(12) FUR (G.B.)

The Fur Wages Council (Great Britain) Wages Regulation Order, 1949

1949 No. 268

Made - - - - 21*st February*, 1949
Coming into Operation 14*th March*, 1949

Z. (49)

Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Fur Wages Council (Great Britain) (hereinafter referred to 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 Council operates in substitution for the remuneration fixed for those workers by the Fur Wages Council (Great Britain) Wages Regulation Order, 1947(**a**) (hereinafter referred to as " Order Z. (43) ") as amended by the Fur Wages Council (Great Britain) Wages Regulation Order, 1948(**b**) (hereinafter referred to as " Order Z. (46) ");

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 Fur Wages Council (Great Britain) Wages Regulation Order, 1949.

(2) In this Order the expression " the specified date " means the 14th day of March, 1949, 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 Z. (43) and Order Z. (46).

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

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order Z. (43)(**a**) and Order Z. (46)(**b**) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 21st day of February, 1949.

Godfrey H. Ince,
Secretary of the
Ministry of Labour and National Service.

(a) S.R. & O. 1947 (No. 1735) I, p. 2411.
(b) S.I. 1948 No. 1233.
(c) 8 & 9 Geo. 6, c. 17
(d) 52 & 53 Vict. c. 63.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order Z. (43) as amended by Order Z. (46).

STATUTORY MINIMUM REMUNERATION

PART I

APPLICATION

Paragraph 1

(1) Subject to the provisions of Part III and Part IV of this Schedule, 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 time worker, the hourly general minimum time rate applicable to the worker under the provisions of this Schedule;

(*b*) in the case of a worker employed on piece work (other than an apprentice in the Dressers and Dyers' Section of the trade to whom paragraph 10 applies),

(i) where a general minimum piece rate applies under Part VII, 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 or, where no piece work basis time rate applies, at least the same amount of money as the hourly general minimum time rate which would be applicable if the worker were a time worker, or

(*c*) in the case of an apprentice in the Dressers and Dyers' Section of the trade who is employed on piece work and to whom paragraph 10 of this Schedule applies, the piece rates specified in that paragraph. Provided that where an hourly guaranteed time rate is applicable to the worker and his minimum remuneration calculated on a time work basis at that rate exceeds the minimum remuneration calculated at the said piece rates the worker shall be paid not less than that guaranteed time rate.

(2) In this Schedule the expressions "hourly general minimum time rate" and "hourly guaranteed time rate" mean respectively the general minimum time rate and the guaranteed time rate applicable to the worker under Part II of this Schedule divided in either case by 44.

Paragraph 2

This Schedule applies to workers in relation to whom the Fur Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the trade specified in the Regulations made by the Minister of Labour and dated 25th October, 1919(a), with respect to the Constitution and Proceedings of the Trade Board for the Fur Trade (Great Britain), namely:—

The dressing, dyeing and making up of furs or of skins for furriers' purposes including:—

(1) The dressing or dyeing or general preparation of furs or skins;

(2) The manufacture of furs or skins into garments, rugs, or other articles;

(3) The remaking, repairing or cleaning of articles made from furs or skins where carried on by fur dressers or fur manufacturers;

(4) The lining with fur of coats, cloaks, mantles, capes, gloves or similar articles where carried out by fur manufacturers;

a) S.R. & O. 1919 (No. 1634) II, p. 549.

(5) Bundling, packing, warehousing and other operations carried on by fur skin merchants, fur dressers, fur dyers or fur manufacturers;

but excluding:—

(*a*) The making up of fur toys, purses, boots, shoes or slippers;

(*b*) The making of fur hats when carried on in association with or in conjunction with the making or trimming of men's, women's or children's headgear from other materials;

(*c*) Warehousing, packing and other similar operations carried on in shops wholly, mainly, or substantially engaged in the retail distribution of articles of any description that are not made on the premises.

PART II

GENERAL MINIMUM, GUARANTEED AND PIECE WORK BASIS TIME RATES

CUTTING AND NAILING BRANCH OF THE FURRIERS' SECTION GENERAL MINIMUM TIME RATES

Paragraph 3

Subject to the provisions of this Schedule, the general minimum time rates per week of 44 hours applicable to workers in the cutting and nailing branch of the Furriers' Section are as follows:—

	Male workers	Female workers
	s. d.	s. d.
(*a*) CUTTERS who, having worked in the said branch for six years or, in the case of workers who were apprentices, for five years, have subsequently worked as cutters for—		
(i) not less than two years	*130 0*	*126 6*
(ii) less than two years but not less than one year	*107 0*	*104 6*
(iii) less than one year	*91 6*	*89 6*
(*b*) NAILERS who, having worked in the said branch for six years or, in the case of workers who were apprentices, for five years, have subsequently worked as nailers for—		
(i) not less than two years	*105 0*	*103 0*
(ii) less than two years but not less than one year	*97 0*	*94 6*
(iii) less than one year	*89 0*	*86 6*

Provided that where a nailer performs also the work of a cutter (as specified in paragraph 13 of this Schedule) the rate applicable to him in respect of that work shall be that which would be applicable if he were a cutter.

(*c*) APPRENTICES to cutting and nailing whose employment complies with the provisions of paragraph 20 of this Schedule during the following years of apprenticeship—

	Workers aged 18 years or over		All other workers
	Male workers	Female workers	
	s. d.	s. d.	s. d.
The first year	*31 0*	*28 0*	*27 0*
The second year	*36 0*	*33 0*	*31 0*
The third year	*43 0*	*40 0*	*39 0*
The fourth year	*52 0*	*50 0*	*48 0*
The fifth year	*67 0*	*64 0*	*63 0*

(*d*) LEARNERS to cutting and nailing, whose employment complies with the conditions specified in paragraph 23 of this Schedule, during the following years of employment—

	Workers aged 18 years or over		All other workers
	Male workers	Female workers	
	s. d.	s. d.	s. d.
The first year	*31 0*	*29 0*	*27 0*
The second year	*34 0*	*32 0*	*30 0*
The third year	*40 0*	*38 0*	*36 0*
The fourth year	*46 0*	*44 0*	*42 0*
The fifth year	*58 0*	*56 0*	*54 0*
The sixth year	*70 0*	*68 0*	—

(*e*) ALL OTHER WORKERS employed in cutting and nailing or in either of such operations, during the following years of employment—

	Workers aged 18 years or over		All other workers
	Male workers	Female workers	
	s. d.	s. d.	s. d.
The first year	*33 0*	*30 0*	*28 0*
The second year	*36 0*	*34 0*	*32 0*
The third year	*43 0*	*40 0*	*39 0*
The fourth year	*52 0*	*50 0*	*48 0*
The fifth year	*64 0*	*62 0*	*60 0*
The sixth year	*76 0*	*74 0*	—

(*f*) MALE WORKERS aged 21 years or over and engaged in CLEANING by any method, fur skins or articles manufactured from fur .. .. s. d. *100 0*

PIECE WORK BASIS TIME RATES—CUTTERS OR NAILERS

Paragraph 4

The piece work basis time rate applicable to a cutter or nailer specified in sub-paragraph (*a*) or (*b*) of paragraph 3 of this Schedule when employed on piece work is a rate equal to one-and-one-third times the hourly general minimum time rate which would be applicable if the worker were employed on time work.

MACHINING, LINING, FINISHING AND HAND FUR SEWING BRANCH OF THE FURRIERS' SECTION

GENERAL MINIMUM TIME RATES

Paragraph 5

Subject to the provisions of this Schedule, the general minimum time rates per week of 44 hours applicable to female workers in the machining, lining, finishing and hand fur sewing branch of the Furriers' Section are as follows:—

(*a*) FUR MACHINISTS who have worked for five years in the said branch .. .. s. d. *80 0*

(*b*) LINERS, FINISHERS, HAND FUR SEWERS OR MACHINISTS (other than fur machinists) who have worked for five years in the said branch *72 0*

(*c*) LEARNERS to machining, lining, finishing or hand fur sewing, or to two or more of such operations, whose employment complies with the conditions specified in paragraph 24 of this Schedule, during the following years of employment:—

	Workers aged 18 years or over	All other workers
	s. d.	s. d.
The first year	*29 0*	*27 0*
The second year	*35 0*	*33 0*
The third year	*41 0*	*39 0*
The fourth year	*47 0*	*45 0*
The fifth year	*53 0*	*51 0*

(*d*) ALL OTHER WORKERS employed in the said branch, during the following periods of employment:—

	Workers aged 18 years or over	All other workers
	s. d.	s. d.
The first year	*30 0*	*28 0*
The second year	*36 0*	*34 0*
The third year	*44 0*	*42 0*
The fourth year	*50 0*	*48 0*
The fifth year	*56 0*	*54 0*

PIECE WORK BASIS TIME RATES

Paragraph 6

The piece work basis time rate applicable to a female worker, specified in sub-paragraph (*a*) or (*b*) of paragraph 5 of this Schedule when employed on piece work is a rate equal to one-and-one-third times the hourly general minimum time rate which would be applicable if she were employed on time work.

RECKONING OF EMPLOYMENT IN THE FURRIERS' SECTION

Paragraph 7

(1) A worker (not being an apprentice) who enters, or has entered, the Furriers' Section at the age of 18 years or over shall be treated for the purpose of this Part of this Schedule as though he had, at the date of his entry, completed the following period of learnership or other employment, as the case may be, in the branch in which he is employed—

(*a*) in the case of a worker in the cutting and nailing branch aged at the date of his entry in the said section—

(i) 18 and under 19 years .. .. 1 year

(ii) 19 and under 20 years .. .. 2 years

(iii) 20 years or over .. .. 3 years

(*b*) in the case of a worker in the machining, lining, finishing and hand fur sewing branch .. .. 1 year.

(2) For the purpose of calculating any period of employment in the Furriers' Section, any employment in the machining, lining, finishing and hand fur sewing branch shall count as employment in the cutting and nailing branch, and any employment in the cutting and nailing branch shall count as employment in the machining, lining, finishing and hand fur sewing branch.

FUR SORTERS' SECTION

GENERAL MINIMUM TIME RATES

Paragraph 8

The general minimum time rates per week of 44 hours applicable to workers employed in the Fur Sorters' Section in merchants' or brokers' warehouses, are as follows:—

	s.	d.
(*a*) MALE FUR SORTERS aged 21 years or over	*118*	*0*
(*b*) MALE WORKERS aged 21 years or over and employed in a FUR SORTING department under the supervision of a male fur sorter or as COUNTERS, STRIPERS OR SIZERS	*95*	*0*
(*c*) ALL OTHER MALE WORKERS employed in the Fur Sorters' Section (except male skin packers), being aged—		
21 years or over	*90*	*0*
20 and under 21 years	*80*	*6*
19 „ „ 20 „	*66*	*0*
18 „ „ 19 „	*58*	*6*
17 „ „ 18 „	*39*	*0*
16 „ „ 17 „	*31*	*6*
Under 16 years	*27*	*0*
(*d*) FEMALE WORKERS employed as FUR SORTERS, ASSISTANTS TO FUR SORTERS, COUNTERS, STRIPERS or SIZERS, being aged—		
18 years or over	*63*	*6*
17 years and under 18 years	*53*	*6*
16 „ „ 17 „	*46*	*6*

DRESSERS AND DYERS' SECTION

GENERAL MINIMUM TIME RATES FOR WORKERS OTHER THAN APPRENTICES

Paragraph 9

The general minimum time rates per week of 44 hours applicable to workers (other than the apprentices to whom paragraph 10 of this Schedule applies) in the Dressers and Dyers' Section are as follows:—

	s.	d.
(*a*) MALE TUBBERS	*115*	*0*
(*b*) WORKERS EMPLOYED AS ROLLER FLESHING MACHINE OPERATORS (other than shaving machines operators):—		
(i) Male workers	*115*	*0*
(ii) Female workers	*77*	*0*
(*c*) WORKERS EMPLOYED AS HAND FLESHERS OR ROTARY FLESHING MACHINE OPERATORS:—		
(i) Male workers	156	0
(ii) Female workers	104	0
(*d*) ALL OTHER MALE WORKERS employed in the Dressers and Dyers' Section (except the apprentices to whom paragraph 10 applies), being aged—		
21 years or over	*100*	*0*
20 and under 21 years	*89*	*0*
19 „ „ 20 „	*78*	*0*
18 „ „ 19 „	*67*	*0*
17 „ „ 18 „	*55*	*6*
16 „ „ 17 „	*44*	*6*
Under 16 years	*39*	*0*

(*e*) ALL OTHER FEMALE WORKERS employed in the Dressers and Dyers' Section (except the apprentices to whom paragraph 10 applies), being aged—

	s.	d.
19 years or over	*61*	*6*
18 and under 19 years	*55*	*6*
17 „ „ 18 „	*44*	*6*
16 „ „ 17 „	*39*	*0*
Under 16 years	*33*	*6*

MINIMUM RATES FOR APPRENTICES

Paragraph 10

(1) The general minimum time rates specified in column (2) of the next following Table are applicable during the first six months of apprenticeship to apprentices employed, in accordance with the conditions specified in paragraph 21 of this Schedule, on time work in the Dressers and Dyers' Section, and the piece rates and guaranteed time rates specified in columns (3) and (4) respectively are applicable to such workers when employed in accordance with the said conditions on piece work during the remainder of their apprenticeship.

Col. (1)	Col. (2)	Col. (3)	Col. (4)
Period of Apprenticeship	General Minimum Time Rates	Piece Rates	Guaranteed Time Rates
The first six months	A rate equal to the general minimum time rate applicable to a worker of the same age and sex under sub-paragraph (*d*) or (*e*) of paragraph 9 of this Schedule.	—	—
The second six months	—	One quarter of the piece rates specified in sub-paragraph (2) of this paragraph.	A rate equal to the general minimum time rate applicable to a worker of the same age and sex under sub-paragraph (*d*) or (*e*) of paragraph 9 of this Schedule.
The second year	—	One half of the piece rates specified in sub-paragraph (2) of this paragraph.	
The third year	—	Three-quarters of the piece rates specified in sub-paragraph (2) of this paragraph.	—
The fourth year	—	The piece rates specified in sub-paragraph (2) of this paragraph.	—

(2) The piece rates referred to in Column (3) of the said Table are the general minimum piece rates specified in Part VII of this Schedule or, where no piece rate is so specified, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker of the same sex at least the same amount of money as the general minimum time rate applicable under sub-paragraph (*c*) of paragraph 9 to a worker employed as a hand flesher or rotary fleshing machine operator.

PIECE WORK BASIS TIME RATES

ROLLER FLESHING MACHINE OPERATORS

Paragraph 11

The piece work basis time rates per hour applicable to male or female workers employed in the Dressers and Dyers' Section as roller fleshing machine operators (other than shaving machine operators) are as follows:—

	s.	d.
(*a*) Male workers	*3*	*2½*
(*b*) Female workers	*2*	*1½*

ALL SECTIONS OF THE TRADE

GENERAL MINIMUM TIME RATES

Paragraph 12

The general minimum time rates per week of 44 hours applicable to all workers to whom the foregoing provisions of this Part of this Schedule do not apply, are as follows:—

	s.	d.
(*a*) MALE SKIN PACKERS aged 21 years or over	*100*	*0*
(*b*) ALL OTHER MALE WORKERS, being aged—		
21 years or over	*90*	*0*
20 and under 21 years	*75*	*6*
19 „ „ 20 „	*63*	*0*
18 „ „ 19 „	*55*	*0*
17 „ „ 18 „	*42*	*0*
16 „ „ 17 „	*34*	*0*
Under 16 years	*26*	*0*
(*c*) ALL FEMALE WORKERS, being aged—		
19 years or over	*52*	*6*
18 and under 19 years	*44*	*6*
17 „ „ 18 „	*34*	*0*
16 „ „ 17 „	*26*	*0*
Under 16 years	*22*	*6*

DEFINITIONS

Paragraph 13

For the purposes of this Part of this Schedule—

(*a*) "cutter" means a person engaged, wholly or mainly, in cutting furs or skins in connection with manufacture, remodelling, alteration or repairing, including any preparation of furs or skins actually performed by such person for such cutting but not including nailing by a worker engaged, wholly or mainly, in nailing;

(*b*) "fur sorter" means a worker who assumes sole responsibility for the proper grading of skins;

(*c*) " nailer " means a person engaged, wholly or mainly, in nailing;

(*d*) " skin packer " means a worker engaged in and responsible for baling or packing skins for transport;

(*e*) " tubber " means a worker in the Dressers and Dyers' Section who has at least 5 years' experience therein and is capable of handling in an expert manner most varieties of fur skins from the raw stage through the various processes (except fleshing) to the finished article.

PART III

NIGHT WORKERS IN ALL SECTIONS OF THE TRADE

Paragraph 14

(1) Notwithstanding anything contained in this Schedule, a night worker shall be paid for any work between the hours of 7 p.m. on any day and 7 a.m. on the next succeeding day one and one-third times the appropriate minimum rate. Provided that this provision shall not apply to a time worker in respect of any overtime.

(2) For the purposes of this paragraph—

(*a*) " night worker " means a worker whose usual hours of work (exclusive of overtime) include at least 4 hours a night between 7 p.m. and 7 a.m. Provided that a worker who is usally so employed during part only of the week shall be treated as a night worker in respect of that part of the week;

(*b*) " the appropriate minimum rate " means, in the case of a time worker, the hourly general minimum time rate otherwise applicable to the worker or, in the case of a worker employed on piece work, the minimum rate which would be applicable if he were not a night worker;

(*c*) " overtime " means, in the case of a time worker, any time in respect of which a minimum overtime rate applies or, in the case of a worker employed on piece work, any time in respect of which such a rate would apply if he were a time worker.

PART IV

WORKERS WHOSE TRAINING HAS BEEN INTERRUPTED BY WAR SERVICE

Paragraph 15

Notwithstanding the provisions of Part II of this Schedule,

(*a*) where a worker whose employment in the trade has been interrupted by war service has completed his training in cutting, nailing, machining, lining, finishing or hand fur sewing under the Scheme entitled I.A.S./ Scheme No. 51, for the training of apprentices whose apprenticeship has been interrupted by war service, which Scheme was adopted by the Wages Council and approved by the Minister on the 21st November, 1946, the minimum remuneration applicable to that worker shall be—

(i) in the case of a worker employed on cutting or nailing, that applicable to a cutter or nailer to whom sub-paragraph (*a*) (i) or (*b*) (i) of paragraph 3, as the case may be, applies, or

(ii) in the case of a worker employed on machining, lining, finishing or hand fur sewing, that applicable to a fur machinist, liner, finisher or hand fur sewer to whom sub-paragraph (*a*) or (*b*) of paragraph 5, as the case may be, applies;

(*b*) where a worker, immediately before entering on war service, was undergoing with an employer a course of training of not less than 5 years' duration in the cutting and nailing branch, or in the machining, lining, finishing and hand fur sewing branch, and was then in the last year of

his course of training, the minimum remuneration applicable to that worker, on re-employment in the same occupation, shall be that applicable to a cutter, nailer, fur machinist, liner, finisher or hand fur sewer to whom sub-paragraph (*a*) (i) or (*b*) (i) of paragraph 3 or (*a*) or (*b*) of paragraph 5, as the case may be, applies.

Paragraph 16

In this Part of this Schedule the expression " war service " means any period of whole-time service in—

(*a*) His Majesty's Armed Forces (including training under the Military Training Act, 1939(a));

(*b*) The Merchant Navy or Mercantile Marine;

(*c*) The Civil Defence Services;

(*d*) The National Fire Service;

(*e*) The Police Auxiliary;

(*f*) The Civil Nursing Reserve;

(*g*) Any of the capacities mentioned in the First Schedule to the Reinstatement in Civil Employment Act, 1944(b); or

(*h*) Any other work of national importance, including industrial work, under arrangements made or approved by the Minister.

PART V

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES

Paragraph 17

(1) Subject to the provisions of this paragraph, minimum overtime rates are payable to ANY TIME WORKER as follows:—

(*a*) On any day other than a Saturday, Sunday or a customary holiday, for all time worked in excess of 8 hours—Time-and-a-half.

Provided that where the employer normally requires the worker's attendance only from Monday to Friday (inclusive) the said rate shall be payable after 8¾ hours on four of those days and after 9 hours on the fifth day.

(*b*) On a Saturday, not being a customary holiday, for all time worked in excess of 4 hours—Time-and-a-half.

Provided that where the employer normally requires the worker's attendance only from Monday to Friday (inclusive) the said rate shall be payable for all time worked on a Saturday.

(*c*) On a Sunday or a customary holiday, for all time worked—Double time.

(2) Where the worker is normally employed 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.

(3) For the purpose of calculating the number of hours worked by a worker on any day, regard shall be had to the whole of the worker's turn of duty and, where that turn extends beyond midnight, it shall be regarded as having been worked wholly on the day upon which it commences.

Provided that

(i) this provision shall not apply in respect of any time worked between midnight on Saturday and midnight on Sunday and for that time double time shall be payable as provided in sub-paragraph (1) (*c*) of this paragraph

(a) 2 & 3 Geo. 6. c. 25 (b) 7 & 8 Geo. 6. c. 15.

(ii) all time worked on a Monday morning as part of a turn of duty normally commencing on Sunday shall be treated as though it were worked on the previous Saturday and included in a turn of duty which commenced on that day.

Paragraph 18

In this Part of this Schedule—

(*a*) " time-and-a-half " and " double time " mean respectively,

(i) in the case of a worker other than a night worker, one-and-a-half times and twice the hourly general minimum time rate otherwise applicable to the worker ;

(ii) in the case of a night worker, one-and-a-half times and twice the hourly general minimum time rate which would be applicable if the worker were not a night worker and a minimum overtime rate did not apply.

(*b*) " customary holiday " means—

(i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such other 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 four weeks before the holiday ;

or (iii) 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 therefor, being either a day recognised by local custom as a day of holiday in substitution for the said day or a day fixed by agreement between the employer and the worker or his representative.

(*c*) " night worker " has the same meaning as in paragraph 14.

WAITING TIME

Paragraph 19

(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 he were a time worker.

PART VI

CONDITIONS AS TO APPRENTICES AND LEARNERS

APPRENTICES TO CUTTING AND NAILING

Paragraph 20

(1) Subject to the provisions of this Schedule, the general minimum time rates specified in paragraph 3 (*c*) apply only to an apprentice to cutting and nailing in whose case the conditions following are fulfilled—

(*a*) the apprentice shall be employed during the whole of his time for a period of five years as an apprentice to cutting and nailing under a written contract of apprenticeship which has been duly executed and (except in the case of an apprenticeship arranged at the sole charge of a public charity) duly stamped and which includes the following provisions, which the Wages Council considers necessary for securing the effective instruction of the apprentice, or provisions substantially to the same effect and no provisions contrary thereto—

(i) the apprentice of his own free will and with the consent of the guardian binds himself to serve the employer as his apprentice in his trade of furrier for a term of five years,

(ii) the employer shall keep the worker as his apprentice during the said term, and to the best of his power, skill and knowledge instruct the apprentice or cause him to be instructed in cutting and nailing in the Furriers' Section of the fur trade,

(iii) the employer shall keep the apprentice under his own supervision or place him under one or more fully-qualified journeymen,

(iv) during the first three years of apprenticeship the employer shall not require the apprentice to work any time in respect of which any minimum overtime rates would apply under Part V of this Schedule to a worker employed on time work,

(v) during the first two years of apprenticeship the employer shall not require the apprentice to do any piece work;

(*b*) In the establishment in which the apprentice is employed the number of apprentices to cutting and nailing shall be limited in proportion to the number of journeymen employed in the cutting and nailing branch at the time of the engagement of the apprentice as follows—

Number of Journeymen	Number of Apprentices
5 or under	1
From 6 to 10	2
From 11 to 15	3
From 16 to 20	4
From 21 to 25	5

and thereafter in the proportion of one additional apprentice to each five additional journeymen, any number of journeymen in excess of an exact multiple of five being treated as five;

(*c*) The apprentice shall be the holder of a certificate of registration of apprenticeship issued by the Wages Council or by the Trade Board which preceded it or shall have made an application for such a certificate which has been acknowledged and is still under consideration.

Provided that the certification of an apprentice may be cancelled by the Wages Council if the other conditions of apprenticeship are not complied with.

(2) For the purpose of determining the proportion of apprentices to journeymen in accordance with the last preceding sub-paragraph, a "journeyman" means a male or female worker other than an apprentice or a learner, and an employer who employs no journeymen but personally instructs an apprentice shall be treated as a journeyman.

APPRENTICES IN THE DRESSERS AND DYERS' SECTION

Paragraph 21

(1) Subject to the provisions of this Schedule, the minimum remuneration specified in paragraph 10 applies only to an apprentice to dressing and dyeing in whose case the conditions following are fulfilled:—

(*a*) the apprentice shall be employed during the whole of his time for a period of 4 years as an apprentice to dressing and dyeing under a written contract of apprenticeship, entered into on or after his sixteenth birthday, which is duly executed and (except in the case of an apprenticeship arranged at the sole charge of a public charity) duly stamped and which includes the following provisions which the Wages Council considers necessary for securing the effective instruction of the apprentice or provisions substantially to the same effect and no provisions contrary thereto:—

(i) the apprentice of his own free will and with the consent of the guardian, binds himself to serve the employer as his apprentice in his trade of fur dressing and dyeing for a term of four years;

(ii) the apprentice will during the period of service attend at his own expense or that of his guardian such classes outside the factory as his employer may from time to time recommend;

(iii) the employer will keep the worker as his apprentice during the said term and to the best of his power, skill and knowledge, instruct the apprentice or cause him to be instructed in hand fleshing or rotary machine fleshing or shaving or unhairing, and during the first six months of service shall give the apprentice opportunity for spending a proportion of his time on work in all sections in the dressing and dyeing shop as carried on by the employer;

(iv) the employer will keep the apprentice under his own supervision or place him under a fully qualified journeyman;

(v) during the first six months of service the employer will not put the apprentice on piece work;

(*b*) In the establishment in which the apprentice is employed the number of apprentices to dressing and dyeing shall be limited in proportion to the number of journeymen in the service of the employer in the Dressers and Dyers' section at the time of the engagement of the apprentice as follows:—

Number of Journeymen	Number of Apprentices
5 or under	1
From 6 to 10	2
From 11 to 15	3
From 16 to 20	4
From 21 to 25	5

and thereafter in the proportion of one additional apprentice to each additional 5 journeymen, any number of journeymen in excess of an exact multiple of 5 being treated as 5;

(*c*) the apprentice shall be the holder of a certificate of registration of apprenticeship issued by the Wages Council or shall have made application jointly with the employer to the Wages Council for such a certificate which has been acknowledged and is still under consideration.

Provided that the certification of an apprentice may be cancelled by the Wages Council if the other conditions of apprenticeship are not complied with.

(2) For the purpose of determining the proportion of apprentices to journeymen in accordance with the provisions of the last preceding sub-paragraph, "journeyman" means a worker employed as a hand flesher, rotary machine flesher, shaver or unhairer to whom there apply the general minimum piece

rates for fleshers, shavers or unhairers specified in Part VII of this Schedule or the general minimum time rates for such workers specified in paragraph 9 of this Schedule, and an employer who employs no journeymen but personally instructs the apprentice shall be treated as a journeyman.

PROSPECTIVE APPRENTICES

Paragraph 22

Notwithstanding the foregoing provisions of this Schedule, where an employer employs a worker as a prospective apprentice for a probationary period not exceeding four weeks and all the appropriate conditions as to apprenticeship other than those with regard to employment under a written contract of apprenticeship and certification by the Wages Council are fulfilled, the minimum remuneration applicable to that worker during the said period shall be that applicable to an apprentice employed in accordance with the conditions specified in paragraph 20 or 21 of this Schedule as the case may be and, in the event of the worker being continued thereafter at his employment as an apprentice, the said probationary period shall for the purpose of this Schedule be treated as part of the period of apprenticeship, whether or not it is included therein.

LEARNERS TO CUTTING AND NAILING

Paragraph 23

The general minimum time rates specified in sub-paragraph (*d*) of paragraph 3 of this Schedule apply to a learner to cutting and nailing who, (not being an apprentice to whom the minimum rates in sub-paragraph (*c*) of that paragraph apply)

(*a*) is employed during the whole or a substantial part of his time for a period not exceeding six years in learning cutting and nailing by an employer who provides him with reasonable facilities for such learning; and

(*b*) holds a certificate of registration of learnership issued by the Wages Council, or has made application to the Council for such certificate which has been acknowledged and is still under consideration.

Provided that

(i) the certification of a learner may be cancelled by the Wages Council if the provisions of (*a*) of this paragraph are not complied with;

(ii) the provision with regard to a certificate shall not apply before the date declared by His Majesty in Council under section four of the Trade Boards and Road Haulage Wages (Emergency Provisions) Act, 1940(a), to be the date on which the emergency that was the occasion of the passing of that Act came to an end.

LEARNERS TO MACHINING, LINING, FINISHING OR HAND FUR SEWING

Paragraph 24

The minimum rates specified in sub-paragraph (*c*) of paragraph 5 of this Schedule apply to a learner to machining, lining, finishing or hand fur sewing, or to two or more of such operations who—

(*a*) is employed during the whole or a substantial part of her time for a period not exceeding five years in learning machining, lining, finishing or hand fur sewing, or two or more of such operations, by an employer who provides her with reasonable facilities for such learning; and

(*b*) holds a certificate of registration of learnership issued by the Wages Council or has made application for such certificate which has been acknowledged and is still under consideration.

(a) 3 & 4 Geo. 6. c. 7.

Provided that—

(i) the certification of a learner may be cancelled by the Wages Council if the provisions of (*a*) of this paragraph are not complied with;

(ii) the provision with regard to a certificate shall not apply before the date declared by His Majesty in Council under section four of the Trade Board and Road Haulage Wages (Emergency Provisions) Act, 1940, to be the date on which the emergency that was the occasion of the passing of that Act came to an end.

PART VII

GENERAL MINIMUM PIECE RATES

HAND OR MACHINE FLESHING

Paragraph 25

(1) The general minimum piece rates payable to workers employed on piece work (other than apprentices to whom paragraph 10 of this Schedule applies during the first three years of their apprenticeship) are the piece rates set out in the next following Table:—

TABLE

Skin (of any size except where otherwise stated) (1)	Hand or Machine: Hand Fleshing or Beaming (per skin except where otherwise stated) (2)	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) (3)	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) (4)
	s. d.	s. d.	s. d.
Anteater	4 0	2 0	—
Antelope Furriers (hand or machine) ...	3	3	—
„ Cow or large Furriers (hand or machine)	4½	4½	—
Badger	9	3	1½
Baranduki	1½	—	—
Bears Black	4 6	1 1½	—
„ „ Cub	2 3	9	—
„ Brown	5 3	1 6	—
„ „ Cub	2 7	11	—
„ Grizzly	7 6	1 10	—
„ „ Cub	3 9	1 3	—
„ Green	15 0	3 9	—
„ „ Cub	7 6	1 10	—
„ Indian	7 6	1 10	—
„ „ Cub	3 9	1 3	—
„ Polar	11 3	2 10	—
„ „ Cub	5 7	1 10	—
Beaver	2 0	2 0	—
„ Cub	1 3	7½	—
Buffalo	15 0	7 6	—
Bullock	15 0	7 6	—
Cat, Biscution	6	2	1
„ Bush	9	3	1½
„ Civet	2	—	—
„ Dutch	4	1½	—
„ House	4	1¼	¾
„ Leopard (hand or machine)	9	1 0	—

Skin (of any size except where otherwise stated) (1)	Hand Fleshing or Beaming (per skin except where otherwise stated) (2)	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) (3)	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) (4)
	s. d.	s. d.	s. d.
Cat, Luke	1 0	4	2
„ Lynx	1 4	5	2
„ Ocelot (hand or machine)	5	7	—
„ Serval	9	3	1½
Cheetah	3 0	1 6	—
Cow	15 0	7 6	—
Calf (English)	7 6	3 9	—
„ (English stillborn)	2 0	8	—
„ Other types	1 6	6	—
Chinchilla, Real	6	—	—
„ Bastard	2	—	—
„ Rat	2	—	—
Chinchillona	3	—	—
Coyote	1 0	4	—
Deer, Antelope	5 0	2 6	—
„ Dik Dik	8	4	—
„ Duiker	10	5	—
„ Elk	5 0	2 6	—
„ Fawn	1 0	6	—
„ Gazelle	1 6	9	—
„ Hartbeeste	4 0	2 0	—
„ Park	2 6	1 3	—
„ Reindeer	2 6	1 3	—
„ Springbok	1 6	9	—
„ Waterbuck	5 0	2 6	—
Donkey	15 0	7 6	—
Dogs, Furriers	1 3	5	—
„ Odd Skins	2 6	1 3	—
Ermine (including Solongoi)	1½	—	—
Fischer	1 6	9	—
Fitch, Open	2	1	½
„ Cased	2½	1	½
Flying Fox } „ Squirrel }	6	2	—
Fox, Australian	9	3	1½
„ Black	2 0	—	—
„ Blue	2 0	—	—
„ Cross	2 6	—	—
„ Grey	7½	2½	1¼
„ Jap	7½	2½	1¼
„ Kit	6	2	1
„ South American (other than Kit) ...	8	2½	1¼
„ Silver	2 0	—	—
„ White	1 3	—	—
„ Russian	9	3	1½
„ Canadian	9	3	1½
„ American	9	3	1½
„ Platina	2 6	—	—
„ Kamchatka	1 6	6	3
„ Cape	7½	2½	1¼
„ Indian	6	2	1

Skin (of any size except where otherwise stated) (1)	Hand Fleshing or Beaming (per skin except where otherwise stated) (2)	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) (3)	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) (4)
	s. d.	s. d.	s. d.
Fox, King	6	2	1
„ All unspecified types (other than Kit)	9	3	1½
„ For boning and/or fleshing tails	3	—	—
„ Boning paws (per skin)	6	—	—
Gazelle, Furriers	2½	1	—
Goats	1 6	6	—
„ Kid	6	2	—
Hamster	1½	—	—
Hare	3	—	—
Horse	15 0	7 6	—
„ Pony (British)	15 0	7 6	—
„ Foals for furrier purposes	1 6	9	—
Hyena	3 0	1 6	—
Hyrax	3	1	—
Jackal (All types)	9	3	1½
„ For boning and/or fleshing tails	3	—	—
„ Boning paws (per skin)	6	—	—
Jaguar	4 0	2 0	—
Kangaroo, Large	1 3	7½	—
„ Medium	1 0	6	—
„ Small	8	4	—
Kolinsky	2½	—	—
Lambs, Indian	6	2	—
„ Persian	9	3	—
Leopard	3 6	2 0	—
„ Snow	3 6	2 0	—
Lion	7 6	3 9	—
Lioness	5 0	2 6	—
Llama	3 0	1 0	—
Lynx	2 0	1 0	—
Marmot	3	1	½
„ Kotel	2	¾	¼
„ Mindel	2	—	—
Marten (All species, including Canadian Sable) (hand or machine)	4	4	—
Mink, Wild	4	4	—
„ Farm (hand or machine)	4	4	—
Mole	¾	¼	—
„ South African	1½	½	—
Monkey	9	4½	—
Musquash, Natural Black	2½	1	½
„ Western	1¾	¾	½
„ Southern	1¾	¾	½
„ (Kitt and Mice)	1½	—	—
Nutria	6	2	—
Ocelot (proper) (hand or machine)	8	1 0	—
Opossum, American	2	¾	½
„ Australian	2½	¾	½
„ Ringtail	2	¾	½
„ Tasmanian	3½	1½	¾
„ Victorian	3½	1½	¾
„ New Zealand	3½	1½	¾

Skin (of any size except where otherwise stated) (1)	Unhairing	Hand Fleshing or Beaming (per skin except where otherwise stated) (2)	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) (3)	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) (4)
		s. d.	s. d.	s. d.
Otter, Open		1 6	6	—
„ Cased		2 0	1 0	—
„ Sea		5 0	2 6	—
„ Cub		2 6	1 3	—
Pahmi		2	1	—
Panther		3 0	1 6	—
Peschaniki		11 8	—	—
		per 100		
Platypus		6	2	—
Puma		3 0	1 6	—
Rabbit, Wild (price does not include cutting open). Where cutting open carried out by Fleshers ¼d. per skin		1½	½	—
„ Tame (price to include cutting open by the Flesher)				
„ English		3	1	—
„ French, Entredeux		3	—	—
„ „ Clapier		3	1	—
„ „ Fortes		3	1	—
Racoon		9	3	1½
Sable, Russian (hand or machine)		6	6	—
Seal (Fur)	Unhairing s. d.			
„ Wig	18 0 per skin	5 3	—	—
„ Middling	12 9 „	4 6	—	—
„ Small	9 9 „	2 10½	—	—
„ Large Pup	7 0 „	2 8½	—	—
„ Middling Pup ...	6 0 „	2 3	—	—
Seal (Hair)				
„ Blue Back		9	—	—
„ Blue Back Dyed		1 3	—	—
„ Blue Back Leathered		1 0	—	—
„ Labrador		3 9	—	—
„ Saddler		3 9	—	—
„ Spots Natural		9	—	—
„ Spots Dyed		1 0	—	—
„ White Coat		9	—	—
„ White Coat Dyed		1 0	—	—
Sheep (odd skins)		2 6	9	—
„ Furriers		1 3	—	—
Squirrel, Canadian		1	—	—
„ All other types		1½	—	—
Skunk, Northern		3	—	—
„ South American		2¾	¾	½
Susliki		1½	—	—
Tiger		5 0	2 6	—
„ Cub		2 6	1 9	—
Vicuna } Guanaco }		2 0	1 0	—

Skin (of any size except where otherwise stated) (1)	Hand or Machine: Hand Fleshing or Beaming (per skin except where otherwise stated) (2)	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) (3)	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) (4)
	s. d.	s. d.	s. d.
Viscasha	5	2	—
Wolf, Russian and Large Timber	2 3	9	—
,, Other types	1 0	4	—
,, For boning and/or fleshing tails ...	3	—	—
,, Boning paws (per skin)	6	—	—
Wolverine	1 6	6	—
Wallaby, Large	9	3½	—
,, Medium	6	2½	—
,, Small	4½	1½	—
Wombat	9	3	1½
Weazel and Stoat	1½	—	—
Zebra	40 0	10 0	—

(2) The general minimum piece rates applicable to workers employed on machine fleshing (except where it is indicated in Col. 1 of the Table set out in sub-paragraph (1) of this paragraph that the rate quoted applies to both hand and machine fleshing), is the rate shown in Col. 2 of the Table above LESS 25 per cent.

Paragraph 26

(1) The general minimum piece rates for paring out all over from pickle or leather, where no piece rate is specified in Col. 3 of the Table set out in paragraph 25 above, shall be the amount equal to one-third of the appropriate piece rate for beam work, hand fleshing or machine fleshing as specified in paragraph 25.

(2) The general minimum piece rate for tubbing shall be equal to the appropriate piece rate for beam work or hand fleshing (excluding extras) specified in Col. 2 of the Table in paragraph 25.

Paragraph 27

The general minimum piece rates applicable to workers (other than apprentices to whom paragraph 10 of this Schedule applies during the first three years of their apprenticeship) employed on fleshing Pony or Lamb skins where roller or rotary machines are used are as follows:—

(*a*) Pony skins, when taken off the roller fleshing machines:—7½d. per skin for one operation, with an addition of 4½d. per skin if paring out is required to be done;

(*b*) Lamb skins:—

(i) rotary machine fleshing—4½d. per skin,

(ii) when taken off the roller machine for further paring out operation by hand or rotary machine—3d. per skin,

(iii) cutting down of necks by fleshing (rotary) machine—¾d. per skin.

Paragraph 28

In this Part of this Schedule,

(*a*) " beam work " means—

(i) such damping as may be required on all skins (except beaver, hair or fur seals) after liquoring by tubber has been completed; and

(ii) cutting down and shaving, or either of these operations;

(*b*) " hand fleshing " means—

(i) fleshing throughout after all liquoring and damping has been completed for the fleshers;

(ii) cleaning off afterwards where imperfect fleshing has been done in the initial stages; and

(iii) cutting open and pulling over or either of such operations in the raw state before or after fleshing or damping;

(*c*) " fleshing throughout " does not include boning or fleshing tails, shaving, paring out, thinning edges, boning paws or burring ears (that is to say, taking shells completely out) where separate piece rates are specified for those operations in this Part of this Schedule, but includes, in the case of hand fleshing, any damping of completed skins performed by the flesher at his own option;

(*d*) " machine fleshing " means—

(i) fleshing throughout on the machine; and

(ii) cleaning off afterwards on the machine where imperfect fleshing has been done in the initial stages; and

(iii) cutting open and pulling over or either of such operations in the raw state before or after fleshing or damping;

(*e*) " paring out " means shaving, paring out, thinning edges;

(*f*) " pulling " means removing upper portion of hair;

(*g*) " tubbing " means—

(i) preparing skins for the flesher and after fleshing leathering them in a tub and completing the dressing, or

(ii) preparing skins for the flesher and after fleshing preparing them and putting them through the machine for leathering and completing the dressing;

(*h*) " unhairing " means preparing skins by soaking and heating and removing hair.

EXPLANATORY NOTE

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

The Schedule to this Order sets out the statutory minimum remuneration payable as from the 14th March, 1949, to workers in relation to whom the Fur Wages Council (Great Britain) operates. It supersedes the Schedule to Order Z. (43) (as amended). New provisions are printed in italics.