EXPLANATORY NOTE

(This note is not part of the Regulations, but is intended to indicate their general purport.)

These Regulations prescribe the conditions for treating a non-participating employment as continuing notwithstanding a change of employer and for treating a certificate of non-participation issued to and an election made by the former employer as issued to and made by the new employer.

1961. No. 58 **[NC]**

WAGES COUNCILS

Wages Regulation (Hat, Cap and Millinery)

ORDER, DATED 16TH MARCH, 1961, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

The Ministry of Labour and National Insurance, 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 Hat, Cap and Millinery Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Hat, Cap and Millinery Wages Regulation (No. 1) Order (Northern Ireland), 1961.

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 Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1956(**b**), and the Hat, Cap and Millinery Wages Regulation (Amendment) (No. 1) Order (Northern Ireland), 1960(**c**), shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 24th day of March, 1961, 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 Labour and National Insurance for Northern Ireland this sixteenth day of March, nineteen hundred and sixty-one.

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

(**a**) 1945, c. 21. (**b**) S.R. & O. (N.I.) 1956, No. 53. (**c**) S.R. & O. (N.I.) 1960, No. 38.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1956 (Order N.I.H.M. (23)), as amended by the Hat, Cap and Millinery Wages Regulation (Amendment) (No. 1) Order (Northern Ireland), 1960 (Order N.I.H.M. (35)).

Statutory Minimum Remuneration for Male and Female Workers other than Female Workers employed in the Retail Branch of the Trade

GENERAL MINIMUM TIME RATES AND PIECE WORK BASIS TIME RATES

MALE WORKERS Paragraph 1.	General Minimum Time Rate Per hour s. d.	Piece Work Basis Time Rate s. d.
(a) Cutters, blockers, body makers or finishers, stiffeners or shapers (as defined in paragraph 9) employed in a section of the trade other than the felt hat section ..	3 $8\frac{1}{2}$	3 $11\frac{1}{2}$
(b) Workers employed in the felt hat (wool) section of the trade on any of the operations of— proofing (head man only); dyeing (head man only); blocking (other than coning when the operation is preparatory to blocking); pressing; finishing; curling; flanging; cutting; ironing and paring; velouring, and who have worked in any section of the trade on one or more of such operations for at least three years after the age of 19 years	3 $8\frac{1}{2}$	3 $11\frac{1}{2}$
(c) Workers employed in the felt hat (fur) section of the trade on any of the operations of— forming; hardening; planking; proofing (head man only); dyeing (head man only); blocking; pressing; finishing; brushing; curling and steaming; flanging; cutting; ironing and paring; trimming; velouring, and who have worked in any section of the trade on one or more of such operations for at least three years after the age of 19 years	3 $8\frac{1}{2}$	3 $11\frac{1}{2}$
(d) All other male workers:—		
Workers aged 21 years and over	3 $3\frac{3}{4}$	3 $6\frac{3}{4}$
„ „ 20 and under 21 years	2 $10\frac{3}{4}$	
„ „ 19 „ 20 „	2 $7\frac{1}{2}$	
„ „ 18 „ 19 „	2 4	
„ „ 17 „ 18 „	2 1	
„ „ 16 „ 17 „	1 $8\frac{3}{4}$	
„ „ under 16 years	1 $4\frac{3}{4}$	

LATE ENTRANTS

Paragraph 2.

Notwithstanding the provisions of paragraph 1 (d), a male worker who commences employment in the trade 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 such employment, at a general minimum time rate of *2s. 5d.* per hour;

(b) for the second six months of such employment, at a general minimum time rate of *2s. $6\frac{3}{4}$d.* per hour.

On the expiration of twelve months' employment in the trade such worker is entitled to the minimum rate appropriate to a worker of his age.

FEMALE WORKERS	General Minimum Time Rate Per hour	Piece Work Basis Time Rate Per hour
Paragraph 3.		
Female Workers, other than workers of the class specified in paragraph 4	s. d. 2 5	s. d. 2 7½

Paragraph 4.

	General Minimum Time Rate Per hour s. d.
Female Learners, as defined in, and whose employment complies with the conditions specified in, paragraph 10, during the following periods of employment in the trade:—	
during the 1st six months	1 3¼
„ 2nd „	1 5
„ 2nd year	1 9¼
„ 3rd „	2 0¾

Provided that a learner who enters, or has entered, the trade for the first time at or over the age of 18 years, shall be treated as though she had, at the date of her entry completed one year of employment as a learner in the trade.

COMPLETION OF LEARNERSHIP

Paragraph 5.

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 on the fulfilment of the appropriate conditions set out below:—

Age at entry	Conditions
under 18 years	The completion of three years' employment
18 years and over	The completion of two years' employment.

OVERTIME

Paragraph 6.

Overtime rates are payable as follows:—

(*i*) *On any day, other than Saturday, Sunday, or a customary holiday—*
For the first two hours worked in excess of 9 hours .. .. .. TIME-AND-A-QUARTER
Thereafter .. .. .. TIME-AND-A-HALF

(*ii*) *On a Saturday—*
For all time worked .. .. TIME-AND-A-HALF

(*iii*) *On a Sunday, or a customary holiday—*
For all time worked .. .. DOUBLE TIME

(*iv*) *In any week—*
For all time worked in excess of 43 hours .. .. .. TIME-AND-A-QUARTER
except in so far as higher overtime rates may be payable under the provisions of sub-paragraphs (*i*), (*ii*) and (*iii*).
Provided that where it is or may become 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 45 hours have been worked.

Paragraph 7.

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 *43*.