BUT EXCLUDING
the making of wire rope (unless made in the same factory or workshop as hemp or similar rope or core for wire rope),

AND EXCLUDING
the making of net in connection with the lace curtain trade and the weaving of cloth;

AND EXCLUDING ALSO
the splicing or braiding of rope, twine or cord performed by hand or machine when incidental to or carried on in association with or in conjunction with the operations specified in paragraphs (1) and (2) of the Appendix to the Trade Boards (Made-up Textiles) Order, 1920(a), or any other processes or operations which are specifically mentioned in such Appendix.

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## The Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1954

1954. No. 104.

Whereas the Ministry of Labour and National Insurance (hereinafter in this Order referred to as "the Ministry") has received from the Shirtmaking 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 (b), 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 as from the specified date, and as from that date the Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1953 (c), shall cease to have effect.

2.—(1) In this Order the expression "the specified date" means the 16th day of June, 1954, 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.

(2) The Interpretation Act, 1889 (d) applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

3. This Order may be cited as the Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1954.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this second day of June, nineteen hundred and fifty-four in the presence of

(L.S.)

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

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(a) S.R. & O. 1920. No. 1901.
(b) 9 & 10 Geo. 6. Ch. 21.
(c) S.R. & O. 1953, No. 66.
(d) 52 & 53 Vict. Ch. 63.

## SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1953 (Order N.I.S. (48)).

### STATUTORY MINIMUM REMUNERATION

### GENERAL MINIMUM TIME RATES

#### MALE WORKERS

| Paragraph 1. | Per hour s. | d. |
|---|---|---|
| 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 ... ... Provided that the experience of Special or Measure Cutters shall include three years' experience in measure cutting. | 3 | 2½ |

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) OF 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 The term "cutting" includes the operations of hooking-up, folding, marking-in, marking-out and dividing. | 3 | 0½ |

| 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:— When employed:— | | |
|---|---|---|
| Under 15 years of age ... ... ... ... ... | 0 | 11¼ |
| at 15 and under 16 years of age ... ... ... | 1 | 0½ |
| „ 16 „ „ 17 „ „ „ ... ... ... | 1 | 3½ |
| „ 17 „ „ 18 „ „ „ ... ... ... | 1 | 7 |
| „ 18 „ „ 19 „ „ „ ... ... ... | 1 | 10 |
| „ 19 „ „ 20 „ „ „ ... ... ... | 2 | 0½ |
| „ 20 „ „ 21 „ „ „ ... ... ... | 2 | 3 |
| „ 21 „ „ 22 „ „ „ ... ... ... | 2 | 7 |
| „ 22 years of age or over ... ... ... ... | 2 | 9 |

#### 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

| | Per hour s. | d. |
|---|---|---|
| Paragraph 6. 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*) of this paragraph | *1* | *10* |
| (*b*) Conveyor Belt Machinists, i.e., female workers employed in machining any work conveyed to or from the worker on a mechanical conveyor belt ... ... ... ... | *1* | *11½* |

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:— 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 | |
|---|---|---|---|---|---|
| | Rate per hour | | | | |
| | s. d. | s. d. | s. d. | | |
| During first six months of employment | *0 9¾* | *0 10* | *0 10¼* | First 3 months | *1 2¾* |
| „ second „ „ „ | *0 10½* | *0 11* | *0 11¼* | Second „ | *1 5¼* |
| „ third „ „ „ | *1 0½* | *1 1¼* | *1 3* | Third „ | *1 7* |
| „ fourth „ „ „ | *1 1¼* | *1 2¾* | *1 6½* | Fourth „ | *1 8* |
| „ third year of employment | *1 4* | *1 6½* | — | | |
| „ fourth „ „ | *1 6½* | — | — | | |

### 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 approprite conditions set out below:—

| Age on entering employment | Conditions |
|---|---|
| Under 15 years of age ... | The completion of not less than three years' employment and the attainment of the age of 18 years. |
| 15 and under 16 years of age | The completion of not less than two years' employment and the attainment of the age of 18 years. |
| 16 and under 21 years of age | The completion of two years' employment. |
| 21 years of age 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) OF 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) ... ... The term "cutting" includes the operations of hooking-up, folding, marking-in, marking-out and dividing. | 3 | 2½ |
| Paragraph 14. FEMALE WORKERS other than OUT-WORKERS ... ... ... | 1 | 11½ |
| Paragraph 15. FEMALE OUT-WORKERS (as defined in paragraph 16) ... ... | 1 | 11½ |

DEFINITION OF OUT-WORKER

Paragraph 16.
The expression "out-worker" means 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 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, e.g., juvenile and infirm workers.
(For provisions relating to the employment of juvenile workers on piece work see paragraph 25.)

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 16) shall be the NET rates set out below INCREASED BY 10 PER CENT., OR 2S. 0D. IN THE £):—