

PIECE WORK BASIS TIME RATE

FEMALE WORKERS :—

PARAGRAPH 7.				Per hour
Female workers, including Out-workers	s. d.
				1 3¼

CALCULATION OF HOURLY RATES

PARAGRAPH 8.

The general minimum time rates specified in paragraphs 1 to 6 of this Schedule are weekly rates based on a week of 45 hours, or, in the case of workers who are under 16 years of age, on a week of 44 hours; for the purpose of calculating the minimum rate in respect of each hour of employment the respective rates must be divided by 45 or 44 as the case may be."

GENERAL MINIMUM PIECE RATES FOR FEMALE IN-WORKERS AND OUT-WORKERS OF ALL AGES

PARAGRAPH 2.

Paragraphs 9 to 13 of the Schedule to Order N.I.B. (36) shall be amended as follows :—

The general minimum piece rates set out in the said paragraphs shall be subject to an increase of 110 per cent. instead of 90 per cent. as specified in the heading to the said paragraphs.

Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland)

THE READYMADE AND WHOLESALE BESPOKE TAILORING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1948, DATED 28TH JUNE, 1948, 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).

1948. No. 240

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 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 Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1946 (a), dated the 12th day of June, 1946, (hereinafter referred to as "Order N.I.T.R.W. (27)");

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.T.R.W. (27) 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 remuneration.

(a) S. R. & O. 1946, No. 137.

Commence-
ment.

2. In this Order the expression "the specified date" means the 5th day of July, 1948. 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.

Short title
and inter-
pretation.

3.—(1) This Order may be cited as the Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1948.

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 twenty-eighth day of June, nineteen hundred and forty-eight, 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 AND PIECE WORK BASIS TIME RATES FOR MALE WORKERS.

Column 1	Column 2	Column 3	Column 4
Class of Worker	Qualifying period of employment and age of Worker	General Minimum Time Rates	Piece Work Basis Time Rates
		Per hour. s. d.	Per hour. s. d.
<p>PARAGRAPH 1. MALE WORKERS of the following classes :—</p>			
<p>(a) MEASURE CUTTER— <i>i.e.</i>, a person who is employed in any process of measure cutting and is capable of taking a complete set of measures and of cutting any garment for a male person from model patterns and has sufficient technical knowledge to draft men's trousers and alter the balance and distribution of widths, lengths, etc., for any garment for a male person (excluding alterations to stock patterns).</p>	<p>Not less than THREE years' employment after the age of 19 years as a measure cutter (as defined in paragraph 1 (a).)</p>	2 5½	2 7½
<p>(b) STOCK CUTTER— <i>i.e.</i>, a person employed in— (i) marking-in or marking-up cloth or linings or other materials ; (ii) laying-up, hooking-up, or folding cloth or linings or other materials ; (iii) cutting cloth or linings or other materials ; and (iv) dividing (the process ordinarily carried on by cutters or their assistants of dividing, parting or separating the parts of garments after being cut, and of assembling them into suitable bundles for making-up).</p>	<p>Not less than THREE years' employment after the age of 19 years on the processes specified in paragraph 1 (b)</p>	2 3½	2 5½
<p>(c) KNIFE CUTTER OR KNIFEMAN— <i>i.e.</i>, a person wholly or mainly employed on band, electric or hand knife processes.</p>	<p>Not less than THREE years' employment after the age of 19 years as a knife cutter or knifeman.</p>	2 3½	2 5½

Column 1	Column 2	Column 3	Column 4
Class of Worker	Qualifying period of employment and age of Worker	General Minimum Time Rates	Piece Work Basis Time Rates
PARAGRAPH 1.— <i>Continued.</i>			
(d) FITTER-UP— <i>i.e.</i> , a person employed on fitting-up (that is, a process between that of cutting and that of sewing, basting, or machining, which consists of preparing or fitting accurately the various parts of the garment before being basted, sewn or machined, such work of preparing or fitting being always done by shears or knives or other cutting appliances, sewing, basting, or machining forming no part or process of fitting-up).	Not less than THREE years' employment after the age of 19 years as a fitter-up or tailor	Per hour. s. d. 2 3½	Per hour. s. d. 2 5½
(e) TAILOR— <i>i.e.</i> , a person employed in sewing by hand in the process of making a garment or part of a garment.	Not less than THREE years' employment after the age of 19 years as a tailor.	2 3½	2 5½
(f) PRESSER— <i>i.e.</i> , a person employed in pressing-off by hand or by machine.	Not less than THREE years' employment after the age of 19 years as a presser or under-presser.	2 3½	2 5½
(g) MACHINIST— <i>i.e.</i> , a person employed as a machinist otherwise than as a plain machinist.	Not less than THREE years' employment after the age of 19 years as a machinist or plain machinist.	2 3½	2 5½
(h) PASSER— <i>i.e.</i> , a person employed in examining garments either in the process of being made-up or upon their completion.	Not less than THREE years' employment after the age of 19 years as a passer or tailor.	2 3½	2 5½
PARAGRAPH 2. MALE WORKERS of the following classes:—			
(a) UNDER-PRESSER— <i>i.e.</i> , a person employed in pressing processes other than pressing-off.	Not less than THREE years' employment after the age of 19 years as an under-presser or presser.	2 0	2 1½

Column 1	Column 2	Column 3	Column 4
Class of Worker	Qualifying period of employment and age of Worker	General Minimum Time Rates	Piece Work Basis Time Rates
PARAGRAPH 2.—Continued.			
(b) PLAIN MACHINIST— <i>i.e.</i> , a person employed in the processes of making-up plain sleeves, facings, linings, inside pockets, quilting or padding.	Not less than THREE years' employment after the age of 19 years as a plain machinist or machinist.	Per hour. s. d. 2 0	Per hour. s. d. 2 1½
(c) WAREHOUSEMAN— <i>i.e.</i> , a person employed wholly or mainly upon one or more of the following operations, viz. :— assembling, keeping, storing and distributing stock, but excluding such operations included in the definition of packer or porter.	(i) 24 years of age or over and not less than TWO years' experience as a warehouseman after the age of 22 years.	2 1½	2 3½
	(ii) 23 years of age or over and not less than ONE year's experience as a warehouseman after the age of 22 years.	1 11½	2 2¼
	(iii) 22 years of age or over with LESS than one year's experience as a warehouseman	1 10½	2 1
(d) PACKER — <i>i.e.</i> , a person employed wholly or mainly upon the operations of packing goods or materials, but excluding such operations included in the definition of porter or warehouseman.	(i) 24 years of age or over and not less than TWO years' experience as a packer after the age of 22 years.	2 0¾	2 3
	(ii) 23 years of age or over and not less than ONE year's experience as a packer after the age of 22 years.	1 11½	2 1½
	(iii) 22 years of age or over with LESS than one year's experience as a packer.	1 10½	2 1

LATE ENTRANTS.

PARAGRAPH 4.

Notwithstanding the provisions of paragraph 3 of this Schedule, a male worker under 22 years of age 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 employment, at a general minimum time rate of 1s. 2½d. per hour
- (b) for the second six months of employment, at a general minimum time rate of 1s. 4½d. 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.

GENERAL MINIMUM TIME RATES FOR FEMALE WORKERS.

PARAGRAPH 5.

FEMALE WORKERS other than LEARNERS (as defined in paragraph 7 of this Schedule).

- | | |
|----------------------------------------------------------------------------------------------------------------------------------|---------------|
| | Per hour |
| (a) FEMALE WORKERS (including OUT-WORKERS) other than workers of the class specified in sub-paragraph (b) of this paragraph. ... | s. d.
1 3½ |

The expression "Out-worker" shall be deemed to mean a worker who works in her own home or in any other place not under the control or management of the employer.

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| (b) CONVEYOR BELT MACHINISTS, <i>i.e.</i> , female workers, employed in machining any work conveyed to or from the worker on a mechanical conveyor belt | 1 5¼ |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------|

PARAGRAPH 6.

FEMALE LEARNERS (as defined in, and whose employment complies with, the conditions specified in paragraphs 7 to 11 of this Schedule).

Period of Employment	LEARNERS COMMENCING AT			
	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
	Column 1	Column 2	Column 3	Column 4
Per hour				
	s. d.	s. d.	s. d.	s. d.
During 1st six months of employment	0 7	0 7	0 8	1st 3 months 0 8
" 2nd " "	0 7½	0 8½	0 10	2nd " 0 10
" 3rd " "	0 8½	0 9½	0 11½	3rd " 0 11½
" 4th " "	0 9½	0 10½	1 2	4th " 1 2
" 5th " "	0 10½	1 0½	—	
" 6th " "	1 0½	1 2	—	
" 7th " "	1 0¾	—	—	
" 8th " "	1 2	—	—	

DEFINITION AND CONDITIONS OF EMPLOYMENT OF LEARNERS.

PARAGRAPH 7.

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 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 such learner being continued thereafter at her employment, the probation period shall be included in her period of learnership.

PARAGRAPH 8.

A learner shall cease to be a learner and shall be entitled to the full general minimum time rate 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 four years' employment.
15 and under 18 years of age ...	The completion of not less than three years' employment.
18 and under 21 years of age ...	The completion of not less than two years' employment.
21 years of age or over ...	The completion of not less than one year's employment.

PARAGRAPH 9.

Any worker who has been previously employed in any branch of the trade as defined in paragraph 21 of this Schedule, and has not been registered nor held a certificate, and who 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 shall 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.

PARAGRAPH 11.

Notwithstanding compliance with the conditions contained in paragraphs 7 to 10 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.

PIECE WORK BASIS TIME RATE FOR FEMALE WORKERS.

PARAGRAPH 12.

Per hour.

FEMALE WORKERS including OUT-WORKERS (as defined in paragraph 5 (a) of this Schedule) 1s. 5½d.

OVERTIME.

PARAGRAPH 13.

Overtime rates shall be payable as follows :—

A.—WORKERS EMPLOYED ON TIME WORK :

- (i) For the first two hours worked in excess of 44 in any week — TIME-AND-A-QUARTER.
- (ii) For the next two hours — TIME-AND-A-HALF.
- (iii) Thereafter — DOUBLE TIME.
- (iv) For all hours worked on a Sunday or a customary holiday — DOUBLE TIME.

PARAGRAPH 13.—*Continued*

B. — WORKERS EMPLOYED ON PIECE WORK :

Male and female 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 A 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 14.

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 15.

For the purpose of paragraph 13A 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 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 16.

In the case of male or female 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.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK.

PARAGRAPH 17.

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 18.

- (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

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

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.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION.

PARAGRAPH 19.

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 Readymade and Wholesale, Bespoke Tailoring 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 (Readymade and Wholesale Bespoke Tailoring Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925 (a), dated 9th April, 1925, namely:—

Men's and boys' readymade and wholesale bespoke tailoring; and all men's and boys' retail bespoke tailoring carried on in a factory where garments are made up for three or more retail establishments; and any other branch of men's and boys' tailoring which is not included within the scope of the Regulations, dated 16th September, 1924, with respect to the Constitution and Proceedings of a Trade Board in Northern Ireland for Retail Bespoke Tailoring:—

Including—

- (1) (a) The altering, repairing, renovating or re-making of men's or boys' tailored garments, except where included within the scope of the above-mentioned Regulations with respect to Retail Bespoke Tailoring.
- (b) The cleaning of such garments where carried out in association with or in conjunction with the altering, repairing, renovating or re-making of the garments.
- (2) The lining with fur of the above-mentioned garments, where carried out in association with or in conjunction with the making of such garments.
- (3) All processes of embroidery or decorative needlework, where carried out in association with or in conjunction with the above-mentioned branches of tailoring.
- (4) All warehousing, packing and other operations incidental to or appertaining to any of the branches of tailoring in question.

But excluding—

- (1) The making of head-gear.
- (2) The making of rubberised or oil-skin garments.
- (3) The making of boys' readymade washing suits or sailor suits where carried out in association with or in conjunction with the making of garments to be worn by women or girls or by children without distinction of sex.

(a) S. R. & O. 1925; No. 38.

Road Haulage Wages Council (Northern Ireland)

THE WAGES COUNCIL (ROAD HAULAGE, NORTHERN IRELAND) ORDER, 1948, DATED 7TH DECEMBER, 1948, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 AND 10 GEO. 6, CH. 21).

1948. No. 318

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as "the Ministry") has received, pursuant to section 4 of the Wages Councils Act (Northern Ireland), 1945, a wages council recommendation for the establishment of a wages council in respect of certain workers engaged in road haulage and their employers ;

NOW, THEREFORE, the Ministry by virtue of the powers conferred on it by the said section 4 and of all other powers in that behalf, for the purpose of giving effect to the said recommendation, hereby makes the following Order :—

Establishment of Wages Council.

1. There shall be established in respect of the workers to whom this Order applies as set out in the Schedule hereto, and their employers, a wages council to be known as the Road Haulage Wages Council (Northern Ireland).

Interpretation, short title and commencement.

2.—(1) For the purpose of this Order the following expressions have the meaning hereby assigned to them, that is to say :—

"agriculture" includes dairy-farming and the use of land as grazing, meadow, or pasture land or orchard land or woodland or for market gardens or nursery grounds ;

"breadserver" means a worker who is in charge of a breadvan or similar road vehicle and who is mainly engaged in the sale therefrom of bread or other bakery products to individual customers or to shops or establishments for re-sale ;

"breadvan checker" means a worker who accompanies a breadserver for the purpose of checking the breadserver's accounts or canvassing for orders ;

"breadvan boy" means a boy who accompanies and assists a breadserver on his rounds ;

"farmer" means a person engaged in agriculture ;

"goods" means tangible, moveable objects including livestock, animals and burden of any kind whatsoever other than human beings ;

"goods vehicle" means a vehicle constructed or adapted for the carriage or haulage of goods ;

"milk roundsman" or "milk roundswoman" means a worker who is in charge of a road vehicle used for the distribution of milk, other than dried or condensed milk, and who is mainly engaged in the sale therefrom by retail of such milk.

(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}

(3) This Order may be cited as the Wages Council (Road Haulage, Northern Ireland) Order, 1948.

(4) This Order shall come into force on the first day of January, 1949.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this seventh day of December, 1948, in the presence of

(L.S.)

J. W. McConnell,

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

SCHEDULE

Workers to whom the Order applies

1. Subject to the provisions of paragraph 2 hereof the workers to whom this Order applies are all workers wholly or mainly employed in Northern Ireland in road haulage work, that is to say, all or any of the following work :—

- (a) driving or assisting in the driving or control of mechanically or electrically propelled goods vehicles operating on any public highway ;
- (b) collecting or loading goods to be carried in or on such vehicles ;
- (c) attending to goods while so carried ;
- (d) unloading or delivering goods after being so carried ;
- (e) acting as attendants to such vehicles ;

and who are required to travel on or accompany the vehicles for the purpose of doing any such work.

2. This Order does not apply to any of the following workers in respect of their employment in any of the following circumstances, that is to say :—

- (a) drivers of and attendants on vehicles operated by the Ulster Transport Authority ;
- (b) drivers of and attendants on vehicles while the vehicles are being used under, and in accordance with the regulations applicable to, a licence taken out by a manufacturer or a dealer under section nine of the Roads Act, 1920, or by a repairer under section five of the Finance Act (Northern Ireland), 1922 ;
- (c) drivers of and attendants on vehicles used in the laundry trade for the collection of articles of every description for laundering or for the delivery of such articles after they have been laundered ;
- (d) drivers of and attendants on vehicles used by funeral furnishers in the course of their business as such furnishers ;
- (e) drivers of and attendants on vehicles owned by farmers and used for the carriage or haulage of agricultural produce, or goods used, or to be used, for agricultural purposes ;
- (f) drivers of and attendants on vehicles used for the carriage of livestock, except when the vehicles are used for hire or reward by persons other than farmers ;
- (g) milk roundsmen and milk roundswomen and workers who accompany or assist them on their rounds ;
- (h) workers engaged in the distribution of mineral or aerated waters ;
- (i) breadservers, breadvan checkers and breadvan boys.