

**1962. No. 50**

As this Order has been classified as local it is not printed at length in this volume. A summary is given in the List of Statutory Rules and Orders of a Local Character under the heading LOCAL GOVERNMENT.

**1962. No. 51****[NC]****WAGES COUNCILS****Wages Regulation (Brush and Broom)**

ORDER, DATED 22ND MARCH, 1962, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

The Ministry of Labour and National Insurance, in exercise of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland), 1945(a), hereby makes the following Order to give effect to wages regulation proposals received from the Brush and Broom Wages Council (Northern Ireland):—

*Citation*

1. This Order may be cited as the Brush and Broom Wages Regulation Order (Northern Ireland), 1962.

*Commencement*

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date and on the day immediately preceding that date the Brush and Broom Wages Council (Northern Ireland) Wages Regulation Order, 1948(b), and Part I of the Schedule to the Brush and Broom Wages Regulation (Amendment) Order (Northern Ireland), 1960(c), shall cease to have effect.

*Interpretation*

3. In this Order the expression "the specified date" means the 2nd day of April, 1962, 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.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this twenty-second day of March, nineteen hundred and sixty-two.

(L.S.)

*W. Slinger,*  
Assistant Secretary.

## SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Brush and Broom Wages Council (Northern Ireland) Wages Regulation Order, 1948 (Order N.I.B.B. (56)), as amended by Part I of the Schedule to the Brush and Broom Wages Regulation (Amendment) Order (Northern Ireland), 1960 (Order N.I.B.B. (83)).

## Statutory Minimum Remuneration

## GENERAL MINIMUM TIME RATES AND PIECE WORK BASIS TIME RATES

## MALE WORKERS

## Paragraph 1.

- (1) The general minimum time rates and piece work basis time rates payable to male workers are as follows:—

	General minimum time rates		Piece work basis time rates	
	Per hour		Per hour	
	s.	d.	s.	d.
(a) Workers who are employed in any of the operations or branches of work specified in sub-paragraph (2) of this paragraph and have had not less than three years' experience in one or more of them and are aged—				
19 years or over .. .. .	4	3	}	4 6½
18 and under 19 years .. .. .	3	8		
17 " " 18 " " .. .. .	3	2½		
(b) All other male workers aged—				
21 years or over .. .. .	3	11¾	}	4 2½
20 and under 21 years .. .. .	3	5¾		
19 " " 20 " " .. .. .	2	11		
18 " " 19 " " .. .. .	2	5¾		
17½ " " 18 " " .. .. .	2	3½		
17 " " 17½ " " .. .. .	2	0¼		
16½ " " 17 " " .. .. .	1	11		
16 " " 16½ " " .. .. .	1	9		
15½ " " 16 " " .. .. .	1	6½		
Under 15½ years .. .. .	1	5¼		

Provided that where a worker is employed on any of the operations specified in sub-paragraph (2) and has had more than six months' but less than three years' experience on one or more of such operations, the general minimum time rate otherwise payable to that worker shall be increased as follows, but so as in no case to exceed 4s. 3d. per hour—

	Per hour
	d.
During the 2nd six months of such experience .. .. .	1
" 3rd " " " .. .. .	1½
" 4th " " " .. .. .	2
" 5th " " " .. .. .	2½
" 6th " " " .. .. .	3

- (2) The operations or branches of work referred to in sub-paragraph (1) are as follows:—

"Pan" (hair and bass), "Hairs," "Finishing" (that is, the work of all woodworkers employed in finishing or part-finishing brushes or brooms by hand or machine), "Boring or Drilling" (hand or machine), "Drawing," "Bone brush cutting," "Bone brush fashioning," "Bone brush drilling," "Bone brush profiling," the manufacture of artists', medical, painting, whitewash, and tar brushes, and brushes not otherwise specified; and (a) the drafting, dressing (including cutting); or mixing of animal hair, bass, whisk or other fibre where the operative performs the aforesaid operations singly or in combination by

hand or partly by hand and partly by machine; (b) the working of ivory or celluloid; (c) the turning of bone; where all or any of the operations specified in (a), (b), or (c) are carried on in association with or in conjunction with the manufacture of brushes (other than feather brushes) or brooms.

The dressing of bass or fibre by hand or by machine; the cutting and preparation of material for toilet or tooth-brush manufacture; the shaping (including the setting-up of knives and other incidental work) of wooden or plastic boards or handles by spindle moulding or automatic shaping machine or by both such machines; boring; hand finishing; hand drawing; machine filling; the flirting, brushing, trimming, examining of brushes; polishing or hand polishing, dipping and cellulose spraying; sand-papering and buffing, the making of twisted wire brushes; the making of artists' brushes.

Paragraph 2.

FEMALE WORKERS

(1) The general minimum time rates and piece work basis time rates payable to female workers shall be as follows:—

	General minimum time rates		Piece work basis time rates	
	Per hour		Per hour	
	s.	d.	s.	d.
(a) Pan Hands, with not less than three years' experience in pan work, employed on:—				
(i) Cocoa or any other fibre brooms or banisters of any length (except bass and bassine heads on stocks over 12in. in length and more than 30 knots round, and whisk brooms and banisters); Bass heads up to 12in. stock, 30 knots round	3	2	3	4½
(ii) Broom heads up to 11½in. stock, or banisters up to 8½in. blade, middles being made of all fibre or fibre and drafts mixed up to 3½in., and outsides of any material up to and including 3½in. Banisters (whisk) up to 7½in. blade made with common Venetian tops (imported as tops); Sweeps' brushes up to and including 5in. head, or toy hearth brushes up to and including 3½in., both made with fibre, fibre and drafts, drafts only, or china below 3in. But excluding any brushes specified in (a) (i).	3	7½	3	8½
(iii) Work (including bass and bassine heads on stocks over 12in. in length and more than 30 knots round) other than that specified in (a) (i) and (ii).	4	3	4	5½
(b) Workers employed on any of the operations specified in sub-paragraph (2) who have had not less than three years' experience in one or more of such operations.	2	8	2	11½
(c) All other female workers, including workers employed on the operation of pan work with less than three years' experience in that operation, aged—				

19 years or over .. ..	2	6 $\frac{3}{4}$	} 2 11 $\frac{1}{4}$
18 and under 19 years .. ..	2	5 $\frac{3}{4}$	
17 $\frac{1}{2}$ " " 18 " .. ..	2	3 $\frac{1}{2}$	
17 " " 17 $\frac{1}{2}$ " .. ..	2	0 $\frac{1}{4}$	
16 $\frac{1}{2}$ " " 17 " .. ..	1	11	
16 " " 16 $\frac{1}{2}$ " .. ..	1	9	
15 $\frac{1}{2}$ " " 16 " .. ..	1	6 $\frac{1}{2}$	
Under 15 $\frac{1}{2}$ years .. ..	1	5 $\frac{1}{4}$	

Provided that where the worker is employed on any of the operations specified in sub-paragraph (2) of this paragraph and has had more than six months' but less than three years' experience on one or more of such operations, the general minimum time rate otherwise payable to that worker shall be increased as follows, but so as in no case to exceed 2s. 8d. per hour—

	Per hour
	d.
During the 2nd six months of such experience ..	$\frac{1}{2}$
" 3rd " " " " ..	1
" 4th " " " " ..	1 $\frac{1}{4}$
" 5th " " " " ..	1 $\frac{1}{2}$
" 6th " " " " ..	1 $\frac{3}{4}$

- (2) The operations referred to in (b) and (c) of sub-paragraph (1) are as follows:—

Pan work; the dressing of bass or fibre by hand or machine; the cutting and preparation of material for toilet or tooth-brush manufacture; the shaping (including the setting-up of knives and other incidental work) of wooden or plastic boards or handles by spindle moulding or automatic shaping machine or by both such machines; boring; hand finishing; hand drawing (other than the hand drawing of wire brushes); machine filling; the flirting, brushing, trimming, examining of brushes; polishing or hand polishing, dipping and cellulose spraying; sand-papering and buffing, the making of twisted wire brushes; the making of artists' brushes; making painting brushes by sectional methods; finishing painting brushes by sectional methods; making shaving brushes by sectional methods; finishing shaving brushes by sectional methods.

### IN-WORKERS' AND OUT-WORKERS' GENERAL MINIMUM PIECE RATES FOR MALE WORKERS OF ALL AGES

THE GENERAL MINIMUM PIECE RATES SET OUT BELOW ARE SUBJECT TO AN INCREASE OF 120 PER CENT., OR 24s. IN THE £

#### Paragraph 3.—PAN WORK

(1) HAIR PAN WORK—	Knots per Penny
Banisters, Ordinary .. ..	6 $\frac{1}{2}$
" with handles, 20" and above (excluding head) .. ..	6
" Bakers .. ..	6 $\frac{1}{2}$
" Bed or Window .. ..	6 $\frac{1}{2}$
" Carpet (cut off) .. ..	6
" Double (hair) both sides .. ..	6
" " (whisk or bass) both sides .. ..	5 $\frac{3}{4}$
" " Toy (or small) Whisk side .. ..	5
" " " Soft side .. ..	6
" Mill .. ..	6
" Moulders .. ..	6
" Toilet or Toy .. ..	6
" " Turnover .. ..	5
" " cut off .. ..	5
" Winged, bodies and wings (all over) .. ..	6 $\frac{1}{4}$

	Knots per Penny
Bed Pan Brushes .. .. .	4½
Boat Brushes, round face .. .. .	5½
"    flat face .. .. .	6
Broom " Scrubs .. .. .	6½
Brooms, up to and including 14" .. .. .	6½
"    if cocoa, up to and including 14½" .. .. .	6½
"    above 14" and including 20" .. .. .	6½
"    above 20" .. .. .	6
"    Bass in middle, middles .. .. .	6
"    "    hair outsides .. .. .	6½
"    Carpet, cut off .. .. .	6
"    Toy or Scotch Hearth .. .. .	6½
"    Wall, on broom stocks, ends filled only .. .. .	5½
"    Wall, made in similar style to Turk's Head .. .. .	5
"    Winged bodies and wings, all over .. .. .	6½
Carpet Cleaners (Circular Vacuum) .. .. .	5
Closet (all materials) .. .. .	5
Cloth Brushes, flat face .. .. .	5½
"    roached face .. .. .	5½
Cornice Dusters .. .. .	5½
Curtain or Bed Brushes .. .. .	4½
(fitted up, 6d. per doz. extra).	
Deck Scrubs, round face .. .. .	5½
"    flat face .. .. .	6
Dust or Sweeps, ordinary .. .. .	6½
"    "    with handles, 20" and above (excluding head) .. .. .	6
"    "    Bell or Picture .. .. .	5½
"    Toy (long handle Mill) .. .. .	6
Dusters, Glaziers .. .. .	6½
"    Jamb .. .. .	6½
"    Painters, round or flat .. .. .	6½
Furniture .. .. .	5
Hearth, black reeded, all sizes of present patterns with loose screw handles .. .. .	6½
Hearth, Cased or Metal Sliding Hearth, 3½" and under .. .. .	5
"    Cased or Metal Sliding Hearth over 3½" .. .. .	5½
"    Crutch .. .. .	6½
"    Gilt and Fancy .. .. .	5½
"    Scotch (also called Toy Brooms) .. .. .	6½
"    Telescope .. .. .	5
"    Toy, Slipper or Shoe .. .. .	5½
Paper Hangers .. .. .	5½
"    Flatteners .. .. .	5½
"    Stainers .. .. .	5½
Seed Brushes .. .. .	5
Sieve, round, Bristle .. .. .	5
Spoke .. .. .	5
Turk's Head .. .. .	5
Window Cleaners .. .. .	5½
Window Cleaners, Toy .. .. .	5
Cocoa and Mexican Fibre Brooms and Banisters to be trimmed only, at ordinary Broom and Banister prices.	

## EXTRAS ON HAIR PAN WORK:—

## Setting with:—

3¼" China and under, ½ knot per 1d. less.

Glue, 1½ knots per 1d. less.

Used Hair only, 1½ knots per 1d. less.

Riflings, Drafts, or rough undressed Hair, one knot per 1d. less.

Shake Up, commonly known as "Joe Best," one knot per 1d. less.



## EXTRAS ON WHISK PAN WORK:—

If Whisk cut by Pan Hand using same, 1 knot per 1d. less.

All odd knots to be paid for at the rate of 1d. for 6, 2d. for 12.

All work under  $\frac{1}{2}$  dozen, 1d. per Brush extra.

All Pan Work bored on Foot Lathe by Pan Hand,  $\frac{1}{4}$  knot less per 1d.

Putting up and Sharpening Bits, 3 $\frac{1}{2}$ d. in the £1.

## (4) MACHINE PAN WORK IN BRISTLE OR MIXTURE—

	Knots per Penny
Rollers, spiral or full, all lengths .. .. .	6
Rollers where the Shaft will not allow the hole being $\frac{3}{8}$ " deep ..	4 $\frac{3}{4}$
Wheel or Polishing .. .. .	6
Sprinklers or Dampers .. .. .	5 $\frac{1}{2}$
Cotton Hecklers, Printers and other slips .. .. .	6
Ten knots long or under .. .. .	5 $\frac{1}{2}$
Card, Flock, Cloth, Weavers and Burlers .. .. .	5 $\frac{1}{2}$

## (5) MACHINE PAN WORK SET WITH BASS, KITOO, WHISK, ETC.—

	Knots per Penny
Rollers set with Bass and Bass Mixture .. .. .	5
Rollers set with Monkey Bass, Bassine or Kitool or Mixtures of same .. .. .	5 $\frac{1}{4}$
Machine work set with Whisk (French, Mexican, Italian) ..	4 $\frac{1}{2}$
Machine work, Whisk not cut to hand .. .. .	4
Roller, Sievé, or Threshing (cut off by machine) .. .. .	5 $\frac{1}{2}$
Bass Slips .. .. .	5

## EXTRAS OR ALLOWANCES ON MACHINE PAN WORK:

Rollers, Spiral, half-time in marking out to be allowed.

Pegged work to be allowed one knot less.

All work set with glue, one knot less.

Shake up (Machine Pan only) or China and Indian 3" and under,  $\frac{1}{2}$  knot less.

Metal Tube Dampers,  $\frac{1}{2}$  knot less.

Setting undressed hairs, one knot less.

Old Rollers bored out or pulled to pieces,  $\frac{1}{2}$  knot less.

For cutting off by machine, 7 $\frac{1}{2}$  per cent. less on bristle work, other than Spiral Rollers.

For cutting off by machine, 10 per cent. less on all Bass, Fibre or Kitool work, all Spiral Rollers and all Hollow work (except French Worsted Machine Hollows).

Setting hair that has been previously used, or setting Riflings, Drafts, or undressed Bristles, one knot per 1d. less.

All work set with mixture containing any Whalebone or containing over one-third Kitool,  $\frac{1}{2}$  knot less.

Nailing, 4d. in the 1/-.

Cutting off tops, and re-setting in same job,  $\frac{1}{2}$ d. in the 1/- additional.

Hair Pan work set in other than black pitch or glue,  $\frac{1}{4}$  knot per 1d. less.

## Paragraph 4.—PAN WORK—SETTING ONLY

For setting only, the minimum piece rates are the minimum piece rates for male workers on pan work (boring, setting and trimming) set out in paragraph 3, subject to a deduction of 20 per cent.

## Paragraph 5.—FINISHING

SHOE BRUSHES:—	Per Dozen	
	s.	d.
Best Round Faced A .. .. .	3	4
C.S. or Common Solid .. .. .	2	8 $\frac{1}{2}$
Solid Army Shoe .. .. .	2	6
Roached, with Shaving Covers .. .. .	1	10 $\frac{1}{2}$







HANDLED CLOTH:—		Per Dozen	
		s.	d.
Handled Cloth, $\frac{3}{8}$ "	Rosewood backs with white inlay ..	11	0
Handled Cloth, with splash ..	.. .. .	11	6 $\frac{3}{4}$
Billiard Brushes ..	.. .. .	7	6
" " Veneered ..	.. .. .	5	2 $\frac{1}{2}$
HAIR BRUSHES:—			
Large Crumb Brushes ..	.. .. .	10	5
Small 4 row Crumb ..	.. .. .	8	9
Veneer Crumb ..	.. .. .	6	11
Handled Flesh, solid back ..	.. .. .	11	6 $\frac{3}{4}$
" " bent handles ..	.. .. .	13	10 $\frac{1}{2}$
EXTRAS ON FANCY FINISHING WORK:—			
Each Extra stringing back ..	.. .. .	0	4 $\frac{3}{4}$
Screwing Cloth ..	.. .. .	1	9
Pinning Cloth Brushes ..	.. .. .	0	9 $\frac{1}{2}$
Sawing out Crumb Backs ..	.. .. .	1	13 $\frac{3}{4}$
Sawing out Spoke Backs ..	.. .. .	0	4 $\frac{3}{4}$

Paragraph 7.—HAND BORING		Per 1,000	
		Holes	
		s.	d.
Shoe Brushes, Flat $\frac{1}{2}$ "	.. .. .	0	7 $\frac{3}{4}$
" $\frac{5}{8}$ " or $\frac{3}{4}$ " Roached ..	.. .. .	0	9
Horse and Water Brushes, $\frac{1}{2}$ " Flat ..	.. .. .	0	9
" " $\frac{1}{2}$ " Round Faced ..	.. .. .	0	9 $\frac{3}{4}$
Stove Brushes, $\frac{1}{2}$ " Flat ..	.. .. .	0	7 $\frac{3}{4}$
" $\frac{5}{8}$ " " ..	.. .. .	0	9
" Bent or Cushioned ..	.. .. .	0	9
Window Wash Brushes, $\frac{1}{2}$ " Flat ..	.. .. .	0	7 $\frac{3}{4}$
" " Round Faced ..	.. .. .	0	9
Carriage Wash Brushes, $\frac{5}{8}$ " Cushioned 1 bit ..	.. .. .	0	9 $\frac{3}{4}$
" " $\frac{5}{8}$ " " 2 bits ..	.. .. .	1	2
Spoke Brushes, 1 bit ..	.. .. .	1	4
" 2 bits ..	.. .. .	1	8
Cloth Brushes, all sorts ..	.. .. .	0	9
" Roached in $\frac{3}{4}$ " Sycamore (extra) ..	.. .. .	0	11 $\frac{1}{4}$
" Handled ..	.. .. .	0	9 $\frac{3}{4}$
" Splash Handled ..	.. .. .	0	11 $\frac{1}{4}$
Crumb, Flesh, Plate, Dish, Compo, Boot Top, and Billiard Brushes	.. .. .	0	9 $\frac{3}{4}$
Handled Compo Brushes ..	.. .. .	0	7 $\frac{3}{4}$
Dandy Brushes:—			

		Per 1,000		Per 1,000	
		Holes		Holes	
		s.	d.	s.	d.
Beech ..	.. .. outside	0	11 $\frac{3}{4}$	middle	1 4
Ash ..	.. .. "	1	2 $\frac{1}{2}$	"	1 6 $\frac{1}{2}$
Other timbers ..	.. .. "	0	9 $\frac{3}{4}$	"	1 2
English Scrubs, $\frac{7}{8}$ " Timber ..	.. .. .	..	..	..	1 2
" $\frac{3}{4}$ " and under ..	.. .. .	..	..	..	0 9 $\frac{3}{4}$
Laundry Brushes, 2 bits, all Timbers ..	.. .. .	..	..	..	1 2
Drawn Bass Brooms, up to No. 26 bit ..	.. .. .	..	..	..	1 10 $\frac{1}{4}$
" " No. 25 bit and up ..	.. .. .	..	..	..	2 2
" " 1d. per 1,000 holes extra for hard Timbers, such as country Oak, hard Elm, Beech $\frac{3}{4}$ " and up, Sycamore $\frac{3}{4}$ " and up.	.. .. .	..	..	..	..
" " Extra hard Timbers, such as Ash and Holly, 2 $\frac{1}{2}$ d. per 1,000 holes extra.	.. .. .	..	..	..	..
Cleaners ..	.. .. .	..	..	..	2 3 $\frac{3}{4}$
Creamery or Churn (Handled) ..	.. .. .	..	..	..	1 8 $\frac{1}{2}$

	Per 1,000 Holes
	s. d.
Dressers .. .. .	2 3½
Fibre Rollers .. .. .	2 10
Stove (Porcupine) .. .. .	2 1½
Scrubs and Clamp (Roached Face) .. .. .	1 8½
Sprinklers .. .. .	2 7¼

EXTRAS ON HAND BORING WORK:—

	Per Dozen
	s. d.
Roaching .. .. .	0 5½
Cushioning .. .. .	0 10¾
Rounding Shoe and Water Boards .. .. .	0 5½
"    Horse Brush Boards .. .. .	0 10¾
Cushioning " " " .. .. .	1 4
"    "    "    " if shaped round the edge .. .. .	1 9¼
Sawing out Crumb Brush Boards .. .. .	1 4
"    Handle Cloth Brush Boards .. .. .	1 9¼
"    Spoke Brush Boards .. .. .	0 5½
"    Scrubbing .. .. .	0 5½
"    all others .. .. .	0 2½
Paring for wings, 1 end .. .. .	0 5½
"    "    2 ends .. .. .	0 7¾
Rounding and Roaching Spoke .. .. .	1 4
"    only .. .. .	0 10¾
Planing Flat Boards .. .. .	0 1½
Cross Cutting .. .. .	0 1½
Sprinklers over 1½" thick, 3½d. per 1,000 holes extra.	

Screwing on and Stripping Rollers:—

Dressers, 4s. 7½d. each; Cleaners, 2s. 3½d. each.

Sprinklers, with Bolts, 6s. 11d. each.

All wings double the price of Bodies.

Edging with Clamp, 9½d. per dozen extra.

Boring with 2 bits, 5½d. per 1,000 holes extra.

Counting work:—

Under 50 holes per gross not to count.

Over 50 holes to count as 100.

Putting up and Sharpening Bits, 5½d. in the £1.

If the articles specified in paragraphs 3 to 7 are given out in quantities of less than six dozen, the general minimum piece rates therefore shall be the appropriate general minimum piece rates as set out above, plus 10 per cent.

Paragraph 8.—TIED STOCK

FIBRE 2 KNOT

2/2	2/2	2/9	2/9	4/0	4/0½	4/0½	4/0½	4/5	per dozen.
3	4	5	6	7	8	9	10	12	oz.

EXTRAS:—If soldered, 4d. per dozen extra.

FIBRE 3 KNOT

3/1½	3/3½	3/6	3/8	4/0½	4/5	4/11	per dozen.
3	4	5	6	7	8	9	oz.

FIBRE 4 KNOT

4/5	4/9	5/1½	5/6	5/6	per dozen.
6	7	8	9	10	oz.

MIXED HAIR STOCK BRUSHES, 3 KNOT

4/2½	4/9	5/1½	5/4	5/10½	6/3	6/7	per dozen.
3	4	5	6	7	8	9	oz.

EXTRAS:—Soldering, 4d. per dozen. Painting, 4d. per dozen.

## STOCK BRUSHES (WHITEWASH)

Best Pure, Copper Tied, with copper corners and soldered.

6/1½	6/3½	6/10	7/2½	7/7	7/11	per dozen.
5	6	7	8	9	12	oz.

EXTRAS:—Painting, 2d. per dozen.

Split ounces paid as follows:—

Under ½ oz. to count as nothing; ½ ounce even, to count as half; over ½ oz. to count as full oz.

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

THE GENERAL MINIMUM PIECE RATES SET OUT BELOW ARE SUBJECT TO AN INCREASE OF 120 PER CENT., OR 24s. IN THE £

## Paragraph 9.—MACHINE DRAWN WORK

All the piece rates set out in this paragraph are for Fibre or Bristle drawn through, unless otherwise stated

	Per 100 Knots d.
Machine Roller Lags, drawn full .. .. .	4
Lags drawn in spirals (revolving) Flat card, 4" × 2" .. .. .	4½
Comber Brushes or Rollers, in two halves .. .. .	4½
Thread, Card, Winders, Dressing or Plaiting Machine Brushes or similar Slips .. .. .	4
Paste Brushes or Short Slips .. .. .	3½
Reel Brushes .. .. .	4
Bar, Cogwheel, Twisters or Lease Brushes .. .. .	4
Roller and Ring .. .. .	4
Wheel Polishing or Tentering .. .. .	5
EXTRAS ON MACHINE DRAWN WORK:—	
Root in hole or split knots .. .. .	1d. per 100 knots extra.
Penetrating .. .. .	1d. per 100 knots extra.
Drawn through side .. .. .	½d. per 100 knots extra.
Kitool .. .. .	½d. per 100 knots extra.
Bass (i.e., Piassava, African or Bahia) and H.V. quality bassine .. .. .	2d. per 100 knots extra.
1d. in the 1/- extra where drawing hand has to cut off.	

## Paragraph 10.—HAND DRAWING

	Per 100 Knots d.
TOILET BRUSHES:—	
Cloth (other than Common Roach (fibre middle), Octagon Ends (fibre middle), Bell (fibre middle) and Common Veneered F. of K.), including Trimming .. .. .	2½
Do. Do. if machine trimmed .. .. .	2½
Flesh .. .. .	2¾
Flesh, long handled .. .. .	3
Hat, including trimming .. .. .	2½
Nail .. .. .	2½
HOUSEHOLD BRUSHES:—	
Billiard .. .. .	3
Boot top, shear cut .. .. .	2½
„ hard, shear cut .. .. .	2¾
Carriage Washing, drawn doubled .. .. .	3½
„ „ root in hole .. .. .	5
Churn, Bass .. .. .	3¾
„ long handled, shear cut .. .. .	3

	Per 100 Knots d.
Dandy, bass .. .. .	3 $\frac{3}{4}$
"    whisk .. .. .	3 $\frac{1}{2}$
"    bassine .. .. .	3
"    bone .. .. .	3 $\frac{1}{2}$
Dish .. .. .	2 $\frac{1}{2}$
"    hard .. .. .	2 $\frac{3}{4}$
Floor Polishing, up to 10" by 5" .. .. .	3
"    "    over 10" by 5" .. .. .	4
Horse, fibre or mixed .. .. .	3
"    bristle .. .. .	3 $\frac{1}{2}$
Paper Hanging, drawn with root in hole .. .. .	5
Plate .. .. .	2 $\frac{1}{2}$
"    hard .. .. .	2 $\frac{3}{4}$
Round Oil .. .. .	2 $\frac{1}{2}$
Scrubs, household, bristle and mixed .. .. .	2 $\frac{3}{4}$
"    "    fibre, bass (other than Bahia) .. .. .	2 $\frac{1}{2}$
"    "    union .. .. .	2 $\frac{1}{2}$
"    household, pure Bahia .. .. .	3
Stove, porcupine .. .. .	3
Spoke, fibre or mixed .. .. .	3
"    bristle .. .. .	3 $\frac{1}{2}$
Water, fibre or mixed .. .. .	3
"    bristle .. .. .	3 $\frac{1}{2}$

EXTRA:—

2d. extra per dozen brushes for each wing, snout, or tuft.

	Per 100 Knots d.
BROOMS, SWEEPS, ETC.:—	
Brooms, cocoa .. .. .	3 $\frac{3}{4}$
"    whisk .. .. .	4
"    drawn bass, single wire .. .. .	4 $\frac{1}{2}$
"    drawn bass, double wire .. .. .	5 $\frac{1}{2}$
"    window .. .. .	3
"    bassine, monkey, Madagascar, Kitool and union fibre .. .. .	3 $\frac{3}{4}$
Banisters, cocoa .. .. .	3 $\frac{3}{4}$
"    whisk .. .. .	4
"    bass .. .. .	4 $\frac{1}{2}$
"    bassine, monkey bass, Kitool, Madagascar fibre and union fibre .. .. .	3 $\frac{3}{4}$
Brooms and Banisters, double drawn hair .. .. .	3 $\frac{1}{2}$
"    "    root in hole .. .. .	4 $\frac{1}{2}$

If brushes are trimmed by machine or by a worker, other than the drawing hand, the piece rate in each case shall be subject to 12 $\frac{1}{2}$  per cent. reduction.

OVERTIME—ALL WORKERS

Paragraph 11.

Overtime rates are payable as follows:—

A. Workers employed on time work:

(a) In any week (exclusive of any time for which double time is payable under the provisions of (b) and (c)), for time worked in excess of 42 hours—

- (i) for the first three hours .. .. . TIME-AND-A-QUARTER
- (ii) thereafter .. .. . TIME-AND-A-HALF

Provided that where in any week a worker is allowed a holiday on any day of customary holiday the said period of 42 hours shall be reduced by 8 hours 24 minutes in respect of each such holiday which is allowed on a day normally worked by the worker.

- (b) On Sunday or a customary holiday—  
     For all time worked .. .. . DOUBLE TIME
- (c) On Saturday—  
     For all time worked after mid-day .. .. . DOUBLE TIME

B. Workers employed on piece work :

Workers employed on piece work are entitled to receive, in respect of each hour of overtime worked, in addition to the general minimum piece rates applicable or, where no such general minimum piece rates have been fixed, 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 payable under the provisions of sub-paragraph A, if the worker has been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half; or double time, respectively.

Paragraph 12.

The expression "customary holiday" means—

- (1) 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 (2) 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 13.

For the purpose of paragraph 11 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.

## GENERAL

### APPLICATION OF STATUTORY MINIMUM REMUNERATION TO PIECE WORKERS

Paragraph 14.

In the case of male or female workers employed on piece work for which no general minimum piece rates have been fixed, 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 will be had only to the earnings of ordinary workers, that is, 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, for example, juvenile and infirm workers.

### EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

Paragraph 15.

An employer will, in any case where a learner or other juvenile worker is employed on piece work during the first twelve 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 will, in any case where any such worker is so employed at any time subsequent to the first twelve 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 16.

- (1) A worker is 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 present thereon in any of the following circumstances, that is to say:—
- (a) without the employer's consent, express or implied;
  - (b) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;
  - (c) by reason only of the fact that he is resident thereon; or
  - (d) 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.
- (2) The statutory minimum remuneration payable under sub-paragraph (1) to a piece worker when not engaged on piece work shall be that which would be payable if he were a time worker.

#### DEFINITIONS

##### Paragraph 17.

A "female pan hand" is a female worker of any age who is employed in pan setting, that is to say, the making or setting by hand of a pan knot or both such making and setting with or without the operations of boring and trimming or either of them.

##### Paragraph 18.

An "out-worker" is a worker who works in his own home or in any other place which is not under the control or management of the employer.

#### APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

##### Paragraph 19.

The statutory minimum remuneration aforesaid applies, subject to the provisions of the Wages Councils Act (Northern Ireland), 1945, to workers in relation to whom the Brush and Broom 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 (Brush and Broom Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1924(a), dated 28th August, 1924, namely:—

The manufacture of brushes (other than feather brushes) or brooms, including the following operations, where all or any of them are carried on in association with or in conjunction with the manufacture of such brushes or brooms:—

- (a) the drafting, dressing or mixing of bass, whisk, or similar fibres or animal bristles or hair and the working of wood, bone, ivory, or celluloid;
- (b) all finishing, warehousing, packing or other operations incidental to or appertaining to the manufacture of such brushes or brooms,

but excluding the following operations:—

the sawing and turning of wood as a preliminary operation to the manufacture of such brushes or brooms; the making of metal parts and the mounting of brushes with metal or tortoise-shell backs.

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(a) S.R. & O. (N.I.) 1924, No. 59.