1965. No. 144 [NC]

WAGES COUNCILS

Wages Regulation (Paper Box)

ORDER, DATED 8TH JULY, 1965, 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) 1965.

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) 1961(b) and the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1964(c) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 20th day of July, 1965, 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 8th day of July, 1965.

(L.S.)

L. B. Jagoe,
Assistant Secretary.

(a) 1945, c. 21.
(b) S.R. & O. (N.I.) 1961, No. 91.
(c) S.R. & O. (N.I.) 1964, No. 78.

FIRST SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Paper Box Wages Regulation Order (Northern Ireland) 1961 (Order N.I.B. (71)) as amended by the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1964 (Order N.I.B. (75)):—

Statutory Minimum Remuneration

GENERAL MINIMUM TIME RATES

MALE WORKERS:—	Per week of 42 hours s. d.
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 20), head stock keepers (as defined in paragraph 21)	*210 0*
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 8s. 6d. per week of 42 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	*190 0*
„ second „ „ „ „	*196 0*
Paragraph 3.	
Male learners (as defined in paragraph 22)—	

(A) Learners entering, or who have entered, the trade at *under 18 years of age*—	Per week of 42 hours s. d.
During 1st six months of employment	*74 6*
„ 2nd „	*84 0*
„ 3rd „	*96 0*
„ 4th „	*106 6*
„ *3rd year of employment*	*128 6*
„ *4th* „	*145 0*

(B) Learners entering, or who have entered, the trade at 18 years of age or over—	Per week of 42 hours s. d.
Workers of 18 and under 19 years of age	*93 6*
„ 19 „ 20 „	*109 0*
„ 20 „ 21 „	*131 0*
„ during the first year of employment after the attainment of 21 years of age	*160 0*
„ during the second year of employment after the attainment of 21 years of age	*180 0*

Paragraph 4.

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

	Per week of 42 hours s. d.
under 16 years	*67 6*
16 and under 16½ years	*70 0*
16½ „ 17 „	*72 6*
17 „ 17½ „	*92 0*
17½ „ 18 „	*112 3*
18 „ 18½ „	*125 9*
18½ „ 19 „	*139 3*
19 „ 19½ „	*151 0*
19½ „ 20 „	*162 9*
20 years and over	*183 3*

FEMALE WORKERS:—

	Per week of 42 hours s. d.
Paragraph 5.	
Female workers, other than learners	*132 0*

Paragraph 6.

Female learners (as defined in paragraph 22)—

Learners entering, or who have entered, the trade at	Col. 1	Col. 2	Col. 3
	under 16 years of age	16 and under 18 years of age	18 years of age and over
	Per week of 42 hours		
	s. d.	*s. d.*	*s. d.*
During 1st year of employment	*62 6*	*72 6*	*92 6*
„ 2nd „	*77 6*	*90 0*	*110 0*
„ 3rd „	*95 0*	*110 0*	—
„ 4th „	*110 0*	—	—

PIECE WORK BASIS TIME RATES

FEMALE WORKERS:—	Per hour s. d.
Paragraph 7.	
Female workers, including Out-workers (as defined in paragraph 23)	*3 2½*

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 42.

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

ALL THE PIECE RATES SET OUT IN PARAGRAPHS 9 TO 13 ARE SUBJECT TO AN INCREASE OF *330* PER CENT.

Paragraph 9.

LIFT AND HINGED LID BOXES with or without piping on lid.

(1) Boxes up to 1 inch in depth—scored all round.

Length and width of Box (in inches) (1)	LIFT LID BOXES	HINGED LID BOXES		EXTRAS payable in addition to the piece rates set out in Columns (2), (3) and (4)					
					If board of				
	White Board	Boxes other than those with flat hinged lids, with or without loop	Boxes with flat hinged lids, with or without loop (including the lining of lid)	Hinged on ends	24 oz. but under 32 oz. weight	32 oz. weight or over	Each fly	Double Piping	Drop front (including lining of drop front)
	per 100 boxes (2)	per 100 boxes (3)	per 100 boxes (4)	per 100 pieces (5)	per 100 boxes (6)	per 100 boxes (7)	per 100 boxes (8)	per 100 boxes (9)	per 100 pieces (10)
	s. d.	s. d.	s. d.	d.	d.	d.	d.	s. d.	s. d.
Up to and including 6×6 (36)	2 8	4 1	4 1	4½	3	6	3	0 6	1 11
Over 6×6 not exceeding 9×6 (54)	2 10	4 3	4 3	4½	3	6	3	0 6	1 11
„ 9×6 „ 9×9 (81)	3 0	4 6	4 6	4½	3	6	3	0 6	2 0
„ 9×9 „ 12×9 (108)	3 3	4 9	4 9	4½	3	6	3	0 9	2 0
„ 12×9 „ 12×12 (144)	3 3	4 9	4 9	4½	3	6	3	0 9	2 0
„ 12×12 „ 16×10 (160)	3 9	5 8	5 8	4½	3	6	4	1 0	2 5
„ 16×10 „ 18×11 (198)	3 9	5 8	5 8	4½	3	6	4	1 0	2 5
„ 18×11 „ 18×13 (234)	4 7	6 10	6 10	6½	3	6	4	1 0	2 9
„ 18×13 „ 17×17 (289)	5 3	7 11	7 11	6½	3	6	5	1 0	3 2
„ 17×17 „ 23×15 (345)	6 0	9 0	9 0	6½	3	6	5	1 0	3 6

Where boxes made as **lift lid boxes of sizes not exceeding 8″×8″** are subsequently converted into hinged lid boxes by affixing a paper band or strip on outside of box and lid, **6d. per 100 boxes extra**, or, if double hinged, **1s. 0d. per 100 boxes extra**, is payable in addition to the rates for lift lid boxes.

(2) Boxes over 1 inch but not exceeding 2 inches in depth—scored all round.

Length and width of Box (in inches) (1)	LIFT LID BOXES	HINGED LID BOXES		EXTRAS payable in addition to the piece rates set out in Columns (2), (3) and (4)					
					If board of				
	White Board	Boxes other than those with flat hinged lids, with or without loop	Boxes with flat hinged lids, with or without loop (including the lining of lid)	Hinged on ends	24 oz. but under 32 oz. weight	32 oz. weight or over	Each fly	Double Piping	Drop front (including lining of drop front)
	per 100 boxes (2)	per 100 boxes (3)	per 100 boxes (4)	per 100 pieces (5)	per 100 boxes (6)	per 100 boxes (7)	per 100 boxes (8)	per 100 boxes (9)	per 100 pieces (10)
	s. d.	s. d.	s. d.	d.	d.	d.	d.	s. d.	s. d.
Up to and including 6×6 (36) ...	2 10	4 3	4 3	4½	3	6	3	0 6	1 11
Over 6×6 not exceeding 9×6 (54)	3 0	4 5	4 5	4½	3	6	3	0 6	1 11
„ 9×6 „ 9×9 (81)	3 3	4 9	4 9	4½	3	6	3	0 6	2 0
„ 9×9 „ 12×9 (108)	3 5	4 11	4 11	4½	3	6	3	0 9	2 0
„ 12×9 „ 12×12 (144)	3 9	5 3	5 3	4½	3	6	3	0 9	2 0
„ 12×12 „ 16×10 (160)	4 0	5 11	5 11	4½	3	6	4	1 0	2 5
„ 16×10 „ 18×11 (198)	4 0	5 11	5 11	4½	3	6	4	1 0	2 5
„ 18×11 „ 18×13 (234)	5 0	7 3	7 3	6½	3	6	4	1 0	2 9
„ 18×13 „ 17×17 (289)	5 9	8 5	8 5	6½	3	6	5	1 0	3 2
„ 17×17 „ 23×15 (345)	6 6	9 6	9 6	6½	3	6	5	1 0	3 6

(3) Boxes over 2 inches but not exceeding 3½ inches in depth—scored all round.

Length and width of Box (in inches) (1)	LIFT LID BOXES	HINGED LID BOXES		EXTRAS payable in addition to the piece rates set out in Columns (2), (3) and (4)					
	White Board	Boxes other than those with flat hinged lids, with or without loop	Boxes with flat hinged lids, with or without loop (including the lining of lid)	Hinged on ends	If board of		Each fly	Double Piping	Drop front (including lining of drop front)
					24 oz. but under 32 oz. weight	32 oz. weight or over			
	per 100 boxes (2)	per 100 boxes (3)	per 100 boxes (4)	per 100 pieces (5)	per 100 boxes (6)	per 100 boxes (7)	per 100 boxes (8)	per 100 boxes (9)	per 100 pieces (10)
	s. d.	s. d.	s. d.	d.	d.	d.	d.	s. d.	s. d.
Up to and including 6×6 (36) ...	3 1	4 6	4 6	4½	3	6	3	0 6	2 1
Over 6×6 not exceeding 9×6 (54)	3 3	4 8	4 8	4½	3	6	3	0 6	2 1
„ 9×6 „ 9×9 (81)	3 7	5 1	5 1	4½	3	6	3	0 6	2 2
„ 9×9 „ 12×9 (108)	3 9	5 3	5 3	4½	3	6	3	0 9	2 2
„ 12×9 „ 12×12 (144)	4 2	5 8	5 8	4½	3	6	3	0 9	2 2
„ 12×12 „ 16×10 (160)	4 6	6 5	6 5	4½	3	6	4	1 0	2 7
„ 16×10 „ 18×11 (198)	4 7	6 6	6 6	4½	3	6	4	1 0	2 7
„ 18×11 „ 18×13 (234)	5 7	7 10	7 10	6½	3	6	4	1 0	2 11
„ 18×13 „ 17×17 (289)	6 3	8 11	8 11	6½	3	6	5	1 0	3 4
„ 17×17 „ 23×15 (345)	7 1	10 1	10 1	6½	3	6	5	1 0	3 8

(4) Boxes over 3½ inches but not exceeding 5½ inches in depth—scored all round.

Length and width of Box (in inches)	LIFT LID BOXES	HINGED LID BOXES		EXTRAS payable in addition to the piece rates set out in Columns (2), (3) and (4)					
					If board of				
	White Board	Boxes other than those with flat hinged lids, with or without loop	Boxes with flat hinged lids, with or without loop (including the lining of lid)	Hinged on ends	24 oz. but under 32 oz. weight	32 oz. weight or over	Each fly	Double Piping	Drop front (including lining of drop front)
	per 100 boxes	per 100 boxes	per 100 boxes	per 100 pieces	per 100 boxes	per 100 boxes	per 100 boxes	per 100 boxes	per 100 pieces
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	s. d.	s. d.	s. d.	d.	d.	d.	d.	s. d.	s. d.
Up to and including 6×6 (36)	3 4	4 9	4 9	4½	3	6	3	0 6	2 3
Over 6×6 not exceeding 9×6 (54)	3 6	4 11	4 11	4½	3	6	3	0 6	2 3
„ 9×6 „ 9×9 (81)	3 10	5 4	5 4	4½	3	6	3	0 6	2 4
„ 9×9 „ 12×9 (108)	4 0	5 6	5 6	4½	3	6	3	0 9	2 4
„ 12×9 „ 12×12 (144)	4 4	5 10	5 10	6½	3	6	3	0 9	2 4
„ 12×12 „ 16×10 (160)	4 10	6 9	6 9	6½	3	6	4	1 0	2 9
„ 16×10 „ 18×11 (198)	5 0	6 11	6 11	6½	3	6	4	1 0	2 9
„ 18×11 „ 18×13 (234)	6 0	8 3	8 3	6½	3	6	4	1 0	3 1
„ 18×13 „ 17×17 (289)	6 9	9 5	9 5	9	3	6	5	1 0	3 6
„ 17×17 „ 23×15 (345)	7 9	10 9	10 9	11	3	6	5	1 0	3 10

(5) Boxes over 5½ inches but not exceeding 7 inches in depth—scored all round.

Length and width of Box (in inches) (1)	LIFT LID BOXES	HINGED LID BOXES		EXTRAS payable in addition to the piece rates set out in Columns (2), (3) and (4)					
					If board of				
	White Board	Boxes other than those with flat hinged lids, with or without loop	Boxes with flat hinged lids, with or without loop (including the lining of lid)	Hinged on ends	24 oz. but under 32 oz. weight	32 oz. weight or over	Each fly	Double Piping	Drop front (including lining of drop front)
	per 100 boxes (2)	per 100 boxes (3)	per 100 boxes (4)	per 100 pieces (5)	per 100 boxes (6)	per 100 boxes (7)	per 100 boxes (8)	per 100 boxes (9)	per 100 pieces (10)
	s. d.	s. d.	s. d.	d.	d.	d.	d.	s. d.	s. d.
Up to and including 6×6 (36) ...	3 8	5 1	5 1	4½	3	6	3	0 6	2 5
Over 6×6 not exceeding 9×6 (54)	3 10	5 3	5 3	4½	3	6	3	0 6	2 5
„ 9×6 „ 9×9 (81)	4 2	5 8	5 8	4½	3	6	3	0 6	2 6
„ 9×9 „ 12×9 (108)	4 6	6 0	6 0	4½	3	6	3	0 9	2 6
„ 12×9 „ 12×12 (144)	5 0	6 6	6 6	6½	3	6	3	0 9	2 6
„ 12×12 „ 16×10 (160)	5 10	7 9	7 9	6½	3	6	4	1 0	2 11
„ 16×10 „ 18×11 (198)	6 2	8 1	8 1	6½	3	6	4	1 0	2 11
„ 18×11 „ 18×13 (234)	7 2	9 5	9 5	9	3	6	4	1 0	3 3
„ 18×13 „ 17×17 (289)	7 11	10 7	10 7	11	3	6	5	1 0	3 8
„ 17×17 „ 23×15 (345)	8 11	11 11	11 11	11	3	6	5	1 0	4 0

(6) EXTRAS payable in addition to the piece rates specified in sub-paragraphs (1) to (5).

(A) For Affixing and Piping shoulder in Box only

Size of Box (in inches)	For Turning in band on Shoulder	All one piece		If in two separate pieces		If in Four separate pieces	
		Piping only	Affixing only	Piping only	Affixing only	Piping only	Affixing only
	Rate per 100 boxes						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Up to and including 6×4 (24)	0 6	1 0	1 0	1 4½	1 3	1 9	1 6
Over 6×4 not exceeding 9×6 (54)	0 6	1 0	1 0	1 4½	1 3	1 9	1 6
„ 9×6 „ 9×9 (81)	0 8	1 3	1 3	1 7½	1 6½	2 0	1 10
„ 9×9 „ 12×10 (120)	1 0	1 9	1 6	2 3	1 10½	2 9	2 3
„ 12×10 „ 15×10 (150)	1 3	2 0	1 9	2 7½	2 2½	3 3	2 8

(B) For Loosely Wrapping Lids

Size of Box (in inches)	Per 100 Lift Lids s. d.	Per 100 Drawer Boxes s. d.
Up to and including 9×6 (54)	1 0	1 3
Over 9×6 not exceeding 10×10 (100) ..	1 3	1 6
„ 10×10 „ 15×10 (150) ..	1 6	1 9

(C) For Cutting Corners specially and making four outside sloping sides

Size of Box (in inches)	Per 100 Boxes Cutting Corners s. d.	Banding s. d.
Up to and including 9×6 (54)	1 0	0 6
Over 9×6 not exceeding 10×10 (100) ..	1 0	0 9
„ 10×10 „ 15×10 (150) ..	1 6	1 0

Boxes with three sloping sides, three-fourths of the above rates.
„ two „ „ half „
„ one „ side, one-fourth „

(D) Inserting inside box in bevelled sided boxes

Size of Box (in inches)	Per 100 Boxes s. d.
Up to and including 9×6 (54)	0 9
Over 9×6 not exceeding 10×10 (100)	1 0
„ 10×10 „ 15×10 (150)	1 6

(E) Covering and affixing divisions in box or lid

Size of Box (in inches)	Per 100 Pieces s. d.
Up to and including 9×6 (54)	1 6
Over 9×6 not exceeding 10×10 (100)	1 9
„ 10×10 „ 15×10 (150)	2 3

(F) Covering and affixing each corner piece (to hold goods in position) length of each side or corner piece not to exceed 3 inches 1 0

(G) Each corner piece, affixing only 0 6

(H) For covering each flange, if scored on box.

	Rate per 100 Flanges Depth of Flange Up to 1½″ s. d.	Over 1½″ not exceeding 6″ s. d.	Over 6″ not exceeding 12″ s. d.
Length of flange up to and including 9″	0 10	1 3	1 9
Over 9″, not exceeding 15″ ..	1 0	1 6	2 0

(J) For each flange or inset, if not scored on box — including covering.

Length of flange up to and including 9″	1 4	1 9	2 3
Over 9″, not exceeding 15″ ..	1 6	2 0	2 6

(K) For affixing each flange or inset.

Length of flange up to and including 9″	0 10	1 3	1 9
Over 9″, not exceeding 15″ ..	1 0	1 6	2 0

(L) For affixing Ribbons or Tapes— any length of ribbon.

	Rate per 100 Ribbons or Tapes d.
If board not pierced and ribbon stuck on Side tapes	6
If board pierced twice and both ends of ribbon or tapes inserted ..	8
	8

(M) For lining boards or mounting picture or label.

	Boards or Lids s. d.	Pictures s. d.
Sizes up to and including 6×4 (24)	0 4	0 4
„ over 6×4 not exceeding 9×9 (81)	0 5	0 7
„ „ 9×9 „ 12×9 (108)	0 6	0 8
„ „ 12×9 „ 16×10 (160)	0 7	0 9
„ „ 16×10 „ 20×12 (240)	0 9	—
„ „ 20×12 „ 21×18 (378)	0 11	—
„ „ 21×18 „ 24×17 (408)	1 1	—

Where bottom of box is not covered a deduction equal to the amount of the extra for lining board of the same size may be made.

(N) For covering and affixing projecting bottoms or hard pads.

	Rate per 100 s. d.
Sizes up to and including 7×5 (35)	1 3
„ over 7×5 not exceeding 8×8 (64)	1 6
„ „ 8×8 „ 9×9 (81)	1 9
„ „ 9×9 „ 15×10 (150)	2 3

(O) For making and affixing padded tops. (Either pad all over lid or stuck on separately).

Sizes up to and including 7×5 (35)	1 6
„ over 7×5 not exceeding 8×8 (64)	1 9
„ „ 8×8 „ 9×9 (81)	2 0
„ „ 9×9 „ 12×10 (120)	2 6
„ „ 12×10 „ 15×10 (150)	3 0

(P) For trimming outside of boxes.

Sizes up to and including $7\frac{1}{4}\times7\frac{1}{4}$ ($52\frac{1}{2}$) or 9×6 (54)	1 $0\frac{3}{4}$
„ over 9×6 not exceeding 12×6 (72)	1 $7\frac{1}{4}$
„ „ 12×6	1 $10\frac{1}{2}$
Trimming picture, sizes up to 6×4 (24)	0 $9\frac{1}{2}$
„ „ over 6×4	1 $0\frac{3}{4}$

Paragraph 10.

DRAWER BOXES including affixing tassel and piping case.
Case to be covered hard.

Size of Box (in inches)	Per 100 Boxes s. d.
Up to and including 4×4 (16)	5 0
Over 4×4 not exceeding 6×4 (24)	5 6
„ 6×4 „ 7×5 (35)	6 0
„ 7×5 „ 9×6 (54)	6 0

Paragraph 11.

OUTERS.

(1) Depth up to $2\frac{1}{2}$ inches with two hinged ends.

Size of Outer (in inches)	Per 100 Cornered only s. d.	Piped edges s. d.
Over 9×6 not exceeding $8\frac{1}{2}\times8\frac{1}{2}$	1 3	2 6
„ $8\frac{1}{2}\times8\frac{1}{2}$ „ $11\frac{1}{2}\times11\frac{1}{2}$	1 6	2 10
„ $11\frac{1}{2}\times11\frac{1}{2}$ „ 16×11	1 9	3 2

(2) Depth up to 6 inches with two hinged ends.

Over 9×6 not exceeding $8\frac{1}{2}\times8\frac{1}{2}$	1 6	2 10
„ $8\frac{1}{2}\times8\frac{1}{2}$ „ $11\frac{1}{2}\times11\frac{1}{2}$	1 9	3 2
„ $11\frac{1}{2}\times11\frac{1}{2}$ „ 16×11	2 0	3 6

Paragraph 12.

MACHINE-CORNERED BOXES.

In the case of all machine-cornered boxes the general minimum piece rates payable are 6d. per 100 boxes LESS than the piece rates specified in the foregoing paragraphs.

Paragraph 13.

FOLDERS—Hinged in centre. Size of Folder (in inches)	Without Tapes but including tops Per 100 s. d.	With four Tapes or four ledges and tops Per 100 s. d.
Up to and including 7×7 ..	.. 3 3	5 9
Over 7×7 not exceeding 10×10	.. 3 9	6 3
„ 10×10 „ 15×10	.. 4 3	6 9

Paragraph 14.

BOXES OF SIZES OTHER THAN THOSE INDICATED ABOVE.

For boxes of measurements other than those specifically indicated within the scales of sizes set out in paragraphs 9 to 13 the general minimum piece rates payable shall be determined by the product of the length and width of the box. Thus the piece rate payable for an oblong box, length 17″ and width 9″ (product 153), depth 3″, would be the rate set out in paragraph 9 (3) for boxes of sizes over 12″×12″ (144) but not exceeding 16″×10″ (160). The product of the length and width of boxes is shown in brackets.

Paragraph 15.

DETERMINATION OF SIZE OF BOX.

The size of a box shall be determined by the inside measurements taken at the top of the box.

OVERTIME

Paragraph 16.

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 8½ 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 a week, the said overtime rates of time-and-a-quarter and time-and-a-half shall be payable on four of those days only after 9 hours and 11 hours respectively, and on the remaining day only after 9½ hours and 11½ hours respectively, have been worked.

(2) On Saturday, not being a customary holiday—
For the first four hours worked in excess of 4 hours .. .. TIME-AND-A-QUARTER
Thereafter .. .. TIME-AND-A-HALF

(3) On Sunday or a customary holiday—
For all time worked .. .. .. DOUBLE TIME

(4) In any week—
For all time worked in excess of 42 hours .. TIME-AND-A-QUARTER except in so far as higher overtime rates may be payable under the provisions of sub-paragraphs 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 17.

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 42.

Paragraph 18.

The expression "customary holiday" means—

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

(1) where Christmas Day falls on a Thursday, Friday or Saturday, the Saturday in that week shall be treated as one of the customary holidays irrespective of whether the worker normally works on Saturday or not,

(2) where Christmas Day falls on a Sunday, the customary holidays shall be Boxing Day and the next two following days,

(3) 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;

(b) Easter Monday, Easter Tuesday and the Wednesday following the last-mentioned day;

or (c) 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 19.

For the purpose of paragraph 16 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 20.

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 21.

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 22.

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 23.

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.

APPLICATION OF STATUTORY MINIMUM REMUNERATION TO PIECE WORKERS

Paragraph 24.

In the case of female workers employed on piece work operations 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 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 25.

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 26.

(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 27.

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(a), 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.

SECOND SCHEDULE

Holidays and Holiday Remuneration

The Paper Box Wages Council (Northern Ireland) Wages Regulation (Holidays) Order 1955(b) shall have effect as if in the Schedule thereto—

1.—for sub-paragraph (2) of paragraph 7 there were substituted the following sub-paragraph:—

"(2) In relation to a piece worker Col. 3 of the foregoing table shall have effect as if the words 'at the appropriate statutory minimum remuneration' to the end of the column were deleted and there were inserted in lieu thereof the following words:—

'In the case of a male worker aged 21 years or over to whom a piece work basis time rate applies or of a female worker aged 18 years or over, at a time rate equal to the hourly piece work basis time rate applicable to the worker, or in the case of any other piece worker, at a time rate equal to the hourly general minimum time rate which would be applicable to the worker if he were a time worker.'"

(a) S.R. & O. (N.I.) 1925, No. 28. (b) S.R. & O. (N.I.) 1955, No. 88.

2.—for paragraph 12 there were substituted the following paragraph:—

"Paragraph 12.

'NORMAL WORKING WEEK' means a week represented by the number of days and of hours worked by a worker for the employer in the majority of weeks in the twelve months immediately preceding the commencement of the holiday season, or where under paragraph 9 accrued holiday remuneration is payable on the termination of the employment, in the twelve months immediately preceding the date of termination of the employment.

Provided that—

(i) part of a day shall count as a day;

(ii) no account shall be taken of any week in which the worker did not perform any work for which statutory minimum remuneration has been fixed.

'STATUTORY MINIMUM REMUNERATION' means statutory minimum remuneration (other than holiday remuneration) fixed by a wages regulation order made by the Ministry to give effect to proposals submitted to it by the Wages Council.

'WEEK' means pay week."

EXPLANATORY NOTE

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

This Order comes into operation on 20th July, 1965. The First Schedule sets out the statutory minimum remuneration payable in substitution for that set out in the First Schedule to the Paper Box Wages Regulation Order (Northern Ireland) 1961 (Order N.I.B. (71)), as amended by the Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1964 (Order N.I.B. (75)). The Second Schedule continues the amendment to the Paper Box Wages Council (Northern Ireland) Wages Regulation (Holidays) Order 1955 (Order N.I.B. (59)), which was contained in the Second Schedule to Order N.I.B. (71).

New provisions in the First Schedule are printed in italics.

Order N.I.B. (71) and Order N.I.B. (75) are revoked.

1965. No. 145

This Order has been exempted from printing by the Statutory Rules Act (Northern Ireland) 1958. A summary is given in the List of Statutory Rules and Orders of a Local Character under the heading ROADS.