

WAGES COUNCILS**Wages Regulation (Paper Box)**

ORDER, DATED 7TH JANUARY 1972, MADE BY THE MINISTRY OF HEALTH AND SOCIAL SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

The Ministry of Health and Social Services, 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 Paper Box Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Paper Box Wages Regulation Order (Northern Ireland) 1972.

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 Paper Box Wages Regulation Order (Northern Ireland) 1965(b) and the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1970(c) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 25th day of January 1972, 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 Health and Social Services for Northern Ireland this 7th day of January 1972.

(L.S.)

J. H. Scott,
Assistant Secretary.

(a) 1945, c. 21.

(b) S.R. & O. (N.I.) 1965, No. 144.

(c) S.R. & O. (N.I.) 1970, No. 348.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Paper Box Wages Regulation Order (Northern Ireland) 1965 (Order NIB (77)) as amended by the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1970 (Order NIB(89)):

STATUTORY MINIMUM REMUNERATION

GENERAL MINIMUM TIME RATES

MALE WORKERS:—

Per week
of
40 hours
£

Paragraph 1.

Male workers, who have served a period of learnership as shown in paragraph 3 and who have had subsequent experience in the trade as shown in paragraph 2, employed as—

Die makers, forme setters, shear cutters, guillotine cutters, workers on (a) rotary cutting, (b) scoring, when combined with rotary cutting, or (c) slitting and rewinding (in each case only when the operator sets the machine), machine minders (as defined in paragraph 13), head stock keepers (as defined in paragraph 14) 16.00

Provided that any such worker employed on carton forme making or in charge of an automatic carton glueing machine or a carton cutting and creasing machine fitted with fully automatic feeder is entitled to an additional amount of 50p per week of 40 hours.

Paragraph 2.

Male workers during the first two years subsequent to completion of learnership under paragraph 3—

During first year after completion of learnership 14.49
" second " " " " 14.96

Paragraph 3.

Male learners (as defined in paragraph 15)—

(A) Learners entering, or who have entered, the trade at under 18 years of age— Per week of 40 hours £

During 1st six months of employment 5.69
" 2nd " " " " 6.40
" 3rd " " " " " 7.32
" 4th " " " " " 8.09
" 3rd year of employment 9.81
" 4th " " " " " 11.05

(B) Learners entering, or who have entered, the trade at 18 years of age or over— Per week of 40 hours £

Workers of 18 and under 19 years of age 7.11
" " 19 " " 20 " " " " 8.30
" " 20 " " 21 " " " " 9.98
" during the first year of employment after the attainment of 21 years of age 12.18
" during the second year of employment after the attainment of 21 years of age 13.72

Paragraph 4.

Male workers (other than those of the classes specified in paragraphs 1, 2 and 3) aged—

	Per week of 40 hours £
under 16 years	5.15
16 and under 16½ years	5.33
16½ " " 17 "	5.54
17 " " 17½ "	7.05
17½ " " 18 "	8.59
18 " " 18½ "	9.63
18½ " " 19 "	10.64
19 " " 19½ "	11.55
19½ " " 20 "	12.44
20 years and over	14.01

FEMALE WORKERS:—

Paragraph 5.

Female workers, other than learners 11.00

Paragraph 6.

Female learners (as defined in paragraph 15)—

	Col. 1	Col. 2	Col. 3
Learners entering, or who have entered, the trade at	under 16 years of age	16 and under 18 years of age	18 years of age and over
	Per week of 40 hours		
During 1st year of employment	£ 5.20	£ 6.01	£ 7.68
" 2nd " " "	6.43	7.45	9.15
" 3rd " " "	7.89	9.15	—
" 4th " " "	9.15	—	—

PIECE WORK BASIS TIME RATES

FEMALE WORKERS:—

Paragraph 7.

Female workers, including Out-workers (as defined in paragraph 16) 30p

CALCULATION OF HOURLY RATES

Paragraph 8.

For the purpose of calculating the minimum rate payable in respect of each hour of employment the respective rates set out in paragraphs 1 to 6 must be divided by 40.

OVERTIME

Paragraph 9.

Overtime rates are payable as follows:—

A.—WORKERS EMPLOYED ON TIME WORK:

- (1) On any day other than Saturday, Sunday or a customary holiday—

For the first two hours, worked in excess of 8 hours	TIME-AND-A-QUARTER
Thereafter	TIME-AND-A-HALF
- (2) On Saturday, not being a customary holiday—

For the first four hours worked	..	TIME-AND-A-QUARTER
Thereafter	TIME-AND-A-HALF
- (3) On Sunday or a customary holiday—

For all time worked	DOUBLE TIME
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- (4) In any week—

For all time worked in excess of 40 hours	TIME-AND-A-QUARTER
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except in so far as higher overtime rates may be payable under the provisions of sub-paragraph A (1), (2) or (3).

B.—FEMALE WORKERS EMPLOYED ON PIECE WORK:

Female workers employed on piece work are 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 applicable

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, 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 10.

Overtime rates are payable in respect of all overtime worked on any day, notwithstanding that the total number of hours worked in the week does not exceed 40.

Paragraph 11.

The expression "customary holiday" means—

(a) Christmas Day, Boxing Day and the day following Boxing Day
Provided that—

- (i) where Christmas Day or Boxing Day falls on a Saturday and the worker does not normally work for the employer on a Saturday, the employer shall allow to the worker, instead of the customary holiday, a holiday in lieu on a day on which the worker normally works for the employer within the period of eight weeks immediately following the customary holiday;
- (ii) where Christmas Day falls on a Sunday the customary holiday shall be Boxing Day and the next two following days;
- (iii) where the day following Boxing Day falls on a Sunday that Sunday shall not be treated as one of the customary holidays and a customary holiday shall be allowed to the worker on the Monday next following;

Easter Monday, Easter Tuesday and the Wednesday following the last mentioned day, or

- (b) a day substituted by the employer for any one of the said days, being either a day recognised by local custom as a day of holiday in substitution for the said day or a day agreed between the employer and the worker or his representative.

Paragraph 12.

For the purpose of paragraph 9 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.

GENERAL

DEFINITIONS

Paragraph 13.

A MACHINE MINDER is a worker who is engaged in setting, adjusting and keeping running paper box machines, and in superintending the carrying through of all operations that can be performed in whole or in part by such machines.

Paragraph 14.

A HEAD STOCK KEEPER is a worker who is in full charge of unmanufactured stock, of the receipt and distribution of unmanufactured stock, and of the keeping of records, and who either himself orders or passes through to the proper authority requisitions for further stock.

Paragraph 15.

A LEARNER is a worker who—

- (a) in the case of a MALE LEARNER, has not completed the appropriate period of employment set out in paragraph 3;
- (b) in the case of a FEMALE LEARNER, has not completed the appropriate period of employment set out in paragraph 6; and
- (c) in the case of MALE and FEMALE LEARNERS—
 - (i) is employed during the whole or a substantial part of his or 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
 - (ii) 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 an 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 will become invalid if at any time during learnership the provisions set out in this Schedule relating thereto are not complied with,

provided also that an employer may employ a learner on his or her first employment without a certificate or registration for a probation period not exceeding eight weeks, but in the event of such learner being continued thereafter in the employment, the probation period will be included in the period of learnership,

and provided further that, notwithstanding compliance with these conditions, a person shall not be deemed to be a learner if he or she works in a room used for dwelling purposes, and is not in the employment of his or her parent or guardian.

Paragraph 16.

AN OUT-WORKER is a worker who works in his own home or in any other place not under the control or management of the employer,

PIECE WORK

Paragraph 17.

In the case of 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, 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 18.

An employer will, in any case where a learner or 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 will, 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 19.

- (1) A worker is entitled to payment of statutory minimum remuneration 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 is, during any time during which he is present as aforesaid and is not doing piece work, 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 20.

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 Paper Box 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 (Paper Box Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations 1925(d), dated 2nd March 1925, namely:—

That branch of the Box Trade which is engaged in the making of boxes or parts thereof made wholly or partially of paper, cardboard, chip or similar material.

EXPLANATORY NOTE

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

This Order, which comes into operation on 25th January 1972, sets out the statutory minimum remuneration payable in substitution for that fixed by the Paper Box Wages Regulation Order (Northern Ireland) 1965 (Order NIB (77)) as amended by the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1970 (Order NIB (89)).

Orders NIB (77) and NIB (89) are revoked.

New provisions in the Schedule are printed in italics.