

**The Sugar Confectionery and Food Preserving Wages
Council (Northern Ireland) Wages**

THE SUGAR CONFECTIONERY AND FOOD PRESERVING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1946, DATED 17TH OCTOBER, 1946, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER SECTION 10 OF THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 & 10 GEO. 6, CH. 21).

1946. No. 172

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as "the Ministry") has received from the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) wages regulation proposals for fixing the minimum remuneration to be paid to the workers in relation to whom the Council operates in substitution for the minimum remuneration fixed by the Wages Council and confirmed by the Order of the Ministry dated the 14th day of November, 1944 (hereinafter referred to as "Order N.I.F. (21)");

NOW, THEREFORE, the Ministry by virtue of section 10 of the Wages Councils Act (Northern Ireland), 1945, and of every other power in that behalf hereby makes the following Order:—

1. As from the specified date Order N.I.F. (21) shall cease to have effect and the statutory minimum remuneration set out in the Schedule to this Order shall be paid to the workers therein specified. Statutory
minimum
remunera-
tion.
2. In this Order the expression "specified date" means the 23rd day of October, 1946. Provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, the specified date does not correspond with the beginning of the period for which the wages are paid, this Order shall, as respects that worker, become effective as from the beginning of the next such period following the specified date. Commence-
ment.
- 3.—(1) This Order may be cited as the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation Order, 1946. Short title
and inter-
pretation.
- (2) The Interpretation Act, 1921, applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland. 12 Geo. 5,
Ch. 4.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this seventeenth day of October, nineteen hundred and forty-six, in the presence of

(L.S.)

J. W. McConnell,

Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

STATUTORY MINIMUM REMUNERATION
GENERAL MINIMUM TIME RATES

MALE WORKERS		Per hour	
PARAGRAPH 1.		s.	d.
Workers of 21 years of age or over	1 8
" 20 and under 21 years of age	1 5
" 19 " 20	1 2
" 18 " 19	1 0
" 17 " 18	0 10
" 16 " 17	0 8
" 15 " 16	0 7
" under 15 years of age	0 6

PARAGRAPH 2.

Notwithstanding anything in paragraph 1 of this Schedule—

The general minimum time rates for workers under 21 years of age shall be payable to such workers only if they are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the general minimum time rate of 1s. 8d. per hour. Otherwise the general minimum time rate shall be 1s. 8d. per hour, irrespective of age.

FEMALE WORKERS		Per hour	
PARAGRAPH 3.		s.	d.
Workers of 18 years of age or over	1 1
" 17 and under 18 years of age	0 10
" 16 " 17	0 8
" 15 " 16	0 7
" under 15 years of age	0 5½

PARAGRAPH 4.

Notwithstanding anything in paragraph 3 of this Schedule—

The general minimum time rates for workers under 18 years of age shall be payable to such workers only if they are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the general minimum time rate of 1s. 1d. per hour. Otherwise the general minimum time rate shall be 1s. 1d. per hour, irrespective of age.

PIECE WORK BASIS TIME RATES

PARAGRAPH 5.		Per hour	
MALE WORKERS		s.	d.
...	1 10
PARAGRAPH 6.		Per hour	
FEMALE WORKERS	1 2

OVERTIME

PARAGRAPH 7.

(1) Overtime rates shall be payable to workers employed on time work as follows:—

(a) 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

Provided that, where it is or may become 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 hours' and 11½ hours' work, respectively.

- (b) On a Saturday not being a customary holiday—
 For the first two hours worked in excess of
 5 hours TIME-AND-A-QUARTER
 Thereafter, TIME-AND-A-HALF
- (c) On a Sunday or a customary holiday—
 For all time worked DOUBLE TIME
- (d) In any week—
 For all time worked in excess of 48 hours ... TIME-AND-A-QUARTER
 except in so far as higher overtime rates may be payable under the
 provisions of sub-paragraphs (1) (a), (b) or (c) of this paragraph.

(2) Overtime rates shall be payable to workers employed on piece work as follows :—
 Workers employed on piece work shall be 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
 an amount equivalent to ONE-QUARTER, ONE-HALF or the WHOLE of the appropriate piece work basis time rate
 according as the overtime rate payable under the provisions of sub-paragraph (1) of this paragraph, if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half or double time, respectively.

PARAGRAPH 8.

Overtime rates shall be payable when on any day, not being a Sunday or customary holiday, the number of hours worked exceeds 9 or, in the case of Saturday, exceeds 5, notwithstanding that the number of hours worked in the week does not exceed 48.

PARAGRAPH 9.

The expression "customary holiday" means—

- (a) Christmas Day (or, if Christmas Day falls on a Sunday, such other weekday as may be appointed by national proclamation or, if none is so appointed, the next following Tuesday), Boxing Day, Easter Monday, Easter Tuesday, and two other days (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday ; or
- (b) a day substituted by the employer for any one of the said days, being a day recognised by local custom as a day of holiday in substitution for the said day.

PARAGRAPH 10.

For the purposes of paragraph 7, the expressions time-and-a-quarter, time-and-a-half and double time mean, respectively, one-and-a-quarter times, one-and-a-half times or twice the amount of the general minimum time rate otherwise applicable.

THE HOURS OF WORK OF WOMEN AND YOUNG PERSONS ARE SUBJECT TO THE PROVISIONS OF THE FACTORIES ACT (NORTHERN IRELAND), 1938 (a).

GENERAL

APPLICATION OF STATUTORY MINIMUM REMUNERATION TO PIECE WORKERS

PARAGRAPH 11.

In the case of workers employed on piece work, each piece rate paid must be such as will 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 ordinary workers, *i.e.*, 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.

(a) 2 Geo. 6, Ch. 23.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

PARAGRAPH 12.

An employer shall, in any case where a learner or other juvenile worker is employed on piece work during the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has received, in respect of his employment on piece work in each week during that period, at least the same amount of money as such worker would have been entitled to receive if employed on time work.

An employer shall, in any case where any such worker is so employed at any time subsequent to the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has, in respect of his employment on piece work, been paid at piece rates which would yield, in the circumstances of the case, to an ordinary worker (not being a juvenile worker) at least the same amount of money as the appropriate piece work basis time rate.

WAITING TIME

PARAGRAPH 13.

- (1) A worker shall be entitled to payment of statutory minimum remuneration as aforesaid during all the time during which he is present on the premises of his employer unless he is so present either without his employer's consent, express or implied, or for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform.
- (2) A piece worker shall, during any time during which he is present as aforesaid and is not doing piece work be entitled to payment of the general minimum time rate applicable to the workers of the class to which he belongs.

Provisions (1) and (2) do not apply when—

- (a) a worker is present on his employer's premises by reason only of the fact that he is resident thereon, or
- (b) a worker is present on his employer's premises during normal meal times in a room or place in which no work is being done and is not waiting for work to be given to him to perform.

CLASSES OF WORKERS FOR WHOM NO STATUTORY MINIMUM REMUNERATION HAS BEEN FIXED

PARAGRAPH 14.

The statutory minimum remuneration aforesaid shall not apply to clerks, salesmen, saleswomen, travellers, engineers, carpenters, vanmen, watchmen, outside messengers, cleaners of premises, time-keepers, or to any other workers whose work stands in relationship to the trade similar to that of the foregoing excluded classes.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

PARAGRAPH 15.

The statutory minimum remuneration aforesaid shall apply, subject to the provisions of the Wages Councils Act (Northern Ireland), 1945, to workers in relation to whom the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Schedule to the Trade Boards (Sugar Confectionery and Food Preserving Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1924, dated 29th September, 1924 (a), namely :—

The making of sugar confectionery, cocoa, chocolate, jam, marmalade, preserved fruits, fruit and table jellies, meat extracts, meat essences, sauces and pickles; the preparation of meat, poultry, game, fish, vegetables and fruit for sale in a preserved state in tins, pots, bottles and similar receptacles; the processes of wrapping, filling, packing and labelling in respect of articles so made or prepared, EXCLUDING the covering and filling of biscuits, wafers and cakes with chocolate or sugar confectionery; and EXCLUDING also certain processes or operations comprised in the Trade Boards (Sugar Confectionery and Food Preserving) Order, 1913, which are included also in the Appendix to the Trade Boards (Grocery and Provisions) Order, 1920.

(a) S. R. & O., 1924, No. 74.

EXPLANATORY NOTE.

(This Note is not part of the Order, but is intended to indicate its general purport)

1. The Schedule to this Order sets out the statutory minimum remuneration payable as from 23rd October, 1946, to the workers in relation to whom the Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) operates.

2. The provisions of Order N.I.F. (21) cease to have effect when the new provisions under this Order come into force.

N.I.T.R.W. (28)

The Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Holidays

THE READYMADE AND WHOLESALE BESPOKE TAILORING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1946, DATED 12TH JUNE, 1946, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER SECTION 10 OF THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 & 10 GEO. 6. CH. 21).

1946. No. 126

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as "the Ministry") has received from the Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) wages regulation proposals for requiring workers in relation to whom the Council operates to be allowed by their employers the holidays set out in the Schedule to this Order and for fixing the holiday remuneration specified therein in substitution for the holidays and holiday remuneration heretofore applicable in that behalf by virtue of an Order of the Ministry dated the 20th day of June, 1939 (hereinafter referred to as "Order N.I.T.R.W. (16)") made in pursuance of the Holidays with Pay Act (Northern Ireland), 1938, and having effect by virtue of sub-section (3) of section twenty-one of the Wages Councils Act (Northern Ireland), 1945. ^{2 Geo. 6} ^{Ch. 14.}

NOW, THEREFORE, the Ministry by virtue of Section 10 of the Wages Councils Act (Northern Ireland), 1945, and of every other power in that behalf hereby makes the following Order:—

1.—(1) Subject to the provisions of paragraph (2) of this Article the provisions relating to holidays and holiday remuneration set out in the Schedule hereto shall become effective as from the 17th day of June, 1946 (hereinafter referred to as "the specified date") and the Order N.I.T.R.W. (16) shall thereupon cease to have effect. ^{Holidays and} ^{holiday re-} ^{muneration.}

(2) Where as respects any worker who is paid wages at intervals not exceeding seven days the specified date does not correspond with the beginning of the period for which the wages are paid, the provisions relating to statutory minimum remuneration set out in the Schedule hereto shall, as respects that worker, become effective as from the beginning of the next such period following the specified date and