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) which has been fixed by a Wages Regulation Order made by the Ministry pursuant to proposals submitted to it by the Brush and Broom Wages Council (Northern Ireland).

" week " in paragraphs 3 and 11 means " pay week."

PARAGRAPH 15.

The provisions of this Schedule are without prejudice to any agreement for the allowance of any further holidays with pay or for the payment of additional holiday remuneration.

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

THE DRESSMAKING AND WOMEN'S LIGHT CLOTHING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (No. 1) ORDER, 1948, DATED 20TH SEPTEMBER, 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. 287

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 fixing the minimum remuneration to be paid to certain workers in relation to whom the Council operates in substitution for the minimum remuneration fixed by the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order 1947, (a), dated the 12th day of May, 1947;

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 the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1947, (a), 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 27th day of September, 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.

(a) S. R. & O. 1947, No. 77.

3.—(1) This Order may be cited as the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1948. 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 twentieth day of September, 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.

SCHEDULE

STATUTORY MINIMUM REMUNERATION FOR FEMALE WORKERS EMPLOYED IN THE RETAIL BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

	Area A	Area B	Area C
	The respective areas are defined in paragraph 19.		
Paragraph 1. Female Workers of 20 Years of Age and Over who (*a*) have had not less than two years' experience after learnership in the Retail Bespoke Dressmaking Branch of the trade (as defined in paragraph 20 of this Schedule) and (*b*) who are employed as "fully qualified" Bodice, Skirt, Gown or Blouse Hands (as defined in paragraph 16 of this Schedule)	Per hour s. d. 1 5	Per hour s. d. 1 3½	Per hour s. d. 1 2
Paragraph 2. Female Workers (including Out-workers) other than workers of the classes specified in paragraphs 1 and 3 of this Schedule	1 3¾	1 2	1 2
Paragraph 3. Female Learners (as defined in paragraph 17 of this Schedule :—			
During 1st six months of employment ...	0 7¾	0 5¾	0 5
,, 2nd ,, ,, ,, ,, ...	0 9	0 5¾	0 5
,, 2nd year of employment	0 10½	0 7¾	0 6¾
,, 3rd ,, ,, ,, ...	1 1	0 9¾	0 8

Late Entrants

Paragraph 4.

A female learner who enters or who has entered the trade for the first time at 18 years of age or over shall be deemed, for the purpose of the minimum rates specified in paragraph 3 of this Schedule and the calculation of the period of learnership, to have completed one year's employment as a learner.

Advances to Learners

Paragraph 5.

The advances to be given to learners shall become due on the completion of each

period of six or twelve months' employment in the Retail Bespoke Dressmaking Branch of the trade, as the case may be.

EMPLOYMENT IN THE FACTORY BRANCH

PARAGRAPH 6.

Where a worker has been employed in the Factory Branch of the trade one half of the period of such employment shall be treated, for the purposes of this Schedule, as employment in the Retail Bespoke Branch of the trade.

COMPLETION OF LEARNERSHIP

PARAGRAPH 7.

A female learner shall (subject to the provisions of paragraphs 4 and 6 of this Schedule) cease to be a learner and shall be entitled to the appropriate general minimum time rate applicable to workers other than learners on the completion of three years' employment in the Retail Bespoke Dressmaking Branch of the trade and the attainment of the age of 18 years.

CERTIFICATES OF LEARNERSHIP

PARAGRAPH 8.

Application must be made to the Wages Council for a certificate of learnership in respect of every worker whom it is desired to employ at the special lower rates for female learners. Unless such certificate has been obtained or application made therefor, and the other conditions relating to learnership as laid down in this Schedule are complied with, the general minimum time rate payable shall be the appropriate rate for female workers other than learners.

PIECE WORK BASIS TIME RATES

	AREA A	AREA B	AREA C
	The respective areas are defined in paragraph 19.		
PARAGRAPH 9.	Per hour	Per hour	Per hour
FEMALE WORKERS OF 20 YEARS OF AGE AND OVER who	s. d.	s. d.	s. d.
(*a*) have had not less than two years' experience after learnership in the Retail Bespoke Dressmaking Branch of the trade, and			
(*b*) who are employed as "fully qualified" Bodice, Skirt, Gown or Blouse Hands (as defined in paragraph 16 of this Schedule)	1 6	1 4½	1 3
PARAGRAPH 10.			
OTHER FEMALE WORKERS (including Out-workers)	1 4¾	1 3	1 3

APPLICATION OF PIECE WORK BASIS TIME RATES

PARAGRAPH 11.

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.

OVERTIME

PARAGRAPH 12.

Overtime rates shall be payable as follows :—

A. FEMALE WORKERS EMPLOYED ON TIME WORK :—

(1) On any day other than Saturday (or another day of the week (other than Sunday) substituted therefor), Sunday or a customary holiday—

For the first two hours worked in excess of 9 hours TIME-AND-A-QUARTER
Thereafter ... ... TIME-AND-A-HALF

(2) On a Saturday (or another day of the week (other than Sunday) substituted therefor), not being a customary holiday—

(*a*) In respect of that class of worker which customarily attends on six days a week—

For all time worked in excess of 4 hours ... TIME-AND-A-HALF

(*b*) In respect of that class of worker which customarily attends on five days a week—

For all time worked ... ... TIME-AND-A-HALF

(3) On a Sunday or a customary holiday—

For all time worked ... ... DOUBLE TIME

(4) In any week—

For all time worked in excess of 44 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) and (3) of this paragraph.

Provided that, where it is the established practice of an employer to require attendance on Saturday in alternate weeks only, the overtime rate shall be payable in the week in which attendance on Saturday is required only after 46 hours have been worked.

(5) Where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the overtime rates as set out in this paragraph shall apply to workers in like manner as if the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

B. FEMALE WORKERS EMPLOYED ON PIECE WORK :—

Female 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 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 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 13.

Overtime rates shall be payable in respect of all overtime worked on any day, notwithstanding that the total number of hours worked in the week does not exceed 44.

PARAGRAPH 14.

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 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 (*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.

PARAGRAPH 15.

For the purpose of paragraph 12, 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.

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

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

GENERAL

DEFINITIONS

For the purpose of the application of the statutory minimum remuneration set out in this Schedule the following definitions shall apply :—

PARAGRAPH 16.

A " FULLY QUALIFIED " BODICE, SKIRT, GOWN or BLOUSE HAND is a female worker who :—

(*a*) is 20 years of age or over and who has fulfilled the conditions in regard to learnership laid down by the Wages Council, and who has had not less than two years' experience subsequent to learnership in the Retail Bespoke Dressmaking Branch of the trade, and

(*b*) takes Bodices, Skirts, Gowns or Blouses direct from the cutter or fitter in any establishment where a cutter or fitter who does no making up is employed and makes up completely or in part any of the above-mentioned garments without supervision other than the general supervision of the cutter, fitter, or room forewoman, or

(*c*) in any establishment completely makes up or is responsible for the complete making up of any of the above-mentioned garments without supervision other than the general supervision of the cutter, fitter, forewoman or employer, and, if a cutter, fitter, or forewoman be not employed, the employer shall be deemed to be the person giving such general supervision.

PARAGRAPH 17.

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 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.

Provided also that 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 such learner being continued thereafter at her employment the probation period shall be included in her period of learnership.

Provided further that 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 18.

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.

PARAGRAPH 19.

The minimum remuneration set out under the respective Areas A, B, and C shall apply as follows : —

Area A—To workers employed within the areas of the County Boroughs of the Cities of Belfast and Londonderry.

Area B—To workers employed in areas with a population of 2,000 or over (as returned at the last census) administered by Borough or Urban District Councils, excluding the County Boroughs of the Cities of Belfast and Londonderry.

Area C—To workers employed in all areas other than A and B.

PARAGRAPH 20.

The " RETAIL BESPOKE DRESSMAKING BRANCH OF THE TRADE " shall be deemed to be that branch of the trade in which the employer supplies the garment direct to the individual wearer and employs the worker direct.

PARAGRAPH 21.

The " FACTORY BRANCH OF THE TRADE " shall be deemed to be any branch of the trade other than the Retail Bespoke Dressmaking Branch.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

PARAGRAPH 22.

An employer shall, in any case where a learner or other juvenile worker is employed on piece work during the first six months of her 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 her 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 her 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 her 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 23.

(1) A worker shall be entitled to payment of statutory minimum remuneration as aforesaid during all the time during which she is present on the premises of her employer unless she is so present either without her employer's consent, express or implied, or for some purpose unconnected with her work and other than that of waiting for work to be given to her to perform.

(2) A piece worker shall during any time during which she 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 she belongs.

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

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

(*b*) a worker is present on her 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 her to perform.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

PARAGRAPH 24.

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 Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Trade Boards (Dressmaking and Women's Light Clothing Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925 (a), dated 20th May, 1925, namely :—

Those branches of the Women's Clothing Trade that are engaged in the making of Non-Tailored Garments, namely, the making from textile or knitted fabrics of (*a*) non-tailored wearing apparel (other than handkerchiefs) worn by women or girls or by children without distinction of sex, or (*b*) boys' readymade washing suits or sailor suits, where carried out in association with or in conjunction with the making of garments to be worn by women or girls or by children without distinction of sex :

INCLUDING—

(1) All operations or processes of cutting, making or finishing by hand or machine of dresses, non-tailored skirts, wraps, blouses, blouse-robes, jumpers, sports

(a) S. R. & O. 1925, No. 60.

coats, neckwear, tea-gowns, dressing-gowns, dressing-jackets, pyjamas, underclothing, underskirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby-linen or similar non-tailored articles ;

(2) The making of field bonnets, sun-bonnets, boudoir caps or infants' millinery where carried on in association with or in conjunction with the making of any of the articles mentioned in paragraph (1) above ;

(3) (*a*) the altering, repairing, renovating or remaking of any of the above-mentioned articles ; (*b*) the cleaning of any of the above-mentioned articles, where carried on in association with or in conjunction with the altering, repairing, renovating or remaking of such garments ;

(4) all processes of embroidery or decorative needlework where carried on in association with or in conjunction with the making, altering, repairing, renovating or remaking of such articles, other than hand embroidery or hand-drawn thread-work on articles made of linen or cotton or of mixed linen and cotton ;

(5) the following processes if done by machine—thread drawing, thread clipping, top sewing, scalloping, nickelling and paring ;

(6) laundering, smoothing, folding, ornamenting, boxing, packing, warehousing or other operations incidental to or appertaining to the making, altering, repairing, renovating or remaking of any of the above-mentioned articles ;

BUT EXCLUDING—

(*a*) the making of knitted articles, the making of underclothing, socks and stockings from knitted fabrics, and the making from knitted fabrics of articles mentioned in paragraphs (1) and (2) above, where carried on in association with or in conjunction with the manufacture of the knitted fabrics ;

(*b*) the making of gloves, spats, gaiters, boots, shoes and slippers ;

(*c*) the making of headgear, other than the articles mentioned in paragraph (2) above;

(*d*) the branches of trade covered by the Trade Boards (Corset) Order, 1919 (a) ;

(*e*) the making of rubberised or oilskin garments ;

(*f*) the making of women's collars and cuffs and of nurses' stiff washing belts where carried on in association with or in conjunction with the making of men's or boys' shirts or collars ;

(*g*) warehousing, packing and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made on the premises ;

AND EXCLUDING ALSO—

Any processes or operations included in the Appendix to the Trade Boards (Shirtmaking) Order, 1920 (b).

CLASSES OF WORKERS FOR WHOM NO STATUTORY MINIMUM REMUNERATION HAS BEEN FIXED

PARAGRAPH 25.

Notwithstanding anything contained in this Schedule, the statutory minimum remuneration aforesaid SHALL NOT APPLY to workers employed as clerks, saleswomen, travellers, charwomen, time-keepers and outside messengers.

THE DRESSMAKING AND WOMEN'S LIGHT CLOTHING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (NO. 2) ORDER, 1948, DATED 20TH SEPTEMBER, 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. 288

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

(a) S. R. & O. 1919, No. 570. (b) S. R. & O. 1920, No. 711.