| | Per hour s. d. |
|---|---|
| Provided that the general minimum time rates payable during his first year's employment in the trade to a worker who enters or has entered the trade for the first time at or over the age of 19 years shall be:— | |
| During the 1st six months of such employment .. .. | *1* 4½ |
| „ „ 2nd „ „ „ „ „ .. .. | *1* 5½ |

PIECE WORK BASIS TIME RATE

Paragraph 9.

| | |
|---|---|
| The piece work basis time rate applicable to male workers of any age employed on piece work in any branch of the trade is .. | *2* 3½" |

4. For sub-paragraph (1) of paragraph 13 there were substituted the following sub-paragraph:—

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

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

The local Spring holiday;

The local Autumn holiday; and

*Any day proclaimed as an additional Bank Holiday or a general holiday throughout Scotland.*

Provided that, where in any establishment it is not the custom *or practice* to observe *all or any of* such days as holidays, *another day or days,* not fewer in number, may, by agreement between the employer and the worker, be substituted therefor.

(*b*) Three other days to be agreed between the employer and worker."

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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 18th April, 1951, amends Order H.M.S. (32), as amended by Order H.M.S. (36), by increasing the statutory minimum remuneration payable to workers in relation to whom the Hat, Cap and Millinery Wages Council (Scotland) operates and by substituting a new definition for the definition of "customary holiday". New provisions in the Schedule are printed in italics.

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# The Hollow-ware Wages Council (Great Britain) Wages Regulation Order, 1951

## 1951 No. 501

*Made* - - - - 21*st March,* 1951
*Coming into Operation* 9*th April,* 1951

H. (56)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Hollow-ware Wages Council (Great Britain) (hereinafter in this Order referred to as "the 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 Hollow-ware Wages Council (Great Britain) Wages Regulation Order, 1949(a) (hereinafter in this Order referred to as " Order H. (54) ");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(b), 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 Hollow-ware Wages Council (Great Britain) Wages Regulation Order, 1951.

(2) In this Order the expression " the specified date " means the 9th day of April, 1951, 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(c), 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 H.* (54)

**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 H. (54)(a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 21st day of March, 1951.

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

## SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order H. (54).

### PART I
### GENERAL

Paragraph 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 IV is:—

(*a*) in the case of a time worker, the general minimum time rate payable to the worker under Part II or Part III, of this Schedule;

(*b*) in the case of a worker 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.

(a) S.I. 1949 (No. 1426) I, p. 4418. (b) 8 & 9 Geo. 6. c. 17.
(c) 52 & 53 Vict. c. 63.

PARTS II, III

(New Parts II and III substit. by S.I. 1951 No. 2296, p. 1066 below.)

## PART IV

## OVERTIME AND WAITING TIME

### MINIMUM OVERTIME RATES

Paragraph 6

(1) The following minimum overtime rates are payable to all workers other than male workers employed as fusers' helpers, dippers, annealers or scalers in the enamel ware section of the trade:—

(i) On a Sunday or a customary holiday:

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

(ii) On a Saturday, not being a customary holiday:

For all time worked in excess of 4 hours TIME-AND-A-HALF

(iii) In any week exclusive of any time in respect of which a minimum overtime rate is payable under the foregoing provisions of this sub-paragraph:

For all time worked in excess of 44 hours TIME-AND-A-QUARTER

(2) The following minimum overtime rates are payable to male workers employed as fusers' helpers, dippers, annealers or scalers in the enamel ware section of the trade:—

(*a*) On a Sunday or a customary holiday:

For all time worked in excess of 2 hours DOUBLE TIME

(*b*) In any week exclusive of any time in respect of which double time is payable under (*a*) of this sub-paragraph:

For all time worked in excess of 44 hours TIME-AND-A-QUARTER

Paragraph 7

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 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 agent.

(2) the expressions "time-and-a-quarter," "time-and-a-half," and "double time" mean respectively—

(*a*) in the case of a time worker, one and a quarter times, one and a half times and twice the general minimum time rate otherwise payable to the worker;

(*b*) in the case of a piece worker, such piece rates as would each yield respectively, in the circumstances of the case, to an ordinary worker at least the same amount of money as one and a quarter times, one and a half times and twice the piece work basis time rate otherwise applicable to the worker.

## WAITING TIME

Paragraph 8

(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 in piece work, is that which would be payable if the worker were a time worker.

## PART V

## INTERPRETATION

Paragraph 9

In this Schedule the expression "learner" means:—

(*a*) in the case of a male worker, a worker aged under 21 years and employed under conditions which, in the circumstances of the case, afford a reasonable prospect of advancement to the position of a worker other than a learner,

(*b*) in the case of a female worker, a worker aged under 18 years, or a worker aged 18 years or over having less than 12 months' experience in the trade, the worker being employed in either case under conditions which, in the circumstances of the case, afford a reasonable prospect of advancement to the position of a worker other than a learner.

## APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 10

(1) This Schedule does not apply to workers employed as watchmen, but save as aforesaid applies to workers in relation to whom the Hollow-ware Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the operations in the Hollow-ware Branch of the Hollow-ware Making trade specified in the Schedule to the Trade Boards (Hollow-ware Trade, Great Britain) (Constitution and Proceedings) Regulations, 1937(a), namely:—

(*a*) all work in connection with—

(i) the manufacture from sheet iron or sheet steel (hereinafter called black plate) of articles of hollow-ware or parts thereof;

(a) S.R. & O. 1937 (No. 325) p. 2335.

(ii) the manufacture of baths and dustbins from black plate or from black plate coated with any metal, of an average thickness not exceeding .0392 of an inch (20 Birmingham Gauge);

(iii) the manufacture from any iron or steel of forged, stamped or pressed mountings or fittings or parts thereof, for articles specified in (*a*) (i) and (ii) of this sub-paragraph when done by workers wholly or mainly so engaged, or in association or conjunction with the manufacture specified in (*a*) (i) and (ii) of this sub-paragraph;

(*b*) all work in connection with—

(i) the manufacture of kegs, drums, tapers, taper-necked cans and painters' pots, or parts thereof;

from black plate of an average thickness less than .125 of an inch (10 Birmingham Gauge), or

from black plate coated with any metal and of an average thickness exceeding .01745 of an inch (27 Birmingham Gauge) but less than .125 of an inch (10 Birmingham Gauge).

and the repair thereof;

when done in a department mainly engaged on work specified in (*a*) of this sub-paragraph;

(ii) the manufacture from any iron or steel of forged, stamped or pressed mountings or fittings, or parts thereof, for the articles to the manufacture or repair of which (*b*) (i) of this sub-paragraph applies;

(2) Work in connection with the manufacture specified in sub-paragraph (1) of this paragraph includes—

(*a*) finishing;

(*b*) the work of persons employed in the factory or workshop in counting or weighing materials handed to workers and articles or parts thereof received from workers;

(*c*) packing, warehousing, despatching, the work of inside messengers, yard-workers and stokers and work of a similar nature.

(3) Notwithstanding anything in this paragraph the following operations are not operations in the Hollow-ware branch of the Hollow-ware making trade:—

(*a*) work specified in sub-paragraph (1) of this paragraph when performed in an establishment, branch or department mainly engaged on other work and in which the jointing and finishing of the articles or parts of articles specified in sub-paragraph (1) of this paragraph are done by workers mainly employed in jointing and finishing other articles;

(*b*) finishing (other than enamelling) when performed in a department mainly engaged in the finishing of articles other than articles specified in sub-paragraph (1) of this paragraph and in which no manufacture specified in sub-paragraph (1) of this paragraph is carried on;

(*c*) packing, warehousing, despatching, the work of inside messengers, yard-workers and stokers, and work of a similar nature when performed in an establishment not otherwise engaged in operations in the hollow-ware branch of the hollow-ware making trade;

(*d*) the manufacture of baths or dustbins from black plate or from black plate coated with any metal, of an average thickness exceeding .0392 of an inch (20 Birmingham Gauge);

(*e*) the manufacture referred to in (*a*) (ii) of sub-paragraph (1) of this paragraph in an establishment branch or department mainly engaged in the operations specified in (*d*) of this sub-paragraph or in operations other than those specified in sub-paragraph (1) of this paragraph or both in such operations and such manufacture;

(*f*) the manufacture of component parts of motor vehicles, motor plants, aircraft, cycles or motor cycles;

(*g*) the manufacture of any article or part of any article when made in an establishment mainly engaged in the manufacture of motor vehicles, motor plants, aircraft, cycles or motor cycles or of component parts thereof;

(*h*) all clerical work other than work specified in (*b*) of sub-paragraph (2) of this paragraph;

(*i*) the manufacture of tin rollers, tin roller drums, card cases, coiler cans and other articles for use with textile or other machinery;

(*j*) all work in connection with the maintenance or upkeep of premises, machinery or plant;

(*k*) all work included under the Trade Boards (Keg and Drum Trade, Great Britain) (Constitution and Proceedings) Regulations, 1928(**a**);

(*l*) all work included under the Trade Boards (Tin Box Trade, Great Britain) (Constitution and Proceedings) Regulations, 1928(**b**).

(4) The expression "finishing" includes operations of coating (including the processes of galvanising, tinning, enamelling, painting, japanning, lacquering and varnishing), polishing and cleaning articles.

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 9th April, 1951, to workers in relation to whom the Hollow-ware Wages Council (Great Britain) operates. It supersedes the Schedule to Order H. (54). New provisions in the Schedule are printed in italics.

# The Hollow-ware Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951

## 1951 No. 2296

*Made* - - - - 21*st December*, 1951
*Coming into Operation* 11*th January*, 1952

H. (58)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Hollow-ware Wages Council (Great Britain) (hereinafter in this Order referred to as "the Council") the wages regulation proposals set out in the Schedule hereto, being proposals for amending the Hollow-ware Wages Council (Great Britain) Wages Regulation Order, 1951(**c**) (hereinafter in this Order referred to as "Order H. (56)") which fixed the remuneration to be paid by their employers to workers in relation to whom the Council operates;

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(**d**), 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 Hollow-ware Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951.

(**a**) S.R. & O. 1928 (No. 844) p. 1276.
(**b**) S.R. & O. 1928 (No. 847) p. 1289.
(**c**) S.I. 1951 No. 501, p. 1061 above.
(**d**) 8 & 9 Geo. 6. c. 17.