"GENERAL MINIMUM TIME RATES

MALE WORKERS	Per hour		Per week of 44 hours	
Paragraph 1.	s.	d.	s.	d.
Workers of—				
21 years of age and over	3	2½	141	2
18 and under 21 years of age	2	6½	111	10
17 „ 18 „	1	10	80	8
16 „ 17 „	1	8½	75	2
under 16 years of age	1	6	66	0

provided that a worker of 21 years of age and over—

(a) employed as a power craneman shall, for all time during which he is so employed, be entitled to 3d. per hour

(b) employed as a burner cutter shall, for all time during which he is so employed, be entitled to 2d. per hour

in addition to the statutory minimum remuneration otherwise payable.

PIECE WORK BASIS TIME RATE

	Per hour	
Paragraph 3.	s.	d.
Male Workers	3	3½"

The Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1956

1956. No. 53 [NC]

Whereas the Ministry of Labour and National Insurance (hereinafter in this Order referred to as "the Ministry") has received from the Hat, Cap and Millinery Wages Council (Northern Ireland) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Ministry by virtue of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland), 1945(a), and of all other powers enabling it in that behalf, hereby makes the following Order:—

1. The wages regulation proposals set out in the Schedule hereto shall have effect on and from the specified date and as from the date immediately preceding the specified date the Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation Order, 1947(b) shall cease to have effect.

2. In this Order the expression "the specified date" means the 28th day of March, 1956, 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.

3. This Order may be cited as the Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1956.

(a) 1945, Ch. 21. (b) S.R. & O. (N.I.) 1947, No. 53.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this sixteenth (L.S.) day of March, nineteen hundred and fifty-six in the presence of

A. E. Goodbody,
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

STATUTORY MINIMUM REMUNERATION FOR MALE AND FEMALE WORKERS OTHER THAN FEMALE WORKERS EMPLOYED IN THE RETAIL BRANCH OF THE TRADE

General Minimum Time Rates and Piece Work Basis Time Rates

Male Workers. Paragraph 1.	General Minimum Time Rate Per hour s.	d.	Piece Work Basis Time Rate s.	d.
(*a*) Cutters, blockers, body makers or finishers, stiffeners or shapers, (as defined in paragraph 10) employed in a section of the trade other than the felt hat section	3	0¾	3	2¾
(*b*) Workers employed in the felt hat (wool) section of the trade on any of the operations of— proofing (head man only); dyeing (head man only); blocking (other than coning when the operation is preparatory to blocking); pressing; finishing; curling; flanging; cutting; ironing and paring; velouring, and who have worked in any section of the trade on one or more of such operations for at least three years after the age of 19 years ...	3	0¾	3	2¾
(*c*) Workers employed in the felt hat (fur) section of the trade on any of the operations of— forming; hardening; planking; proofing (head man only); dyeing (head man only); blocking; pressing; finishing; brushing; curling and steaming; flanging; cutting; ironing and paring; trimming; velouring, and who have worked in any section of the trade on one or more of such operations for at least three years after the age of 19 years	3	0¾	3	2¾
(*d*) All other male workers:—				
Workers aged 21 years and over	2	8¼	2	10¼
„ „ 20 and under 21 years ...	2	4¼		
„ „ 19 „ 20 „ ...	2	1¼		
„ „ 18 „ 19 „ ...	1	11		
„ „ 17 „ 18 „ ...	1	8		
„ „ 16 „ 17 „ ...	1	5		
„ „ 15 „ 16 „ ...	1	2		
„ under 15 years	0	11		

Late Entrants

Paragraph 2.

Notwithstanding the provisions of paragraph 1 (*d*), a male worker who commences employment in the trade at or over the age of 19 years may be employed for a period of twelve months as follows:—

(*a*) for the first six months of such employment, at a general minimum time rate of *1s. 10¼d.* per hour;

(*b*) for the second six months of such employment, at a general minimum time rate of *1s. 11¾d.* per hour.

On the expiration of twelve months' employment in the trade such worker is entitled to the minimum rate appropriate to a worker of his age.

FEMALE WORKERS.

Paragraph 3.

	General Minimum Time Rate Per hour		Piece Work Basis Time Rate	
	s.	d.	s.	d.
Female Workers, other than workers of the class specified in paragraph 4	1	11¾	2	1¼

Paragraph 4.

	General Minimum Time Rate Per hour	
	s.	d.
Female Learners, as defined in, and whose employment complies with the conditions specified in, paragraph 11, during the following periods of employment in the trade:—		
during the 1st year	1	0½
„ *2nd* „	1	2
„ *3rd* „	1	5½
„ *4th* „	1	8

Provided that a learner who enters, or has entered, the trade for the first time at or over the age of 18 years, shall be treated as though she had, at the date of her entry, completed two years of employment as a learner in the trade.

COMPLETION OF LEARNERSHIP

Paragraph 5.

A female learner ceases to be a learner and becomes entitled to the full general minimum time rate applicable to a worker of her class on the fulfilment of the appropriate conditions set out below:—

Age at entry	Conditions
under 18 years	*The completion of four years' employment.*
18 years and over	*The completion of two years' employment.*

OVERTIME

Paragraph 6.

Overtime rates are payable as follows:—

(i) On any day, other than Saturday (or the weekly short day substituted therefor), 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 the employer to require the worker's attendance on only five days in the week, the said overtime rates of time-and-a-quarter and time-and-a-half shall be payable on those five days after 9 and 11 hours' work respectively.

(ii) On a Saturday (or the weekly short day substituted therefor)—

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

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

(iii) On a Sunday or a customary holiday—

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

(iv) 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 (i), (ii) and (iii) of this paragraph.

Provided that where it is or may become 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.

Paragraph 7.

Where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the overtime rates as set out in paragraph 6 apply to workers in like manner as if the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

Paragraph 8.

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 44.

Paragraph 9.

For the purpose of paragraph 6, 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 10.

(*a*) A CUTTER is a male worker who—

(i) is employed in a section of the trade, other than the silk hat section, on one or more of the operations of marking in or cutting any kind of material, laying up, hooking up or stripping and,

(ii) for not less than three years after the age of 19 years has been employed in any section of the trade mainly on one or more of the last mentioned operations.

Provided that the work of a cutter shall not include the cutting of cloth or other textile materials for stitchers of hat leathers or for use as hat linings.

(*b*) A BLOCKER, BODY MAKER or FINISHER is a male worker who is employed on one or more of the operations of—

(i) covering, pulling-on, or blocking hats or caps; or

(ii) blocking straws, hoods or shapes, of any materials; or

(iii) making shapes by means of a gas block and,

for not less than three years after the age of 19 years has been employed in any section of the trade mainly on one or more of the last mentioned operations.

(*c*) A STIFFENER is a male worker who is employed in stiffening and has been employed in any section of the trade mainly in stiffening for not less than three years after the age of 19 years.

(*d*) A SHAPER is a male worker who is employed in putting into shape by hand work the brim part of any hat or helmet which is made on a body or foundation of any material, and has been so employed in any section of the trade for not less than three years after the age of 19 years.

Paragraph 11.

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 learner shall become invalid if at any time during learnership the provisions set out in this Schedule relating thereto are not complied with.

Provided that an employer may employ a 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 in her employment, the probation period must be included in her period of learnership.

Provided further that notwithstanding compliance with the conditions contained herein a person shall not be regarded as a learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

Paragraph 12.
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 13.
The RETAIL BRANCH of the trade means that branch of the trade specified in paragraph 16 in which it is the practice of the employer to supply the article direct to the wearer.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

Paragraph 14.
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 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 15.

(i) A worker is entitled to payment of the statutory minimum remuneration for all 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.

(ii) 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 a worker of the class to which he belongs.

Provisions (i) and (ii) of this paragraph 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 16.
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 Hat, Cap and Millinery Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Trade Boards (Hat, Cap and Millinery Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925(**a**), dated 23rd February, 1925, namely:—

The making from any material of men's, women's or children's headgear, or the trimming thereof:

(**a**) S.R. & O. (N.I.) 1925, No. 23.

INCLUDING:—

Warehousing, packing or other operations incidental to or appertaining to the making or trimming of men's, women's or children's headgear;

BUT EXCLUDING:—

(1) The casting and making of solid metal helmets;

(2) the making of rubberised or oilskin headgear where carried on in association with or in conjunction with the making of other rubberised or oilskin articles;

(3) the making of nurses' or servants' caps, chefs' caps, hospital ward caps or similar articles;

(4) 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 dresses, non-tailored skirts, wraps, blouses, blouse-robes, jumpers, sports coats, neckwear, tea-gowns, dressing-gowns, dressing jackets, pyjamas, underclothing, underskirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby linen or similar articles;

(5) the making of fur hats, where made in association with or in conjunction with the manufacture of furs or furriers' skins into garments, rugs, or similar articles;

(6) the making of knitted headgear and the making of headgear from knitted fabrics where carried on in association with or in conjunction with the manufacture of the knitted fabric;

(7) warehousing and packing of men's, women's and children's headgear and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made or trimmed on the premises.

Provided that, notwithstanding anything contained in this Schedule, the statutory minimum remuneration aforesaid does not apply to carmen, outside messengers, charwomen, boilermen, enginemen and mechanics.

PAYMENT OF HIGHER RATES

Paragraph 17.

The statutory minimum remuneration set out in this Schedule is without prejudice to workers earning higher rates of wages, or to agreements made or that may be made between employers and workers for the payment of remuneration in excess of the statutory minimum.

The Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1956

1956. No. 54 [NC]

Whereas the Ministry of Labour and National Insurance (hereinafter in this Order referred to as " the Ministry ") has received from the Hat, Cap and Millinery Wages Council (Northern Ireland) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Ministry by virtue of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland), 1945(a) and of all other powers enabling it in that behalf, hereby makes the following Order:—

(a) 1945, Ch. 21.