

Hat, Cap and Millinery Wages Council

THE HAT, CAP AND MILLINERY WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1947, DATED 31ST MARCH, 1947, 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).

1947. No. 53

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as "the Ministry") has received from the Hat, Cap and Millinery Wages Council (Northern Ireland) wages regulation proposals for fixing the minimum remuneration to be paid by their employers to certain workers in relation to whom the Council operates in substitution for the minimum remuneration fixed by the Wages Council and confirmed by Schedule I to the Order of the Ministry dated the 1st day of May, 1940 (hereinafter referred to as "Order N.I.H.M. (15 and 16)") and for the amendment of the Order of the Ministry dated the 10th day of July, 1939, confirming holidays provided for by a direction given, and holiday remuneration fixed, under the Holidays with Pay 2 Geo. 6, Act (Northern Ireland), 1938, in relation to the said workers (herein- Ch. 24. after referred to as "Order N.I.H.M. (13)");

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 Schedule I to Order N.I.H.M. (15 Statutory and 16) shall cease to have effect and the statutory minimum remuneration set out in the First Schedule to this Order shall be paid to the minimum remuneration workers specified therein.
2. As from the specified date Order N.I.H.M. (13) shall have effect Holidays and subject to the amendments set out in the Second Schedule to this Order. holiday remuneration.
3. In this Order the expression "the specified date" means the Commence- 7th day of April, 1947. 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.

4.—(1) This Order may be cited as the Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation Order, 1947. Short title and interpretation.

12 Geo. 5,
Ch. 4.

(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.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this thirty-first day of March, nineteen hundred and forty-seven, in the presence of

(L.S.)

J. W. M'Connell,

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

FIRST SCHEDULE

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 AND FEMALE WORKERS (other than female workers employed in the Retail Branch of the trade (as defined in paragraph 13C.))

MALE WORKERS.	General Minimum Time Rates		Piece Work Basis Time Rates	
	s.	d.	s.	d.
PARAGRAPH 1.				
(a) Cutters, blockers, body makers or finishers, stiffeners or shapers, (as defined in paragraph 13A) employed in a section of the trade other than the felt hat section ...	2	1½	2	3½
(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 ...	2	1½	2	3½
(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 ...	2	1½	2	3½
(d) All other male workers:—				
Workers aged 22 years or over ...	1	8½	}	1 11
" " 21 and under 22 years ...	1	5¾		
" " 20 " 21 " ...	1	4		
" " 19 " 20 " ...	1	1½		
" " 18 " 19 " ...	0	11¼		
" " 17 " 18 " ...	0	9¼		
" " 16 " 17 " ...	0	8½		
" " 15 " 16 " ... " under 15 years of age ...	0	7¼ 6½		

LATE ENTRANTS

PARAGRAPH 2.

Notwithstanding the provisions of paragraph 1 (d) of this Schedule, 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 11½d. per hour ;
- (b) for the second six months of such employment, at a general minimum time rate of 1s. 1½d. per hour.

On the expiration of twelve months' employment in the trade, such worker shall be entitled to the minimum rate appropriate to a worker of his age under the provisions of this Schedule.

FEMALE WORKERS.

PARAGRAPH 3.

	General Minimum Time Rates		Piece Work Basis Time Rates	
	s.	d.	s.	d.
(a) Workers employed as knife cutters and blockers (as defined in paragraph 13B)	2	1½	2	3½
(b) Workers, other than outworkers, knife cutters and blockers	1	1½	1	3½
(c) Outworkers (as defined in paragraph 13B)	1	3	1	4½

PARAGRAPH 4.

Female Learners (as defined in paragraph 5) —

Period of employment	Learners commencing at			
	14 and under 15 years of age	15 and under 18 years of age	18 and under 21 years of age	21 years of age and over
	Col. 1	Col. 2	Col. 3	Col. 4
	Per hour			
During 1st six months of employment	d. 6	d. 6	d. 7	d. 7
" 2nd " "	6½	7	8½	1st 3 months 7 2nd " 8½
" 3rd " "	7	8	10	3rd " 10
" 4th " "	7½	9	11½	4th " 11½
" 5th " "	8½	10	—	
" 6th " "	9½	11½	—	
" 7th " "	10½	—	—	
" 8th " "	11½	—	—	

DEFINITION AND CONDITIONS OF EMPLOYMENT OF LEARNERS

PARAGRAPH 5.

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 the certification or registration of a learner shall become invalid if at any time during learnership the provisions set out in this Schedule relating thereto are not complied with.

Provided that an employer may employ a 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 such learner being continued thereafter in her employment, the probation period shall be included in her period of learnership.

ADVANCES TO LEARNERS

PARAGRAPH 6.

The advances to be given to female learners commencing at under 21 years of age shall become due as from the first Monday in January and July of each year, the learner being entitled to her first advance on the first Monday in January or July, as the case may be, provided that she has been in the trade at least three months.

COMPLETION OF LEARNERSHIP

PARAGRAPH 7.

A female learner shall cease to be a learner and shall become 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 of 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 18 years of age	The completion of not less than two years' employment and the attainment of the age of 18 years.
18 and under 21 years of age	The completion of two years' employment.
21 years of age and over ...	The completion of one year's employment.

PARAGRAPH 8.

Notwithstanding compliance with the conditions contained in paragraphs 5 to 7 of this Schedule 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.

OVERTIME

PARAGRAPH 9.

Overtime rates shall be payable as follows :—

- (i) On any day, other than Saturday (or the weekly short day substituted therefor), Sunday and public holidays customarily observed in the establishment—

For the first two hours worked in excess of 8½ hours ... TIME-AND-A-QUARTER
Thereafter TIME-AND-A-HALF

Provided that, where it is or may become the established practice of the 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 9 and 11 hours' work respectively.

- (ii) On a Saturday (or the weekly short day substituted therefor)—

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

For all time worked in excess of 4 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

- (iii) On a Sunday or a public holiday customarily observed in the establishment—

For all time worked DOUBLE TIME

- (iv) In any week—

For all time worked in excess of 44 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) of this paragraph.

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 shall be payable in the week in which attendance on Saturday is required only after 46 hours have been worked.

PARAGRAPH 10.

Where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the overtime rates as set out in paragraph 9 of this Schedule shall apply to workers in like manner as if the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

PARAGRAPH 11.

Overtime rates shall be payable in respect of all overtime worked on any day, notwithstanding that the total number of hours worked in the week does not exceed 44.

PARAGRAPH 12.

For the purpose of paragraph 9 of this Schedule, 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, and twice the amount of the minimum rate otherwise applicable.

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

**GENERAL
DEFINITIONS**

For the purpose of the application of the statutory minimum remuneration set out in this Schedule the following definitions shall apply :—

PARAGRAPH 13.

A.— MALE WORKERS.

(a) A cutter is a male worker who—

- (i) is employed in a section of the trade, other than the silk hat section, on one or more of the operations of marking in or cutting any kind of material, laying up, hooking up or stripping and,
- (ii) for not less than three years after the age of 19 years has been employed in any section of the trade mainly on one or more of the last mentioned operations.

Provided that the work of a cutter shall not include the cutting of cloth or other textile materials for stitchers of hat leathers or for use as hat linings.

(b) A blocker, body maker, or finisher is a male worker who is employed on one or more of the operations of—

- (i) covering, pulling-on, or blocking hats or caps ; or
- (ii) blocking straws, hoods or shapes, of any materials ; or
- (iii) making shapes by means of a gas block and, for not less than three years after the age of 19 years has been employed in any section of the trade mainly on one or more of the last mentioned operations.

(c) A stiffener is a male worker who is employed in stiffening and has been employed in any section of the trade mainly in stiffening for not less than three years after the age of 19 years.

(d) A shaper is a male worker who is employed in putting into shape by hand work the brim part of any hat or helmet which is made on a body or foundation of any material, and has been so employed in any section of the trade for not less than three years after the age of 19 years.

B.— FEMALE WORKERS.

(a) A knife cutter is a female worker who—

- (i) is employed wholly or mainly on band, electric or hand knife processes and,
- (ii) is 22 years of age or over and has had not less than three years' experience after learnership as a knife cutter.

(b) A blocker is a female worker who—

- (i) is employed wholly or mainly in blocking by hand or machine and,
- (ii) is 22 years of age or over and has had not less than three years' experience after learnership as a blocker.

- (c) An outworker is a worker who works in her own home or any other place not under the control or management of the employer.
- C.— The Retail Branch of the trade shall be deemed to be that branch of the trade specified in paragraph 16 of this Schedule in which it is the practice of the employer to supply the article direct to the wearer.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

PARAGRAPH 14.

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 15.

- (i) A worker shall be entitled to payment of the statutory minimum remuneration as aforesaid for all 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.
- (ii) 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 a worker of the class to which he belongs.

Provisions (i) and (ii) of this paragraph 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.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

PARAGRAPH 16.

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 Hat, Cap and Millinery Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Trade Boards (Hat, Cap and Millinery Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925, dated 23rd February, 1925, namely:—

The making from any material of men's, women's or children's headgear, or the trimming thereof:

INCLUDING:—

Warehousing, packing or other operations incidental to or appertaining to the making or trimming of men's, women's or children's headgear;

BUT EXCLUDING:—

- (1) The casting and making of solid metal helmets;
- (2) the making of rubberised or oilskin headgear where carried on in association with or in conjunction with the making of other rubberised or oilskin articles;
- (3) the making of nurses' or servants' caps, chefs' caps, hospital ward caps or similar articles;
- (4) the making of field bonnets, sun bonnets, boudoir caps, or infants' millinery where carried on in association with or in conjunction with the making of dresses, non-tailored skirts, wraps, blouses, blouse-ropes, jumpers, sports coats, neckwear, tea-gowns, dressing-gowns, dressing jackets, pyjamas, under-clothing, undershirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby linen or similar articles;

- (5) the making of fur hats, where made in association with or in conjunction with the manufacture of furs or furriers' skins into garments, rugs, or similar articles;
- (6) the making of knitted headgear and the making of headgear from knitted fabrics where carried on in association with or in conjunction with the manufacture of the knitted fabric;
- (7) warehousing and packing of men's women's and children's headgear and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made or trimmed on the premises.

Provided that notwithstanding anything contained in this Schedule, the statutory minimum remuneration aforesaid shall not apply to carmen, outside messengers, charwomen, boilermen, enginemen and mechanics.

PAYMENT OF HIGHER RATES

PARAGRAPH 17.

The statutory minimum remuneration set out in this Schedule is without prejudice to workers earning higher rates of wages, or to agreements made or that may be made between employers and workers for the payment of remuneration in excess of the statutory minimum.

SECOND SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

The provisions of Order N.I.H.M. (13), dated 10th July, 1939, shall have effect subject to the following amendments:—

- (1) Any reference in Order N.I.H.M. (13) to the appropriate Trade Board rate for work to which the Trade Boards Acts apply and to work to which those Acts do not apply shall be read as including a reference to the appropriate statutory minimum remuneration fixed by a wages regulation order in respect of the worker and to work to which a wages regulation order does not apply;
- (2) Any reference in Order N.I.H.M. (13) to a minimum rate of wages fixed by the Trade Board shall be read as including a reference to statutory minimum remuneration fixed by a wages regulation order pursuant to proposals of the Hat, Cap and Millinery Wages Council (Northern Ireland) and the reference in paragraph 10 of Order N.I.H.M. (13) to the Holidays with Pay Act (Northern Ireland), 1938, shall be construed as including a reference to the Wages Councils Act (Northern Ireland), 1945; and
- (3) The amount of any holiday remuneration due to any worker under Order N.I.H.M. (13) shall be calculated in accordance with the provisions of Part II of the Wages Councils Act (Northern Ireland), 1945.

Laundry Wages Council (Northern Ireland)

THE LAUNDRY WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1947, DATED 18TH MARCH, 1947, 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).

1947. No. 42

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as "the Ministry") has received from the Laundry 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