1965. No. 108 [NC]

WAGES COUNCILS

Wages Regulation (Shirtmaking)

ORDER, DATED 26TH MAY, 1965, 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 Shirtmaking Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Shirtmaking Wages Regulation Order (Northern Ireland) 1965.

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 Shirtmaking Wages Regulation Order (Northern Ireland) 1964(b) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 3rd day of June, 1965, 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 26th day of May, 1965.

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

(a) 1945. c. 21.

(b) S.R. & O. (N.I.) 1964, No. 66.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Shirtmaking Wages Regulation Order (Northern Ireland) 1964 (Order N.I.S. (64)):—

Statutory Minimum Remuneration

GENERAL MINIMUM TIME RATES

MALE WORKERS

	Per hour s.	d.
Paragraph 1.		
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	5	3¼
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 27	5	1¼
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 16 years	2	2
16 and under 17 years	2	6¾
17 „ 18 „	3	0
18 „ 19 „	3	4
19 „ 20 „	3	8¼
20 „ 21 „	4	1
21 years and over	4	9¾

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 s. d.

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) 3 4½

(b) Conveyor Belt Machinists, i.e., female workers employed in machining any work conveyed to or from the worker on a mechanical belt 3 7½

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:—		
	under 16 years of age	16 and under 21 years of age	21 years of age or over
	Rate per hour		
	s. d.	s. d.	s. d.
During first six months of employment	1 8½	1 9¼	First 3 months 2 7¼
„ second „ ..	1 9½	1 11¼	Second „ 2 11¼
„ third „ ..	2 2¼	2 4¾	Third „ 3 0¾
„ fourth „ ..	2 4¼	2 10	Fourth „ 3 2
„ third year of employment ..	2 10	—	

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 provisions 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 27) 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 16 years	The completion of not less than two years' employment and the attainment of the age of 18 years.
16 and under 21 years	The completion of two years' employment.
21 years or over	The completion of one year's employment.

Paragraph 12.

No female learner shall be entitled to the full general minimum time rate specified in paragraph 6 until she has attained the age of 18 years notwithstanding any employment she may have had.

PIECE WORK BASIS TIME RATES

	Per hour s.	d.
Paragraph 13. MALE CUTTERS (other than special or measure cutters, as defined in paragraph 2), 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 27)	5	5¼
The term "cutting" includes the operations of hooking-up, folding, marking-in, marking-out and dividing.		
Paragraph 14. FEMALE WORKERS other than OUT-WORKERS	3	7½
Paragraph 15. FEMALE OUT-WORKERS (as defined in paragraph 16)	3	7½

DEFINITION OF OUT-WORKER

Paragraph 16.

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.

APPLICATION OF PIECE WORK BASIS TIME RATES

Paragraph 17.

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 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.