N.I.B.B. (51)

The Brush and Broom Wages Council (Northern Ireland) Wages

THE BRUSH AND BROOM WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1946, DATED 17TH SEPTEMBER, 1946, 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).

1946. No. 195

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as "the Ministry") has received from the Brush and Broom 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 now payable to the said workers and for the amendment of the Order of the Ministry N.I.B.B. (45) dated the 9th day of September, 1939, confirming holidays provided for by a direction given, and holiday remuneration fixed, under the Holidays with Pay Act (Northern Ireland), 1938, in relation to the said workers (hereinafter referred to as "Order N.I.B.B. (45)");

2 Geo. 6, Ch. 24.

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.—(1) Subject to the provisions of paragraph (2) of this Article the provisions relating to statutory minimum remuneration set out in the First Schedule hereto shall become effective as from the 23rd day of September, 1946, (hereinafter referred to as "the specified date") and accordingly the Order of the Ministry N.I.B.B. (47) dated the 10th day of February, 1940, shall thereupon have effect subject to the amendments set out in paragraph 7 of the said Schedule and the Order N.I.B.B. (49) dated the 25th day of November, 1942, shall cease to have effect.

(2) Where as respects any worker who is paid wages at intervals not exceeding seven days the specified date does not correspond with the beginning of the period for which the wages are paid, the provisions relating to statutory minimum remuneration set out in the First Schedule hereto shall, as respects that worker, become effective as from the beginning of the next such period following the specified date.

Holidays and holiday remuneration.

2. As from the specified date Order N.I.B.B. (45) shall have effect subject to the amendments set out in the Second Schedule to this Order.

3.—(1) This Order may be cited as the Brush and Broom Wages Council (Northern Ireland) Wages Regulation Order, 1946. Short title and interpretation.

(2) The Interpretation Act, 1921, applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland. 12 Geo. 5, Ch. 4.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this seventeenth day of September, nineteen hundred and forty-six, in the presence of

(L.S.)

J. W. McConnell,
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

FIRST SCHEDULE

STATUTORY MINIMUM REMUNERATION

GENERAL MINIMUM TIME RATES

dependent on changes in the cost of living index figure (as defined in paragraph 15 of this Schedule)

For the cost of living period (as defined in paragraph 14 of this Schedule) during which the cost of living index figure is :—	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
less than	61	69	81	91	101	111	121	131	131 and over
but not less than	—	61	69	81	91	101	111	121	
	Rate per hour.								
PARAGRAPH 1. MALE WORKERS OF 21 YEARS OF AGE AND OVER who are employed in one or more of the following operations or branches of work, and who have had not less than three years' experience therein, that is to say :—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
"Pan" (Hair and Bass), "Hairs," "Finishing" (that is, the work of all wood-workers employed on finishing or part-finishing brushes or brooms by hand or machine), "Boring" (Hand and Machine Boring), "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*) foregoing are carried on in association with or in conjunction with the manufacture of brushes (other than feather brushes) or brooms	1 7¼	1 7¾	1 8½	1 9½	1 10¾	2 0	2 1¼	2 2½	2 3½

For the cost of living period (as defined in paragraph 14 of this Schedule) during which the cost of living index figure is :—	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
less than	61	69	81	91	101	111	121	131	131 and over
but not less than	—	61	69	81	91	101	111	121	
	Rate per hour.								
PARAGRAPH 2. MALE WORKERS (other than workers of the class specified in paragraph 1 of this Schedule) of :—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
21 years of age and over	1 4	1 4¾	1 5	1 6	1 7	1 8	1 9	1 10	1 11
20 and under 21 years of age	1 2	1 2	1 3	1 3¾	1 4¾	1 5½	1 6½	1 7¼	1 8¼
19 ,, 20 ,, ...	1 0	1 0½	1 0½	1 1¼	1 2	1 3	1 3¾	1 4½	1 5½
18 ,, 19 ,, ...	0 10¼	0 10½	0 10¾	0 11½	1 0	1 0½	1 1¼	1 2	1 2¾
17 ,, 18 ,, ...	0 8¾	0 9	0 9½	0 9¾	0 10½	0 10¾	0 11½	1 0	1 0½
16 ,, 17 ,, ...	0 7	0 7¼	0 7¼	0 8	0 8½	0 8¾	0 9	0 9¾	0 10¼
Under 16 years of age	0 5	0 5	0 5¼	0 5½	0 6	0 6¼	0 6¾	0 7	0 7¼
PARAGRAPH 3. FEMALE WORKERS of :—									
21 years of age and over	0 11	0 11¼	0 11¾	1 0½	1 0¾	1 1½	1 2¼	1 3	1 3¾
18 and under 21 years of age	0 9½	0 9¾	0 10¼	0 10½	0 11¼	1 0	1 0½	1 1	1 1¾
17½ ,, 18 ,, ...	0 8¾	0 9	0 9½	0 9¾	0 10½	0 10¾	0 11½	1 0	1 0½
17 ,, 17½ ,, ...	0 7¼	0 7¾	0 7¾	0 8½	0 8¾	0 9	0 9½	0 10¼	0 10½
16½ ,, 17 ,, ...	0 6¾	0 7	0 7	0 7¼	0 8	0 8½	0 8¾	0 9	0 9¾
16 ,, 16½ ,, ...	0 6	0 6¼	0 6¼	0 6¾	0 7	0 7¼	0 7¾	0 8	0 8½
15½ ,, 16 ,, ...	0 5½	0 6	0 6	0 6¼	0 6¾	0 7	0 7¼	0 7¾	0 8
Under 15½ years of age	0 4½	0 4½	0 5	0 5¼	0 5¼	0 5½	0 6	0 6¼	0 6¼

Late Entrants (Female Workers)

Paragraph 4.

In the case of any female worker entering the trade for the first time at or over the age of 16 years, the general minimum time rate payable during such worker's first twelve months' employment in the trade shall be the general minimum time rate appropriate to a worker in the immediate junior age group as set out in paragraph 3 above in lieu of the rate otherwise applicable, and thereafter such general minimum time rate as she may be entitled to receive under the provisions of that paragraph.

PIECE WORK BASIS TIME RATES

dependent on changes in the cost of living index figure (as defined in paragraph 15 of this Schedule)

For the cost of living period (as defined in paragraph 14 of this Schedule) during which the cost of living index figure is :—		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
	less than	61	69	81	91	101	111	121	131	131 and over
	but not less than	—	61	69	81	91	101	111	121	
		Rate per hour.								
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Paragraph 5. Male Workers		1 10¼	1 10¾	1 11½	2 1¼	2 2½	2 3½	2 5	2 6¼	2 7¾
Paragraph 6. Female Workers		1 0	1 0½	1 0¾	1 2	1 2¾	1 3½	1 4¼	1 5	1 5¾

dependent on changes in the cost of living index figure (as defined in paragraph 15 of this Schedule)

PARAGRAPH 7.

Part V. of the Schedule to Order N.I.B.B. (47), dated 10th February, 1940, shall be amended in the following manner :—

SECTION I. Sub-Section A. — HAIR PAN WORK :—

Closet (all materials) ... ... Knots per Penny : Delete "$5\frac{1}{4}$", Insert "5"

SECTION I. Sub-Section B. — BASS PAN WORK :—

Banisters, Bass ... ... Knots per Penny : Delete "$6\frac{1}{4}$", Insert "6"
Brooms, Bass, up to 16″ inclusive, under $\frac{5}{8}$″ hole ... Knots per Penny : Delete "$7\frac{1}{2}$", Insert "$6\frac{1}{4}$"
" " " " $\frac{5}{8}$″ hole and over ... Knots per Penny : Delete "7", Insert "$5\frac{3}{4}$"
Delete — "Brooms, Bass, above 16″ to 18″ ... ... Knots per Penny : 7"
Insert — "Brooms, Bass, above 16″ ... ... Knots per Penny : $5\frac{3}{4}$"
Delete — "Brooms, Bass, above 18″ ... ... Knots per Penny : 6"

EXTRAS ON BASS PAN WORK :—

Delete — "Setting Undressed Bass, 1 Knot per 1d. less."

PARAGRAPH 8.

The general minimum piece rates for male and female workers employed in the operations specified in Parts V. and VI. of the Schedule to Order N.I.B.B. (47) are the piece rates specified in those Parts (as amended by paragraph 7 of this Schedule) with a percentage addition to the said rates to be made in accordance with the following scale :—

	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
For the cost of living period (as defined in paragraph 14 of this Schedule) during which the cost of living index figure is :— less than	61	69	81	91	101	111	121	131	131 and over
but not less than	—	61	69	81	91	101	111	121	
The minimum piece rates as set out in Parts V. and VI. of the Schedule to Order N.I.B.B. (47) (as amended by paragraph 7 of this Schedule) with an addition thereto of :—	No addition (Net Rates)	$2\frac{1}{2}$ per cent.	5 per cent.	10 per cent.	15 per cent.	20 per cent.	25 per cent.	30 per cent.	35 per cent.

OVERTIME — ALL WORKERS

PARAGRAPH 9.

Overtime rates shall be payable as follows :—

A. WORKERS EMPLOYED ON TIME WORK :

(i) For all time worked on Sundays and Public Holidays customarily observed in the establishment ... ... DOUBLE TIME

(ii) (*a*) For the first four hours worked in excess of 48 in any week ... ... TIME-AND-A-QUARTER

(*b*) Thereafter ... ... TIME-AND-A-HALF

except in so far as higher overtime rates may be payable under the provisions of sub-paragraph A (i) of this paragraph.

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 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 of this paragraph, if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half or double time, respectively.

PARAGRAPH 10.

For the purpose of paragraph 9A the expressions time-and-a-quarter, time-and-a-half and double time mean, respectively, one-and-a-quarter times, one-and-a-half times and twice the amount of the general minimum time rate otherwise applicable.

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

GENERAL

APPLICATION OF STATUTORY MINIMUM REMUNERATION TO PIECE WORKERS

PARAGRAPH 11.

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 shall be had only to the earnings of ordinary workers, *i.e.*, workers of ordinary skill and experience in the class of work in question and not to the earnings of workers of less than ordinary skill and experience, *e.g.*, juvenile and infirm workers.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

PARAGRAPH 12.

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.

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

An employer shall, in any case where any such worker is so employed at any time subsequent to the first six months of his employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has, in respect of his employment on piece work, been paid at piece rates which would yield, in the circumstances of the case, to an ordinary worker (not being a juvenile worker) at least the same amount of money as the appropriate piece work basis time rate.

WAITING TIME

PARAGRAPH 13.

(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 employer unless he is so present either without his employer's consent, express or implied, or for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform.

(2) A piece worker shall during any time during which he is present as aforesaid and is not doing piece work be entitled to payment of the general minimum time rate applicable to the workers of the class to which he belongs.

Provisions (1) and (2) do not apply when—

(*a*) a worker is present on his employer's premises by reason only of the fact that he is resident thereon, or

(*b*) a worker is present on his employer's premises during normal meal times in a room or place in which no work is being done and is not waiting for work to be given to him to perform.

DEFINITIONS

PARAGRAPH 14.

Each "COST OF LIVING PERIOD" referred to in this Schedule is a period from the first day of the month following the publication in the *Ministry of Labour Gazette* of a "cost of living index figure" (as defined in paragraph 15 below) within the range specified in the appropriate column of the tables set out in this Schedule until the first day of the month following the publication of an "index figure" within the range specified in another column. Provided that, in cases where the first day of the month does not coincide with the beginning of the weekly pay period, the "cost of living period" shall begin or end (as the case may be) at the beginning of the next following weekly pay period.

PARAGRAPH 15.

The "COST OF LIVING INDEX FIGURE" specified in this Schedule is the average percentage increase since July, 1914, in retail prices (all items) in the United Kingdom, as published each month in the *Ministry of Labour Gazette*

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

PARAGRAPH 16.

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 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, dated 28th August, 1924 (a), 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.

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

SECOND SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

The provisions of Order N.I.B.B. (45), dated 9th September, 1939, shall have effect subject to the following amendments :—

(1) Any reference in Order N.I.B.B. (45) to the appropriate Trade Board rate for work to which the Trade Boards Acts apply and to work to which those Acts do not apply shall be read as including a reference to the appropriate statutory minimum remuneration fixed by a wages regulation order in respect of the worker and to work to which a wages regulation order does not apply ;

(2) Any reference in Order N.I.B.B. (45) to a minimum rate of wages fixed by the Trade Board shall be read as including a reference to statutory minimum remuneration fixed by a wages regulation order pursuant to proposals of the Brush and Broom Wages Council (Northern Ireland) and the reference in paragraph 8 of Order N.I.B.B. (45) to the Holidays with Pay Act (Northern Ireland), 1938, shall be construed as including a reference to the Wages Councils Act (Northern Ireland), 1945 ; and

(3) The amount of any holiday remuneration due to any worker under Order N.I.B.B. (45) shall be calculated in accordance with the provisions of Part II. of the Wages Councils Act (Northern Ireland), 1945.

EXPLANATORY NOTE.

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

1. The First Schedule to this Order, in conjunction with Parts V. and VI. of the Schedule to Order N.I.B.B. (47) as amended by paragraphs 7 and 8 of the First Schedule to this Order, sets out the statutory minimum remuneration payable as from 23rd September, 1946, to workers in relation to whom the Brush and Broom Wages Council (Northern Ireland) operates.

2. The Second Schedule amends the Direction for Holidays with Pay confirmed by the Ministry's Order N.I.B.B. (45) dated 9th September, 1939, by a number of formal amendments necessitated by the enactment of the Wages Councils Act (Northern Ireland), 1945.

3. The provisions of Order N.I.B.B. (49) cease to have effect, and the provisions of Parts V. and VI. of the Schedule to Order N.I.B.B. (47) have effect subject to the amendments aforesaid, when the new provisions under this Order come into force.

N.I.W.D. (51)

The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Holidays

THE DRESSMAKING AND WOMEN'S LIGHT CLOTHING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1946, DATED 17TH OCTOBER, 1946, 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).

1946. No. 171

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) wages regulation proposals for requiring workers in relation to whom the Council operates to be allowed by their employers the holidays specified in the Schedule to this Order and for fixing the holiday remuneration