(ii) SCOTLAND

The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1949

1949 No. 899 (S. 54)

Made - - - - 11*th May*, 1949
Coming into Operation 27*th May*, 1949

R.B.S. (31)

Whereas the Minister of Labour and National Service (hereinafter referred to as "the Minister") has received from the Retail Bespoke Tailoring Wages Council (Scotland) (hereinafter referred to as "the Wages 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 Wages Council operates in substitution for the remuneration fixed for those workers by the Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1947(a) (hereinafter referred to as "Order R.B.S.(29)");

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 Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1949.

(2) In this Order the expression "the specified date" means the 27th day of May, 1949, 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 R.B.S. (29).

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 R.B.S.(29)(a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 11th day of May, 1949.

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

(a) S.R. & O. 1947 (No. 2582) I, p. 2570. (b) 8 & 9 Geo. 6. c. 17.
(c) 52 & 53 Vict. c. 63.

ARRANGEMENT OF SCHEDULE

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SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Schedule to Order R.B.S. (29).

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 IV of this Schedule is :—

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

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

(i) where a general minimum piece rate applies under Part III of this Schedule, that rate ;

(ii) where no general minimum piece rate applies, piece rates each of which would yield, in the circumstances of the case, to a worker of ordinary skill and efficiency of the same class, at least the same amount of money as the piece work basis time rate applicable to the worker or, where no piece work basis time rate 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.

(2) In this Schedule, in relation to a worker to whom a weekly general minimum time rate applies, the expression " hourly general minimum time rate " means the weekly general minimum time rate applicable to the worker divided by 44.

PART II

GENERAL MINIMUM TIME RATES AND PIECE WORK BASIS TIME RATES

WORKERS WITH 5 YEARS' EMPLOYMENT IN THE TRADE AND LATE ENTRANTS WITH 3 YEARS' EMPLOYMENT

Paragraph 2

The general minimum time rates and piece work basis time rates applicable to the workers specified in col. 1 of the next following Table (being workers who have had at least 5 years' employment in the trade or 3 years' employment in the trade in the case of a late entrant) who are employed in Area *A*, *B or C* are the rates set out in col. 2 and col. 3 respectively :—

Col. 1	Col. 2			Col. 3		
Workers	General Minimum Time Rates Per Hour			Piece Work Basis Time Rates Per Hour		
	Area A	*Area B*	*Area C*	*Area A*	*Area B*	*Area C*
	s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*
(*a*) Journeymen ...	*2 2½*	*2 1½*	*1 11*	*2 4¾*	*2 3¾*	*2 0½*
(*b*) Female Workers	*1 5¾*	*1 4½*	*1 4*	*1 7¼*	*1 6½*	*1 6*

LEARNERS AND IMPROVERS

Paragraph 3

(1) The general minimum time rates applicable to male and female learners or improvers who are employed in Area *A, B or C* during the periods of employment specified in Col. 2 of the next following Table are the rates specified in Col. 3:—

Col. 1.	Col. 2	Col. 3		
Workers	Period of Employment	General Minimum Time Rates Per Week		
		Area A	*Area B*	*Area C*
		s. d.	*s. d.*	*s. d.*
(*a*) Male learners ...	1st year of employment as learner	*22 0*	*21 0*	*20 3*
	2nd ,, ,, ,,	*30 3*	*29 3*	*28 0*
	3rd ,, ,, ,,	*38 6*	*36 9*	*35 9*
(*b*) Male improvers...	1st year of employment as improver	*49 6*	*46 9*	*45 0*
	2nd ,, ,, ,,	*66 0*	*62 3*	*60 6*
(*c*) Female learners...	1st year of employment as learner	*22 0*	*21 0*	*20 3*
	2nd ,, ,, ,,	*25 3*	*24 3*	*23 0*
	3rd ,, ,, ,,	*33 0*	*30 9*	*29 3*
(*d*) Female improvers	1st year of employment as improver	*39 6*	*36 3*	*34 9*
	2nd ,, ,, ,,	*49 6*	*45 9*	*44 0*

(2) For the purpose of ascertaining the rate applicable to a worker under the provisions of this paragraph, any period during which the worker was employed in the trade otherwise than as a learner or as an improver shall be treated as a like period of employment as a learner or as an improver as the case may be.

MALE OR FEMALE WORKERS (NOT BEING LEARNERS OR IMPROVERS) WHO ENTER THE TRADE UNDER THE AGE OF 19 YEARS, DURING THEIR FIRST FIVE YEARS' EMPLOYMENT.

Paragraph 4

The general minimum time rates applicable during his first five years' employment in the trade to a worker (not being a learner or an improver) who enters, or has entered, the trade under the age of 19 years shall be the rate which would be applicable under paragraph 3 of this Schedule if he were a learner or an improver increased by 5s. weekly.

LATE ENTRANTS DURING THEIR FIRST 3 YEARS' EMPLOYMENT IN THE TRADE

Paragraph 5

The general minimum time rates applicable to late entrants during their first 3 years' employment in the trade are set out in the following Table:—

Period of Employment	General Minimum Time Rates Per Week	
	Male Late Entrants	Female Late Entrants
	s. d.	*s. d.*
During 1st year of employment ...	*38 6*	*33 0*
,, 2nd ,, ,, ,, ...	*55 0*	*44 0*
,, 3rd ,, ,, ,, ...	*71 6*	*55 0*

PROSPECTIVE LEARNERS

Paragraph 6

Notwithstanding the foregoing provisions of this Schedule, where an employer employs a worker as a prospective learner for a probationary period not exceeding 3 months, and all the provisions of paragraph 16 as to learners (other than those with regard to certification by the Wages Council) are fulfilled, the minimum remuneration applicable to that worker during the said period shall be that applicable to a learner, and in the event of the worker being continued thereafter at his employment as a learner or improver, the said probationary period shall, for the purposes of this Schedule, be treated as part of the period of employment as a learner or improver.

PART III

GENERAL MINIMUM PIECE RATES

Paragraph 7

Subject to the provisions of paragraph 8 of this Schedule, the general minimum piece rates applicable to the workers specified in Column 1 of the next following Table who are employed in Area *A, B or C* for the work specified in the Piece Work Time Statement contained in the Second Schedule to the Minister of Labour's Order R.B.S. (13) dated the 15th January, 1936 (hereinafter referred to as the "Piece Work Time Statement") except the making of the working trousers specified in paragraph 10 of this Schedule, are the rates ascertained by applying to the times set out in the Piece Work Time Statement the appropriate time rates per hour set out in Column 2 of the said Table.

Col. 1	Col. 2		
Workers	Time Rates Per Hour		
	Area A	*Area B*	*Area C*
	s. d.	*s. d.*	*s. d.*
(*a*) MALE WORKERS working alone or with the assistance of other male workers (but excluding male workers working with the assistance only of one or more workers with less than 5 years' experience in the trade after the age of 14 years or with only female workers other than a female machinist where machining is supplied by the employer) ...	*2 7¼*	*2 2¾*	*2 0½*
(*b*) FEMALE WORKERS working alone or with the assistance of other female workers ...	*2 3*	*1 10¾*	*1 8½*

Paragraph 8

The general minimum piece rates specified in paragraph 7 of this Schedule shall be increased or reduced to the extent shown in (*a*) or (*b*) below:—

(*a*) In the case of all garments other than those specified at (*b*) of this paragraph:—

(i) where the garment is made of FIRST CLASS MATERIAL .. .. .. 20 per cent. addition

(ii) where the garment is made of SECOND CLASS MATERIAL .. .. 10 per cent. addition

(iii) where the garment is made of THIRD CLASS MATERIAL .. .. No addition or reduction

(iv) in the case of ALTERATIONS AND REPAIR WORK .. .. No addition or reduction

(*b*) In the case of the following garments:—

Garment	Material	Addition or Reduction
Dress garments other than white cotton dress vest.	Any material	20 per cent. addition
White cotton dress vest	White cotton	No addition or reduction
Frock coat other than clerical or hunt	Any material	20 per cent. addition
Clerical frock coat	Second class	10 per cent. addition
,, ,, ,, ...	Third class	No addition or reduction
Hunt frock coat	First class	20 per cent. addition
,, ,, ,, ...	Second class	10 per cent. addition
,, ,, ,, ...	Third class	No addition or reduction
Service jacket (blue or khaki)	(*a*) Cheviot or rough serge	(*a*) 10 per cent. reduction
Blue patrol jacket	(*b*) Any other material	(*b*) No addition or reduction
Mess trews	Any material	20 per cent. addition
,, overalls		
Khaki greatcoat		
Pea jacket or British warm ...	First class	20 per cent. addition
Parade trews	Second class	10 per cent. addition
Parade overalls	Third class	No addition or reduction
Slacks		
All other uniform garments	Any material	No addition or reduction
Kilt	Any material	No addition or reduction
Liveries and servants' garments ...	First class	10 per cent. addition
,, ,, ,, ,, ...	Second class	5 per cent. addition
,, ,, ,, ,, ...	Third class	No addition or reduction

CLASSIFICATION OF MATERIALS

Paragraph 9

For the purposes of paragraph 8 of this Schedule, first, second, and third class materials are as follows:—

FIRST CLASS MATERIALS

Beavers
Bedford cords
Doeskin and superfine cloths
Furs
Meltons (if treble milled)
Plush
Refines
Satins
Serges (if very fine)
Silks
Velvets
Velveteens
Venetians
Vestings (if faced heavy hunting or if knitted)
Whipcords (if double milled)

SECOND CLASS MATERIALS

Covert coatings
Meltons (if not treble milled)
Naps and Witneys
Pilots
Serges (if worsted or botany)
Tweeds (if heavy milled West of England or heavy milled Chipping Norton)
Vestings (if fancy)
Vicunas, llamas and fancy coatings
Whipcords (if not double milled)
Worsteds

THIRD CLASS MATERIALS

All other materials.

PIECE RATES FOR MAKING WORKING TROUSERS

Paragraph 10

The following general minimum piece rates are applicable in all areas to male and female workers employed in making working trousers :—

(*a*) with three pockets or less from coarse kersey or other similar material	Per pair	*10s.*	*7¼d.*
(*b*) with three pockets or less from corduroy or moleskin	„ „	*9s.*	*4d.*

PART IV

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES—TIME WORKERS

Paragraph 11

Subject to the provisions of this Part of this Schedule, minimum overtime rates are payable to a time worker as follows :—

(*a*) On any day other than the weekly short day, Sunday or a customary holiday

(i) for the first 2 hours worked in excess of 8¼ hours—time-and-a-quarter.

(ii) 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 the weekly short day, not being a customary holiday—for all time worked in excess of 4 hours—time-and-a-half.

(*c*) On a Sunday, or on a customary holiday to which the worker is not entitled under a wages regulation order—for all time worked—double-time.

(*d*) On a customary holiday to which the worker is entitled under a wages regulation order and on which he is required by the employer to work the worker shall be paid in respect of such work the minimum remuneration which would be payable if that day were not a customary holiday to which he was so entitled.

(*e*) In any week exclusive of any time in respect of which a 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.

Provided that where the employer normally requires the worker's attendance on Saturday in alternate weeks only, the said weekly overtime rate shall be payable in the week in which attendance on Saturday is required after 46 hours' work (exclusive of any time in respect of which a minimum overtime rate is payable under the foregoing provisions of this paragraph).

MINIMUM OVERTIME RATES—PIECE WORKERS

Paragraph 12

Subject to the provisions of this Part of this Schedule, minimum overtime rates are payable to a worker employed on piece work as follows:—

(1) On the weekly short day, not being a customary holiday—for all time worked in excess of 4 hours—time-and-a-half.

(2) On a Sunday, or on a customary holiday to which the worker is not entitled under a wages regulation order—for all time worked—double-time.

(3) On a customary holiday to which the worker is entitled under a wages regulation order and on which he is required by the employer to work the worker shall be paid in respect of such work the minimum remuneration which would be payable if that day were not a customary holiday to which he was so entitled.

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

(*a*) where the provisions of (*b*) of this sub-paragraph do not apply:—

(i) for the first 2 hours worked in excess of 44 hours—time-and-a-quarter,

(ii) thereafter—time-and-a-half;

(*b*) where the employer normally requires the worker's attendance on Saturday in alternate weeks only:—

(i) in the week in which attendance on Saturday is required—for the first 2 hours worked in excess of 46 hours—time-and-a-quarter, thereafter—time-and-a-half,

(ii) in the week in which attendance on Saturday is not required—for the first 3 hours worked in excess of 42 hours—time-and-a-quarter, thereafter—time-and-a-half.

Paragraph 13.

Where the employer normally requires the worker's attendance on Sunday and not on Saturday, for the purposes of this Part of this Schedule (except where in the case of a woman or young person such attendance on Sunday is unlawful), Saturday shall be treated as a Sunday and Sunday as a Saturday.

DEFINITIONS

Paragraph 14

In this Part of this Schedule:—

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

(*a*) 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, 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.

(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 where a general minimum piece rate otherwise applies to a worker employed on piece work:—

(i) a time rate equal respectively to one-quarter, one-half and the whole of the piece work basis time rate otherwise applicable to the worker or, where no piece work basis time rate is so 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 said general minimum piece rate.

(*c*) In the case where a general minimum piece rate does not otherwise apply to a worker employed on piece work:—

(i) a time rate equal respectively to one-quarter, one-half and the whole of the piece work basis time rate otherwise applicable to the worker or, where no piece work basis time rate is otherwise 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 under paragraph 1 (1) (*b*) of this Schedule.

(3) "the weekly short day" means Saturday or (except where in the case of a woman or young person such substitution is unlawful) any other week day substituted therefore by agreement between the employer and the worker.

(4) "Wages Regulation Order" means a wages regulation order for the time being in force made by the Minister to give effect to proposals of the Wages Council.

WAITING TIME

Paragraph 15

(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 applicable if he were a time worker.

PART V

INTERPRETATION

Paragraph 16

In this Schedule, unless the context otherwise requires:—

(*a*) "journeyman" means a male worker who has worked in the trade for not less than 5 years (whether as an apprentice, a learner or otherwise), or, in the case of a late entrant, for not less than 3 years,

(*b*) "improver" means a learner who has worked for not less than 3 years as a learner in the trade,

(*c*) "late entrant" means a male or female worker who enters or has entered the trade for the first time at the age of 19 years or over,

(*d*) "learner" means a male or female worker who—

(i) enters or has entered the trade before the age of 19 years;

(ii) is employed, during the whole or the greater part of his time in learning either the women's (including girls') or the men's (including boys') branch of the trade, by an employer who provides the learner with reasonable facilities for such learning;

(iii) does not work in a room used for dwelling purposes, except where he is in the employment of his parent or guardian; and

(iv) holds a certificate of registration of learnership issued by the Wages Council or has made an application for such a certificate which has been duly acknowledged and is still under consideration.

Provided that—

(i) a certificate may be cancelled by the Wages Council if the other conditions of learnership are not complied with;

(ii) a worker shall cease to be a learner after he has worked 5 years in the trade.

(*e*) "the trade" means the Retail Bespoke Tailoring Trade specified in the definition contained in paragraph 18 of this Schedule but excluding therefrom the operations specified at (*a*) of sub-paragraph (2) of that paragraph.

DEFINITION OF AREAS

Paragraph 17

In Part II and Part III of this Schedule, the areas *A, B and C* comprise respectively the localities specified or referred to in the following Table. The localities specified in areas *A and B* are burgh areas or, where so stated civil parishes, as defined for Local Government purposes as at 26th April, 1931.

Area A

Aberdeen
Airdrie
Alloa
Arbroath
Ayr
Barrhead
Bathgate
Borrowstounness
Bridge of Allan
Cambuslang (Civil Parish)
Clydebank
Coatbridge
Cowdenbeath
Dumbarton
Dumfries
Dundee
Dunfermline
Edinburgh
Falkirk
Galashiels
Glasgow
Gourock
Grangemouth
Greenock
Hamilton
Hawick
Inverness
Johnstone
Kilmarnock
Kirkcaldy
Lochgelly
Monifieth
Motherwell and Wishaw
Musselburgh
Newport
Paisley
Perth
Port Glasgow
Prestwick
Renfrew
Rutherglen
St. Andrews
Stirling
Troon
Whitburn (Civil Parish)

Area B

Aberfeldy
Aboyne and Glentanner (Civil Parish)
Annan
Ardrossan
Banchory
Blairgowrie and Rattray
Blantyre (Civil Parish)
Bonhill (Civil Parish)
Bothwell (Civil Parish)
Brechin
Buckhaven and Methil
Burntisland
Carluke (Civil Parish)
Carnoustie
Crieff
Cupar-Fife
Dalkeith
Dalserf (Civil Parish)
Darvel
Dunbar
Dunblane
Dunoon
Elgin
Forfar
Forgan (Civil Parish)
Fort William
Galston
Grantown-on-Spey
Haddington
Helensburgh
Insch (Civil Parish)
Irvine
Kelso
Kilbirnie (Civil Parish)
Kilmorack (Civil Parish)
Kilsyth
Kilwinning
Kincardine O'Neil (Civil Parish)
Kirkintilloch
Kirriemuir
Lanark
Langholm
Larbert (Civil Parish)
Largs
Leven
Linlithgow
Lockerbie
Melrose
Montrose
Moulin (Civil Parish)
Nairn
Newmilns and Greenholm
North Berwick
Oban
Peebles
Peterhead
Rothesay
Saltcoats
Selkirk
Shotts (Civil Parish)
Stonehaven
Stranraer
Tayport
West Calder (Civil Parish)

Area C

All localities in Scotland not specified in Area *A or B* above.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 18

(1) Subject to the provisions of sub-paragraph (2) of this paragraph, this Schedule applies to workers in relation to whom the Retail Bespoke Tailoring Wages Council (Scotland) operates, that is to say, workers employed in Scotland in any of the branches of work in the retail bespoke tailoring trade, as specified in the Schedule to the Trade Boards (Retail Bespoke Tailoring Trade, Scotland) (Constitution and Proceedings) Regulations, 1924(a), which are set out below, that is to say:—

Those branches of men's, women's, boys' and girls' bespoke tailoring in which the tailor supplies the garment direct to the individual wearer and employs the worker direct.

A worker shall be deemed to be employed by the tailor direct, if employed by another worker in the employ of the tailor, to whom a minimum rate of wages fixed under the Wages Councils Acts, 1945 to 1948, is applicable; or if employed by a sub-contractor engaged in cutting, making or finishing garments exclusively for the tailor in the tailor's shop or in a building of which the shop forms part or to which the shop is attached; including:—

(*a*) (i) The altering, repairing, renovating or remaking of men's, women's, boys' or girls' tailored garments where carried out for the individual wearer by a tailor who employs the worker direct as defined above;

(a) S.R. & O. 1924 (No. 836) p. 1772.

(ii) The cleaning of such garments where carried on in association with or in conjunction with the repairing, renovating or remaking of the garments;

(*b*) The lining with fur of the above-mentioned garments where carried out in association with or in conjunction with the making of such garments;

(*c*) All processes of embroidery or decorative needlework where carried out in association with or in conjunction with the above-mentioned branches of tailoring;

but excluding:—

(*a*) All or any of the above-mentioned operations where carried on in a factory where garments are made up for three or more retail establishments;

(*b*) The making of head-gear.

(2) This Schedule does not apply to workers employed—

(*a*) in the operations referred to in Inclusion (4) of the Schedule to the aforesaid Regulations, that is to say, "the packing and all other operations incidental to or appertaining to any of the above-mentioned branches of tailoring," or

(*b*) by an employer during the period of training under a Government Vocational Training Scheme, in respect of which the worker is in receipt of a maintenance allowance.

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 27th May, 1949, to workers in relation to whom the Retail Bespoke Tailoring Wages Council (Scotland) operates. It supersedes the Schedule to Order R.B.S.(29). New provisions are printed in italics.

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(26) RETAIL BOOKSELLING AND STATIONERY TRADES (G.B.)

The Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation Order, 1949

1949 No. 1745

Made - - - - 19*th September*, 1949
Coming into Operation 24*th October*, 1949

R.B.C. (3)

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