1953 No. 1501

The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1953

Made - - - - 9*th October*, 1953

Coming into Operation 2*nd November*, 1953

Whereas the Minister of Labour and National Service (hereafter in this Order referred to as "the Minister") has received from the Hairdressing Undertakings Wages Council (Great Britain) (hereafter in this Order referred to as "the Wages Council") the wages regulation proposals set out in the First and Second Schedules hereto;

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

1. This Order may be cited as the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1953.

2.—(1) In this Order the expression "the specified date" means the 2nd day of November, 1953, 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.

(2) The Interpretation Act, 1889(b), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

3. The wages regulation proposals set out in the First and Second Schedules hereto shall have effect as from the specified date and as from that date the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1951(c), and the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1952(d), shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 9th day of October, 1953.

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

(a) 8 & 9 Geo. 6. c. 17.
(b) 52 & 53 Vict. c. 63.
(c) S.I. 1951/1371; 1951 II, p. 1044.
(d) S.I. 1952/1572; 1952 III, p. 3670.

FIRST SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1951, (Order H.U. (8)), as amended by the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1952, (Order H.U. (10)).

STATUTORY MINIMUM REMUNERATION

1. Subject to the provisions of paragraphs 7, 9 and 10 of this Schedule, the minimum remuneration payable to a worker to whom this Schedule applies is the remuneration set out in paragraph 2, 3 or 5 of this Schedule: Provided that any increase in remuneration payable under the provisions of paragraph 2 or 5 shall become effective on the first day of the first full pay week following the date upon which the increase would otherwise become payable under those provisions.

APPRENTICE, OPERATIVE HAIRDRESSER

2. Subject to the provisions of this paragraph and of paragraph 1 of this Schedule, the weekly minimum remuneration payable to an apprentice or operative hairdresser employed in the London Area, Provincial A Area or Provincial B Area, as the case may be, during the period of employment specified in column 1 of the next following table is the appropriate amount set out in column 2 of that table.

Column 1	Column 2	
(*a*) Apprentice (employed in a ladies' or gentlemen's saloon)—	London Area	Provincial A Area and Provincial B Area
	Per week	Per week
	£ s. d.	£ s. d.
First six months of employment as an apprentice ...	1 10 6	1 5 6
Second six months of employment as an apprentice...	1 15 6	1 10 6
Third six months of employment as an apprentice ...	2 3 0	1 18 0
Fourth six months of employment as an apprentice	2 8 0	2 3 0
Fifth six months of employment as an apprentice ...	2 16 0	2 11 0
Sixth six months of employment as an apprentice ...	3 1 0	2 16 0

(*b*) Operative hairdresser—	Worker employed in a			
	Ladies' Saloon		Gentlemen's Saloon	
	London Area	Provincial A Area and Provincial B Area	London Area	Provincial A Area and Provincial B Area
	Per week	Per week	Per week	Per week
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First year of employment as an operative hairdresser— *Male*	3 15 6	3 10 6	4 15 6	4 10 6
Female	3 14 6	3 9 6	4 15 6	4 10 6
Second year of employment as an operative hairdresser— *Male*	5 0 6	4 15 6	6 5 6	6 0 6
Female	4 19 6	4 14 6	6 5 6	6 0 6
After two years of employment as an operative hairdresser—				
Male	6 10 6	6 5 6	6 5 6	6 0 6
Female	5 14 6	5 9 6	6 5 6	6 0 6

Provided that where under the terms of his employment a worker may at any time be required to do hairdressing for both ladies and gentlemen the rate applicable, in whichever saloon he is employed, shall be the rate appropriate to the worker when employed in either a ladies' or a gentlemen's saloon, whichever is the higher.

MANAGER, MANAGERESS, CHARGEHAND

3. Subject to the provisions of this paragraph and of paragraph 1 of this Schedule, the weekly minimum remuneration payable to a worker specified in column 1 of the next following table employed in the London Area, Provincial A Area or Provincial B Area, as the case may be, is the appropriate amount set out in column 2 of that table.

Column 1	Column 2 Worker employed in a			
	Ladies' Saloon		Gentlemen's Saloon	
	London Area	Provincial A Area and Provincial B Area	London Area	Provincial A Area and Provincial B Area
	Per week	Per week	Per week	Per week
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Chargehand—				
Male	7 0 6	6 15 6	6 15 6	6 10 6
Female	6 4 6	5 19 6	6 15 6	6 10 6
Manager	7 15 6	7 10 6	7 10 6	7 5 6
Manageress	6 19 6	6 14 6	7 10 6	7 5 6

Provided that where the worker is responsible for both a ladies' saloon and a gentlemen's saloon, the rate applicable shall be the rate appropriate to the worker when employed in either a ladies' saloon or a gentlemen's saloon, whichever is the higher.

EXPERIENCE UNDER THE GOVERNMENT VOCATIONAL TRAINING SCHEME

4. Where any worker has completed the period of training in hairdressing in respect of which training allowances are payable under the Government Vocational Training Scheme, such period of training shall, for the purposes of this Schedule, be treated as though it were a period of two years' employment as an operative hairdresser.

WORKERS OTHER THAN THOSE TO WHOM PARAGRAPH 2 OR PARAGRAPH 3 OF THIS SCHEDULE APPLIES

5. Subject to the provisions of paragraph 1 of this Schedule, the weekly minimum remuneration payable to male or female workers (other than workers to whom paragraph 2 or paragraph 3 of this Schedule applies) of the classes specified in column 1 of the next following table employed in the London Area, Provincial A Area or Provincial B Area, as the case may be, is the appropriate amount set out in column 2 of that table.

Column 1	Column 2					
	London Area		Provincial A Area		Provincial B Area	
	Per week		Per week		Per week	
	Male	Female	Male	Female	Male	Female
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(*a*) Clerk, receptionist, manicurist:—						
Workers aged 25 years or over ...	130 6	96 0	126 6	91 6	121 0	85 6
" " 24 and under 25 years	124 6	91 6	120 6	87 0	115 0	81 0
" " 23 " " 24 "	120 6	88 0	116 6	83 0	110 6	78 0
" " 22 " " 23 "	116 0	83 6	111 0	78 6	106 0	73 6
" " 21 " " 22 "	112 6	79 0	106 6	74 6	100 6	69 0
" " 20 " " 21 "	90 0	69 0	85 0	64 6	80 0	61 0
" " 19 " " 20 "	80 6	64 0	75 6	59 6	70 6	56 0
" " 18 " " 19 "	70 0	57 6	66 0	53 0	61 0	49 6
" " 17 " " 18 "	58 6	48 6	53 6	44 0	49 6	40 6
" " 16 " " 17 "	52 6	44 0	47 6	39 6	44 6	36 0
" " under 16 years ...	48 0	40 0	43 0	35 6	40 0	32 0
(*b*) Sales assistant, cashier, clerical assistant:—						
Workers aged 24 years or over ...	124 6	91 6	120 6	87 0	115 0	81 0
" " 23 and under 24 years	120 6	88 0	116 6	83 0	110 6	78 0
" " 22 " " 23 "	116 0	83 6	111 0	78 6	106 0	73 6
" " 21 " " 22 "	112 6	79 0	106 6	74 6	100 6	69 0
" " 20 " " 21 "	90 0	69 0	85 0	64 6	80 0	61 0
" " 19 " " 20 "	80 6	64 0	75 6	59 6	70 6	56 0
" " 18 " " 19 "	70 0	57 6	66 0	53 0	61 0	49 6
" " 17 " " 18 "	58 6	48 6	53 6	44 0	49 6	40 6
" " 16 " " 17 "	52 6	44 0	47 6	39 6	44 6	36 0
" " under 16 years ...	48 0	40 0	43 0	35 6	40 0	32 0
(*c*) All other workers:—						
Workers aged 24 years or over ...	116 6	86 6	112 6	82 0	110 6	76 0
" " 23 and under 24 years	115 6	83 0	111 6	78 6	106 6	73 0
" " 22 " " 23 "	113 0	79 6	108 0	75 0	102 0	69 6
" " 21 " " 22 "	109 6	77 0	103 6	72 6	97 6	67 0
" " 20 " " 21 "	89 0	68 0	84 0	63 6	79 0	60 0
" " 19 " " 20 "	79 6	63 0	74 6	58 6	69 6	55 0
" " 18 " " 19 "	69 0	56 6	65 0	52 0	60 0	48 6
" " 17 " " 18 "	57 6	47 6	52 6	43 0	48 6	39 6
" " 16 " " 17 "	51 6	43 0	46 6	38 6	43 6	35 0
" " under 16 years ...	47 0	39 0	42 0	34 6	39 0	31 0

APPRENTICES

CONDITIONS AS TO RATES FOR APPRENTICES

6.—(1) For the purposes of this Schedule "APPRENTICE" means any worker during the first three years of his apprenticeship during which the following conditions are satisfied, in respect of that worker, that is to say:—

(*a*) the worker shall be employed during the whole of his time under a written contract of apprenticeship, entered into on or after the 17th day of October, 1949, which has been duly executed and which contains the following provisions or provisions substantially to the same effect and no provisions contrary thereto:—

(i) the worker of his own free will and with the consent of his guardian binds himself to serve the employer as his apprentice in his trade of hairdressing for the term of not less than three years;

(ii) the employer will employ the worker as his apprentice during the said term and to the best of his power, skill and knowledge instruct the worker or cause him to be instructed in either ladies' or gentlemen's hairdressing or both;

(iii) the employer will keep the worker under his own supervision or place him under the supervision of one or more operative hairdressers;

(*b*) the total number of workers employed at any time *at the establishment at which the worker works* in respect of whom the conditions contained in (*a*) and (*c*) of this sub-paragraph are fulfilled or who are prospective apprentices to whom sub-paragraph (2) of this paragraph relates, shall not exceed—

(i) where the number of operative hairdressers who have completed not less than two years' employment as such *employed at the establishment at which the worker works*, is one or two—ONE ;

(ii) where the number of such operative hairdressers so employed is three or four—TWO ;

(iii) where the number of such operative hairdressers so employed is five—THREE ;

(iv) where the number of such operative hairdressers so employed exceeds five—THREE, and in addition one in respect of every two such operative hairdressers so employed in excess of five:

Provided that for the purposes of this condition

(i) no account shall be taken of an operative hairdresser who is not employed in the branch or branches of hairdressing in which the worker is bound to serve;

(ii) no account shall be taken of an operative hairdresser who does not normally work for the employer for at least 24 hours a week as a worker to whom this Schedule applies, except in relation to a worker who entered into his contract of apprenticeship before the 24th day of August, 1951;

(iii) no account shall be taken of the temporary absence of an operative hairdresser or a casual vacancy for a short period in the number of operative hairdressers employed;

(iv) where an employer or a manager is himself *a hairdresser of not less than five years' experience* wholly or mainly employed in hairdressing, he shall be treated as an operative hairdresser;

(*c*) the worker shall be the holder of a certificate of registration of apprenticeship issued by, or on behalf of, the Wages Council or shall have made application for such certificate which has been duly acknowledged and is still under consideration: Provided that the Wages Council may decline to issue a certificate in any case where it is not satisfied that the conditions set out in (*a*) or (*b*) of this sub-paragraph have been complied with at the date of the application therefor, and the Wages Council may at any time thereafter cancel the certificate if, in its opinion, any of the said conditions have not been complied with.

(2) Notwithstanding the foregoing provisions of this paragraph, where an employer employs a worker as a prospective apprentice for a probationary period not exceeding three months (or such extended period as is hereinafter mentioned) and the condition specified at (*b*) of sub-paragraph (1) of this paragraph is satisfied in the case of that worker, the minimum remuneration applicable to that worker during the probationary period shall be that applicable to an apprentice employed in accordance with the conditions specified in the foregoing provisions of this paragraph, and, in the event of the worker being continued thereafter at his employment as an apprentice, the said probationary period shall, for the purposes of this Schedule, be treated as part of the period of apprenticeship, whether or not it is included therein. Where, before the expiration of three months from the commencement of employment as a prospective apprentice as aforesaid, the Wages Council has received and acknowledged in writing written notification of such employment and of the intention of the employer and worker to enter into a written contract of apprenticeship the said probationary period may be extended as the Wages Council may consider necessary for the drawing up and execution of the written contract.

(3) *A worker who, after attaining the age of 15 years, undergoes a full-time course of instruction in hairdressing of not less than two years' duration at any school or institution approved by the Wages Council, shall, at the end of the course of instruction, be deemed for the purposes of this paragraph to have served a period of three years' apprenticeship during which the conditions specified in sub-paragraph* (1) *of this paragraph were satisfied.*

MINIMUM OVERTIME RATES

7.—(1) Subject to the provisions of this paragraph, minimum overtime rates are payable to any worker as follows:—

(*a*) On a Sunday or customary holiday—for all time worked	DOUBLE TIME
(*b*) In any week, exclusive of any time in respect of which an overtime rate is payable under the provisions of (*a*) of this sub-paragraph:	
(i) for the first four hours worked in excess of 46	TIME-AND-A-QUARTER
(ii) thereafter	TIME-AND-A-HALF

(2) Where it is, or becomes, the established practice in a Jewish undertaking for the employer to require attendance on Sunday instead of Saturday, the provisions of this paragraph shall apply in like manner as if in such provisions the word "Saturday" were substituted for "Sunday", except where such substitution is unlawful.

WAITING TIME

8. A worker is entitled to payment of the minimum remuneration specified in this Schedule for all the time during which he is present on the premises of the employer, unless he is present thereon in any of the following circumstances, that is to say—

(*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; or

(*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.

GUARANTEED WEEKLY REMUNERATION PAYABLE TO A FULL-TIME WORKER

9.—(1) Notwithstanding the other paragraphs of this Schedule, where in respect of any week the total remuneration payable to a full-time worker (as defined in paragraph 11 of this Schedule)

(*a*) under those other paragraphs; and

(*b*) by way of holiday remuneration under a wages regulation order, made by the Minister to give effect to proposals of the Wages Council,

is less than the guaranteed weekly remuneration provided under this paragraph, the minimum remuneration payable to that worker for that week shall be that guaranteed weekly remuneration.

(2) The guaranteed weekly remuneration payable in respect of any week to a full-time worker is the remuneration to which he would be entitled under paragraph 2, 3 or 5 of this Schedule for 46 hours' work in his normal occupation, or for 44 hours' such work in the case of a worker under 16 years of age:

Provided that where in any week a worker at his request and with the written consent of his employer is absent from work during any part of his normal working hours on any day (other than a holiday allowed in pursuance of a wages regulation order, made by the Minister to give effect to proposals of the Wages Council, or a customary holiday or a holiday allowed to all persons employed in the undertaking or branch of an undertaking in which the worker is employed), the guaranteed weekly remuneration payable in respect of that week shall be reduced in respect of each day on which he is absent as aforesaid by one-sixth where the worker's normal working week is six days or by one-fifth where his normal working week is five days.

(3) Guaranteed weekly remuneration is not payable in respect of any week unless the worker throughout his normal working hours in that week (excluding any time allowed to him as a holiday or during which he is absent from work in accordance with the proviso to sub-paragraph (2) of this paragraph) is

(*a*) capable of and available for work; and

(*b*) willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available in the establishment in which he is employed.

(4) Guaranteed weekly remuneration is not payable in respect of any week if the worker's employment is terminated before the end of that week.

(5) If the employer is unable to provide the worker with work by reason of a strike or other circumstances beyond his control and gives the worker four clear days' notice to that effect, guaranteed weekly remuneration shall not be payable after the expiry of such notice in respect of any week during which or during part of which the employer continues to be unable to provide work as aforesaid:

Provided that in respect of the week in which the said notice expires there shall be paid to the worker in addition to any remuneration payable in respect of time worked in that week, any remuneration that would have been payable if the worker had worked his normal hours of work on every day in the week prior to the expiry of the notice.

BASIS OF REMUNERATION

10.—(1) The weekly minimum remuneration specified in this Schedule relates, in the case of a worker aged 16 years or over, to a week of 46 hours exclusive of overtime and, in the case of a worker aged under 16 years, to a week of 44 hours exclusive of overtime and, except in the case of guaranteed weekly remuneration under paragraph 9 of this Schedule, is subject to a proportionate reduction according as the number of hours worked is less than 46 or 44, as the case may be.

(2) Subject to the provisions of paragraph 8 of this Schedule in calculating the remuneration for the purpose of this Schedule recognised breaks for meal-times shall be excluded.

DEFINITIONS

11. In this Schedule " APPRENTICE " has the meaning assigned to it in paragraph 6 of this Schedule and the following expressions have the meanings hereby assigned to them—

" CHARGEHAND " means an operative hairdresser responsible to a manager or manageress, or to an employer performing the duties of a manager or a manageress, for the control and supervision of staff.

" CLERK " or " RECEPTIONIST " means a worker who is wholly or mainly engaged in one or more of the following activities:—clerical work, which includes responsibility for maintaining ledgers or wages books or for preparing financial accounts of a hairdressing undertaking or of a branch or department thereof; receiving customers or arranging customers' appointments.

" CUSTOMARY HOLIDAY " means

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such week day 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 *observed by local custom as holidays, to be fixed by the employer and notified to the worker;*

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.

" FULL-TIME WORKER " means a worker who normally works for the employer for at least 36 hours in the week on work to which this Schedule applies.

" HAIRDRESSING " and " HAIRDRESSING UNDERTAKING " have the meanings respectively assigned to them in paragraph 13 of this Schedule.

" LONDON AREA ", " PROVINCIAL A AREA " and " PROVINCIAL B AREA " have the meanings respectively assigned to them in paragraph 12 of this Schedule.

" MANAGER " or " MANAGERESS " means a worker responsible to the employer for the conduct of a hairdressing undertaking, including supervision and training of staff, control of cash and records and care of equipment and premises.

" MANICURIST " means a worker who is wholly or mainly engaged in manicuring.

" OPERATIVE HAIRDRESSER " means a worker, other than an apprentice, a manager or a manageress, who is wholly or mainly engaged in hairdressing.

" SALES ASSISTANT ", " CASHIER " or " CLERICAL ASSISTANT " means a worker (other than a clerk or receptionist) who is wholly or mainly engaged in one or more of the following activities:—the serving of customers making retail purchases of goods; receiving cash or giving change; clerical work.

" 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 hourly rate obtained by dividing by 46 (or, in the case of a worker under 16 years of age, by 44) the minimum weekly remuneration to which the worker is entitled under the provisions of paragraph 2, 3 or 5 of this Schedule.

" WEEK " means pay week.

AREAS

12. In this Schedule—

(*a*) " LONDON AREA" means the City of London and the Metropolitan Police District as at 1st April, 1947.

(*b*) " PROVINCIAL B AREA" means all areas other than those defined in sub-paragraphs (*a*) and (*c*) of this paragraph.

(*c*) " PROVINCIAL A AREA" means—

(i) in England and Wales, all areas other than the London Area which according to the Registrar General's Statistical Review for 1945 were administered by County Borough, Municipal Borough or Urban District Councils and which had a population of ten thousand or more and the areas listed in (iii) of this sub-paragraph;

(ii) in Scotland, burghs which according to the 92nd Annual Report of the Registrar General for Scotland for 1946 had a population of ten thousand or more;

(iii) the areas administered by the following Municipal Boroughs and Urban District Councils which had a population in 1945 of less than ten thousand:—

ENGLAND (excluding Monmouthshire)

BEDFORDSHIRE—
Biggleswade
Kempston
Leighton Buzzard

BERKSHIRE—
Abingdon
Wokingham

BUCKINGHAMSHIRE—
Beaconsfield
Bletchley
Eton

CHESHIRE—
Alderley Edge
Bollington
Bowdon
Hoole
Knutsford
Lymm
Middlewich
Nantwich
Neston
Sandbach

CORNWALL—
Newquay
St. Ives
Saltash

CUMBERLAND—
Cockermouth
Keswick
Penrith

DERBYSHIRE—
Ashbourne
Clay Cross
Dronfield
New Mills

DEVONSHIRE—
Brixham
Dawlish
Ilfracombe
Sidmouth
Teignmouth

DORSETSHIRE—
Bridport
Portland
Swanage

ELY, ISLE OF—
Ely
Whittlesey

ESSEX—
Canvey Island
Epping
Frinton and Walton
Halstead
Harwich
Maldon
Rayleigh
Witham

GLOUCESTERSHIRE—
Charlton Kings

HAMPSHIRE—
Alton
Fleet
Petersfield
Romsey

HEREFORDSHIRE—
Leominster
Ross-on-Wye

HERTFORDSHIRE—
Tring
Ware

HUNTINGDONSHIRE—
Old Fletton

KENT—
Broadstairs and St. Peters
Hythe
Southborough
Swanscombe

LANCASHIRE—
Abram
Adlington
Aspull
Barrowford
Billinge and Winstanley
Blackrod
Brierfield
Church
Clayton-le-Moors

LANCASHIRE—*continued*
Formby
Kearsley
Kirkham
Lees
Littleborough
Little Lever
Longridge
Milnrow
Mossley
Orrell
Padiham
Poulton le Fylde
Preesall
Rainford
Rishton
Skelmersdale
Standish with Langtree
Tottington
Trawden
Ulverston
Upholland
Wardle
Whitworth
Withnell

LEICESTERSHIRE—
Ashby de la Zouch
Ashby Woulds
Market Harborough
Oadby
Shepshed

LINCOLNSHIRE—
Louth
Skegness
Sleaford

NORFOLK—
East Dereham

NORTHAMPTONSHIRE—
Daventry
Desborough
Irthlingborough
Raunds
Rothwell

NORTHUMBERLAND—
Hexham
Morpeth

NORTHUMBERLAND—*continued*
Newbiggin by the Sea
Prudhoe

NOTTINGHAMSHIRE—
Eastwood

OXFORDSHIRE—
Henley-on-Thames
Witney

SHROPSHIRE—
Bridgnorth
Dawley
Ludlow
Whitchurch

SOMERSETSHIRE—
Burnham-on-Sea
Clevedon
Keynsham
Minehead
Wells

STAFFORDSHIRE—
Amblecote
Lichfield

STAFFORDSHIRE—*continued*
Rugeley
Stone
Tettenhall
Uttoxeter

SUFFOLK—
Felixstowe
Newmarket

SUSSEX—
East Grinstead
Newhaven
Seaford
Shoreham-by-Sea
Southwick

WARWICKSHIRE—
Kenilworth

WESTMORLAND—
Windermere

WIGHT, ISLE OF—
Ventnor

WILTSHIRE—
Devizes
Warminster

YORKSHIRE—
Baildon
Cudworth
Darfield
Denby Dale
Denholme
Dodworth
Driffield
Earby
Filey
Guisborough
Hebden Royd
Heckmondwike
Horbury
Knaresborough
Knottingley
Loftus
Meltham
Northallerton
Penistone
Queensbury and Shelf
Ripon
Ripponden
Royston
Saltburn and Marske by the Sea
Scalby
Selby
Silsden
Stocksbridge
Whitby

WALES AND MONMOUTHSHIRE

ANGLESEY—
Holyhead

BRECKNOCKSHIRE—
Brecknock
Brynmawr

CAERNARVONSHIRE—
Caernarvon
Conway

CARDIGANSHIRE—
Aberystwyth

CARMARTHENSHIRE—
Ammanford
Burry Port

DENBIGHSHIRE—
Abergele
Denbigh

FLINTSHIRE—
Connah's Quay
Holywell
Prestatyn

GLAMORGANSHIRE—
Glyncorwg
Porthcawl

MERIONETHSHIRE—
Ffestiniog

MONMOUTHSHIRE—
Abergavenny
Bedwas and Machen
Blaenavon
Monmouth
Rhymney

PEMBROKESHIRE—
Haverfordwest—
Milford Haven

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

13.—(1) Subject to the provisions of this paragraph and of paragraph 14 of this Schedule, this Schedule applies to the workers in relation to whom the Hairdressing Undertakings Wages Council (Great Britain) operates, that is to say, workers specified in the Schedule to the Wages Council (Hairdressing Undertakings, Great Britain) Order, 1947(a) namely:—all workers employed in Great Britain in a hairdressing undertaking, in respect of their employment in such undertaking.

(a) S.R. & O. 1947/1879; Rev. XXIII, p. 437; 1947 I, p. 2474.

(2) This Schedule does not apply to any of the following workers in respect of their employment in any of the following circumstances, that is to say

(*a*) workers who are employed exclusively as chiropodists;

(*b*) workers employed in a department of a hairdressing undertaking being a department which is wholly or mainly engaged in the retail sale of goods (other than hairdressers' sundries);

(*c*) workers employed by an employer engaged in the production of cinematograph films on work in connection with such production;

(*d*) registered members of the Institute of Trichologists (Incorporated) employed exclusively in their professional capacity as trichologists;

(*e*) *workers employed by a Regional Hospital Board or Board of Governors of a Teaching Hospital, while so employed.*

(3) In this Schedule the following expressions have the meanings hereby assigned to them:—

" hairdressing undertaking " means an undertaking or any part of an undertaking which is wholly or mainly engaged in hairdressing, including operations incidental or ancillary thereto;

" hairdressing " includes the following operations performed on hair growing on the head, face or neck, of a male or female person, that is to say, lathering, shaving, cutting, singeing, shampooing, waving, setting, dressing, tinting, dyeing, bleaching and similar operations.

TRAINING UNDER THE GOVERNMENT VOCATIONAL TRAINING SCHEME

14. Notwithstanding anything hereinbefore contained, this Schedule does not apply to trainees during any period in respect of which they are in receipt of allowances as provided under the Government Vocational Training Scheme for resettlement training if they are trainees who have been placed by the Ministry of Labour and National Service with the employer for a period of approved training and if the requirements of the said Scheme are duly complied with.

SECOND SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949(a), (Order H.U. (4)), shall have effect as if in the Schedule thereto:—

1. for sub-paragraph (2) of paragraph 2 there were substituted the following sub-paragraph—

" (2) The said customary holidays are:—

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such week day 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 *observed by local custom as holidays, to be fixed by the employer and notified to the worker;*

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 ".

(a) S.I. 1949/1700 ; 1949 I, p. 4390.

2. at the end of paragraph 9 (which relates to accrued holiday remuneration payable on termination of employment), there were added the following—

" *Provided also that where a worker is employed under a contract of service under which he is required to give not less than one week's notice before terminating his employment and the worker, without the consent of his employer, terminates his employment without having given not less than one week's notice or before one week has expired from the beginning of such notice, the amount of accrued holiday remuneration payable to the worker shall be the amount payable under the foregoing provisions of this paragraph less an amount equal to the statutory minimum remuneration which would be payable to him at the termination date for one week's work if working his normal working week and the normal number of daily hours worked by him* ".

3. for paragraph 10 there were substituted the following paragraph—

" Paragraph 10

For the purpose of calculating any period of employment qualifying a worker for an annual holiday or for any accrued holiday remuneration, the worker shall be treated as if he were employed for a month (as defined in paragraph 12 of this Schedule) in respect of any month throughout which he has been in the employment of the employer."

4. in paragraph 12 for the definition of the word " month " there were substituted the following definition—

" ' month ' means the period commencing on a date of any number in one month and ending on the day before the date of the same number in the next month, or, if the commencing date is the 29th, 30th or 31st day of a month and there is no date of the same number in the next month, then on the last day of that month."

EXPLANATORY NOTE

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

This Order has effect from the 2nd November, 1953. The First Schedule sets out the statutory minimum remuneration payable in substitution for that fixed by the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1951, (Order H.U. (8)), as amended by the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1952, (Order H.U. (10)).

The Second Schedule amends the Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949, (Order H.U. (4)), by:—(*a*) altering the definition of " customary holiday ", (*b*) providing the method of calculating the amount of accrued holiday remuneration payable to a worker on the termination of his employment when he leaves his employment in the circumstances specified in the Schedule and (*c*) repeating without alteration the amendments to Order H.U. (4) contained in the Second Schedule to Order H.U. (10).

Order H.U. (8) and Order H.U. (10) are revoked. New provisions in the Schedules are printed in italics.