# 1952 No. 206

# The Paper Box Wages Council (Great Britain) Wages Regulation Order, 1952

*Made* - - - - 4*th February,* 1952
*Coming into Operation* 20*th February,* 1952

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Paper Box Wages Council (Great Britain) (hereinafter in this Order referred to as "the Council")

(*a*) the wages regulation proposals set out in the First 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 Box Wages Council (Great Britain) Wages Regulation Order, 1951(**a**) (hereinafter in this Order referred to as "Order B. (48)") and

(*b*) the wages regulation proposals set out in the Second Schedule hereto, being proposals for amending the Paper Box Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948(**b**) (hereinafter in this Order referred to as "Order B. (42)") which contains provisions requiring workers in relation to whom the Council operates to be allowed holidays by their employers and for fixing the holiday remuneration to be paid by their employers to those workers;

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

*Short title and interpretation*

**1.**—(1) This Order may be cited as the Paper Box Wages Council (Great Britain) Wages Regulation Order, 1952.

(2) In this Order the expression "the specified date" means the 20th day of February, 1952, provided that where as respects any worker who is paid wages at intervals not exceeding seven days that date does not correspond with the beginning of the period for which the wages are paid, the expression "the specified date" means, as respects that worker, the beginning of the next such period following that date.

(3) The Interpretation Act, 1889(**d**), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

*Fixing of statutory minimum remuneration and revocation of Order B.* (48)

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

(2) The provisions of the First Schedule hereto shall have effect as from the specified date and as from that date Order B. (48) shall cease to have effect.

*Amendment of Order B.* (42) *as to holidays and holiday remuneration*

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

(**a**) S.I. 1951/1430.
(**b**) S.I. 1948/38; 1948 I, p. 4611.
(**c**) 8 & 9 Geo. 6. c. 17.
(**d**) 52 & 53 Vict. c. 63.

(2) The provisions of the Second Schedule hereto shall have effect as from the specified date.

Signed by order of the Minister of Labour and National Service this fourth day of February, 1952.

*Guildhaume Myrddin-Evans,*
Deputy Secretary,
Ministry of Labour and National Service.

## FIRST SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order B. (48).

## STATUTORY MINIMUM REMUNERATION

### PART I

### GENERAL

Paragraph 1

(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 V of this Schedule, is:—

(*a*) *any supplemental payment payable to the worker under Part II of this Schedule, and in addition thereto;*

(*b*) (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 worker at least the same amount of money as the hourly piece work basis time rate applicable to the worker, or, where none is applicable, 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.

Provided that where in any week the minimum remuneration payable to a worker under this Schedule contains any fraction of a penny, such fraction shall be reckoned as a penny.

(2) In this Schedule the expression "hourly general minimum time rate" means the general minimum time rate applicable to the worker under Part III or Part IV of this Schedule divided by 45 where the worker is aged 16 years or over and by 44 where the worker is aged under 16 years, and the expression "hourly piece work basis time rate" means the piece work basis time rate applicable to the worker under Part III or Part IV of this Schedule divided by 45.

### PART II

### *MALE OR FEMALE WORKERS*

### *SUPPLEMENTAL PAYMENTS*

*Paragraph 2*

*(1) Subject to the provisions of this paragraph supplemental payments are payable to workers (other than homeworkers) as follows:—*

| | *Per week of 45 hours.* | |
|---|---|---|
| | *Male Workers.* | *Female Workers.* |
| | *s. d.* | *s. d.* |
| *Workers aged 21 years or over* ... ... ... | *8 0* | *6 0* |
| *" " 18 and under 21 years* ... ... ... | *6 0* | *6 0* |
| *" " 17 " " 18 " ...* ... ... | *4 0* | *4 0* |
| *" " 16 " " 17 " ...* ... ... | *3 0* | *3 0* |

| | *Per week of 44 hours.* | |
|---|---|---|
| | *s.* | *d.* |
| *Workers aged under 16 years ... ... ... ...* | *2* | *0* |

*(2) Where in any week a worker works for the employer for less than 45 hours (or 44 hours in the case of a worker aged under 16 years) the supplemental payment payable to the worker under sub-paragraph (1) of this paragraph shall be reduced by one tenth in respect of each 4½ hours by which his hours of work in that week are less than 45 (or 44 in the case of a worker aged under 16 years).*

*(3) In this paragraph "homeworker" means a worker who works in his own home or in any other place not under the control or management of the employer.*

## PART III

## FEMALE WORKERS

### GENERAL MINIMUM TIME RATES

**Paragraph 3**

The general minimum time rates applicable to female workers are as follows:—

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

| | Per week of 44 hours. s. | d. |
|---|---|---|
| (*a*) where the worker enters, or has entered, the trade under 16 years of age and is aged— | | |
| Under 15½ years ... ... ... ... ... | 36 | 0 |
| 15½ and under 16 years ... ... ... ... | 40 | 0 |
| | **Per week of 45 hours.** s. | d. |
| 16 and under 16½ years ... ... ... ... | 45 | 0 |
| 16½ „ „ 17 „ ... ... ... ... | 49 | 0 |
| 17 „ „ 17½ „ ... ... ... ... | 54 | 0 |
| 17½ „ „ 18 „ ... ... ... ... | 60 | 0 |
| 18 years or over ... ... ... ... ... | 78 | 0 |
| (*b*) where the worker enters, or has entered, the trade at 16 and under 17 years of age and is aged— | Per week of 45 hours s. | d. |
| 16 and under 16½ years ... ... ... ... | 40 | 0 |
| 16½ „ „ 17 „ ... ... ... ... | 46 | 0 |
| 17 „ „ 17½ „ ... ... ... ... | 52 | 0 |
| 17½ „ „ 18 „ ... ... ... ... | 58 | 0 |
| 18 years or over ... ... ... ... ... | 78 | 0 |
| (*c*) where the worker enters, or has entered, the trade at 17 and under 18 years of age and is aged— | Per week of 45 hours s. | d. |
| 17 and under 17½ years ... ... ... ... | 49 | 0 |
| 17½ „ „ 18 „ ... ... ... ... | 55 | 0 |
| 18 „ „ 18½ „ ... ... ... ... | 66 | 0 |
| 18½ years or over ... ... ... ... ... | 78 | 0 |

(2) Workers who enter, or have entered, the trade for the first time at or over the age of 18 years—

| | | |
|---|---|---|
| During the first six months' employment in the trade ... | 60 | 0 |
| During the second six months' employment in the trade | 69 | 0 |
| Thereafter ... ... ... ... ... ... ... | 78 | 0 |

## PIECE WORK BASIS TIME RATE

| Paragraph 4 | Per week s. | d. |
|---|---|---|
| The piece work basis time rate applicable (irrespective of age) to female workers employed on piece work is ... ... ... | 82 | 0 |

## PART IV

## MALE WORKERS

## GENERAL MINIMUM TIME RATES

Paragraph 5

The general minimum time rates applicable to male workers are as follows:—

(1) Where the worker is employed in the manufacture of cartons on carton cutting and creasing machines fitted with fully automatic feeders or on Laube machines, and is in charge of such machines and is engaged in setting, adjusting and keeping them running and in superintending all operations that can be performed in whole or in part thereon, and the worker is aged—

| | Per week of 45 hours s. | d. |
|---|---|---|
| 18 and under 18½ years ... ... ... ... ... | 64 | 0 |
| 18½ „ „ 19 „ ... ... ... ... ... | 68 | 0 |
| 19 „ „ 19½ „ ... ... ... ... ... | 75 | 0 |
| 19½ „ „ 20 „ ... ... ... ... ... | 84 | 0 |
| 20 „ „ 20½ „ ... ... ... ... ... | 93 | 0 |
| 20½ „ „ 21 „ ... ... ... ... ... | 105 | 0 |
| 21 years or over ... ... ... ... ... ... | 137 | 6 |

(2) Where the worker is employed in the manufacture of cartons as a carton or rigid box die maker or as a forme setter or on carton automatic glueing machines or (not being a worker specified in (1) of this paragraph) is employed on carton cutting and creasing machines and, in the case of a worker engaged on machines, is engaged in setting, adjusting and keeping them running and in superintending all operations that can be performed in whole or in part thereon, and the worker is aged—

| | | |
|---|---|---|
| 18 and under 18½ years ... ... ... ... ... | 64 | 0 |
| 18½ „ „ 19 „ ... ... ... ... ... | 68 | 0 |
| 19 „ „ 19½ „ ... ... ... ... ... | 75 | 0 |
| 19½ „ „ 20 „ ... ... ... ... ... | 84 | 0 |
| 20 „ „ 20½ „ ... ... ... ... ... | 93 | 0 |
| 20½ „ „ 21 „ ... ... ... ... ... | 103 | 0 |
| 21 years or over ... ... ... ... ... ... | 132 | 6 |

(3) Where the worker is employed as a die maker or as a forme setter engaged on fibre packing case making, or on shear cutting, or as a guillotine cutter or on (*a*) rotary cutting, (*b*) scoring when combined with rotary cutting or (*c*) slitting and rewinding (in each case only when the operator sets the machine), or as a machine minder (as defined in paragraph 6), or as a head stock keeper (as defined in paragraph 6), or as a sample maker (as defined in paragraph 6), and the worker is aged—

| | | |
|---|---|---|
| 18 and under 18½ years ... ... ... ... ... | 64 | 0 |
| 18½ „ „ 19 „ ... ... ... ... ... | 68 | 0 |
| 19 „ „ 19½ „ ... ... ... ... ... | 73 | 0 |
| 19½ „ „ 20 „ ... ... ... ... ... | 80 | 0 |
| 20 „ „ 20½ „ ... ... ... ... ... | 89 | 0 |
| 20½ „ „ 21 „ ... ... ... ... ... | 99 | 0 |
| 21 years or over ... ... ... ... ... ... | 127 | 6 |

| | Per week of 45 hours |
|---|---|
| Provided that the general minimum time rate applicable, during his first two years' employment in any occupation specified at (1), (2) or (3) of this paragraph, to a worker who enters, or (not being a worker who was employed in the trade immediately prior to war service) entered, such occupation for the first time at or over the age of 20 years shall be— | s. d. |
| During the 1st six months' employment ... ... ... | 84 0 |
| „ 2nd „ „ „ ... ... ... | 91 0 |
| „ 3rd „ „ „ ... ... ... | 103 0 |
| „ 4th „ „ „ ... ... ... | 115 0 |

| | Per week of 44 hours |
|---|---|
| (4) All other workers (including workers employed in corner cutting, punching or paper snipping)— | s. d. |
| Workers aged under 15½ years ... ... ... ... | 36 0 |
| „ „ 15½ and under 16 years ... ... ... | 40 0 |

| | Per week of 45 hours |
|---|---|
| | s. d. |
| Workers aged 16 and under 16½ years ... ... ... | 45 0 |
| „ „ 16½ „ „ 17 „ ... ... ... | 49 0 |
| „ „ 17 „ „ 17½ „ ... ... ... | 54 0 |
| „ „ 17½ „ „ 18 „ ... ... ... | 58 0 |
| „ „ 18 „ „ 18½ „ ... ... ... | 64 0 |
| „ „ 18½ „ „ 19 „ ... ... ... | 68 0 |
| „ „ 19 „ „ 19½ „ ... ... ... | 73 0 |
| „ „ 19½ „ „ 20 „ ... ... ... | 77 0 |
| „ „ 20 „ „ 20½ „ ... ... ... | 83 0 |
| „ „ 20½ „ „ 21 „ ... ... ... | 89 0 |
| „ „ 21 years or over ... ... ... ... | 110 0 |

**Paragraph 6**

For the purposes of this Part of this Schedule:—

(i) A machine minder is a worker engaged in setting, adjusting and keeping running paper box machines and in superintending the carrying through of all operations that can be performed in whole or in part by such machines.

(ii) A head stock keeper is a worker in full charge of unmanufactured stock, of the receipt and distribution of unmanufactured stock and of the keeping of records and who either orders personally, or passes through to the proper authority requisitions for, further stock.

(iii) A sample maker is a worker who is normally wholly engaged on designing and making up sample boxes and cartons.

(iv) War service means any period of service with H.M. Forces or of employment at the instance of, or on direction by, the Minister.

## PIECE WORK BASIS TIME RATE

**Paragraph 7**

| | Per week s. d. |
|---|---|
| The piece work basis time rate applicable (irrespective of age) to a male worker specified in sub-paragraph (4) of paragraph 5 who is employed on piece work, is ... ... ... | 117 0 |

## PART V

## OVERTIME AND WAITING TIME

### MINIMUM OVERTIME RATES

**Paragraph 8**

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

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

| | |
|---|---|
| (i) for the first two hours worked in excess of 9 hours ... ... ... ... ... ... | Time-and-a-quarter |
| (ii) thereafter ... ... ... ... ... | Time-and-a-half |
| (*b*) on a Saturday, not being a customary holiday, for all time worked in excess of 5 hours ... ... | Time-and-a-half |
| (*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 sub-paragraph, for all time worked in excess of 45 hours ... ... | Time-and-a-quarter |

Provided that where the employer normally requires the worker's attendance on less than four Saturdays in a period of 4 consecutive weeks, the said weekly minimum overtime rate of time-and-a-quarter shall be payable in the week or weeks in which attendance on Saturday is normally required only after 47 hours' work.

(2) Where the employer normally requires 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*) in sub-paragraph (1) of this paragraph:—

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

| | |
|---|---|
| (i) for the first two hours worked in excess of 9½ hours ... ... ... ... ... ... | Time-and-a-quarter |
| (ii) thereafter ... ... ... ... ... | Time-and-a-half |
| (*b*) on a Saturday, not being a customary holiday, for all time worked on that day in excess of 5 hours or in excess of a weekly total of 48 hours... | Time-and-a-half |

(3) Where the worker is normally employed for not more than 45 hours weekly on not more than 6 days in the week in any establishment where the making of cartons, waxed or otherwise proofed, and the filling of the cartons with milk are necessarily performed as a continuous process on seven days in the week, the following minimum overtime rates shall be substituted for those set out at (*b*) and (*c*) of sub-paragraph (1) of this paragraph:—

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

| | |
|---|---|
| (i) for the first two hours worked in excess of 9 hours ... ... ... ... ... ... | Time-and-a-quarter |
| (ii) thereafter ... ... ... ... ... | Time-and-a-half |
| (*c*) on a Sunday or a customary holiday— | |
| (i) for the first 11 hours worked ... ... | Time-and-a-quarter |
| (ii) thereafter ... ... ... ... ... | Time-and-a-half |

**Paragraph 9**

In this Part of this Schedule:—

(1) 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 piece worker (other than a female worker aged under 18 years)—

(i) a time rate equal respectively to one quarter, one half and the whole of the hourly piece work basis time rate applicable to the worker, or, where none is applicable, of the hourly general minimum time rate which would be applicable if the worker were a time worker and a minimum overtime rate did not apply, and, in addition thereto,

(ii) the piece rates otherwise applicable to the worker under paragraph 1 (1) (*b*) of this Schedule ;

(*c*) in the case of a female piece worker aged under 18 years—

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

(ii) the piece rates otherwise applicable to the worker under paragraph 1 (1) (*b*) of this Schedule.

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

## WAITING TIME

**Paragraph 10**

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

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

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

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

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

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

## APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 11

This Schedule *does not apply to workers who are persons registered as handicapped by disablement in pursuance of the Disabled Persons (Employment) Act, 1944, in respect of their employment by Remploy Limited, but save as aforesaid* applies to workers in relation to whom the Paper Box 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 (Paper Box Trade, Great Britain) (Constitution and Proceedings) Regulations, 1926(a), as amended by the Trade Boards (Paper Box Trade, Great Britain) (Amendment) Regulations, 1928(b), which Schedule (as amended) reads as follows:—

"(1) Subject to the provisions of this Schedule, the making by any method of all types of plain and fancy boxes or containers from paper, chip, cardboard, pulp board, or other similar box-boards shall constitute the Paper Box Trade, and all operations of making such articles or parts thereof from such materials shall, wherever carried on, be deemed to be operations of the Paper Box Trade.

(2) Where the main business carried on in an establishment, branch or department, is any of the work specified in paragraph (1) above, the making of any article made wholly or partially from the materials referred to in paragraph (1), and the making of part of any such article, in the course of any business of such establishment, branch or department by workers who are interchangeably engaged upon such making and any of the work specified in paragraph (1) above, shall be deemed to be operations of the Paper Box Trade.

(3) For the purpose of this Schedule, the making of jewel, manicure, cutlery, plate or similar cases and box files, shall be deemed to be operations of the Paper Box Trade when these articles are made:—

(*a*) wholly or mainly of the materials specified in paragraph (1); and

(*b*) in an establishment or branch in which the main business is the making of them from the specified materials or in which they are made from these materials in association with any of the operations specified in paragraph (1) above.

(4) All operations ancillary to the making hereinbefore mentioned (including the making of adhesive material and such operations as warehousing, packing and despatching), and the making or preparation of raw material when such operations are done or such raw material is made or prepared in an establishment, branch or department in which the main business is the making hereinbefore mentioned shall be deemed to be operations of the Paper Box Trade.

(5) For the purposes of this Schedule, the making of the articles specified in paragraph (1) above from the materials therein specified shall be deemed to include the making of such articles when made mainly of such materials.

(6) Notwithstanding anything in this Schedule, the following operations shall not be operations of the Paper Box Trade as herein defined:—

(*a*) Printing and gold-blocking, clerical work, canvassing, running outside errands, cleaning of premises, transporting by vans, carts and lorries, tending and overhauling of machinery and stoking.

(*b*) The making of match-boxes or of parts thereof on the premises of an establishment in which the main business carried on is the making of matches.

(*c*) The making of suit, attache, and similar cases, to which the material covering the case has been affixed before the bending into shape takes place.

(a) S.R. & O. 1926/593; 1926, p. 1338. (b) S.R. & O. 1928/846; 1928, p. 1288.

(*d*) Operations included in the Trade Boards (Paper Bag Trade) Order, 1919(**a**), or the Trade Boards (Toy) Order, 1920(**b**), or any amendment or variation thereof.

(*e*) The making of metal parts of boxes when performed in an establishment mainly engaged in work included in the Trade Boards (Stamped or Pressed Metal-Wares Trade, Great Britain) Order, 1924(**c**), or any amendments or variations thereof.

(*f*) Operations included in the Trade Boards (Hollow-ware Making) Order, 1928(**d**); or any amendment or variation thereof."

## SECOND SCHEDULE

## HOLIDAYS AND HOLIDAY REMUNERATION

Order B. (42) shall have effect as if in the Schedule thereto:—

1. in sub-paragraph (1) of paragraph 2, for the words "last five working days" there were substituted the words "*last working day*".

2. for sub-paragraph (2) of paragraph 7 and for sub-paragraph (2) of paragraph 9 there were substituted in each case the following sub-paragraph:—

"(2) In relation to a piece worker Column 3 of the last foregoing Table shall have effect as if the words 'under the arrangement current' and 'and payments by way of bonus' were deleted therefrom and there were added at the end thereof the following words:—

'and if he were paid statutory minimum remuneration as follows:—

(*a*) in the case of a male worker aged 21 years or over to whom a piece work basis time rate applies, or of a female worker aged 18 years or over, a time rate equal to the hourly piece work basis time rate applicable to the worker, or in the case of any other piece worker, a time rate equal to the hourly general minimum time rate which would be applicable to the worker if he were a time worker; and

(*b*) *any supplemental payment payable to the worker.*'".

## 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 payable as from the 20th February, 1952, in substitution for that fixed by the Paper Box Wages Council (Great Britain) Wages Regulation Order, 1951 (Order B. (48)), which is revoked.

The Second Schedule amends the Paper Box Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948 (Order B. (42)), which relates to holidays and holiday remuneration in the following respects:—

(1) by providing that in order to comply with one of the conditions to be satisfied before becoming entitled to be allowed a customary holiday a worker need only have worked for the employer throughout the last working day on which work was available to him immediately preceding the holiday instead of throughout the last five such working days as previously provided; and

(2) by providing that the supplemental payments fixed by the First Schedule to this Order are to be taken into account in calculating holiday remuneration payable to piece workers as well as to time workers.

New provisions in the Schedules are printed in italics.

(**a**) S.R. & O. 1919/524; 1919 II, p. 520.
(**b**) S.R. & O. 1920/470; 1926/24; 1935/365: 1920 II, p. 792; 1926, p. 1334; 1935, p. 1678.
(**c**) S.R. & O. 1924/832; 1924, p. 1753. (**d**) S.R. & O. 1928/842; 1928, p. 1258.