EXPLANATORY NOTE

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

This Order, which has effect from the 19th January, 1953, sets out the holidays which an employer is required to allow to workers and the remuneration payable to such workers for those holidays, in substitution for the holidays and holiday remuneration fixed by the Brush and Broom Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1947 (Order M. (65)), which is revoked.

New provisions in the Schedule are printed in italics.

1952 No. 207

The Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1952

Made - - - - 4*th February*, 1952
Coming into Operation 22*nd February*, 1952

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Button Manufacturing Wages Council (Great Britain) (hereinafter in this Order referred as "the Wages Council") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Wages Council operates in substitution for the remuneration fixed for those workers by the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1948(a) (hereinafter in this Order referred to as "Order V. (43)"), as amended by the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1950(b) (hereinafter in this Order referred to as "Order V. (45)");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(c), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1952.

(2) In this Order the expression "the specified date" means the 22nd day of February, 1952, 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) The Interpretation Act, 1889(d), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of statutory minimum remuneration and revocation of Order V. (43) *and Order V.* (45)

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto.

(a) S.I. 1948/1318; 1948 I, p. 4456.
(b) S.I. 1950/1668; 1950 II, p. 1310.
(c) 8 & 9 Geo. 6. c. 17.
(d) 52 & 53 Vict. c. 63.

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order V. (43) and Order V. (45) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this fourth day of February, 1952.

Guildhaume Myrddin-Evans,
Deputy Secretary,
Ministry of Labour and National Service.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order V. (43) as amended by Order V. (45).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

Paragraph 1

(1) The minimum remuneration payable to a worker to whom this Schedule applies for all work except work to which a minimum overtime rate applies under Part V is—

(*a*) in the case of a worker other than a female homeworker,

(i) where the worker is employed on time work, the general minimum time rate payable to the worker under Part II or Part III of this Schedule;

(ii) where the worker is 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 piece work basis time rate applicable to the worker under Part II or Part III of this Schedule;

(*b*) in the case of a female homeworker,

(i) where a general minimum piece rate applies under Part IV of this Schedule, that rate;

(ii) where no general minimum piece rate applies, 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 applicable to the worker under Part IV of this Schedule.

(2) In this Schedule the expression "female homeworker" means a female worker who works in her own home or in any other place that is not under the control or management of the employer.

PART II

MALE WORKERS

GENERAL MINIMUM TIME RATES

Paragraph 2

The general minimum time rates payable to male workers are as follows:—

	Per Hour s.	d.
Workers aged 21 years or over	2	4
,, ,, 20 ,, and under 21 years	2	0
,, ,, 19 ,, ,, ,, 20 ,, ...	1	10
,, ,, 18 ,, ,, ,, 19 ,, ...	1	9
,, ,, 17 ,, ,, ,, 18 ,, ...	1	4½
,, ,, 16 ,, ,, ,, 17 ,, ...	1	3
,, ,, under 16 years	1	1

PIECE WORK BASIS TIME RATE

Paragraph 3

	Per Hour s.	d.
The piece work basis time rate applicable to a male worker of any age employed on piece work is	2	9½

PART III

FEMALE WORKERS NOT BEING FEMALE HOMEWORKERS

GENERAL MINIMUM TIME RATES

Paragraph 4

The general minimum time rates payable to female workers (not being female homeworkers) are as follows:—

	Per Hour s.	d.
Workers aged 18 years or over	1	7
„ „ 17 and under 18 years	1	4
„ „ 16 „ „ 17 „	1	2½
„ „ under 16 years	1	0

PIECE WORK BASIS TIME RATE

Paragraph 5

	Per Hour s.	d.
The piece work basis time rate applicable to a female worker of any age employed on piece work (not being a female homeworker) is	1	8½

PART IV

FEMALE HOMEWORKERS

GENERAL MINIMUM PIECE RATES

Paragraph 6

The following general minimum piece rates are payable to a female homeworker where the cotton for sewing the buttons is provided by the employer and the worker actually performs the work and is not a middlewoman:—

(1) The carding of linen buttons and metal trouser buttons—

	Col. I Where the worker collects the work from and delivers the work to the factory, workshop or warehouse, and does not receive it through a middlewoman or a middleman Per 100 gross of buttons s.	d.	Col. II All workers not included under Col. I Per 100 gross of buttons s.	d.
(*a*) For cards containing not more than 1½ dozen buttons per card	16	9	16	0
(*b*) For cards containing more than 1½ dozen buttons per card:—				
(i) Covered back buttons	14	6	13	9
(ii) Open back buttons ...	14	0	13	6

(2) The carding of casein and ivory buttons and buttons with metal shanks—

(*a*) Two or four-holed casein and ivory buttons—

Size of buttons	Per gross of buttons: Straight carding	Per gross of buttons: Where shading or mottling is performed by the worker
	d.	d.
(i) Up to and including 30 lines except ivory buttons	3	3¼
(ii) Up to and including 30 lines ivory buttons only	3 less 10%	3¼ less 10%
(iii) Above 30 lines and not above 55 lines ...	3½	3¾
(iv) Above 55 lines ...	4	4¼

(*b*) Buttons with metal shanks—

	Per gross of buttons
	d.
All Sizes	1¾

PIECE WORK BASIS TIME RATE

	Per hour. d.
Paragraph 7	
The piece work basis time rate applicable to all female homeworkers employed on piece work, other than those to whom the general minimum piece rates set out in paragraph 6 apply, is	10¾

PART V

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES

TIME WORKERS

Paragraph 8

(1) Subject to the provisions of this paragraph, the following minimum overtime rates are payable to male or female workers (not being female homeworkers) employed on time work:—

(*a*) on a Saturday, not being a customary holiday—
for all time worked in excess of 5 hours ... ... TIME-AND-A-QUARTER

(*b*) on a Sunday or a customary holiday—
for all time worked ... ... DOUBLE TIME

(*c*) in any week exclusive of any time in respect of which a minimum overtime rate is payable under the provisions of (*a*) or (*b*) above—

for all time worked in excess of 45 hours ... ... TIME-AND-A-QUARTER

(2) Where the employer normally requires attendance on Sunday instead of Saturday, for the purposes of this paragraph (except where in the case of a woman or young person such substitution is unlawful) Saturday shall be treated as a Sunday and Sunday as a Saturday.

FEMALE PIECE WORKERS

Paragraph 9

The following minimum overtime rates are payable to female workers (not being female homeworkers) employed on piece work for all time worked in excess of 45 hours in any week:—

(i) Piece rates each of which would yield, in the circumstances of the case, at least *1s. 8½d.* per hour to an ordinary worker and in addition thereto,

(ii) a time rate of 1d. per hour.

Paragraph 10

In this Part of this Schedule,

(1) the expression "customary holiday" means:—

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such weekday as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday.

(ii) In Scotland—

New Year's Day (or, if New Year's Day falls on a Sunday, the following Monday);

the local Spring holiday;

the local Autumn holiday; and

three 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*) in the case of each of the said days (other than a day fixed by the employer in Scotland and notified to the worker as aforesaid) a day substituted by the employer therefor, being a day recognised by local custom as a day of holiday in substitution for the said day.

(2) the expressions "time-and-a-quarter" and "double time" mean, respectively, one and a quarter times and twice the general minimum time rate otherwise payable to the worker.

WAITING TIME

Paragraph 11

(1) A worker is entitled to payment of the minimum remuneration specified in this Schedule for all time during which he is present on the premises of his employer unless he is present thereon in any of the following circumstances:—

(*a*) without the employer's consent, express or implied;

(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;

(*c*) by reason only of the fact that he is resident thereon;

(*d*) during normal meal times in a room or place in which no work is being done, and he is not waiting for work to be given to him to perform.

(2) The minimum remuneration payable under sub-paragraph (1) of this paragraph to a piece worker when not engaged on piece work is that which would be payable if the worker were a time worker.

PART VI

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 12

This Schedule applies to workers in relation to whom the Button Manufacturing Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the trade specified in the Schedule to the Trade Boards (Button Manufacturing Trade, Great Britain) (Constitution and Proceedings) Regulations, 1938(a), which reads as follows:—

"Schedule

1. Subject to the provisions of this Schedule the following operations and processes shall constitute the Button Manufacturing Trade:—

(*a*) All processes and operations in the making from any material other than precious metals and precious stones of buttons, button-moulds, metal fancy buttons, button-headed studs, upholsterers' buttons or upholsterers' button-headed nails (excluding in all cases, except as hereinafter provided, the making of the shanks), or in the covering of button-moulds;

(*b*) All processes and operations in the making of the following articles when done in association with or in conjunction with the work specified in sub-paragraph (*a*) above—

(i) shanks;

(ii) studs, links or parts thereof from any material other than metal;

(iii) clasps, slides, ornaments and similar articles used on wearing apparel when such articles are made—

(1) wholly or mainly from any material other than metal, and

(2) in a branch or department in which articles mentioned in sub-paragraph (*a*) are made or carded;

(*c*) (i) the carding wherever carried on of any of the articles specified in sub-paragraph (*a*) above;

(ii) the carding of any of the articles specified in sub-paragraph (*b*) above, except when done apart from any of the making which is included in the trade herein specified and from the carding of articles specified in sub-paragraph (*a*);

(*d*) The manufacture of metal small-wares as specified in Paragraphs (1) to (6) of the Appendix to the Trade Boards (Stamped or Pressed Metal-Wares) Order, 1924(b)*, when carried on in an establishment mainly engaged in any of the processes or operations mentioned above;

(*e*) All processes and operations in the (i) assembling, or (ii) finishing of articles specified above when done in association with or in conjunction with any of the above-mentioned processes or operations;

(*f*) All processes and operations in the warehousing, packing or despatching of any of the articles specified above when done in association with or in conjunction with any of the above-mentioned processes or operations.

2. Notwithstanding anything in this Schedule the following processes or operations shall not be processes or operations of the Button Manufacturing Trade:—

(*a*) The manufacture of wooden button-moulds where not carried on in association with or in conjunction with button-making;

(*b*) The making of buttons or the covering of button-moulds in an establishment in which (i) such work is performed in association with or in conjunction with the making of wearing apparel and (ii) the majority of the buttons made or of the button-moulds covered are for use on such wearing apparel;

(a) S.R. & O. 1938/1497; 1938 II, p. 3238. (b) S.R. & O. 1924/832; 1924, p. 1753.

(*c*) The making of buttons or the covering of button-moulds when done in association with or in conjunction with the manufacture of embroidery and trimmings, unless such making of buttons or covering of button-moulds is done (i) by machine process and (ii) in a separate department by workers exclusively engaged thereon;

(*d*) The processes or operations specified in Paragraph 1 above when performed in an establishment mainly engaged in the manufacture of articles of real or imitation jewellery except when performed by a worker who during the whole time that he works in any week in such establishment is wholly or mainly employed on such processes or operations;

(*e*) Any work which by Paragraph (7) of the Appendix to the Trade Boards (Stamped or Pressed Metal-Wares) Order, 1924*, is included in the Stamped or Pressed Metal-Wares Trade."

* (Paragraphs (1) to (7) of the Appendix to the Trade Boards (Stamped or Pressed Metal-Wares) Order, 1924, referred to in the Schedule to the Trade Boards (Button Manufacturing Trade, Great Britain) (Constitution and Proceedings) Regulations, 1938, set out above are as follows:—

(1) The manufacture from metal in sheet or strip form by cold stamping or cold pressing of articles known in the trade as metal small wares;

(2) the cutting, shearing, annealing and hardening of metal in an establishment in which the metal is used for such manufacture;

(3) the covering of corset steels prior to capping or tipping in an establishment in which the steels are capped or tipped;

(4) finishing (including dipping, nickelling, plating, tinning, japanning, stove-enamelling, lacquering, bronzing, colouring, painting, varnishing, barrelling, burnishing, grinding, planishing, polishing, and the capping, counting, lopping, studding, or tipping of corset busks or steels) and similar operations when done in conjunction with such manufacture;

(5) viewing, inspecting, testing, sorting, boxing, carding, carrying, delivering, despatching, labelling, packeting, packing, portering, warehousing, weighing and similar processes or operations when done in conjunction with such manufacture;

(6) the assembling of the above-mentioned wares or parts thereof, whether the things assembled are made inside or outside Great Britain; and

(7) any process or operation which is included in the Button-making Trade, as defined for the purposes of the Trade Boards Acts, when carried on in an establishment mainly engaged in any of the processes or operations defined in the preceding paragraphs hereof.)

EXPLANATORY NOTE

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

This Order sets out the statutory minimum remuneration payable as from the 22nd February, 1952, in substitution for that fixed by the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1948, (Order V. (43)) as amended by the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1950, (Order V. (45)), which are revoked.

New provisions in the Schedule are printed in italics.