The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation Order, 1957

1957. No. 47 [NC]

Whereas the Ministry of Labour and National Insurance (hereinafter in this Order referred to as "the Ministry") has received from the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Ministry by virtue of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland), 1945(a), and of all other powers enabling it in that behalf, hereby makes the following Order:—

1. The wages regulation proposals set out in the Schedule hereto shall have effect on and from the specified date and as from the date immediately preceding the specified date the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1954(b) and the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 1) Order, 1956(c), shall cease to have effect.

2. In this Order the expression "the specified date" means the 27th day of February, 1957, 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.

3. This Order may be cited as the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation Order, 1957.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this eighteenth day of February, nineteen hundred and fifty-seven in the presence of

(L.S.) *R. W. Steele,*
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1954 (Order N.I.W.D. (74)).

(a) 1945, Ch. 21.
(b) S.R. & O. (N.I.) 1954, No. 124.
(c) S.R. & O. (N.I.) 1956, No. 14.

STATUTORY MINIMUM REMUNERATION FOR MALE AND FEMALE WORKERS EMPLOYED IN THE FACTORY BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

MALE WORKERS

Paragraph 1.

	Per hour s.	d.
MALE CUTTERS (as defined in paragraph 19)	3	6

Paragraph 2.

MALE WORKERS other than MALE CUTTERS:—

Workers of—		
21 years of age or over	3	1¼
20 and under 21 years of age	2	7¾
19 „ „ 20 „ „ „	2	3¾
18 „ „ 19 „ „ „	2	0¾
17 „ „ 18 „ „ „	1	10
16 „ „ 17 „ „ „	1	6½
15 „ „ 16 „ „ „	1	2¾
under 15 years of age	1	2¼

LATE ENTRANTS

Paragraph 3.

Notwithstanding the provisions of paragraph 2, 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 *2s. 0½d.* per hour.

(*b*) for the second six months of employment, at a general minimum time rate of *2s. 1d.* 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 4.

FEMALE WORKERS other than Conveyor Belt Machinists (as defined in paragraph 20) and other than Learners (as defined in paragraph 21):—

	Per hour s.	d.
(*a*) workers other than out-workers	2	2¾
(*b*) out-workers (as defined in paragraph 22)	2	2¾

Paragraph 5.

CONVEYOR BELT MACHINISTS (as defined in paragraph 20) other than Learners (as defined in paragraph 21)	2	4¼

Paragraph 6.

FEMALE LEARNERS (as defined in paragraph 21):—

Period of Employment	Learners commencing at:—			
	14 and under 15 years of age	15 and 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.	s. d.
During 1st six months of employment	1 0½	1 1½	1 1¾	1st three months 1 7¾
„ 2nd „ „ ...	1 1½	1 2¾	1 3	2nd „ 1 10¼
„ 3rd „ „ ...	1 5¼	1 6	1 7¼	3rd „ 2 0
„ 4th „ „ ...	1 6	1 7	1 10¾	4th „ 2 1
„ 3rd year of employment ...	1 8¾	1 11¼	—	
„ 4th „ „ ...	1 11½	—	—	

ADVANCES TO LEARNERS

Paragraph 7.

(*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 advances to be given to female learners during the third and fourth years of employment in the trade become due as from the first day of the first full pay period following the expiration of twelve 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 8.

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
14 and under 15 years of age	The completion of four years' employment in the trade.
15 „ „ 16 „ „ „	The completion of three years' employment in the trade.
16 „ „ 21 „ „ „	The completion of two years' employment in the trade.
21 years of age or over ...	The completion of one year's employment in the trade.

CERTIFICATES OF LEARNERSHIP

Paragraph 9.

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 laid down 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 10.

Where an employer transfers a female worker, other than a learner (as defined in paragraph 21), 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 27) 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

2s. 2¾d. PER HOUR.

Where a guaranteed time rate is appropriate an employer must pay female workers of the class specified therein 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, i.e., 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 11.		
MALE CUTTERS (as defined in paragraph 19)	3	8
Paragraph 12.		
MALE WORKERS other than Male Cutters	3	3½

FEMALE WORKERS

Paragraph 13.

FEMALE WORKERS, including Out-Workers (as defined in paragraph 22) 2 4¼

APPLICATION OF PIECE WORK BASIS TIME RATES

Paragraph 14.

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 15.

Overtime rates are payable as follows:—

A. WORKERS EMPLOYED ON TIME WORK:

(1) On any day other than Saturday (or the weekly short day substituted therefor), 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

Provided that where it is the established practice of an employer to require the worker's attendance on only five days in the week, the said overtime rates of time-and-a-quarter and time-and-a-half shall be payable on those five days after 9½ and 11½ hours' work, respectively.

(2) On a Saturday, not being a customary holiday—

(*a*) In respect of that class of worker which customarily attends on six days in the week—

For all time worked in excess of 5 hours TIME-AND-A-HALF

(*b*) In respect of that class of worker which customarily attends on five days in the week—

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 45 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).

Provided that, where it is 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 47 hours have been worked.

(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 10) 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 piece work basis time rate applicable