1968. No. 245 [NC]

WAGES COUNCILS

Wages Regulation (Dressmaking and Women's Light Clothing)

ORDER, DATED 8TH NOVEMBER 1968, MADE BY THE MINISTRY OF HEALTH AND SOCIAL SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

The Ministry of Health and Social 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 Order (Northern Ireland) 1968.

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) 1964(b) and the Dressmaking and Women's Light Clothing Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1966(c) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 26th day of November 1968, 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 Ministry of Health and Social Services for Northern Ireland this 8th day of November 1968.

(L.S.) *W. Slinger,*
Assistant Secretary.

(a) 1945. c. 21.
(b) S.R. & O. (N.I.) 1964, No. 88.
(c) S.R. & O. (N.I.) 1966, No. 143.

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) 1964 (Order N.I.W.D. (104)) as amended by the Dressmaking and Women's Light Clothing Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1966 (Order N.I.W.D. (115)).

Statutory Minimum Remuneration for Male and Female Workers employed in the Factory Branch of the Trade

GENERAL MINIMUM TIME RATES

	Per hour s.	d.
MALE WORKERS		
Paragraph 1. MALE CUTTERS (as defined in paragraph 21)	*6*	*0½*
Paragraph 2. MALE PRESSERS (as defined in paragraph 22)	*5*	*9½*
Paragraph 3. MALE WORKERS (other than Male Cutters and Male Pressers)		
Workers aged—		
21 years or over	*5*	*7¾*
20 and under 21 years	*4*	*8¾*
19 „ 20 „	*4*	*3¼*
18 „ 19 „	*3*	*10¼*
17 „ 18 „	*3*	*4¾*
16 „ 17 „	*2*	*10*
under 16 years	*2*	*3½*

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 *3s. 10¾d.* per hour.

(b) for the second six months of employment, at a general minimum time rate of *4s. 0d.* 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.	Per hour s.	d.
FEMALE WORKERS other than Conveyor Belt Machinists and other than Learners:—		
(a) workers other than out-workers	*3*	*10*
(b) out-workers (as defined in paragraph 25)	*3*	*10*
Paragraph 6. CONVEYOR BELT MACHINISTS (as defined in paragraph 23) other than Learners	*3*	*11½*

Paragraph 7.

FEMALE LEARNERS (as defined in paragraph 24):—

Period of employment	Learners commencing at:—		
	under 16 years of age	16 and under 21 years of age	21 years of age or over
	Per hour		
	s. d.	s. d.	s. d.
During 1st six months of employment	*1 10½*	*1 11*	1st three months *3 0½*
„ 2nd „ ..	*2 0¾*	*2 1¼*	2nd „ *3 4*
„ 3rd „ ..	*2 6*	*2 7¾*	3rd „ *3 6¼*
„ 4th „ ..	*2 7¾*	*3 2¼*	4th „ *3 7¾*
„ 3rd year of employment ..	*3 2¼*	—	

ADVANCES TO LEARNERS

Paragraph 8.

(a) The advances to be given to female learners commencing at under 21 years of age will, during the first two years' employment in the trade, take effect in the first full pay period in January and July of each 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 third 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 advances to be given to female learners commencing at 21 years of age and over become due at the expiration of three, six, and nine 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 16 years ..	The completion of three years' employment in the trade.
16 and 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 24), 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 30) 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

3s. 10d. 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 BASIS TIME RATES

MALE WORKERS

	Per hour s.	d.
Paragraph 12.		
MALE CUTTERS	*6*	*4¾*
Paragraph 13.		
MALE PRESSERS	*6*	*1¼*
Paragraph 14.		
MALE WORKERS other than Male Cutters and Male Pressers	*5*	*8½*

FEMALE WORKERS

Paragraph 15.		
FEMALE WORKERS, including Out-Workers	*4*	*1½*

APPLICATION OF PIECE WORK BASIS TIME RATES

Paragraph 16.

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 piece work basis 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 17.

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 8¾ 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 (1), (2) and (3).