SECOND SCHEDULE

HOLIDAYS WITH PAY

Order K.D. (34) shall have effect as if in the Schedule thereto for sub-paragraph (1) of paragraph 6 there were substituted the following sub-paragraph :—

A—CUSTOMARY HOLIDAYS

" (1) For each day of holiday to which a worker is entitled under Part II of this Schedule he shall be paid by the employer holiday remuneration equal to the appropriate statutory minimum remuneration to which he would have been entitled as a time worker if the day had not been a day of holiday and he had been employed on work to which statutory minimum remuneration applies for the time usually worked by him on that day of the week.

Provided, however, that payment of the said holiday remuneration is subject to the condition that the worker presents himself for employment at the usual starting hour on the first working day following the holiday *and works his normal hours of work on that day* or, if he fails to do so, failure is by reason of proved illness or with the consent of the employer."

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 14th January, 1949, amends Order K.D.(36) (which fixed the statutory minimum remuneration to be paid to workers in relation to whom the Keg and Drum Wages Council (Great Britain) operates) by increasing the general minimum time rates and the piece work basis time rates payable to male workers.

The Order also amends Order K.D.(34) (which fixed the holidays to be allowed and the holiday remuneration to be paid to workers in relation to whom the Council operates) by requiring a worker to satisfy a further condition before qualifying for holiday remuneration for a customary holiday.

New provisions are printed in italics.

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(14) LAUNDRY (G.B.)

The Laundry Wages Council (Great Britain) Wages Regulation Order, 1948

1948 No. 1924

Made - - - - 18*th August*, 1948

Coming into Operation 6*th September*, 1948

W. (62).

Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Laundry Wages Council (Great Britain) (hereinafter 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 Laundry Wages Council (Great Britain) Wages Regulation Order, 1947(a) (hereinafter referred to as "Order W. (59)");

Now therefore the Minister by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945, and of all other powers in that behalf hereby makes the following Order:— 8 & 9 Geo. 6. c. 17.

1.—(1) This Order may be cited as the Laundry Wages Council (Great Britain) Wages Regulation Order, 1948. Short title and interpretation.

(2) In this Order the expression "the specified date" means the 6th day of September, 1948, 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, applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament. 52 & 53 Vict. c. 63.

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto. Fixing of statutory minimum remuneration and revocation of Order W. (59).

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order W. (59)(a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 18th day of August, 1948.

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

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order W. (59).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

Paragraph 1

(1) *Subject to the provisions of paragraph 14 of this Schedule relating to guaranteed weekly remuneration, and to the provisions of sub-paragraph (2) of this paragraph, the minimum remuneration payable to a worker to whom this Schedule applies is as follows:—*

(a) (i) *in the case of a time worker, the hourly general minimum time rate applicable to the worker under the provisions of this Schedule;*

(ii) *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*

(a) S.R. & O. 1947 (No. 847) I, p. 2490.

worker, at least the same amount of money as the hourly piece work basis time rate applicable to the worker or where no piece work basis time rate is applicable, 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 hourly general minimum time rate which would be applicable if the worker were a time worker;

(iii) *in the case of a worker regularly remunerated on a system of payment by results, not being a piece worker, such time rates with the addition of bonus rates as would yield to an ordinary worker, in the circumstances of the case, at least the same amount of money as one and one eighth times the hourly general minimum time rate which would be applicable to the worker under Part II or Part III of this Schedule if the worker were a time worker;*

(*b*) *for all work to which a minimum overtime rate applies under Part V of this Schedule, that rate.*

(2) *The minimum remuneration specified in sub-paragraph* (1) *of this paragraph shall be increased as follows—*

(*a*) *in respect of any time to which the supplemental shift work rate applies under paragraph* 12 *of this Schedule, by that rate;*

(*b*) *in respect of any time to which the supplemental night work rate applies under paragraph* 13 *of this Schedule, by that rate.*

Paragraph 2

In this Schedule—

(*a*) *" system of payment by results " means a system of payment which, in addition to remuneration related to time worked, includes an amount related to output or saving of time over a standard time, whether such amount is calculated on an individual or a collective basis;*

(*b*) *" time worker " means any worker who is not a piece worker and who is not remunerated on any other system of payment by results;*

(*c*) *" hourly general minimum time rate " means, in relation to a female worker to whom a weekly rate applies under Part III, the general minimum time rate applicable to the worker divided by* 45.

PART II

GENERAL MINIMUM TIME RATES

MALE WORKERS INCLUDING TRANSPORT WORKERS

Paragraph 3

The following general minimum time rates are applicable to all male workers, other than workers employed, wholly or mainly, as enginemen or stokers:—

Workers aged—	Per hour s. d.	s. d.	
21 years or over	2 0	90 0	Per week of 45 hours
20 and under 21 years ...	1 9½	80 7½	,, ,, 45 ,,
19 ,, ,, 20 ,, ...	1 7	71 3	,, ,, 45 ,,
18 ,, ,, 19 ,, ...	1 4½	61 10½	,, ,, 45 ,,
17 ,, ,, 18 ,, ...	1 2	52 6	,, ,, 45 ,,
16 ,, ,, 17 ,, ...	1 0	45 0	,, ,, 45 ,,
under 16 years	10	36 8	,, ,, 44 ,,

FEMALE WORKERS OTHER THAN TRANSPORT WORKERS OR WORKERS TO WHOM PART III APPLIES

Paragraph 4

The following general minimum time rates are applicable to all female workers, other than transport workers or workers to whom Part III of this Schedule applies:—

Workers aged—	Per hour s. d.	s. d.	
20 years or over	1 4	60 0	Per week of 45 hours
19 and under 20 years ...	1 2½	54 4½	,, ,, 45 ,,
18 ,, ,, 19 ,, ...	1 1	48 9	,, ,, 45 ,,
17 ,, ,, 18 ,, ...	11½	43 1½	,, ,, 45 ,,
16 ,, ,, 17 ,, ...	10	37 6	,, ,, 45 ,,
15 ,, ,, 16 ,, ...	9	33 0	,, ,, 44 ,,

PART III

GENERAL MINIMUM TIME RATES

FEMALE WORKERS EMPLOYED AS SUBSTITUTES FOR MALE WORKERS

WASHHOUSE OR GENERAL INSIDE WORKERS

Paragraph 5

The following general minimum time rates are applicable to female workers employed in substitution for male washhouse or general inside workers:—

	Per week of 45 hours s. d.
(*a*) Where the worker performs in full either the duties of an adult male worker whom she replaces or the duties which prior to the war were normally undertaken in the laundry by an adult male worker	90 0
(*b*) Where the worker does not perform in full either the duties of an adult male worker whom she replaces or the duties which prior to the war were normally undertaken in the laundry by an adult male worker, but is mainly engaged in either of the said duties	70 0
(*c*) Where the worker is aged 20 years or over and performs, wholly or mainly, either the duties of a male worker aged under 21 years whom she replaces or the duties which prior to the war were normally undertaken in the laundry by a male worker aged under 21 years	70 0
(*d*) Where the worker is aged under 20 years and performs, wholly or mainly, either the duties of a male worker aged under 21 years whom she replaces or the duties which prior to the war were normally undertaken in the laundry by a male worker aged under 21 years ...	The rate which would be applicable under paragraph 3 if she were a male worker.

Provided that where the laundry, prior to replacement of male by female workers, worked a night shift on a shift system, the foregoing provisions of this paragraph shall apply only to workers engaged in machine washing and hydro extraction processes.

DRIVERS

Paragraph 6

The following general minimum time rates are applicable to female workers employed, in substitution for male workers, as drivers:—

	Per week of 45 hours s. d.
(*a*) Where the worker (not being a worker to whom (*c*) of this paragraph applies) performs in full either the duties of a male driver whom she replaces or the duties which prior to the war were normally undertaken in the laundry undertaking by a male driver	90 0
(*b*) Where the worker (not being a worker to whom (*c*) of this paragraph applies) does not perform in full either the duties of a male driver whom she replaces or the duties which prior to the war were normally undertaken in the laundry undertaking by a male driver, but is mainly engaged in either of the said duties	76 0
(*c*) Where the worker is aged under 20 years and either replaces, or is employed in substitution for, a male driver who was aged under 21 years at the date of his replacement by a female worker	The rate which would be applicable under paragraph 3 if she were a male worker.

Paragraph 7

In this Part of this Schedule the expression " prior to the war " means during the period of six months immediately preceding the 3rd day of September, 1939.

PART IV

PIECE WORK BASIS TIME RATE

FEMALE WORKERS

Paragraph 8

	Per hour s. d.
The piece work basis time rate applicable to female workers of all ages employed on piece work is	*1 6*

PART V

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES—ALL WORKERS

Paragraph 9

Minimum overtime rates are payable to any worker as follows:—

(*a*) On a customary holiday or the worker's weekly day of rest—

for all time worked ... ... DOUBLE TIME

(*b*) On any day other than a customary holiday, the worker's weekly short day, or weekly day of rest—

for all time worked in excess of 10 hours ... ... TIME-AND-A-HALF

(*c*) On the worker's weekly short day, not being a customary holiday—

for all time worked in excess of 7 hours ... ... TIME-AND-A-HALF

(*d*) In any week, excluding any time to which a minimum overtime rate is applicable under the provisions of (*a*) above.

(i) for the first 5 hours worked in excess of 45 hours ... ... TIME-AND-A-QUARTER

(ii) thereafter ... ... TIME-AND-A-HALF

Provided that—

(1) no weekly overtime payment shall be made under (*d*) of this paragraph in any week in which the total period of daily overtime under (*b*) and (*c*) of this paragraph equals or exceeds the total period of the said weekly overtime;

(2) where the total period of daily overtime under (*b*) and (*c*) of this paragraph is less than the total period of weekly overtime under (*d*) of this paragraph, the latter shall be reduced by the period of such daily overtime, which shall be set off first against the weekly overtime payable at the rate of time-and-a-quarter and then, if the case so requires, against the weekly overtime payable at the rate of time-and-a-half.

WAITING TIME

Paragraph 10

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

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

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

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

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

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

INTERPRETATION

Paragraph 11

In this Part of this Schedule

(1) The expression "customary holiday" means the under-mentioned days (of which at least three shall be fixed between the 15th day of March and the 1st day of October in each year), that is to say:—

(*a*) (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 and all nationally proclaimed holidays;

(ii) In Scotland—

six weekdays in the course of a calendar year, to be fixed by the employer and notified to the workers not less than three weeks before the holiday, and all nationally proclaimed holidays; provided that in a burgh two of the said weekdays, which shall not be less

than three months apart, shall be the days fixed by the town council for the purposes of section 78 (1) of the Factories Act, 1937(a),

or, (*b*) In the case of each of the said days, such weekday as may be substituted therefor, being a day mutually agreed between the employer and the worker or his representative.

(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 hourly general minimum time rate otherwise applicable to the worker;*

(*b*) *in the case of a worker employed on piece work, or a worker regularly remunerated on a system of payment by results, not being a piece worker—*

(*i*) *a time rate equal respectively to one quarter, one half and the whole of the hourly general minimum time rate which would be applicable to the worker if he were a time worker and a minimum overtime rate did not apply and, in addition thereto,*

(*ii*) *the minimum remuneration applicable to the worker under paragraph 1 (1) (a) of this Schedule.*

(3) The expression "weekly day of rest" means Sunday, or (except where in the case of a woman or young person such substitution is unlawful) Saturday in the case of a worker of the Jewish religion who is normally employed on Sunday and not on Saturday.

(4) The expression "weekly short day" means:—

(*a*) in the case of a worker to whom the Shops Acts 1912 to 1938 apply the worker's statutory half holiday;

(*b*) in the case of a worker of the Jewish religion (not being a worker to whom the provisions of (*a*) of this sub-paragraph apply) who is normally employed on Sunday and not on Saturday, (except where in the case of a woman or young person such employment is unlawful) Sunday or such other day as may be substituted therefor;

(*c*) in any other case, Saturday, or (except where in the case of a woman or young person such substitution is unlawful) such other weekday as may be substituted therefor.

PART VI

SUPPLEMENTAL SHIFT WORK RATE

Paragraph 12

(1) *A supplemental rate of 2d. per hour is payable to a shift worker employed on a daily two-shift system, and the said rate is payable in addition to the minimum remuneration payable to the worker under the provisions of this or any preceding Part of this Schedule.*

(2) *A shift worker on a daily two-shift system is a worker who is employed on either a morning or an afternoon shift in an undertaking in which a daily two-shift system is operated.*

SUPPLEMENTAL NIGHT WORK RATE

Paragraph 13

The supplemental night work rate is payable to a worker for any time worked between the hours of 10 p.m. and 6 a.m. and the said rate is payable in addition to the minimum remuneration payable to the worker for the said work under the provisions of this or any preceding Part of this Schedule. The amount of the supplemental night work rate is one-fifth of the hourly general minimum time rate applicable to the worker, or which would be applicable if the worker were a time worker.

(a) 1 Edw. 8. & 1 Geo. 6. c. 67.

Part VII

GUARANTEED WEEKLY REMUNERATION

Paragraph 14

(1) Subject to the provisions of this paragraph, a worker who ordinarily works for the employer at least 40 hours weekly (or 35 hours weekly in a case where the proviso to the next following sub-paragraph applies) on work to which this Schedule applies shall be paid, in respect of any week in which he works for less than 40 hours (or 35 hours where the said proviso applies) on such work, not less than the guaranteed weekly remuneration.

(2) The guaranteed weekly remuneration is 40 hours' pay calculated at the hourly general minimum time rate ordinarily applicable to the worker under the provisions of Part II or Part III of this Schedule.

Provided that where the business of a laundry is subject in the course of the year to fluctuation by reason of changes in population of a seasonal nature and in consequence in any twelve months ending on the 31st day of March there is, as between a period of not less than ten consecutive weeks and any other such period, a reduction of at least twenty per cent. in the average of the weekly hours of all the workers, working at or from the laundry, in relation to whom the Council operates, the guaranteed weekly remuneration shall, in respect of the next ensuing period of twelve months, be 35 hours' pay calculated as aforesaid.

(3) The guaranteed weekly remuneration in any week shall be reduced by the amount of any holiday remuneration paid, or payable, by the employer to the worker in respect of any holiday allowed to, and taken by, the worker in that week under the provisions of the Wages Councils Act, 1945.

(4) In calculating the number of hours worked in any week for the purposes of this paragraph, a worker shall be treated as though he had worked on any holiday allowed to, and taken by, him in that week under the provisions of the Wages Councils Act, 1945, the number of hours ordinarily worked by him on that day of the week, provided that a worker shall not be treated as having worked in any week throughout which he is on holiday.

(5) Payment of the guaranteed weekly remuneration in any week is subject to the condition that the worker throughout the period of his ordinary employment in that week, excluding any day allowed him as a holiday, 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 to him in the establishment in which he is employed.

(6) The guaranteed weekly remuneration shall not be payable to a worker (*a*) in any week in which work is not available to him by reason of a strike or lock-out or circumstances outside the employer's control, if he has given the worker not less than four days' notice of his inability to provide such employment and the notice has expired; or (*b*) in any week in which the worker has been dismissed on the grounds of serious misconduct (*and has been so informed by the employer at the time of dismissal*).

(7) The guaranteed weekly remuneration applicable to a piece worker *or a worker regularly remunerated on a system of payment by results, not being a piece worker,* shall be the sum to which he would be entitled if he were a time worker.

Part VIII

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 15

This Schedule does not apply to male workers employed, wholly or mainly, as enginemen or stokers or (except in the case of the workers specified in Part III) to female workers employed in any of the operations specified in clause 2

of the definition of the Trade set out below, but save as aforesaid, this Schedule applies, subject to the provisions of the Wages Councils Act, 1945, to workers in relation to whom the Laundry Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the trade specified in the Schedule to the Trade Boards (Laundry Trade, Great Britain) (Constitution and Proceedings) Regulations, 1940(a), which reads as follows:—

TRADE

1. The laundering of articles of every description and all processes and operations incidental thereto performed by way of trade or for the purpose of gain.

2. The following work when done in connection with a laundry undertaking by persons in the employment of the undertaking:—

(*a*) the transport of articles to be laundered and of laundered articles including the collection, loading, unloading and delivery of the articles, and attending to the articles during transport;

(*b*) driving and assisting in driving or control of, and acting as attendant to, any goods vehicle while being used for the purpose of any of the work specified in (*a*) above;

(*c*) operations performed by persons engaged on any work specified in sub-paragraph (*a*) or (*b*) above which are incidental to such work.

3. The Laundry Trade shall not include the following processes and operations, and such processes and operations shall not constitute a laundry undertaking for the purpose of this definition, that is to say:—

Processes and operations specified in the Trade Boards (Women's Clothing) Order, 1919(b), the Trade Boards (Shirtmaking) Order, 1920(c), or the Trade Boards (Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods) Order, 1920(d), or in any Special Order which may hereafter vary the provisions of any of the Orders aforesaid.

EXPLANATORY NOTE

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

1. The Schedule to this Order sets out the statutory minimum remuneration payable as from the 6th September, 1948, to workers in relation to whom the Laundry Wages Council (Great Britain) operates.

2. The provisions of Order W. (59) cease to have effect when the provisions of this Order come into force.

3. The provisions of the Schedule to this Order which differ from those in the Schedule to Order W. (59) are set out in italics.

(a) S.R. & O. 1940 (No. 1492) I, p. 1038.
(b) S.R. & O. 1919 (No. 1263) II, p. 531.
(c) S.R. & O. 1920 (No. 711) II, p. 790.
(d) S.R. & O. 1920 (No. 103) II, p. 780.