STATUTORY INSTRUMENTS

# 1968 No. 742

# WAGES COUNCILS

## The Wages Regulation (Button Manufacturing) Order 1968

| | |
|---|---|
| *Made* - - - - | 8*th May* 1968 |
| *Coming into Operation* | 29*th May* 1968 |

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Button Manufacturing Wages Council (Great Britain) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Minister by virtue of the powers conferred on her by section 11 of the Wages Councils Act 1959(**a**), and of all other powers enabling her in that behalf, hereby makes the following Order:—

**1.** This Order may be cited as the Wages Regulation (Button Manufacturing) Order 1968.

**2.**—(1) In this Order the expression "the specified date" means the 29th May 1968, 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.

(2) The Interpretation Act 1889(**b**) shall apply to the interpretation of this Order as it applies to the interpretation of an Act of Parliament and as if this Order and the Order hereby revoked were Acts of Parliament.

**3.** The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Wages Regulation (Button Manufacturing) Order 1964(**c**), shall cease to have effect.

Signed by order of the Minister of Labour.

*D. C. Barnes,*
Secretary,
Ministry of Labour.

8th May 1968.

(**a**) 1959 c. 69. (**b**) 1889 c. 63. (**c**) S.I. 1964/1222 (1964 II, p. 2844).

## SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Button Manufacturing) Order 1964(a) (Order V.(63)).

## STATUTORY MINIMUM REMUNERATION

### PART I

### GENERAL

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 is—

(*a*) in the case of a worker other than an outworker,

(i) where the worker is employed on time work, the general minimum time rate payable to the worker under Part II or Part III of this Schedule;

(ii) where the worker is 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 II or Part III of this Schedule;

(*b*) in the case of an outworker,

(i) where a general minimum piece rate applies under Part IV 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 an ordinary worker at least the same amount of money as the piece work basis time rate applicable to the worker under Part IV of this Schedule.

(2) In this Schedule the expression "outworker" means a worker who works in his own home or in any other place that is not under the control or management of the employer.

### PART II

### MALE WORKERS OTHER THAN OUTWORKERS

### GENERAL MINIMUM TIME RATES

2. The general minimum time rates payable to male workers (other than outworkers) are as follows:—

| | *From the specified date up to 29th May 1969* | | *On and after 29th May 1969* | |
|---|---|---|---|---|
| | *Per week of 41 hours* | | *Per week of 40 hours* | |
| | Per hour | | Per hour | |
| | s. | d. | s. | d. |
| Aged 21 years or over ... ... ... | *4* | *10½* | *5* | *2½* |
| „ 20 and under 21 years ... ... ... | *4* | *5* | *4* | *9½* |
| „ 19 „ „ 20 „ ... ... ... | *4* | *1* | *4* | *4¾* |
| „ 18 „ „ 19 „ ... ... ... | *3* | *9½* | *4* | *1* |
| „ 17 „ „ 18 „ ... ... ... | *3* | *1¼* | *3* | *4¾* |
| „ 16 „ „ 17 „ ... ... ... | *2* | *10* | *3* | *0¼* |
| „ under 16 years ... ... ... | *2* | *7* | *2* | *9½* |

(a) S.I. 1964/1222 (1964 II, p. 2844).

PIECE WORK BASIS TIME RATE

| | *From the specified date up to 29th May 1969* | *On and after 29th May 1969* |
|---|---|---|
| | *Per week of 41 hours* | *Per week of 40 hours* |
| | Per hour | Per hour |
| | s. d. | s. d. |
| 3. The piece work basis time rate applicable to a male worker of any age (other than an outworker) employed on piece work is ... ... | *5 5* | *5 9½* |

PART III

FEMALE WORKERS OTHER THAN OUTWORKERS

GENERAL MINIMUM TIME RATES

4. The general minimum time rates payable to female workers (other than outworkers) are as follows:—

| | *From the specified date up to 29th May 1969* | *On and after 29th May 1969* |
|---|---|---|
| | *Per week of 41 hours* | *Per week of 40 hours* |
| | Per hour | Per hour |
| | s. d. | s. d. |
| Aged 18 years or over ... ... ... ... | *3 10½* | *4 3* |
| „ 17 and under 18 years ... ... ... | *3 4* | *3 7½* |
| „ 16 „ „ 17 „ ... ... ... | *2 11½* | *3 2¾* |
| „ under 16 years ... ... ... ... | *2 6½* | *2 9* |

PIECE WORK BASIS TIME RATE

| | Per hour | Per hour |
|---|---|---|
| | s. d. | s. d. |
| 5. The piece work basis time rate applicable to a female worker of any age employed on piece work (other than an outworker) is ... ... ... ... | *4 0½* | *4 5* |

PART IV

OUTWORKERS

GENERAL MINIMUM PIECE RATES

6. The following general minimum piece rates are payable to an outworker where the materials for sewing the buttons by hand are provided by the employer and the worker actually performs the work:—

(1) The carding of linen buttons—

| | Per 100 gross of buttons |
|---|---|
| | s. d. |
| (*a*) For cards containing not more than 1½ dozen buttons per card ... ... ... ... ... | 40 0 |
| (*b*) For cards containing more than 1½ dozen buttons per card ... ... ... ... ... | 34 6 |

(2) The carding of other buttons—

| | Per gross of buttons | |
|---|---|---|
| | Sew through | Shanks |
| | s. d. | s. d. |
| 12 buttons or over per card ... ... ... | 7 | 8 |
| 5—11 buttons per card ... ... ... | 8 | 9 |
| 3—4 „ „ „ ... ... ... | 10 | 11 |
| 1—2 „ „ „ ... ... ... | 1 0 | 1 1½ |

Provided that where perforated or sectional cards are used the above rates shall apply to each section or knotting off or fastening off.

## PIECE WORK BASIS TIME RATE

| | Per hour |
|---|---|
| | s. d. |
| 7. The piece work basis time rate applicable to all outworkers employed on piece work, other than those to whom the general minimum piece rates set out in paragraph 6 apply is ... | 2 4 |

## PART V

## OVERTIME AND WAITING TIME

### MINIMUM OVERTIME RATES

### TIME WORKERS

*A. From the specified date up to 29th May 1969*

8.—(1) Subject to the provisions of this paragraph, the following minimum overtime rates are payable to male or female workers (other than outworkers) employed on time work:—

(*a*) on a Saturday, not being a customary holiday—
for all time worked in excess of five hours ... time-and-a-quarter

(*b*) on a Sunday or a customary holiday—
for all time worked ... ... ... ... ... double time

(*c*) in any week exclusive of any time in respect of which a minimum overtime rate is payable under the provisions of (*a*) or (*b*) above—
for all time worked in excess of
*41 hours* ... ... ... ... ... ... ... time-and-a-quarter

(2) Where the employer normally requires attendance on Sunday instead of Saturday, for the purposes of this paragraph (except where in the case of a woman or young person such substitution is unlawful) Saturday shall be treated as a Sunday and Sunday as a Saturday.

*B. On and after 29th May 1969*

9.—(1) Subject to the provisions of this paragraph, the following minimum overtime rates are payable to male or female workers (other than outworkers) employed on time work:—

(*a*) on a Saturday, not being a customary holiday—
for all time worked in excess of five hours ... time-and-a-quarter

(*b*) on a Sunday or a customary holiday—
for all time worked ... ... ... ... ... double time

(*c*) in any week exclusive of any time in respect of which a minimum overtime rate is payable under the provisions of (*a*) or (*b*) above—
for all time worked in excess of
*40 hours* ... ... ... ... ... ... ... time-and-a-quarter

(2) Where the employer normally requires attendance on Sunday instead of Saturday, for the purposes of this paragraph (except where in the case of a woman or young person such substitution is unlawful) Saturday shall be treated as a Sunday and Sunday as a Saturday.

## FEMALE PIECE WORKERS

*A. From the specified date up to 29th May 1969*

10. The following minimum overtime rates are payable to female workers (other than outworkers) employed on piece work for all time worked in excess of *41 hours* in any week:—

(1) Piece rates each of which would yield, in the circumstances of the case, at least *4s. 0½d.* per hour to an ordinary worker and in addition thereto,

(2) a time rate of 1d. per hour.

*B. On and after 29th May 1969*

11. The following minimum overtime rates are payable to female workers (other than outworkers) employed on piece work for all time worked in excess of *40 hours* in any week:—

(1) Piece rates each of which would yield, in the circumstances of the case, at least *4s. 5d.* per hour to an ordinary worker and in addition thereto,

(2) a time rate of 1d. per hour.

12. In this Part of this Schedule,

(1) 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 a day recognised by local custom as a day of holiday in substitution for the said day;

(2) the expressions "time-and-a-quarter" and "double time" mean, respectively, one and a quarter times and twice the general minimum time rate otherwise payable to the worker.

## WAITING TIME

13.—(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 the worker were a time worker.

PART VI

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

14. This Schedule applies to workers in relation to whom the Button Manufacturing 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 (Button Manufacturing Trade, Great Britain) (Constitution and Proceedings) Regulations 1938(a), which reads as follows:—

"Schedule

1. Subject to the provisions of this Schedule the following operations and processes shall constitute the Button Manufacturing Trade:—

(*a*) All processes and operations in the making from any material other than precious metals and precious stones of buttons, button-moulds, metal fancy buttons, button-headed studs, upholsterers' buttons or upholsterers' button-headed nails (excluding in all cases, except as hereinafter provided, the making of the shanks), or in the covering of button-moulds;

(*b*) All processes and operations in the making of the following articles when done in association with or in conjunction with the work specified in sub-paragraph (*a*) above—

(i) shanks;

(ii) studs, links or parts thereof from any material other than metal;

(iii) clasps, slides, ornaments and similar articles used on wearing apparel when such articles are made—

(1) wholly or mainly from any material other than metal, and

(2) in a branch or department in which articles mentioned in sub-paragraph (*a*) are made or carded;

(*c*) (i) the carding wherever carried on of any of the articles specified in sub-paragraph (*a*) above;

(ii) the carding of any of the articles specified in sub-paragraph (*b*) above, except when done apart from any of the making which is included in the trade herein specified and from the carding of articles specified in sub-paragraph (*a*);

(*d*) The manufacture of metal small-wares as specified in Paragraphs (1) to (6) of the Appendix to the Trade Boards (Stamped or Pressed Metal-Wares) Order 1924(b)*, when carried on in an establishment mainly engaged in any of the processes or operations mentioned above;

(*e*) All processes and operations in the (i) assembling, or (ii) finishing of articles specified above when done in association with or in conjunction with any of the above-mentioned processes or operations;

(*f*) All processes and operations in the warehousing, packing or despatching of any of the articles specified above when done in association with or in conjunction with any of the above-mentioned processes or operations.

2. Notwithstanding anything in this Schedule the following processes or operations shall not be processes or operations of the Button Manufacturing Trade: —

(a) S.R. & O. 1938/1497 (1938 II, p. 3238). (b) S.R. & O. 1924/832 (1924, p. 1753).

(*a*) The manufacture of wooden button-moulds where not carried on in association with or in conjunction with button-making;

(*b*) The making of buttons or the covering of button-moulds in an establishment in which (i) such work is performed in association with or in conjunction with the making of wearing apparel and (ii) the majority of the buttons made or of the button-moulds covered are for use on such wearing apparel;

(*c*) The making of buttons or the covering of button-moulds when done in association with or in conjunction with the manufacture of embroidery and trimmings, unless such making of buttons or covering of button-moulds is done (i) by machine process and (ii) in a separate department by workers exclusively engaged thereon;

(*d*) The processes or operations specified in Paragraph 1 above when performed in an establishment mainly engaged in the manufacture of articles of real or imitation jewellery except when performed by a worker who during the whole time that he works in any week in such establishment is wholly or mainly employed on such processes or operations;

(*e*) Any work which by Paragraph (7) of the Appendix to the Trade Boards (Stamped or Pressed Metal-Wares) Order, 1924*, is included in the Stamped or Pressed Metal-Wares Trade."

* (Paragraphs (1) to (7) of the Appendix to the Trade Boards (Stamped or Pressed Metal-Wares) Order 1924, referred to in the Schedule to the Trade Boards (Button Manufacturing Trade, Great Britain) (Constitution and Proceedings) Regulations 1938, set out above are as follows:—

(1) The manufacture from metal in sheet or strip form by cold stamping or cold pressing of articles known in the trade as metal small wares;

(2) the cutting, shearing, annealing and hardening of metal in an establishment in which the metal is used for such manufacture;

(3) the covering of corset steels prior to capping or tipping in an establishment in which the steels are capped or tipped;

(4) finishing (including dipping, nickelling, plating, tinning, japanning, stove-enamelling, lacquering, bronzing, colouring, painting, varnishing, barrelling, burnishing, grinding, planishing, polishing, and the capping, counting, lopping, studding, or tipping of corset busks or steels) and similar operations when done in conjunction with such manufacture;

(5) viewing, inspecting, testing, sorting, boxing, carding, carrying, delivering, despatching, labelling, packeting, packing, portering, warehousing, weighing and similar processes or operations when done in conjunction with such manufacture;

(6) the assembling of the above-mentioned wares or parts thereof, whether the things assembled are made inside or outside Great Britain; and

(7) any process or operation which is included in the Button-making Trade, as defined for the purposes of the Trade Boards Acts, when carried on in an establishment mainly engaged in any of the processes or operations defined in the preceding paragraphs hereof.)

## EXPLANATORY NOTE

*(This Note is not part of the Order.)*

This Order, which has effect from 29th May 1968, sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Button Manufacturing) Order 1964 (Order V.(63)) which is revoked.

New provisions are printed in italics.