is still under consideration.

Provided that—

(i) the certification or registration of a female learner shall become invalid if at any time during learnership the provision set out in this Schedule relating thereto are not complied with;

(ii) an employer may employ a female learner on her first employment in the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of the learner being continued thereafter at her employment the probation period shall be included in her period of learnership;

(iii) notwithstanding compliance with the conditions contained herein, a person shall not be deemed to be a learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

Paragraph 9.

Any female worker who has been previously employed in any branch of the trade (as defined in paragraph 23) and has not been registered nor held a certificate and is subsequently engaged as a learner shall count the whole period of such previous employment for the purpose of claiming the time rate at which she is to be paid.

Paragraph 10.

No learner who has left the trade and subsequently re-enters the trade as a learner shall, after re-entry, serve a longer period as a learner than would be permissible in the case of a person of the same age entering the trade for the first time.

COMPLETION OF LEARNERSHIP

Paragraph 11.

A learner shall cease to be a learner and shall be 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.
21 years or over	..	The completion of one years' employment.

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 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, e.g., juvenile and infirm workers.

DEFINITION OF OUT-WORKER

Paragraph 13.

An "out-worker" is a worker who works in her own home or any other place not under the control or management of the employer.

OUT-WORKERS GENERAL MINIMUM PIECE RATES

Female Workers

The general minimum piece rates for the following processes of shirtmaking when done by out-workers (as defined in paragraph 13) are the NET rates set out below.

Paragraph 14.

Shirts (other than Coarse Shirts)—

(1) Machining, per dozen shirts:

Stitching on casings, back, *23·17p;* stitching on casings, front, *23·17p.*

Stitching on trimmings—

neck-bands, *40·72p;* neck-bands, if dressed, *52·66p;* Cuffs, ordinary gathering, *52·66;* cuffs, measured gathering, *122·17p.*

Making and stitching on yokes, *75·83p;* stitching back of yoke to back body only, *68·89p.*

Making sleeves—4 pieces, 2 pieces and 2 hems, or 4 hems and 2 vents, *52·66p.*

Putting in sleeves and seaming sleeves and body with vents (double seaming and double stitching all through), *162·19p.*

Double seaming and double stitching gore in sleeve, *23·17p.*

Stitching on neck-pieces, *23·17p.*

Stitching on labels, *14·04p* per dozen labels.

(2) HAND FINISHING:

Hemming inside of neck-band, *123·58p* per dozen shirts; sewing cuff holes (⅞-inch), *52·66p* per dozen holes; sewing other holes (½-inch), *38·62p* per dozen holes.

Sewing on buttons, *17·55p* per 3 dozen buttons.

Paragraph 15.

COARSE SHIRTS—

The term "coarse shirts" means shirts in which the number of stitches per inch does not exceed ten.

(1) MACHINING, per dozen shirts:—

Machining men's plain square shirts—Single seams, *361·60p;* double seams, *478·86p.*

Machining boys' plain square shirts—Single seams, sizes 1-5, *270·33p;* sizes 6-9, *318·77p.*

Double seams, sizes 1-5, *324·39p;* sizes 6-9, *388·29.*

For the purpose of the above general minimum piece rates a "plain square shirt" is a shirt without any shape in the armholes, skirts, or cuffs, with a shoulder piece or lifted shoulder, with band and cuffs made of one piece, and with a single-breast piece having one row only of stitching and the bottom square or diamond.

The above general minimum pieces rates for machining coarse shirts apply to the making of shirts with vents. Where there are no vents the general minimum piece rates payable shall be *16·85p* per dozen LESS in each case than the piece rates specified above.

If no work whatsoever is performed on the shoulder of the shirt the general minimum piece rates shall be *21·77p* per dozen LESS in the case of men's sizes and *10·53p* per dozen LESS in the case of boys' sizes than the piece rates specified above.

ADDITIONAL RATES shall be paid in the case of all men's or boys' shirts where the following variations occur:—Men's or boys' shirts, per dozen shirts:—

	p		p
Armholes shaped ..	*9·83*	Back or front lining, up to 6 inches deep	*30·89*
Front of shirt shaped ..	*9·83*	Back or front lining, over 6 inches deep	*38·62*
Back of shirt shaped ..	*9·83*	Sleeve gores	*17·55*
Back shoulder piece in two sections	*9·83*	Tab below breast-piece ..	*17·55*
Neck-bands on two pieces	*17·55*	Sleeve gusset	*17·55*
Cuffs, square or rounded, of two pieces	*17·55*		
Cuffs, square or rounded, of two pieces, peaked	*30·89*		
Cuffs, rounded, one piece	*9·83*		
Cuffs, rounded, one piece peaked	*9·83*	Stitching on labels, *10·53p* per dozen labels	

(2) HAND FINISHING:—

Hand sewing of half-inch button holes, *30·89p* per dozen holes.

Sewing on buttons by hand, *17·55p* per 2 dozen buttons.

The general minimum piece rates for sewing on buttons by hand apply only to two-holed buttons sewn through twice and four-holed buttons sewn through once, and fastened off.