The Perambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation Order, 1951

1951 No. 1329

Made - - - - 23*rd July*, 1951
Coming into Operation 8*th August*, 1951

I. (51)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Perambulator and Invalid Carriage 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 Perambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation Order, 1949(a) (hereinafter in this Order referred to as "Order I. (49)");

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 Perambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation Order, 1951.

(2) In this Order the expression "the specified date" means the 8th day of August, 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 I. (49)

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 I. (49)(a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 23rd day of July, 1951.

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

(a) S.I. 1949 (No. 57) I, p. 4442. (b) 8 & 9 Geo. 6. c. 17. (c) 52 & 53 Vict. c. 63.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order I. (49).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

Paragraph 1

Subject to the provisions of this Schedule, 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 applicable to the worker under Part II 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 III of this Schedule.

PART II

GENERAL MINIMUM TIME RATES

MALE OR FEMALE WORKERS AGED 21 YEARS OR OVER

Paragraph 2

Subject to the provisions of paragraph 4 of this Schedule, the general minimum time rates applicable in any week to the workers specified in column 1 of the next following Table being male or female workers aged 21 years of age or over are the rates set out in column 2 as follows:—

Column 1	Column 2	
Class of Workers	Males	Females
	Per hour s. d.	Per hour s. d.
A. Class A workers, i.e., workers in the occupations specified in (1) to (7) below who have had not less than four years' experience in any trade in the branch of the work on which they are engaged and who in the case of woodworking machinists sharpen and set their own tools and in the case of metallic platers are able to make and to maintain plating solutions	*2 10*	*1 11*
(1) woodworking machinists;		
(2) makers of complete wooden bodies for perambulators and invalid carriages;		
(3) blacksmiths, forging or working in hot metals including setting and trueing;		
(4) metallic platers on metal deposition;		
(5) fitters and turners;		
(6) varnishers or fine liners of wood or metal bodies;		
(7) upholsterers.		
B. Class B workers, i.e., workers in the occupations specified in (1) to (12) below (not being Class A workers) who have had not less than two years' experience in any trade in the branch of work on which they are engaged and who in the case of woodworking machinists do not sharpen and set their own tools and in the case of metallic platers are unable to make and to maintain plating solutions ...	*2 8*	*1 10*

Column 1 Class of Workers	Column 2 Males	Column 2 Females
(1) woodworking machinists; (2) wood body makers other than those specified in Class A (2) above; (3) body painters by brush or spray engaged on body painting (other than priming, filling-in coats or dipping) and finishers by brush or spray (other than stove enamellers) or fine liners of chassis and wheels; (4) metal polishers and finishers and metallic platers on metal deposition; (5) rubber tyre workers (perambulator and invalid carriage tyres only); (6) hand welders (either arc or gas welding); (7) fitters and turners; (8) sewing machinists, hood coverers and cutters; (9) upholsterers; (10) workers employed on cold strip spring bending, setting and trueing; (11) workers employed on the operations of assembling, mounting and finishing the same perambulator or bed-folder throughout; (12) wheel hand truers who use nipple keys.	Per hour s. d.	Per hour s. d.
C. Class C workers, i.e., workers in the occupations specified in (1) to (17) below (not being Class A or Class B workers) who have had not less than one year's experience in any trade in the branch of work on which they are engaged ...	*2 6*	*1 9½*
(1) workers employed on cold bending (other than cold spring bending), rivetting and striking; (2) capstan operators; (3) workers engaged on processes of painting, i.e., priming and filling-in coats, dipping and spray painting except those in occupations specified in Class A(6) or Class B(3); (4) wheel lacers or wheel jig truers; (5) automatic, spot or butt welders; (6) workers employed on rim rolling, rim cutting, rim punching, rim grinding or rim welding; (7) tyre fitters and jointers; (8) spoke roll threaders; (9) power and hand-press workers; (10) power machine drillers; (11) stove enamellers, spray or dip; (12) metal polishers; (13) workers employed on wiring and racking in plating shop; (14) sewing machinists, hood coverers and cutters; (15) workers employed on cushion filling, banding or studding; (16) workers employed on any one of the operations of assembling, mounting and finishing perambulators or bed-folders other than those specified in Class B(11); (17) workers employed on the operations of assembling, mounting and finishing the same push-car throughout.		
D. Class D workers, i.e., warehouse and stores workers, packers and case makers (both export and home trade) and any other class of worker not specified in Class A, B or C or in paragraph 3 below	*2 5*	*1 8½*

Paragraph 3

This paragraph does not apply to a worker engaged in any occupation where having regard to his experience a rate would apply to him under A, B or C of paragraph 2, but save as aforesaid, and subject to the provisions of paragraph 4 of this Schedule, where a general minimum time rate specified in paragraph 2 (hereinafter in this paragraph referred to as "the full rate") would apply to a worker aged 21 years or over if he possessed the appropriate experience therein mentioned, the general minimum time rate applicable to a worker not possessing such experience shall be as follows:—

(1) where the appropriate experience is 4 years,

(*a*) if the worker has not more than 2 years' experience before the age of 21 years, or if he enters the trade for the first time at or over that age

(i) during the first 12 months' experience after the age of 21 years, the full rate reduced by 2d. per hour;

(ii) during the second 12 months' experience after the age of 21 years, the full rate reduced by 1d. per hour;

(iii) thereafter, the full rate shall apply.

(*b*) if the worker has more than 2 but less than 4 years' experience before the age of 21 years

(i) during any period which completes the third year's experience, the full rate reduced by 2d per hour;

(ii) during the fourth year's experience, or such period as completes it, the full rate reduced by 1d. per hour.

(2) where the appropriate experience is 2 years,

(*a*) if the worker has not more than 1 year's experience before the age of 21 years, or if he enters the trade for the first time at or over that age

(i) during the first 6 months' experience after the age of 21 years, the full rate reduced by 2d. per hour;

(ii) during the second 6 months' experience after the age of 21 years, the full rate reduced by 1d. per hour;

(iii) thereafter, the full rate shall apply.

(*b*) if the worker has more than 1 but less than 2 years' experience before the age of 21 years,

(i) during any period which completes the third 6 months' experience, the full rate reduced by 2d. per hour;

(ii) during the fourth 6 months' experience, or such period as completes it, the full rate reduced by 1d. per hour.

(3) where the appropriate experience is one year, the general minimum time rate applicable to the worker until he completes the one year's experience shall be the minimum rate appropriate to a Class D worker as specified in paragraph 2 of this Schedule.

Provided that—

(1) where the worker returns to the trade after service with H.M. Forces or employment in some other occupation at the instance, or by direction, of the Minister and he is not then entitled to the full rate, such further period of experience as is required under the provisions of this paragraph, at the date of his return, to qualify him for the full rate shall be halved, and during such reduced period the general minimum time rate shall be 1d. less than the full rate;

(2) the general minimum time rate applicable to the worker shall in no case be less than the general minimum time rate which would be applicable to him under paragraph 5 (*b*) or paragraph 6 of this Schedule if he were aged 20 and under 21 years.

Paragraph 4

In the application of paragraphs 2 and 3 of this Schedule the following provisions shall apply:—

(i) for the purpose of determining the rate applicable to a worker other than a worker of Class A(6) any period of experience as a worker in any of the Classes A, B, C and D shall count as experience in any other class in the same section of work;

(ii) a worker employed in any week on work entitling him to be treated as a worker of more than one of the classes A, B, C and D shall be entitled to a rate applicable to the highest class in respect of all work upon which he is employed in that week.

MALE OR FEMALE WORKERS UNDER 21 YEARS OF AGE

Paragraph 5

Subject to the provisions of paragraph 6 of this Schedule, the general minimum time rates applicable in any week to the workers specified in column 1 of the next following Table being male or female workers aged less than 21 years, are the rates set out in column 2, that is to say:—

Column 1 Class of Workers	Column 2
	Per hour s. d.
(a) MALE PORTERS OR LABOURERS being aged	
20 and under 21 years	2 1
19 „ „ 20 „	1 11
18 „ „ 19 „	1 9¼

	Males	Females
	Per hour s. d.	Per hour s. d.
(b) MALE OR FEMALE WORKERS (other than male porters or labourers aged 18 and under 21 years) being aged		
20 and under 21 years	2 0¾	1 7
19 „ „ 20 „	1 10½	1 6½
18 „ „ 19 „	1 9	1 6
17 „ „ 18 „	1 5¾	1 3¾
16 „ „ 17 „	1 3¾	1 2¾
Under 16 years	1 2	1 1

Paragraph 6

Notwithstanding the provisions of (*b*) of the Table to paragraph 5 of this Schedule,

(*a*) the general minimum time rate applicable to a worker (not being a male porter or labourer) who is aged not less than 18 but less than 21 years and has had less than 2 years' employment in the trade shall be:—

(i) during the worker's first year of employment in the trade 1d. per hour less than the general minimum time rate otherwise applicable to the worker under (*b*) of the said Table;

(ii) during the worker's second year of employment in the trade ½d. per hour less than the said general minimum time rate otherwise applicable. Provided that where the worker returns to the trade after service with H.M. Forces or in some other occupation at the instance, or by direction, of the Minister such further period of

employment as is required at the date of the return to complete two years' employment shall be halved and during such reduced period the general minimum time rate shall be ½d. per hour less than the said general minimum time rate otherwise applicable to the worker;

(*b*) where a worker is employed in any occupation of any of the classes of worker specified in the Table to paragraph 2 (other than Class D) and has completed 3 years' experience in one of the said occupations the general minimum time rate otherwise applicable to the worker under (*b*) of the Table to paragraph 5 shall be increased by ½d. per hour.

PART III

PIECE WORK BASIS TIME RATES

Paragraph 7

The piece work basis time rate applicable to any male or female worker employed on piece work is a rate which is equal to the general minimum time rate which would be applicable if the worker were a time worker increased by twenty per cent.

PART IV

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES

Paragraph 8

Minimum overtime rates are payable to a worker to whom this Schedule applies as follows:—

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

for the first 2 hours worked in excess of 8 hours	Time-and-a-quarter
thereafter	Time-and-a-half

Provided that where the employer normally requires the worker's attendance on 5 days only in the week, the said minimum overtime rates of time-and-a-quarter and time-and-a-half shall be payable after 9 hours and 11 hours work respectively.

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

(i) where the employer normally requires the worker's attendance on 6 days in the week—

for all time worked in excess of 4 hours ...	Time-and-a-half

(ii) where the employer normally requires the worker's attendance on 5 days only in the week—

for the first 2 hours worked	Time-and-a-quarter
thereafter	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 in respect of which any minimum overtime rate is payable under the foregoing provisions of this paragraph—

for all time worked in excess of 44 hours ...	Time-and-a-quarter

Paragraph 9

In 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 general minimum time rate otherwise applicable to the worker;

(*b*) in the case of a worker employed on piece work:—

(i) a time rate equal respectively to one quarter, one half and the whole of the 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) 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 otherwise applicable to the worker.

(2) the expression "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 (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*) a day substituted by the employer for any one of the said days being a day recognised by local custom as a day of holiday in substitution for the said day.

WAITING TIME

Paragraph 10

(1) 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.

(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 applicable to him if he were a time worker.

PART V

APPLICATION

Paragraph 11

This Schedule applies to workers in relation to whom the Perambulator and Invalid Carriage 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 (Perambulator and Invalid Carriage Trade, Great Britain) (Constitution and Proceedings) Regulations, 1938(a), which Schedule reads as follows:—

"1. Subject to the provisions of this Schedule the following operations shall be operations of the Perambulator and Invalid Carriage Trade:—

(*a*) the making, wherever carried on, of perambulators, invalid carriages, folding push-cars, and the wheels or axles therefor;

(a) S.R. & O. 1938 (No. 810) II, p. 3244.

(*b*) the making of the following articles for perambulators, invalid carriages, or folding push-cars when such making—

(i) is done in association or in conjunction with the making mentioned in sub-paragraph (*a*) above, or

(ii) constitutes the main business of the establishment, branch, or department, or

(iii) is done in a Toy-making establishment,

that is to say:—springs, tubular undercarriages, hood frames, bodies (including cane or wicker bodies), canopy frames, levers of all kinds, aprons, hood and canopy covers;

(*c*) the making of motor-cycle side-car bodies when done in an establishment, branch or department in which the main business is any of the making mentioned in sub-paragraphs (*a*) and (*b*) above;

(*d*) the making of fittings or accessories for perambulators, invalid carriages, or folding push-cars when done (*a*) in association or in conjunction with any of the making specified above, or (*b*) in a Toy-making establishment;

(*e*) the repair of any of the articles, the making of which is an operation of the trade herein specified, when done in association with or in conjunction with such making.

2. All operations of packing, warehousing, despatching, stock-taking, and other similar operations and all operations of crate making when such operations are incidental to any of the operations referred to in the preceding paragraphs hereof shall be deemed to be operations of the Perambulator and Invalid Carriage Trade.

3. Notwithstanding anything in this Schedule the following operations shall not be operations of the Perambulator and Invalid Carriage Trade:—

(*a*) the manufacture of self-propelled chain or lever-driven or mechanically-propelled invalid carriages or parts thereof;

(*b*) operations included in the Trade Boards (Toy) Order, 1920(a), or any amendment or variation thereof.

4. For the purpose of this Schedule:—

(*a*) the expression 'invalid carriages' shall include spinal carriages;

(*b*) the expression 'perambulators' shall not include Toy perambulators;

(*c*) the making of hood and canopy covers shall include the covering or re-covering of hoods and canopies;

(*d*) 'Toy-making establishment' means an establishment, branch or department, in which the main business is the work specified in the Trade Boards (Toy) Order, 1920, or any amendment or variation thereof."

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 8th August, 1951, sets out the statutory minimum remuneration payable to workers in relation to whom the Perambulator and Invalid Carriage Wages Council (Great Britain) operates. It supersedes Order I. (49) which is revoked. New provisions in the Schedule are printed in italics.

(a) S.R. & O. 1920 (No. 470) II, p. 792.