In paragraph 15, at the end thereof there shall be added:—

" and the expression ' customary holiday ' means Christmas Day, Boxing Day, Good Friday, Easter Monday, Whit Monday, August Bank Holiday and any day nationally proclaimed as a public holiday, or as an additional bank holiday.

Provided that, where it is the custom in any locality instead of any of the said days to observe some other day as a holiday, each such other day shall, for the purposes of this Schedule, be treated in that locality as a customary holiday instead of the day for which it is substituted."

EXPLANATORY NOTE

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

The First Schedule to this Order sets out the statutory minimum remuneration to be paid, as from the 9th January, 1949, to workers in relation to whom the Milk Distributive Wages Council (England and Wales) operates. It supersedes the First Schedule to Order M.D. (50) (as amended). New provisions are printed in italics.

The Second Schedule repeats without alteration the amendments to the Schedule to Order M.D. (46) (which relates to holidays and holiday remuneration) contained in the Second Schedule to Order M.D. (50), now revoked.

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(18) PAPER BAG (G.B.)

The Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1948

1948 No. 39

Made - - - - 15th January, 1948

P. (43)

Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Paper Bag 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 Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1946(a) (hereinafter referred to as " Order P. (38) ");

(a) S.R. & O. 1946 (No. 793) I, p. 2024.

8 & 9 Geo. 6. c. 17.

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:—

Short title and interpretation.

1.—(1) This Order may be cited as the Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1948.

(2) In this Order the expression "the specified date" means the 2nd day of February, 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.

52 & 53 Vict. c. 63.

(3) The Interpretation Act, 1889, 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 P. (38).

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 P. (38) (a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 15th day of January, 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 P. (38).

STATUTORY MINIMUM REMUNERATION

PART I—MALE WORKERS

GENERAL MINIMUM TIME RATES

Paragraph 1

Subject to the provisions of paragraph 4 of this Schedule relating to workers who return to the trade after war service and to the provisions of paragraph 6 relating to shift-workers on a daily two-shift system the general minimum time rates for male workers are as follows :—

(1) MACHINE TACKLERS, (that is, workers who are engaged in setting, adjusting and keeping running paper bag machines and in superintending and carrying through all other operations that can be performed in whole

(a) S.R. & O. 1946 (No. 793) I, p. 2024.

or in part by such machines, or if under 21 years of age are engaged in one or more of such operations) :—

	Per week s.	d.
(*a*) Workers other than those to whom the minimum rates set out in sub-paragraph (1) (*b*) apply :—		
Workers 21 years of age or over	108	0
,, 20½ and under 21 years of age	92	0
,, 20 ,, ,, 20½ ,, ...	82	0
,, 19½ ,, ,, 20 ,, ...	74	0
,, 19 ,, ,, 19½ ,, ...	66	0
,, 18½ ,, ,, 19 ,, ...	60	0
,, 18 ,, ,, 18½ ,, ...	56	0
(*b*) Workers entering the trade for the first time at the age of 20 years or over as machine tacklers, during the following periods of employment as such :—		
During 1st six months	76	0
,, 2nd ,, ,, ...	82	0
,, 3rd ,, ,, ...	90	0
,, 4th ,, ,, ...	98	0
After two years	108	0

(2) PAPER BAG CUTTERS OR SLITTERS :—

(*a*) Workers other than those to whom the minimum rates set out in sub-paragraph (2) (*b*) apply :—		
Workers 21 years of age or over	101	0
,, 20½ and under 21 years of age	86	0
,, 20 ,, ,, 20½ ,, ...	78	0
,, 19½ ,, ,, 20 ,, ...	70	0
,, 19 ,, ,, 19½ ,, ...	64	0
,, 18½ ,, ,, 19 ,, ...	60	0
,, 18 ,, ,, 18½ ,, ...	56	0
(*b*) Workers entering the trade for the first time at the age of 20 years or over as paper bag cutters or slitters, during the following periods of employment as such :—		
During 1st six months	72	0
,, 2nd ,, ,, ...	77	0
,, 3rd ,, ,, ...	84	0
,, 4th ,, ,, ...	91	0
After two years	101	0

(3) HYDRAULIC PRESSERS, STOCK KEEPERS, PACKERS OR DESPATCHERS :—

(*a*) Workers other than those to whom the minimum rates set out in sub-paragraph (3) (*b*) apply :—		
Workers 21 years of age or over	92	0
,, 20½ and under 21 years of age	79	0
,, 20 ,, ,, 20½ ,, ...	72	0
,, 19½ ,, ,, 20 ,, ...	68	0
,, 19 ,, ,, 19½ ,, ...	64	0
,, 18½ ,, ,, 19 ,, ...	60	0
,, 18 ,, ,, 18½ ,, ...	56	0
(*b*) Workers entering the trade for the first time at the age of 20 years or over as hydraulic pressers, stock keepers,		

packers or despatchers, during the following periods of employment as such :—

	Per week s.	d.
During 1st six months	72	0
„ 2nd „ „	75	0
„ 3rd „ „	80	0
„ 4th „ „	85	0
After two years	92	0

(4) Workers other than those to whom the minimum rates set out in sub-paragraph (1), (2) or (3) apply :—

Workers 21 years of age or over	86	0
„ 20½ and under 21 years of age	76	0
„ 20 „ „ 20½ „	72	0
„ 19½ „ „ 20 „	68	0
„ 19 „ „ 19½ „	64	0
„ 18½ „ „ 19 „	60	0
„ 18 „ „ 18½ „	56	0
„ 17½ „ „ 18 „	52	0
„ 17 „ „ 17½ „	48	0
„ 16½ „ „ 17 „	44	0
„ 16 „ „ 16½ „	40	0
„ 15½ „ „ 16 „	36	0
„ 15 „ „ 15½ „	32	0
„ under 15 years of age	28	0

PART II—FEMALE WORKERS

GENERAL MINIMUM TIME RATES

Paragraph 2

Subject to the provisions of paragraph 4 of this Schedule relating to workers who return to the trade after war service and to the provisions of paragraph 6 relating to shift workers on a daily two-shift system the general minimum time rates for female workers are as follows :—

(1) Workers who enter, or who have entered, the trade for the first time under 18 years of age :—

(*a*) Workers who enter, or who have entered, the trade under 16 years of age :—

	Per week s.	d.
Workers under 15 years of age	27	6
„ 15 and under 15½ years of age	30	0
„ 15½ „ „ 16 „	33	0
„ 16 „ „ 16½ „	36	0
„ 16½ „ „ 17 „	40	0
„ 17 „ „ 17½ „	44	0
„ 17½ „ „ 18 „	49	0
„ 18 years of age or over	60	0

(*b*) Workers who enter, or who have entered, the trade at 16 and under 17 years of age :—

Workers 16 and under 16½ years of age	32	0
„ 16½ „ „ 17 „	37	0
„ 17 „ „ 17½ „	42	0
„ 17½ „ „ 18 „	47	0
„ 18 years of age or over	60	0

	Per week s.	d.
(c) Workers who enter, or who have entered, the trade at 17 and under 18 years of age :—		
Workers 17 and under 17½ years of age	40	0
,, 17½ ,, ,, 18 ,, ...	45	0
,, 18 ,, ,, 18½ ,, ...	52	0
,, 18½ years of age or over	60	0
(2) Workers who enter, or who have entered, the trade for the first time at 18 years of age or over :—		
During the 1st six months' employment	46	0
,, ,, 2nd ,, ,, ,, ...	52	0
Thereafter	60	0
(3) Workers other than workers for whom minimum rates are provided in sub-paragraph (1) or (2)	60	0

PIECE WORK BASIS TIME RATE

Paragraph 3

The piece work basis time rate applicable to female workers of all ages (including homeworkers) employed on piece work is ...	63	0

MALE AND FEMALE WORKERS

PART III

WORKERS WHO RETURN TO THE TRADE AFTER WAR SERVICE

Paragraph 4

(1) The following provisions apply to workers of the classes specified below who were employed in the trade immediately preceding their entry upon, and who have returned to the trade after war service :—

(a) A male worker who has returned to the trade after war service is entitled to the general minimum time rate, appropriate to his class and age, specified in sub-paragraph (1) (a), (2) (a), (3) (a) or (4) of paragraph 1 of this Schedule as the case may be, irrespective of the age at which he first entered the trade.

(b) A female worker who has returned to the trade after war service is entitled to the general minimum time rate specified in sub-paragraph (3) of paragraph 2 of this Schedule, irrespective of the age at which she first entered the trade.

(2) The expression " war service " means any period of service with H.M. Forces or of employment at the instance of, or on direction by, the Minister.

BASIS OF MINIMUM RATES

Paragraph 5

(1) In this Schedule the expression " week " means :—

(a) as respects the general minimum time rates applicable under Part I or Part II of this Schedule—

(i) in the case of a worker under 16 years of age a week of 44 hours, not being overtime ;

(ii) in the case of a worker aged 16 years or over, a week of 45 hours, not being overtime ;

(b) as respects the piece work basis time rate applicable under Part II of this Schedule, a week of 45 hours, not being overtime.

(2) Where in any week a time worker works less than the number of hours referred to in sub-paragraph (1) of this paragraph he shall be paid for any time worked the hourly general minimum time rate, obtained by dividing the weekly general minimum time rate applicable to a worker of the same age and class when employed for a week, in the case of a worker under 16 years of age by 44 and, in the case of a worker of 16 years of age or over by 45.

SHIFT WORKERS ON A DAILY TWO-SHIFT SYSTEM

Paragraph 6

(1) Notwithstanding the provisions of paragraphs 1 to 4 of this Schedule, the minimum rates of wages for shift workers on a daily two-shift system as defined in sub-paragraph (2) of this paragraph shall be one quarter more than the rate otherwise applicable, except that in the case of workers engaged in the making of multi-wall paper bags of three or more ply the minimum rates shall be one-eighth more than the rates otherwise applicable.

(2) Shift workers on a daily two-shift system are workers who are employed on either a morning or an afternoon shift in an undertaking in which a daily two-shift system is operated.

PART IV—OVERTIME

Paragraph 7

(1) Overtime rates are payable as follows :—

(*a*) On any day other than a Saturday, Sunday or customary holiday—

(i) For the first 2 hours worked in excess of 9 hours	Time-and-a-quarter
(ii) For the next 2 hours	Time-and-a-half
(iii) Thereafter	Double time

(*b*) On a Saturday not being a customary holiday—

(i) For the first 2 hours worked in excess of 5 hours	Time-and-a-quarter
(ii) For the next 2 hours	Time-and-a-half
(iii) Thereafter	Double time

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

(*d*) In any week, exclusive of any time for which daily overtime rates are payable under the foregoing provisions of this paragraph, for all time worked in excess of 45 hours ... ... Time-and-a-quarter

Provided that where it is the established practice of the employer to require the worker's attendance only on one, two or three Saturdays in a period of four consecutive weeks, and his full working hours under normal conditions average 45 or less per week in any of the said periods of four weeks, this weekly overtime rate shall apply in any week in which attendance on Saturday is required only after 47 hours have been worked.

(*e*) Where it is the established practice of the employer to require the worker's attendance on 5 days only in the week the following minimum overtime rates shall be substituted for those set out at (*a*) and (*b*) of this sub-paragraph :—

(*a*) On any day other than a Saturday, Sunday or customary holiday—

(i) For the first 2 hours worked in excess of 9½ hours	Time-and-a-quarter
(ii) For the next 2 hours	Time-and-a-half
(iii) Thereafter	Double time

(*b*) On a Saturday not being a customary holiday—

(i) For the first 3 hours worked ... ... Time-and-a-quarter

(ii) Thereafter ... ... Time-and-a-half

(2) In this paragraph 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 applicable to a worker of the same age and class ;

(*b*) in the case of a male piece worker—

(i) a time rate equal respectively to one quarter, one half and the whole of the hourly general minimum time rate applicable to a time worker of the same age and class and in addition thereto,

(ii) 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 said hourly general minimum time rate ;

(*c*) in the case of a female piece worker, being either a worker aged less than 18 years who enters, or who has entered, the trade for the first time under the age of 17 years, or a worker who enters, or has entered, the trade for the first time at the age of 17 years or over and who has not completed one year's employment in the trade—

(i) a time rate equal respectively to one quarter, one half and the whole of the hourly general minimum time rate applicable to a time worker of the same age and class, and in addition thereto,

(ii) 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 piece work basis time rate ;

(*d*) in the case of any other female piece worker—

(i) a time rate equal respectively to one quarter, one half and the whole of the hourly rate obtained by dividing by 45 the amount of the piece work basis time rate, and in addition thereto,

(ii) 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 piece work basis time rate.

(3) In this paragraph the expression " customary holiday " means

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such other 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 (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday ;

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

PART V—GENERAL

FRACTIONS OF A PENNY

Paragraph 8

Where the wages due contain a fraction of a penny, any such fraction shall be treated as a penny.

WORKERS EMPLOYED ON PIECE WORK

Paragraph 9

Subject to the provisions of paragraph 7 of this Schedule workers employed on piece work shall be paid 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, or where no piece work basis time rate applies at least the same amount of money as the general minimum time rate applicable to a time worker of the same age and class.

WAITING TIME

Paragraph 10

(1) A worker shall be entitled to payment of statutory minimum remuneration as aforesaid during all the time during which he is present on the premises of his employer, unless he is so present either without his employer's consent, express or implied, or for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform.

(2) A piece worker shall, during any time during which he is present as aforesaid and is not doing piece work, be entitled to payment of the general minimum time rate applicable to a time worker of the same age and class.

(3) Provisions (1) and (2) above do not apply when :—

(*a*) a worker is present on his employer's premises by reason only of the fact that he is resident thereon, or

(*b*) a worker is present on his employer's premises during normal meal times in a room or place in which no work is being done and is not waiting for work to be given to him to perform.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 11

The statutory minimum remuneration aforesaid shall apply, subject to the provisions of the Wages Councils Act, 1945, to the workers in relation to whom the Paper Bag Wages Council (Great Britain) operates, that is to say, the workers employed in Great Britain in the trade specified in the Regulations dated 10th July, 1919,(a) made by the Minister of Labour with respect to the constitution and proceedings of the Trade Board for the Paper Bag Trade (Great Britain) namely :—

The manufacture from paper (including gauze-lined or cloth-lined paper) of any bag or container without a gummed flap, including the operations of packing, parcelling, warehousing, receiving, store-keeping, despatching, time-keeping, lift-operating, and cleaning, when these operations are carried on in connection with paper-bag manufacture, and including the printing of paper bags when the printing apparatus is attached to the making apparatus; but excluding the manufacture of bags or containers with

(a) S.R. & O. 1919 (No. 972) II, p. 560.

ungummed flaps (for use in the transmission of printed matter or samples), when made by the same processes as gummed envelopes, and excluding the manufacture of receptacles from cardboard, such as boxes, cartons or skillets.

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 2nd February, 1948, revokes the Paper Bag Wages Council (Great Britain) Wages Regulation Order, 1946 (Order P. (38)) which fixed the statutory minimum remuneration payable to workers in relation to whom the Council operates, and substitutes the statutory minimum remuneration set out in the Schedule to this Order.

The Paper Bag Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948

1948 No. 40

Made - - - - 15th January, 1948

P. (44)

Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Paper Bag Wages Council (Great Britain) (hereinafter referred to as " the Council ") the wages regulation proposals set out in the Schedule hereto being proposals for requiring workers in relation to whom the Council operates to be allowed holidays by their employers and for fixing holiday remuneration to be paid by their employers to those workers in substitution for the holidays provided for, and the holiday remuneration fixed, by the Paper Bag Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946(a) (hereinafter referred to as " Order P. (40) ");

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 Paper Bag Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948. Short title and interpretation.

(2) In this Order the expression " the specified date " means the 2nd day of February, 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.

(a) S.R. & O. 1946 (No. 1439) I, p. 2031.