STATUTORY INSTRUMENTS

1975 No. 509

WAGES COUNCILS

The Wages Regulation (Corset) Order 1975

Made - - - - 25th March 1975

Coming into Operation 17th April 1975

Whereas the Secretary of State has received from the Corset Wages Council the wages regulation proposals set out in Schedules 1 and 2 hereto:

Now, therefore, the Secretary of State in exercise of powers conferred by section 11 of the Wages Councils Act 1959**(a)**, and now vested in him**(b)**, and of all other powers enabling him in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Wages Regulation (Corset) Order 1975.

2.—(1) In this Order the expression "the specified date" means the 17th April 1975, 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(c) 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 Schedules 1 and 2 hereto shall have effect as from the specified date and as from that date the Wages Regulation (Corset) Order 1974**(d)** shall cease to have effect.

Signed by order of the Secretary of State.

25th March 1975.

R. J. Dawe,
Assistant Secretary,
Department of Employment.

(a) 1959 c. 69.
(b) S.I. 1959/1769, 1968/729 (1959 I, p. 1795; 1968 II, p. 2108).
(c) 1889 c. 63.
(d) S.I. 1974/437 (1974 I, p. 1414).

[K. (79)]

Article 3

SCHEDULE 1

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Corset) Order 1974 (Order K. (77)).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

1. The minimum remuneration payable to a worker (*including a home-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:—

(1) in the case of a time worker, the general minimum time rate payable to the worker under Part II or Part III of this Schedule;

(2) 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 general minimum time rate applicable to the worker under Part II or Part III of this Schedule.

PART II

FEMALE WORKERS

GENERAL MINIMUM TIME RATES

2. Subject to the provisions of this Schedule, the general minimum time rates payable to female time workers are as follows:—

(1) LEARNERS (as defined in paragraph 8) during the following periods of employment in the trade:—

Entering the trade	First six months of employment per hour p	Second six months of employment per hour p	Second year of employment per hour p
Aged 15 and under 16 years	—	*34·56*	*42·55*
„ 16 „ „ 17 „	*32·38*	*36·74*	*44·74*
„ 17 „ „ 18 „	*34·56*	*38·91*	*44·74*
„ 18 years or over	*41·09*	*43·26*	*50·50*

(2) ALL OTHER WORKERS ... *54·50p* per hour

PART III

MALE WORKERS

GENERAL MINIMUM TIME RATES

3. Subject to the provisions of this Schedule, the general minimum time rates payable to male time workers are as follows:—

	General Minimum Time Rates per hour p
(1) Workers employed in CUTTING, MARKING-OUT (other than process working), HAND PRESSING, MATCHING-UP or SHADING whose experience in any of the said occupations after the age of 18 years is:—	
(*a*) Not less than 5 years	*59·25*
(*b*) Less than 5 years but not less than 3 years ...	*58·50*
Provided that in reckoning such experience, there shall be included any experience of a worker after the age of 18 years in folding, hand-fitting, parting, separating or making-up, up to a maximum of 12 months.	
(2) Workers employed in FOLDING, HAND-FITTING, PARTING, SEPARATING or MAKING-UP, with not less than three years' experience in any of the said occupations after the age of 18 years	*58·00*
(3) WAREHOUSEMEN OR PACKERS aged 21 years or over with not less than two years' experience as warehousemen or packers	*58·00*
(4) ALL OTHER WORKERS (including process workers):—	
Aged 21 years or over	*57·25*
,, 20 and under 21 years	*51·25*
,, 19 ,, ,, 20 ,, ...	*48·93*
,, 18 ,, ,, 19 ,, ...	*44·61*
,, 17 ,, ,, 18 ,, ...	*37·95*
Aged under 17 years	*33·62*
Provided that the minimum rates applicable during his first year's employment in the trade to a male worker who enters, or has entered, the trade for the first time at or over the age of 19 years shall be:—	
Aged 21 years or over	*48·93*
Aged under 21 years	*44·61*

PART IV

OVERTIME AND WAITING TIME

NORMAL NUMBER OF HOURS

4. Subject to the provisions of this Part of this Schedule, the minimum overtime rates set out in paragraph 5 are payable to a worker in respect of any time worked—

(1) in excess of the hours following, that is to say,

(*a*) in any week ... ... 40 hours

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

(i) where the normal working hours exceed 8½ ... ... 9 hours

or

(ii) where the normal working hours are more than 8, but not more than 8½ ... ... 8½ hours

or

(iii) where the normal working hours are not more than 8 ... 8 hours

(2) on a Saturday, Sunday or customary holiday.

MINIMUM OVERTIME RATES

5.—(1) Minimum overtime rates are payable to any worker as follows:—

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

(i) for the first 2 hours of overtime worked ... ... time-and-a-quarter

(ii) for the next 2 hours ... ... time-and-a-half

(iii) thereafter ... ... double time

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

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

(2) The minimum overtime rates set out in sub-paragraph (1)(*a*) or (*b*) of this paragraph are payable in any week whether or not the minimum overtime rate set out in sub-paragraph (1)(*c*) is also payable.

6. In this Schedule—

(1) the expression "customary holiday" means—

(*a*) (i) in England and Wales—

Christmas Day;
26th December if it be not a Sunday, 27th December in a year when 25th or 26th December is a Sunday;
New Year's Day (or if New Year's Day falls on a Sunday, the following Monday);
Good Friday;
Easter Monday;
the last Monday in May;
the last Monday in August;
(or where another day is substituted for any of the above days by national proclamation, that day); and
one other day (being a day of the week on which the worker normally works for the employer) 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;

(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
five other days (being days of the week on which the worker normally works for the employer) 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 general minimum time rate otherwise payable 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 payable to the worker under Part II or Part III of this Schedule if the worker were a time worker and a mimimum overtime rate did not apply, and, in addition thereto,

(ii) the piece rates otherwise payable to the worker under paragraph 1(2).

WAITING TIME

7.—(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 mimimum 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.

PART V
INTERPRETATION

8. In this Schedule—

(1) the expression "LEARNER" means a female worker who—

(*a*) is employed during the whole or a substantial part of her time in learning any branch of the trade by an employer who provides her with reasonable facilities for such learning, and

(*b*) does not work in a room used for dwelling purposes except where she is in the employment of her parent or guardian.

(2) "THE TRADE" means the corset trade as specified in the next following paragraph.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

9. Subject to the provisions of paragraph 10, this Schedule applies to workers in relation to whom the Corset Wages Council operates, that is to say, workers employed in Great Britain in the trade specified in the Schedule to the Trade Boards (Corset Trade, Great Britain) (Amendment) Regulations 1927(a), which is as follows:—

"1. All work in connection with—

(*a*) the manufacture of corsets, corselettes, stays, children's corset bodies, and infants' staybands.

(*b*) the manufacture of bust confiners.

(*c*) the manufacture of support or abdominal belts or similar articles.

(*d*) the manufacture (including assembling) of stocking suspenders, suspender belts and suspender pads, when carried on in conjunction with, or in association with the manufacture of any of the above articles.

(a) S.R. & O. 1927/534 (1927, p. 1814).

2. Work in connection with the manufacture specified in paragraph 1 hereof shall include—

(*a*) the altering, repairing, renovating or remaking of any of the articles specified in paragraph 1 hereof, when carried on in conjunction with or in association with such manufacture.

(*b*) warehousing, packing, marking, letter-press stamping, when incidental to such manufacture.

3. Notwithstanding anything in this Schedule the following operations shall not be operations in the Corset Trade:—

(*a*) the manufacture of bust confiners, when carried on in a department mainly engaged on the making of articles specified in the Appendix to the Trade Boards (Women's Clothing) Order 1919(**a**);

(*b*) the manufacture of any of the articles specified in paragraph 1 hereof when made in association with or in conjunction with the manufacture of surgical instruments or appliances;

(*c*) the manufacture of corset steels and busks;

(*d*) printing, clerical work, cleaning, caretaking, and general maintenance work."

TRAINING UNDER THE GOVERNMENT TRAINING SCHEME

10. Notwithstanding anything hereinbefore contained, this Schedule shall not apply to—

(1) female workers employed on Machining, Pressing, Eyeletting and Boning;

(2) male workers employed on Cutting, Marking-out, Folding and Parting,

during any period in respect of which they are in receipt of allowances as provided under arrangements made pursuant to Section 2 of the Employment and Training Act 1973.

Article 3

SCHEDULE 2
HOLIDAYS AND HOLIDAY REMUNERATION

The Wages Regulation (Corset) (Holidays) Order 1974(**b**) (Order K. (78)), shall have effect as if in the Schedule thereto for sub-paragraph (2) of paragraph 2, (which relates to customary holidays) there were substituted the following sub-paragraph:—

" (2) The said customary holidays are:—

(*a*) (i) in England and Wales—
Christmas Day;
26th December if it be not a Sunday, 27th December in a year when 25th or 26th December is a Sunday;
New Year's Day (or if New Year's Day falls on a Sunday, the following Monday);
Good Friday;
Easter Monday;
the last Monday in May;
the last Monday in August;
(or where another day is substituted for any of the above days by national proclamation, that day); and
one other day (being a day of the week on which the worker normally works for the employer) 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;

(**a**) S.R. & O. 1919/1263 (1919 II, p. 531).
(**b**) S.I. 1974/438 (1974 I, p. 1420).

(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
five other days (being days of the week on which the worker normally works for the employer) 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."

EXPLANATORY NOTE

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

This Order has effect from 17th April 1975. Schedule 1 sets out the increased statutory minimum remuneration payable to workers in relation to whom the Corset Wages Council operates, in substitution for the statutory minimum remuneration fixed by the Wages Regulation (Corset) Order 1974 (Order K.(77)). Order K.(77) is revoked.

Schedule 2 amends the Wages Regulation (Corset) (Holidays) Order 1974 (Order K.(78)) by providing for an additional day of customary holiday.

New provisions are printed in italics.

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