THE SHIRTMAKING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1948, DATED 13TH MAY, 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. 224

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Shirtmaking 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 Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1946, (**a**) dated the 27th day of June, 1946, (hereinafter referred to as " Order N.I.S. (33) "), as amended by the Shirtmaking Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1946 (**b**), dated 22nd October, 1946 ;

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 :—

Statutory minimum remuneration.

1. As from the specified date Order N.I.S. (33), as amended, 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.

Commencement.

2. In this Order the expression "the specified date" means the 20th day of May, 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 interpretation.

12 Geo. 5, Ch. 4.

3.—(1) This Order may be cited as the Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order, 1948.

(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 thirteenth day of May, 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.

(**a**) S. R. & O. 1946, No. 133. (**b**) S. R. & O. 1946, No. 173.

SCHEDULE.

STATUTORY MINIMUM REMUNERATION.

GENERAL MINIMUM TIME RATES.

Male Workers.

Paragraph 1.	Per hour. s.	d.
Special or Measure Cutters (as defined in paragraph 2) or Pattern Cutters or Pattern Takers, who are employed as such during the whole or a substantial part of their time and who have had not less than five years' experience after 19 years of age	2	7

Provided that the experience of Special or Measure Cutters shall include three years' experience in measure cutting.

Paragraph 2.

A special or measure cutter is a male worker who :—

(*a*) is able to take a complete set of measures and cut from model patterns ; and

(*b*) has sufficient technical knowledge to alter patterns (excluding stock patterns).

Paragraph 3.

Male Cutters (other than special or measure cutters, pattern cutters or pattern takers) of 22 years of age or over, who are employed during the whole or a substantial part of their time in cutting and who have had not less than five years' experience in cutting in the Shirtmaking trade, as defined in paragraph 27	2	5

The term " cutting " shall be deemed to include the operations of hooking-up, folding, marking-in, marking-out and dividing.

Paragraph 4.

Male Workers (including apprentice cutters, as defined in paragraph 5) other than male workers to whom the minimum rates set out in paragraphs 1 and 3 apply :—

When employed :—		
Under 15 years of age	0	7½
at 15 and under 16 years of age	0	8½
,, 16 ,, 17 ,, ...	0	10½
,, 17 ,, 18 ,, ...	1	1
,, 18 ,, 19 ,, ...	1	3
,, 19 ,, 20 ,, ...	1	5
,, 20 ,, 21 ,, ...	1	7½
,, 21 ,, 22 ,, ...	1	7½
,, 22 years of age or over	2	1½

Definition and Conditions of Employment of Apprentice Cutters.

Paragraph 5.

An apprentice cutter is a male worker who :—

(*a*) is employed under an oral or written agreement by an employer who undertakes to provide the apprentice with reasonable facilities for learning the cutting branch of the trade (including the operations of hooking-up, folding, marking-in, marking-out and dividing) ; 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—

(i) the certification or registration of an apprentice cutter shall become invalid if at any time during apprenticeship the provisions set out in this Schedule relating thereto are not complied with ; and

(ii) an employer may employ an apprentice cutter on his first employment in the cutting branch of the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of the apprentice being continued thereafter at his employment, the probation period shall be included in the period of apprenticeship.

Female Workers.

Paragraph 6.

Female Workers other than Learners (as defined in paragraph 8) :—

	Per hour. s. d.
(*a*) Female Workers other than those for whom minimum rates are specified in sub-paragraph (*b*) of this paragraph ...	1 4
(*b*) Conveyor Belt Machinists, *i.e.*, female workers employed in machining any work conveyed to or from the worker on a mechanical conveyor belt	1 5½

Paragraph 7.

Female Learners (as defined in, and whose employment complies with the conditions specified in paragraphs 8 to 11) :—

Period of Employment	Learners commencing at :—			
	14 and under 15 years of age	15 and under 16 years of age	16 and under 21 years of age	21 years of age or over
	Rate per hour			
	s. d.	s. d.	s. d.	s. d.
During 1st six months of employment	0 6½	0 6¾	0 7	1st 3 months 0 8¾
,, 2nd ,, ,, ...	0 7¼	0 7¾	0 8	2nd ,, 0 11¼
,, 3rd ,, ,, ...	0 8½	0 9¼	0 10½	3rd ,, 1 1
,, 4th ,, ,, ...	0 9¼	0 10¼	1 1½	4th ,, 1 2
,, 3rd year of employment	0 11	1 1½	—	
,, 4th ,, ,, ...	1 1½	—	—	

DEFINITION AND CONDITIONS OF LEARNERSHIP.

PARAGRAPH 8.

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—

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

(ii) 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 the learner being continued thereafter at her employment the probation period shall be included in her period of learnership ;

(iii) notwithstanding compliance with the conditions contained herein, 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.

PARAGRAPH 9.

Any female worker who has been previously employed in any branch of the trade (as defined in paragraph 27) and has not been registered nor held a certificate and 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 is to 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.

COMPLETION OF LEARNERSHIP.

PARAGRAPH 11.

A learner shall cease to be a learner and shall be entitled to the full general minimum time rate applicable to a worker of her class upon the fulfilment of the appropriate conditions set out below :—

Age on entering employment	Conditions
Under 15 years of age ...	The completion of not less than three years' employment and the attainment of the age of 18 years.
15 and under 16 years of age ...	The completion of not less than two years' employment and the attainment of the age of 18 years.
16 and under 21 years of age ...	The completion of two years' employment.
21 years of age or over ...	The completion of one year's employment.

PARAGRAPH 12.

No female learner shall be entitled to the full general minimum time rate under paragraph 6 until she has attained the age of 18 years, notwithstanding any employment she may have had.

PIECE WORK BASIS TIME RATES.

PARAGRAPH 13.

	Per hour. s.	d.
MALE CUTTERS (other than special or measure cutters, as defined in paragraph 2) OF 22 YEARS OF AGE OR OVER, who are employed during the whole or a substantial part of their time in cutting and who have had not less than five years' experience in cutting in the Shirtmaking trade (as defined in paragraph 27)	2	7

The term " cutting " shall be deemed to include the operations of hooking-up, folding, marking-in, marking-out and dividing.

	Per hour. s. d.
PARAGRAPH 14.	
FEMALE WORKERS other then OUT-WORKERS	1 5½
PARAGRAPH 15.	
FEMALE OUT-WORKERS (as defined in paragraph 16)	1 5½

DEFINITION OF OUT-WORKER.

PARAGRAPH 16.

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

APPLICATION OF PIECE WORK BASIS TIME RATES.

PARAGRAPH 17.

An employer must pay to workers employed on piece work, 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. In determining whether any piece rate satisfies the foregoing condition regard shall be had only to the earnings of 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.

OUT-WORKERS' GENERAL MINIMUM PIECE RATES.

FEMALE WORKERS.

The general minimum piece rates for the following processes of shirtmaking when done by out-workers (as defined in paragraph 16) shall be the NET rates set out below :—

PARAGRAPH 18.

SHIRTS (other than COARSE SHIRTS)—

(1) MACHINING, per dozen shirts :

Stitching on casings, back, 6d. ; stitching on casings, front, 6d.

Stitching on trimmings—

Neck-bands, 10½d. ; neck-bands, if dressed, 1s. 1½d. ; cuffs, ordinary gathering 1s. 1½d. ; cuffs, measured gathering, 2s. 7½d.

Making and stitching on yokes, 1s. 7½d. ; stitching back of yoke to back body only, 1s. 4½d.

Making sleeves—4 pieces, 2 pieces and 2 hems, or 4 hems and 2 vents, 1s. 1½d.

Putting in sleeves and seaming sleeves and body with vents (double seaming and double stitching all through), 3s. 6d.

Double seaming and double stitching gore in sleeve, 6d.

Stitching on neck-pieces, 6d.

Stitching on labels, 3½d. per dozen labels.

(2) HAND FINISHING :

Hemming inside of neck-band, 2s. 8d. per dozen shirts ; sewing cuff holes (⅞-inch), 1s. 1½d. per dozen holes ; sewing other holes (½-inch), 10d. per dozen holes.

Sewing on buttons, 4½d. per 3 dozen buttons.

PARAGRAPH 19.

COARSE SHIRTS—

The term " coarse shirts " shall be deemed to mean shirts in which the number of stitches per inch does not exceed ten.

(1) MACHINING, per dozen shirts :—

Machining men's plain square shirts—Single seams, 7s. 9½d. ; double seams, 10s. 4d.

Machining boys' plain square shirts—Single seams, sizes, 1-5, 5s. 10d. ; sizes, 6-9, 6s. 10½d. Double seams, sizes, 1-5, 7s. 0d. ; sizes, 6-9, 8s. 4½d.

For the purpose of the above general minimum piece rates a " plain square shirt " shall be deemed to be a shirt without any shape in the armholes, skirts, or cuffs, with a shoulder piece or lifted shoulder, with band and cuffs made of one piece, and with a single breast-piece having one row only of stitching and the bottom square or diamond.

The above general minimum piece rates for machining coarse shirts apply to the making of shirts with vents. Where there are no vents the general minimum piece rates payable shall be 5½d. per dozen LESS in each case than the piece rates specified above.

If no work whatsoever is performed on the shoulder of the shirt the general minimum piece rate shall be 7d. per dozen LESS in the case of men's sizes and 3½d. per dozen LESS in the case of boys' sizes than the piece rates specified above.

ADDITIONAL RATES shall be paid in the case of all men's or boys' shirts where the following variations occur:—Men's or boys' shirts, per dozen shirts :—

Armholes shaped	2½d.
Front of shirt shaped	2½d.
Back of shirt shaped	2½d.
Back shoulder piece in two sections	2½d.
Neck-bands on two pieces	4½d.
Cuffs, square or rounded, of two pieces	4½d.
Cuffs, square or rounded, of two pieces, peaked	8 d.
Cuffs, rounded, one piece	2½d.
Cuffs, rounded, one piece, peaked	2½d.
Back or front lining, up to 6 inches deep	8 d.
Back or front lining, over 6 inches deep	10 d.
Sleeve gores	4½d.
Tab below breast-piece	4½d.
Sleeve gusset	4½d.

Stitching on labels, 3½d. per dozen labels.

(2) HAND FINISHING :—

Hand sewing of half-inch button holes, 8d. per dozen holes.
Sewing on buttons by hand, 4½d. per 2 dozen buttons.

The general minimum piece rates set out in this sub-paragraph for sewing on buttons by hand shall apply only to two-holed buttons sewn through twice and four-holed buttons sewn through once, and fastened off.

PARAGRAPH 20.

The general minimum piece rates for the following operations in the making of pyjama jackets and pyjama trousers when done by out-workers (as defined in paragraph 16) shall be the NET rates set out below :—

(1) PYJAMA JACKETS (per dozen jackets) :	s.	d.
Hemming	1	7½
Side-seaming	2	5½
Front-stitching	2	11
Front-stitching (with pockets)	3	6
Labelling (1 tab)	0	3
Labelling (2 tabs)	0	4
Putting on patches	0	4
Patent turning collars	0	9
Stitching collars	0	5½
Collaring (1 row)	1	2
Collaring (2 rows)	1	9
Buttoning (3 buttons)	0	3
Buttoning (4 buttons)	0	4
Patent turning pockets	0	2

(2) PYJAMA TROUSERS (per dozen trousers) :	s.	d.
Side-seaming	1	5
Finishing	3	0½

The general minimum piece rates set out in sub-paragraph (1) of this paragraph for buttoning shall apply only to two-holed buttons sewn through twice and four-holed buttons sewn through once, and fastened off.

PARAGRAPH 21.

The general minimum piece rates in paragraphs 18, 19 and 20 are determined on the basis that " turning-in " is done by the worker where necessary to the operations specified.

PARAGRAPH 22.

In the case of processes for which no general minimum piece rates have been fixed, it is required that each piece rate paid shall be such as will yield, in the circumstances of the case, to an ordinary worker, at least the same amount of money as the piece work basis time rate set out in paragraph 15 of this Schedule.

OVERTIME.

PARAGRAPH 23.

Overtime rates shall be payable as follows :—

A.—WORKERS EMPLOYED ON TIME WORK :

(1) For all hours worked in excess of 44 in any week and for all hours worked on a Sunday—TIME-AND-A-QUARTER, that is, one-and-a-quarter times the amount of the appropriate general minimum time rate otherwise applicable ;

(2) For all time worked on a customary holiday—DOUBLE TIME, that is, twice the amount of the appropriate general minimum time rate otherwise applicable.

B. — WORKERS EMPLOYED ON PIECE WORK :

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 piece work basis time rate, an amount equal to ONE-QUARTER or THE WHOLE of the piece work basis time rate according as time-and-a-quarter or double time would have been payable had the worker been employed on time work.

PARAGRAPH 24.

In this Schedule the expression " customary holiday " means—

(*a*) Christmas Day (or, if Christmas Day falls on a Sunday, such other week day 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 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.

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

GENERAL.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK.

PARAGRAPH 25.

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 each of 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 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.

(3) Provisions (1) and (2) above 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 shall apply, subject to the provisions of the Wages Councils Act (Northern Ireland), 1945, to workers in relation to whom the Shirtmaking 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 (Shirtmaking Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925 (a), namely :—

(1) the making from textile fabrics of shirts, collars, cuffs, pyjamas, aprons, chefs' caps, hospital ward caps and other washable clothing worn by male persons ;

(2) the making of women's collars and cuffs and of nurses' washing belts where carried on in association with or in conjunction with the making of the before-mentioned articles ;

(3) the making of neck-ties worn by male persons and of neck-ties worn by female persons where made in association with or in conjunction with the making of neck-ties worn by male persons ;

Including :—

laundering, smoothing, folding, ornamenting, boxing, packing, warehousing, and all other operations incidental to or appertaining to the making of any of the above-mentioned articles ;

But Excluding :—

(1) the making of articles which are knitted or are made from knitted fabrics ;

(2) the making of handkerchiefs, mufflers, gloves, socks, stockings, spats, gaiters, bonnets, hats or caps (other than chefs' caps and hospital ward caps) ;

(3) the making of boys' washing suits ;

(4) the making of washable clothing to be worn by children without distinction of sex ;

(5) the making of any articles, the making of which is included in the Trade Boards (Tailoring) Order, 1919 (b).

(a) S. R. & O. 1925, No. 72. (b) S. R. & O. 1919, No. 1201.