1960 No. 1675

The Wages Regulation (Cutlery) Order, 1960

Made - - - - 13*th September*, 1960
Coming into Operation 3*rd October*, 1960

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Cutlery 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 him by section 11 of the Wages Councils Act, 1959(a), 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 (Cutlery) Order, 1960.

2.—(1) In this Order the expression "the specified date" means the 3rd day of October, 1960, 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 (Cutlery) Order, 1959(c), shall cease to have effect.

Signed by order of the Minister of Labour this 13th day of September, 1960.

L. N. Helsby,
Secretary,
Ministry of Labour.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Cutlery) Order, 1959 (Order C.T.(63)).

(a) 7 & 8 Eliz. 2. c. 69. (b) 52 & 53 Vict. c. 63. (c) S.I. 1959/2 (1959 II, p. 2799).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL MINIMUM TIME RATES AND PIECE WORK BASIS TIME RATES

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
I.—MALE WORKERS OF 21 YEARS OF AGE OR OVER		
A.—WORKERS IN THE TABLE, BUTCHER, PALETTE, SHOE AND TOOL KNIFE, AND FORK AND STEEL AND KNIFE SHARPENER SECTION OF THE TRADE		
1. HAND FORGERS OF BLADES OR FORKS: (i.e. workers who, without supervision, forge entirely by hand from the bar or rod any kind of blade or fork used in this section of the trade and also mark and harden and temper the blade or fork where necessary)	3 9¾	4 4¾
2. FORGERS OF TABLE OR BUTCHER STEELS	3 8¾	4 3½
3. ANNEALERS OF TABLE OR BUTCHER STEELS	3 7	4 1½
4. STRIPPERS OF TABLE OR BUTCHER STEELS	3 7	4 1½
5. SCOURERS OF TABLE OR BUTCHER STEELS	3 7	4 1½
6. GOFFERS (MACHINE FORGERS, ROLLERS, STAMPERS) OF BLADES OR FORKS employed in:		
(*a*) Mooding from the bar	3 9¾	4 4¾
(*b*) Plating	3 9¾	4 4¾
(*c*) Bolstering moods or blanks or off the bar ...	3 9¾	4 4¾
(*d*) Drawing	3 9¾	4 4¾
(*e*) Cutting out or blanking	3 8¾	4 3½
(*f*) Rolling	3 8¾	4 3½
(*g*) Sateing	3 9¾	4 4¾
(*h*) Pronging forks	3 8¾	4 3½
(*i*) Punching guard hole in forks	3 8¾	4 3½
(*j*) Trapping forks	3 7	4 1½
(*k*) Tanging	3 7	4 1½
(*l*) Stamping	3 7	4 1½

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
7. SMITHERS, HARDENERS AND TEMPERERS OF BLADES:		
(*a*) who smith and/or shape by hand, and who also mark and harden and temper the blades where necessary	3 8½	4 3½
(*b*) who by hand harden and temper throughout ...	3 8½	4 3½
(*c*) who by hand harden only or temper only, and who use a hand hammer in connection therewith ...	3 7	4 1½
(*d*) who by hand harden only or temper only, and who do not use a hand hammer in connection therewith	3 7	4 1½
(*e*) who harden by machine and who in connection therewith straighten the blades by hand	3 7	4 1½
(*f*) who harden by machine and who do not straighten the blades by hand in connection therewith ...	3 6	4 0½
(*g*) who flatten or straighten blades by drop stamp or power hammer	3 7	4 1½
8. HAND GRINDERS OF BLADES:		
Grade I (i.e. hand grinders (other than hand grinders of grade II) employed on grinding from the rough blank, or whittening, or glazing, or finishing any kind of blade used in this section of the trade) ...	3 8½	4 3½
Grade II (i.e. hand grinders employed only in tumbling, or in neck grinding and glazing, or in blade buffing, or employed only in glazing palette blades, or putty blades, or scrapers)	3 7	4 1½
9. HAND GRINDERS AND/OR HAND GLAZIERS OF FORKS ...	3 8½	4 3½
10. FORK GUARDERS:		
Grade I (i.e. workers who perform any of the following operations, viz.: forging guards or springs from bar steel, hardening or tempering springs, or boring holes in forks or guards)	3 8½	4 3½
Grade II (i.e. workers who perform any of the following operations, viz.: grinding or glazing guards, fitting springs or guards into guard holes, riveting guards to forks, filing or grinding rivet heads flush with shank, or fine glazing shanks)	3 7	4 1½
11. HAND OR MACHINE GRINDERS OF TABLE OR BUTCHER STEELS	3 8½	4 3½
12. MACHINE GRINDERS OF BLADES:		
Grade I (i.e. foremen or charge-hands in the machine grinding branch)	3 8½	4 3½
Grade II (i.e. workers (other than foremen or charge-hands) who set up and work a grinding machine)...	3 7	4 1½
Grade III (i.e. workers who work a grinding machine but do not set it up)	3 6	4 0½

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
13. SWAGERS OF BLADES:		
(*a*) working without supervision	3 8¾	4 3½
(*b*) working under supervision	3 7	4 1½
14. MACHINE FINISHERS OF BLADES:		
Grade I (i.e. foremen or charge-hands in the machine finishing branch)	3 8¾	4 3½
Grade II (i.e. workers (other than foremen or charge-hands) who set up and work a finishing machine)...	3 7	4 1½
Grade III (i.e. workers who work a finishing machine but do not set it up)	3 6	4 0½
15. MIRROR POLISHERS, ETCHERS, SERRATORS:		
(*a*) Foremen or charge-hands in the mirror polishing, etching (including electrical etching) or serrating branch	3 8¾	4 3½
(*b*) Mirror polishers	3 7	4 1½
(*c*) Etchers (including electrical etchers)	3 7	4 1½
(*d*) Serrators	3 7	4 1½
16. CUTLERS:		
Grade I (i.e. workers without supervision employed in preparing and assembling to the finished article any knife, fork, steel or knife sharpener hafted with any material, including those with caps and ferrules; or a charge-hand or teamster in charge of a team engaged in such work)	3 8¾	4 3½
Grade II (i.e. workers under supervision employed in preparing or assembling parts for the work described in grade I)	3 7	4 1½
B.—WORKERS IN THE SPRING KNIFE SECTION OF THE TRADE		
17. SCALE TANG PRUNER BLADE HAND FORGERS (i.e. workers who, without supervision, forge entirely by hand from bar or rod steel, scale tang pruner blades and also mark and harden and temper the forged blades where necessary)	3 9¾	4 4¾
18. PEN AND POCKET BLADE HAND FORGERS (other than forgers of scale tang pruner blades) (i.e. workers who, without supervision, forge entirely by hand from bar or rod steel, any kind of blade (other than scale tang pruner blades) used in this section of the trade and also mark and harden and temper the forged blades where necessary)	3 8¾	4 3½

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
19. MACHINE FORGERS:		
Grade I (i.e. machine forgers who set up their own tools)	3 7	4 1½
Grade II (i.e. machine forgers who do not set up their own tools)	3 7	4 1½
20. PEN AND POCKET BLADE SMITHERS (i.e. workers who, without supervision, smith and/or shape by hand from cut-out moods any kind of blade used in this section of the trade but who do not forge by hand from bar or rod steel)	3 7	4 1½
21. MARKERS AND HARDENERS:		
Grade I (i.e. workers who both mark sides or tangs by hand and harden and temper)	3 8¾	4 3½
Grade II (i.e. workers who either harden and temper or mark sides or tangs by hand or press either by controlled furnace or open hearth but who do not both harden and temper and mark)...	3 7	4 1½
22. HAND GRINDERS AND FINISHERS	3 8¾	4 3½
23. SWAGERS working without supervision	3 8¾	4 3½
24. SCALE AND SPRING MAKERS:		
Grade I (i.e. scale and spring makers who set up their own tools)	3 8¾	4 3½
Grade II (i.e. scale and spring makers who do not set up their own tools)	3 7	4 1½
Scale and spring makers are workers who forge iron bolsters, stamp scales of nickel silver or iron, and/or cut out webs, springs, moods or any other articles used in this section of the trade.		
25. MATERIAL PREPARERS (other than workers to whom the minimum rates for cutlers in paragraph 26 and for covering cutters in paragraphs 27 to 32 inclusive apply)	3 7	4 1½
26. CUTLERS:		
Grade I (i.e. workers who are employed in preparing and assembling to the finished article or in assembling to the finished article the following types of knives), viz.:—		
Two-ended fitted work; sunk-joint two, three and four blades; all lobster work; ivory and bone budders; lock knives; sporting work (except common nutcracks, common screw knives and common black clocks); tyne knives; pruner knives (other than scale tang pruners)	3 8¾	4 3

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
26. CUTLERS—contd.		
Grade II (i.e. workers who are employed in preparing and assembling to the finished article or in assembling to the finished article (including hafting and setting-in) any types of knives (including scale tang pruner knives and cattle knives) other than those to which the minimum rate for grade I workers applies)	3 7	4 1½
C.—WORKERS IN THE COVERING CUTTING SECTION OF THE TRADE		
27. IVORY CUTTERS:		
Grade I (i.e. workers who, without supervision, produce from the natural material, handles or scales for cutlery)	3 9¾	4 4¾
Grade II (i.e. workers who, under supervision, produce from the natural material, handles or scales for cutlery)	3 7	4 1½
28. CELLULOID CUTTERS AND OTHER SYNTHETIC MATERIAL AND BONE CUTTERS:		
Grade I (i.e. workers who, without supervision, cut or shape from sheets, handles or scales for cutlery) ...	3 8¾	4 3½
Grade II (i.e. workers who, under supervision, cut or shape from sheets, handles or scales for cutlery) ...	3 7	4 1½
29. WOOD SCALE CUTTERS:		
Grade I (i.e. workers who, without supervision, cut to length, shape and run off, and who sharpen and set their saws)	3 8¾	4 3½
Grade II (i.e. workers who saw or cut up under supervision)	3 7	4 1½
30. PEARL CUTTERS (i.e. workers who, without supervision, cut pearl scales or handles for cutlery)	3 8¾	4 3½
31. HORN SCALE CUTTERS:		
Grade I (i.e. workers who, without supervision, cut to length, shape and run off, and who sharpen and set their saws)	3 8¾	4 3½
Grade II (i.e. workers who saw or cut up under supervision)	3 7	4 1½
32. HORN SCALE PRESSERS	3 7	4 1½

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
D.—WORKERS IN THE SCISSORS SECTION OF THE TRADE		
33. HAND FORGERS	3 8¾	4 3½
34. DROP STAMPERS AND PRESSERS:		
Grade I (i.e. drop stampers and/or pressers, who set up their own tools)	3 8¾	4 3½
Grade II (i.e. drop stampers and/or pressers, who do not set up their own tools)	3 7	4 1½
35. CUTTERS-OUT OR TRIMMERS:		
Grade I (i.e. cutters-out or trimmers, who set up their own tools)	3 7	4 1½
Grade II (i.e. cutters-out or trimmers, who do not set up their own tools)	3 6	4 0½
36. FILERS:		
Grade I (i.e. filers of any scissors known in the trade as " filed-out " scissors)	3 8¾	4 3½
Grade II (i.e. filers of any scissors except those specified in grade I)	3 7	4 1½
37. BORERS AND HARDENERS:		
Grade I (i.e. borers and hardeners of any hand forged scissors or of any of the following classes of machine forged scissors, viz.: paper scissors, tailors' shears and trimmers, bent work, surgeons' scissors, polished work)	3 7	4 1½
Grade II (i.e. borers and hardeners of any scissors except those specified in grade I)	3 7	4 1½
38. HAND GRINDERS AND HAND FINISHERS:		
Grade I (i.e. hand grinders and/or hand finishers of any hand forged scissors or of any of the following classes of machine forged scissors, viz.: paper scissors, tailors' shears and trimmers, bent work, surgeons' scissors, polished work and all scissors " done twice ")	3 8¾	4 3½
Grade II (i.e. hand grinders and/or hand finishers of any scissors " done once ", except scissors of cast metal or pressed wire)	3 7	4 1½
Grade III (i.e. hand grinders and/or hand finishers of any scissors of cast metal or pressed wire)	3 7	4 1½

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
39. MACHINE GRINDERS:		
Grade I (i.e. foremen or charge-hands in the machine grinding branch)	3 8¾	4 3½
Grade II (i.e. workers (other than foremen or charge-hands) who set up and work a grinding machine)...	3 7	4 1½
Grade III (i.e. workers who work a grinding machine but do not set it up)	3 6	4 0½
40. PUTTERS-TOGETHER:		
Grade I (i.e. putters-together of any hand forged scissors or any of the following classes of machine forged scissors, viz.: paper scissors, tailors' shears and trimmers, bent work, surgeons' scissors, polished work and all scissors "done twice") ...	3 8¾	4 3½
Grade II (i.e. putters-together of any scissors "done once", except scissors of cast metal or pressed wire)	3 7	4 1½
Grade III (i.e. putters-together of any scissors of cast metal or pressed wire)	3 7	4 1½
41. PLATERS:		
Grade I (i.e. platers who make up the solutions for plating and maintain and supervise the plating shop)	3 8¾	4 3½
Grade II (i.e. all other platers not included under grade I)...	3 6	4 0½
E.—WORKERS IN THE RAZOR SECTION OF THE TRADE		
WORKERS EMPLOYED IN CONNECTION WITH THE MAKING OF RAZORS OTHER THAN SAFETY RAZORS		
For the purpose of the minimum rates set out in this section, hollow ground blades are blades ground on a stone not exceeding 8 in. in diameter. Flat side bl .des are blades ground on a stone exceeding 8 in. in diameter.		
42. HAND FORGERS AND HARDENERS who hand forge razor blades or harden hand forged or machine forged razor blades	3 8¾	4 3½
43. DROP STAMPERS (machine forgers) of razor blades:		
Grade I (i.e. workers who set up their own tools) ...	3 8¾	4 3½
Grade II (i.e. workers who do not set up their own tools)	3 7	4 1½

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
44. CUTTERS-OUT OR TRIMMERS:		
Grade I (i.e. workers who set up their own tools) ...	3 7	4 1½
Grade II (i.e. workers who do not set up their own tools)	3 6	4 0½
45. HAND GRINDERS, HAND FINISHERS AND MACHINE GRINDERS of hand forged or machine forged blades:		
Grade I (i.e. workers employed on hollow ground blades)	3 8¾	4 3½
Grade II (i.e. workers employed on "flat side" blades)	3 7	4 1½
46. SETTERS-IN AND WHETTERS:		
Grade I (i.e. workers employed in setting-in or whetting hollow ground blades)	3 8¾	4 3½
Grade II (i.e. workers employed in setting-in or whetting "flat side" blades)...	3 7	4 1½
F.—WORKERS IN ALL SECTIONS OF THE TRADE		
47. WAREHOUSE BUFFERS AND WAREHOUSE WHETTERS: Employed on the operations of warehouse buffing or warehouse whetting	3 6	4 0½
48. MALE WORKERS other than those to whom the minimum rates set out in paragraphs 1 to 47 apply	3 3	3 9

MALE LATE ENTRANTS

49. Notwithstanding the provisions of paragraphs 1 to 48 (inclusive), the general minimum time rate and piece work basis time rate applicable to a male worker who has entered or who shall hereafter enter the trade for the first time at or over the age of 21 years shall be as follows:—

During the first six months of employment in the trade	80 per cent.	of the general minimum time rate or piece work basis time rate otherwise appropriate under paragraphs 1 to 48 (inclusive).
During the second six months of employment in the trade ...	90 per cent.	

After 12 months' employment in the trade the worker shall be entitled to the appropriate general minimum time rate or piece work basis time rate specified in paragraphs 1 to 48 (inclusive).

	Col. 1 General Minimum time rate per hour	Col. 2 Piece work basis time rate per hour
	s. d.	s. d.
II.—MALE WORKERS UNDER 21 YEARS OF AGE		
50. Workers aged 20 years and under 21 years	2 6¼	2 11
„ „ 19 „ „ „ 20 „	2 3¼	2 7½
„ „ 18 „ „ „ 19 „	2 1	2 4¾
„ „ 17 „ „ „ 18 „	1 9½	2 0¾
„ „ 16 „ „ „ 17 „	1 7¼	1 10¼
„ „ under 16 years	1 5¼	1 8
III.—FEMALE WORKERS		
51. Workers employed on production (i.e. workers employed on any productive operations (including the operations of buffing and whetting wherever performed) up to and including the production of the finished article):—		
Workers aged 21 years or over...	2 5¾	2 10¼
„ „ 20 „ and under 21 years	2 3½	2 7¾
„ „ 19 „ „ „ 20 „	2 2¼	2 6¼
„ „ 18 „ „ „ 19 „	2 0	2 3¾
„ „ 17 „ „ „ 18 „	1 8½	1 11¾
„ „ 16 „ „ „ 17 „	1 6¼	1 9
„ „ under 16 years	1 4	1 6½
52. Warehouse workers (i.e. workers employed on warehousing operations such as receiving, storing, stock-keeping, distributing, inspecting, wiping, counting, wrapping, labelling, packing, boxing, dispatching; and similar operations) and any other workers (including workers employed in carrying) to whom the minimum rates in paragraph 51 do not apply:—		
Workers aged 21 years or over...	2 4¼	2 8½
„ „ 20 „ and under 21 years	2 1½	2 5½
„ „ 19 „ „ „ 20 „	1 11¾	2 3½
„ „ 18 „ „ „ 19 „	1 9¾	2 1¼
„ „ 17 „ „ „ 18 „	1 7	1 10
„ „ 16 „ „ „ 17 „	1 5¼	1 8
„ „ under 16 years	1 3½	1 6

PART II
MINIMUM OVERTIME RATES
ALL WORKERS

53.—(1) Minimum overtime rates are payable as follows:—

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

(*b*) in any week, exclusive of Sunday or a customary holiday, for all time worked in excess of *42 hours*—

(i) for the first 5 hours ... ... Time-and-a-quarter

(ii) thereafter ... ... Time-and-a-half

(2) In this paragraph 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, and

(*b*) in the case of a piece worker—

(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, and

(ii) in addition thereto, 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 said piece work basis time rate.

(3) In this paragraph 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 weekday agreed between the employer and the worker or his representative.

Part III

GENERAL PROVISIONS

WORKERS EMPLOYED ON PIECE WORK

54. Subject to the provisions of Part II of this Schedule, a worker employed on piece work shall be paid 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.

WAITING TIME

55.—(i) A worker shall be entitled to payment of statutory minimum remuneration as aforesaid for all the time during which he is present on the premises of his employer unless he is so present either without his employer's consent, express or implied, or for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform.

(ii) A piece worker shall, during any time during which he is present as aforesaid and is not doing piece work, be entitled to payment of the general minimum time rate applicable to the workers of the class to which he belongs.

(iii) Provisions (i) and (ii) above do not apply when:—

(*a*) a worker is present on his employer's premises by reason only of the fact that he is resident thereon, or

(*b*) a worker is present on his employer's premises during normal meal times in a room or place in which no work is being done and is not waiting for work to be given to him to perform.

APPLICATION OF RATES TO INCIDENTAL OPERATIONS

56. For the purposes of this Schedule the work of any class of worker to which a minimum rate is applicable includes any fixing of dies or tools, setting up of machines or tools, grinding of dies or tools, or any other similar work performed by that class of worker.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

57. This Schedule applies to workers in relation to whom the Cutlery 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 (Cutlery Trade, Great Britain) (Constitution and Proceedings) Regulations, 1933(a), which reads as follows:—

"The Cutlery Trade, that is to say—

(1) the manufacture of

(*a*) Knives of any kind with one or more than one blade, or one or more than one blade and any other components, including fish and dessert knives;
(*b*) Carving Forks and all other Hafted Forks, including fish and dessert forks;
(*c*) Steels and Hafted Knife Sharpeners;
(*d*) Scissors, including tailors' and similar shears;
(*e*) Razors;
(*f*) Parts of any of the above articles including blades and components;
(*g*) Blanks for any of the above parts or articles;

but excluding

(2) the manufacture of

(*a*) Parts when made by workers mainly engaged on work other than work specified in paragraph (1) hereof;
(*b*) Knives for use in machines;
(*c*) Garden Shears, Sheep Shears, Metal Cutting Shears or Secateurs;
(*d*) Safety Razors and component parts thereof;
(*e*) Surgical Instruments;
(*f*) Fish, Dessert or Butter Knives of the Spoon-handled type.

(3) The expression 'manufacture' includes hafting and finishing and all other operations and processes incidental or appertaining to manufacture."

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

This Order, which has effect from 3rd October, 1960, sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Cutlery) Order, 1959 (Order C.T. (63)), which is revoked.

New provisions are printed in italics.

(a) S. R. & O. 1933/1056 (Rev. XXIII, p. 471: 1933, p. 2035).