Functions of Shop Committees and Works Committees.

10. The function of Shop Committees or local representatives elected under paragraph 7 hereof and Works Committees shall be to consider and if possible determine the following matters :—

(i) Arrangement of working hours, meal intervals, etc.
(ii) Holiday arrangements.
(iii) Safety appliances, first aid, staff accommodation, health, welfare, etc., and vocational training.
(iv) Labour saving appliances, etc.
(v) Improvements in working methods and organisation and general efficiency, such as :—
Physical Supply of material.
Staff Problems.
Solution of problems affecting production.
(vi) Local claims (after appointment) for seniority and for relief purposes including supervisory posts up to grade of foreman.
(vii) Matters relating to redundancy.
(viii) Local application of agreements relating to standard salaries, wages, hours of duty and other standard conditions of service.
(ix) Questions relating to operating and kindred subjects and welfare arrangements, making for the smoother working of the Authority.

ESTABLISHMENT, CONSTITUTION AND FUNCTIONS OF TRANSPORT AUTHORITY SHOPMEN'S COUNCIL

Establishment and Constitution of Shopmen's Council.

11. There shall be established a Shopmen's Council consisting of not more than twelve representatives of the Trade Unions mentioned in these regulations and not more than twelve representatives of the Authority.

Functions of shopmen's Council.

12. The functions and duty of the Shopmen's Council shall be to consider and if possible determine, in respect of the workpeople to whom this Machinery of Negotiation is applicable, all the following matters that is to say —

(i) Questions referred by Shop or Works Committees.
(ii) General principles governing recruitment and tenure of service.
(iii) Major claims affecting wages and conditions of service, except that
(*a*) Arrangements shall not be introduced by the management as a result of any agreement which would be in contravention of any Agreements, reached at a higher stage of the Machinery, and
(*b*) Individual cases not involving principle shall not be pursued beyond this stage.

Questions under paragraph 12.

13. Any questions falling within the scope of the preceding paragraph which have been dealt with by the Shopmen's Council, may, failing Agreement be referred to the Headquarters of the Trade Union or Unions concerned who may raise the matter with the Headquarters of the Authority. Such questions failing Agreement may then be referred to the Tribunal.

---

## REGULATIONS,* DATED 24TH OCTOBER, 1951, MADE BY THE MINISTRY OF COMMERCE UNDER SECTION 40 OF THE TRANSPORT ACT (NORTHERN IRELAND), 1948, (a).

1951. No. 219

WHEREAS the Ministry of Commerce may make regulations providing for the establishment and maintenance of machinery for the following purposes :—

---

(a) 12 Geo. 6 ch. 16 (N.I.).

* These Regulations were approved in draft in accordance with sub-section (3) of section 71 of the Transport Act (N.I.), 1948, by the Senate on the 13th December, 1951, and by the House of Commons on the 12th December, 1951.

(*a*) the settlement by negotiation of terms and conditions of employment of persons or classes of persons employed by the Ulster Transport Authority (hereinafter referred to as " the Authority ") and the reference of such matters as may be agreed to arbitration in default of such settlement ;

(*b*) the promotion and encouragement of measures affecting the safety, health and welfare of persons or classes of persons employed by the Authority, and the discussion of other matters of common interest to the Authority and such persons :

AND WHEREAS the National Federation of Building Trades' Operatives (hereinafter referred to as " the Trade Union ") through its duly authorised officer has agreed with the General Manager of the Authority upon the machinery for those purposes :

NOW, THEREFORE, the Ministry of Commerce, by virtue of the powers conferred on it by Section 40 of the Transport Act (Northern Ireland), 1948, (hereinafter referred to as " the Act "), with the approval of the Ministry of Finance as respects the provision contained in Regulation 4 hereof, hereby makes the following Regulations :—

**1.** These Regulations may be cited as the Ulster Transport Authority (Terms and Conditions of Employment) (Northern Ireland) (No. 3) Regulations, 1951, and shall come into operation on the 14th day of December, 1951.

**2.** These Regulations shall apply to the persons employed by the Authority under shop conditions in the Building and Civil Engineering Trades who are members of the Trade Union.

**3.** The Machinery set forth in Parts I and II of the Schedule hereto is hereby established for the purposes of Section 40 of the Act for the persons to whom these Regulations apply.

**4.** There shall be paid to the members of the Tribunal which may be established under paragraph 2 of Part 1 of the said Schedule such remuneration as the Ministry of Commerce, with the approval of the Ministry of Finance, may determine.

**5.** A copy of every agreement made under the provisions of Part I of the said Schedule and a copy of every decision given by the Tribunal which may be established thereunder shall be furnished to the Ministry of Labour and National Insurance.

**6.** All agreements relating to the terms and conditions of employment of the persons to whom these Regulations apply and subsisting between the Authority and the Trade Union at the date on which these Regulations come into operation shall remain in force until revoked or varied in accordance with the provisions hereof.

7. The Interpretation Act, 1921 (a), applies to the interpretation of these Regulations as it applies to an Act of the Parliament of Northern Ireland.

Sealed with the Official Seal of the Ministry of Commerce for Northern Ireland this 24th day of October, One thousand, nine hundred and fifty-one, in the presence of

(L.S.) *Arthur Acheson Farrell,*
Assistant Secretary.

The provisions contained in the foregoing Regulation 4 are hereby approved by the Ministry of Finance for Northern Ireland this 29th day of October, One thousand nine hundred and fifty-one in the presence of

(L.S.) *G. N. Cox,*
Assistant Secretary.

## SCHEDULE

### PART I

**Machinery for settlement by negotiation of terms and conditions of employment and the establishment of a Tribunal for determination of matters in dispute.**

Main Agreements.

1. Proposals for Agreements or the variation of existing Agreements covering rates of pay and conditions of service shall, if made by the Trade Union, be submitted direct to the Authority on behalf of the workpeople to whom the machinery of negotiation herein provided is applicable or if made by the Authority be submitted to the Trade Union. Any such proposals may be dealt with in the first instance by negotiation between the Trade Union and the Authority, or, alternatively, through machinery hereinafter established for the purpose, and, if determined, shall be reduced to writing.

Constitution of Tribunal.

2. Matters not so settled may be referred by either party to the Tribunal hereby set up that is to say

The tribunal shall be composed of :—

(i) One member to be selected from time to time by the Authority from a panel previously nominated by them, and to serve until the particular issues referred have been decided.

(ii) One member to be selected from time to time by the Trade Union from a panel previously nominated by it and to serve until the particular issues referred have been decided.

(iii) A Chairman to be appointed by agreement between the Authority and the Trade Union, or, failing agreement, to be appointed by the Minister of Labour and National Insurance, after consultation with the parties. The appointment may be for a specified period or for the hearing of particular issues.

Persons Ineligible.

3. No member or officer of the Authority and no official or member of the Trade Union or of any other Trade Union the members of which are employed by the Authority shall be eligible for appointment as a member of the Tribunal.

Assessors.

4. If any of the parties to the issue before the Tribunal should so desire, the Tribunal may be assisted by representatives of the parties sitting as Assessors, in which case the following provisions shall apply :—

(a) 12 Geo. 5. ch. 4 (N.I.).

(i) For the hearing of any issue the Trade Union may nominate one representative as an Assessor and the Authority may similarly nominate one representative.
(ii) Such Assessors shall be either officials of the Authority or officials or members of the Trade Union.
(iii) Such Assessors shall be present at the hearing of the issue, but shall not intervene in the proceedings otherwise than to put questions through the Chairman for the purpose of elucidating matters of fact.
(iv) In the private deliberations of the Tribunal the function of Assessors shall be to advise upon such matters as may be required of them by the Tribunal.
(v) Assessors shall not sign the decision.

Functions of the Tribunal.

5. The function and duty of the Tribunal shall be to hear and decide, in respect of employees to whom this Machinery is applicable, issues as to standard salaries, wages, hours of duty and other standard conditions of service, or any proposal to vary an Agreement between the Authority and the Trade Union.

Issues not Referable.

6. No issue shall be referred to this Tribunal which has not previously been considered by the Shopmen's Council or discussed at Headquarters level between the Authority and the Trade Union.

Terms of Reference to be Agreed.

7. No issue shall be referred to the Tribunal except upon agreed Terms of Reference.

Procedure for Submitting References.

8. The Authority or the Trade Union desiring to refer an issue to the Tribunal shall notify the Trade Union or the Authority, as the case may be, and submit for their assent the proposed Terms of Reference.

Statement of Claim.

9. Within seven days of the adoption of agreed Terms of Reference the party or parties referring the claim shall submit to the party or parties opposing the claim a written statement setting out the main arguments in support of the claim, and, in cases in which existing Agreements are in dispute, all the material facts of the case and the documents relied upon.

Statement of Defence.

10. The party or parties opposing a claim to be referred to the Tribunal, on receipt of the written statement submitted by the claimants, shall prepare a written statement, setting out the main arguments in opposition to the claim, and, in cases in which existing Agreements are in dispute, all the material facts of the case, and the documents relied upon, and shall forward this statement together with the said documents within fourteen days of receipt of the statement of claim to the party or parties submitting the claim.

Submission to the Tribunal.

11. The party or parties submitting the claim shall thereupon forward to the Tribunal, within seven days the agreed Terms of Reference and the statements of the claim and defence and the documents relied upon with a request that the Tribunal shall hear the parties on an early date or dates to be agreed. The Agreed Terms of Reference, the Statements of Claim and Defence and the respective documents relied upon shall constitute the matter to be decided upon by the Tribunal and no further documents, papers or memoranda shall be put in or submitted except by permission of the Tribunal and on such terms as it shall decide.

Presentation of cases before the Tribunal.

12. The cases of the parties shall be presented before the Tribunal by Officers of the Authority or of the Trade Union respectively.

Hearings to be Private unless otherwiseagreed or decided.

13. Hearings before the Tribunal shall be private to the parties unless otherwise agreed by the Parties, or, failing agreement, unless otherwise decided by the Tribunal.

Decisions, including Summary, to be Published.

14. Decisions of the Tribunal shall set out a summary of facts and arguments submitted by the parties, shall be printed and issued to the parties, and shall be published.

## Part II

## Machinery for the promotion and encouragement of measures affecting the safety, health and welfare of shopmen in the building and civil engineering trades employed by the Authority and the discussion of other matters of common interest.

Machinery of negotiation and the Persons to whom it shall apply.

1. Matters affecting the promotion and encouragement of measures affecting the safety, health and welfare of the persons hereinafter mentioned employed by the Authority and the discussion of other matters of common interest to the Authority

and such persons shall be dealt with under the machinery hereinafter set up and shall apply to negotiation and settlement of all questions relating to rates of pay, hours of duty and general conditions of employment, (other than matters of management and discipline) concerning the efficient working of the Industry, and of the staff employed under shop conditions in the Building and Civil Engineering Trades by the Authority.

Establishment and Constitution of Shopmen's Council.

2. There shall be established a Shopmen's Council (Building Trades) consisting of not more than four representatives of the Trade Union and not more than four representatives of the Authority.

3. The functions and duty of the Shopmen's Council shall be to consider and if possible determine, in respect of the workpeople to whom this Machinery of Negotiation is applicable, all the following matters that is to say —

(i) General principles governing recruitment and tenure of service.

(ii) Major claims affecting wages and conditions of service, except that

(*a*) Arrangements shall not be introduced by the management as a result of any agreement which would be in contravention of any Agreements, reached at a higher stage of the Machinery, and

(*b*) Individual cases not involving principle shall not be pursued beyond this stage.

Questions under paragraph 3.

4. Any questions falling within the scope of the preceding paragraph which have been dealt with by the Shopmen's Council, may, failing Agreement be referred to the Headquarters of the Trade Union who may raise the matter with the Headquarters of the Authority. Such questions failing Agreement may then be referred to the Tribunal.

## WAGES COUNCILS

*Aerated Waters*, *p.* 500
*Baking*, *p.* 503
*Boot and Shoe Repairing*, *p.* 529
*Brush and Broom*, *p.* 545
*Dressmaking and Women's Light Clothing*, *p.* 553
*General Waste Materials Reclamaton*, *p.* 567
*Laundry*, *p.* 572
*Linen and Cotton Handkerchief, etc.*, *p.* 578
*Paper Box*, *p.* 612
*Readymade and Wholesale Bespoke Tailoring*, *p.* 615
*Rope, Twine and Net*, *p.* 625
*Shirtmaking*, *p.* 632
*Sugar Confectionery and Food Preserving*, *p.* 640
*Wholesale Mantle and Costume*, *p.* 645

### Aerated Waters Wages Council

THE AERATED WATERS WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1951, DATED 11TH JANUARY, 1951, 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).

1951. No. 14

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Aerated Waters 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