STATUTORY INSTRUMENTS

1967 No. 1308

WAGES COUNCILS

The Wages Regulation (Fur) Order 1967

Made - - -	*1st September* 1967
Coming into Operation	*22nd September* 1967

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Fur 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 (Fur) Order 1967.

2.—(1) In this Order the expression "the specified date" means the 22nd September 1967, 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 (Fur) Order 1963(c) shall cease to have effect.

Signed by order of the Minister of Labour.

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

1st September 1967.

(a) 1959 c. 69. (b) 1889 c. 63. (c) S.I. 1963/908 (1963 II, p.1515).

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Fur) Order 1963(a) (Order Z. (81)).

STATUTORY MINIMUM REMUNERATION

PART I

APPLICATION

1.—(1) Subject to the provisions of Part III 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 hourly general minimum time rate payable to the worker under the provisions of this Schedule;

(*b*) in the case of a worker employed on piece work (other than an apprentice in the Dressers and Dyers' Section of the trade to whom paragraph 10 applies);

(i) where a general minimum piece rate applies under Part VI, 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 or, where no piece work basis time rate applies, at least the same amount of money as the hourly general minimum time rate which would be payable if the worker were a time worker, or

(*c*) in the case of an apprentice in the Dressers and Dyers' Section of the trade who is employed on piece work and to whom paragraph 10 applies, the piece rates specified in that paragraph:

Provided that where an hourly guaranteed time rate is applicable to the worker and his minimum remuneration calculated on a time work basis at that rate exceeds the minimum remuneration calculated at the said piece rates the worker shall be paid not less than that guaranteed time rate.

(2) In this Schedule the expressions "hourly general minimum time rate" and "hourly guaranteed time rate" mean respectively the general minimum time rate and the guaranteed time rate applicable to the worker under Part II of this Schedule divided in either case by 42.

2. This Schedule applies to workers in relation to whom the Fur Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the trade specified in the Regulations made by the Minister and dated 25th October 1919(b), with respect to the Constitution and Proceedings of the Trade Board for the Fur Trade (Great Britain), namely:—

The dressing, dyeing and making up of furs or of skins for furriers' purposes including:—

(1) The dressing or dyeing or general preparation of furs or skins;

(2) The manufacture of furs or skins into garments, rugs, or other articles;

(3) The remaking, repairing or cleaning of articles made from furs or skins where carried on by fur dressers or fur manufacturers;

(4) The lining with fur of coats, cloaks, mantles, capes, gloves or similar articles where carried out by fur manufacturers;

(a) 1963/908 (1963 II, p. 1515). (b) S.R. & O. 1919/1634 (Rev. XXIII, p. 474: 1919 II, p. 549).

(5) Bundling, packing, warehousing and other operations carried on by fur skin merchants, fur dressers, fur dyers or fur manufacturers;

but excluding:—

(*a*) the making up of fur toys, purses, boots, shoes or slippers;
(*b*) The making of fur hats when carried on in association with or in conjunction with the making or trimming of men's, women's or children's headgear from other materials;
(*c*) Warehousing, packing and other similar operations carried on in shops wholly, mainly, or substantially engaged in the retail distribution of articles of any description that are not made on the premises.

PART II

GENERAL MINIMUM, GUARANTEED AND PIECE WORK BASIS TIME RATES

CUTTING AND NAILING BRANCH OF THE FURRIERS' SECTION

GENERAL MINIMUM TIME RATES

3. Subject to the provisions of this Schedule, the general minimum time rates per week of 42 hours applicable to workers in the cutting and nailing branch of the Furriers' Section are as follows:—

	Male workers	Female workers
	£ s. d.	£ s. d.
(1) CUTTERS who, having worked in the said branch for six years or, in the case of workers who were apprentices, for five years, have subsequently worked as cutters for—		
(*a*) *not less than one year*	13 10 0	13 5 0
(*b*) *less than one year*	12 0 0	11 15 0
(2) NAILERS who, having worked in the said branch for six years or, in the case of workers who were apprentices for five years, have subsequently worked as nailers for—		
(*a*) *not less than one year*	12 10 0	12 5 0
(*b*) *less than one year*	11 10 0	11 5 0

Provided that where a nailer performs also the work of a cutter the rate applicable to him in respect of that work shall be that which would be applicable if he were a cutter.

(3) APPRENTICES to cutting and nailing, whose employment complies with the provisions of paragraph 18, during the following years of apprenticeship—

	Workers aged 18 years or over		All other workers
	Male workers	Female workers	
	£ s. d.	£ s. d.	£ s. d.
The first year	7 10 0	7 5 0	4 10 0
The second year	8 0 0	7 15 0	5 10 0
The third year	8 10 0	8 5 0	6 10 0
The fourth year	9 10 0	9 5 0	—
The fifth year	10 10 0	10 5 0	—

(4) LEARNERS to cutting and nailing, whose employment complies with the conditions specified in paragraph 21, during the following years of employment—

	Workers aged 18 years or over		All other workers
	Male workers	Female workers	
	£ s. d.	£ s. d.	£ s. d.
The first year	7 0 0	6 16 0	4 10 0
The second year	7 10 0	7 6 0	5 10 0
The third year	8 0 0	7 16 0	6 10 0
The fourth year	8 10 0	8 6 0	—
The fifth year	9 10 0	9 6 0	—
The sixth year	10 10 0	10 6 0	—

(5) ALL OTHER WORKERS employed in cutting and nailing or in either of such operations, during the following years of employment—

	Workers aged 18 years or over		All other workers
	Male workers	Female workers	
	£ s. d.	£ s. d.	£ s. d.
The first year	7 5 0	7 1 0	4 10 0
The second year	7 15 0	7 11 0	5 10 0
The third year	8 5 0	8 1 0	6 10 0
The fourth year	8 15 0	8 11 0	—
The fifth year	9 15 0	9 11 0	—
The sixth year	10 15 0	10 11 0	—

(6) MALE WORKERS aged 21 years or over and engaged in CLEANING by any method, fur skins or articles manufactured from fur ... ... £ s. d. 11 0 0

PIECE WORK BASIS TIME RATES—CUTTERS OR NAILERS

4. The piece work basis time rate applicable to a cutter or nailer specified in sub-paragraph (1) or sub-paragraph (2) of paragraph 3 when employed on piece work is a rate equal to one-and-one-third times the hourly general minimum time rate which would be applicable if the worker were employed on time work.

MACHINING, LINING, FINISHING AND HAND FUR SEWING BRANCH OF THE FURRIERS' SECTION

GENERAL MINIMUM TIME RATES

5. Subject to the provisions of this Schedule, the general minimum time rates per week of 42 hours applicable to female workers in the machining, lining, finishing and hand fur sewing branch of the Furriers' Section are as follows:—

	£ s. d.
(1) FUR MACHINISTS who have worked for five years in the said branch	9 2 6
(2) LINERS, FINISHERS, HAND FUR SEWERS OR MACHINISTS (other than fur machinists) who have worked for five years in the said branch	8 12 6

(3) LEARNERS to machining, lining, finishing or hand fur sewing, or to two or more of such operations, whose employment complies with the conditions specified in paragraph 22, during the following years of employment—

	Workers aged 18 years or over	All other workers
	£ s. d.	£ s. d.
The first year	6 0 0	4 10 0
The second year	6 15 0	5 0 0
The third year	7 2 6	5 10 0
The fourth year	7 10 0	—
The fifth year	8 0 0	—

(4) ALL OTHER WORKERS employed in the said branch, during the following periods of employment—

	Workers aged 18 years or over	All other workers
	£ s. d.	£ s. d.
The first year	6 2 6	4 10 0
The second year	6 17 6	5 0 0
The third year	7 5 0	5 10 0
The fourth year	7 12 6	—
The fifth year	8 2 6	—

PIECE WORK BASIS TIME RATES

6. The piece work basis time rate applicable to a female worker specified in sub-paragraph (1) or sub-paragraph (2) of paragraph 5 when employed on piece work is a rate equal to one-and-one-third times the hourly general minimum time rate which would be applicable if she were employed on time work.

RECKONING OF EMPLOYMENT IN THE FURRIERS' SECTION

7.—(1) A worker (not being an apprentice) who enters, or has entered, the Furriers' Section at or over the age of 18 years shall be treated for the purpose of this Part of this Schedule as though he had, at the date of his entry, completed the following period of learnership or other employment, as the case may be, in the branch in which he is employed—

(*a*) in the case of a worker in the cutting and nailing branch aged at the date of his entry in the said section—

(i) 18 and under 19 years ... ... 1 year

(ii) 19 and under 20 years ... ... 2 years

(iii) 20 years or over ... ... 3 years

(*b*) in the case of a worker in the machining, lining, finishing and hand fur sewing branch ... ... 1 year

(2) For the purpose of calculating any period of employment in the Furriers' Section, any employment in the machining, lining, finishing and hand fur sewing branch shall count as employment in the cutting and nailing branch and any employment in the cutting and nailing branch shall count as employment in the machining, lining, finishing and hand fur sewing branch.

FUR SORTERS' SECTION

GENERAL MINIMUM TIME RATES

8. The general minimum time rates per week of 42 hours applicable to workers employed in the Fur Sorters' Section in merchants' or brokers' warehouses are as follows:—

	£	s.	d.
(1) MALE FUR SORTERS aged 21 years or over	12	10	0
(2) MALE WORKERS aged 21 years or over and employed in a FUR SORTING department under the supervision of a male fur sorter or as COUNTERS, STRIPERS or SIZERS	11	10	0
(3) ALL OTHER MALE WORKERS employed in the Fur Sorters' Section (except male skin packers), being aged—			
18 years or over, after 12 months	11	10	0
18 „ „ „ , during first 12 months	9	0	0
16 and under 18 years	7	0	0
Under 16 years	5	0	0
(4) FEMALE WORKERS employed as FUR SORTERS, ASSISTANTS TO FUR SORTERS, COUNTERS, STRIPERS or SIZERS, being aged—			
18 years or over	8	0	0
16 and under 18 years	6	0	0
Under 16 years	5	0	0

DRESSERS AND DYERS' SECTION

GENERAL MINIMUM TIME RATES FOR WORKERS OTHER THAN APPRENTICES

9. The general minimum time rates per week of 42 hours applicable to workers (other than the apprentices to whom paragraph 10 applies) in the Dressers and Dyers' Section are as follows:—

	£	s.	d.
(1) MALE TUBBERS	11	10	0
(2) WORKERS EMPLOYED AS ROLLER FLESHING MACHINE OPERATORS (other than shaving machine operators)—			
(*a*) Male workers	11	10	0
(*b*) Female workers	7	14	0
(3) WORKERS EMPLOYED AS HAND FLESHERS OR ROTARY FLESHING MACHINE OPERATORS—			
(*a*) Male workers	15	0	0
(*b*) Female workers	10	2	6
(4) ALL OTHER MALE WORKERS employed in the Dressers and Dyers' Section (except the apprentices to whom paragraph 10 applies), being aged—			
19 years or over	9	18	6
17 and under 19 years	7	15	6
Under 17 years	5	3	6

(5) ALL OTHER FEMALE WORKERS employed in the Dressers and Dyers' Section (except the apprentices to whom paragraph 10 applies), being aged—

	£	s	d
18 years or over	7	0	0
Under 18 years	5	5	0

MINIMUM RATES FOR APPRENTICES

10.—(1) The general minimum time rates specified in Column 2 of the next following table are applicable during the first six months of apprenticeship to apprentices employed, in accordance with the conditions specified in paragraph 19, on time work in the Dressers and Dyers' Section, and the piece rates and guaranteed time rates specified in Columns 3 and 4 respectively are applicable to such workers when employed in accordance with the said conditions on piece work during the remainder of their apprenticeship.

Column 1	Column 2	Column 3	Column 4
Period of Apprenticeship	General Minimum Time Rates	Piece Rates	Guaranteed Time Rates
The first six months	A rate equal to the general minimum time rate applicable to a worker of the same age and sex under sub-paragraph (4) or sub-paragraph (5) of paragraph 9.	—	—
The second six months	—	One-quarter of the piece rates specified in sub-paragraph (2) of this paragraph.	A rate equal to the general minimum time rate applicable to a worker of the same age and sex under sub-paragraph (4) or sub-paragraph (5) of paragraph 9.
The second year	—	One-half of the piece rates specified in sub-paragraph (2) of this paragraph.	
The third year	—	Three-quarters of the piece rates specified in sub-paragraph (2) of this paragraph.	—
The fourth year	—	The piece rates specified in sub-paragraph (2) of this paragraph.	—

(2) The piece rates referred to in Column 3 of the said table are the general minimum piece rates specified in Part VI of this Schedule or, where no piece rate is so specified, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker of the same sex at least the same amount of money as the general minimum time rate applicable under sub-paragraph (3) of paragraph 9 to a worker employed as a hand flesher or rotary fleshing machine operator.

PIECE WORK BASIS TIME RATES

ROLLER FLESHING MACHINE OPERATORS

11. The piece work basis time rates *per week of 42 hours* applicable to male or female workers employed in the Dressers and Dyers' Section as roller fleshing machine operators (other than shaving machine operators) are as follows:—

	£	s.	d.
(1) Male workers	13	2	0
(2) Female workers	9	5	0

ALL SECTIONS OF THE TRADE

GENERAL MINIMUM TIME RATES

12. The general minimum time rates per week of 42 hours applicable to all workers to whom the foregoing provisions of this Part of this Schedule do not apply, are as follows:—

	£	s.	d.
(1) MALE SKIN PACKERS *being aged*—			
18 years or over, after 12 months	11	0	0
18 „ „ „ , during the first 12 months	9	0	0
(2) ALL OTHER MALE WORKERS, being aged—			
19 years or over	9	18	6
17 and under 19 years	7	15	6
Under 17 years	5	3	6
(3) ALL FEMALE WORKERS, being aged—			
18 years or over	7	0	0
Under 18 years	5	5	0

DEFINITIONS

13. For the purposes of this Part of this Schedule—

"CUTTER" means a person engaged, wholly or mainly, in cutting furs or skins in connection with manufacture, remodelling, alterations or repairing, including any preparation of furs or skins actually performed by such person for such cutting but not including nailing by a worker engaged, wholly or mainly, in nailing;

"FUR SORTER" means a worker who assumes sole responsibility for the proper grading of skins;

"NAILER" means a person engaged, wholly or mainly, in nailing;

"SKIN PACKER" means a worker engaged in and responsible for baling or packing skins for transport;

"TUBBER" means a worker in the Dressers and Dyers' Section who has at least five years' experience therein and is capable of handling in an expert manner most varieties of fur skins from the raw stage through the various processes (except fleshing) to the finished article.

PART III

NIGHT WORKERS IN ALL SECTIONS OF THE TRADE

14.—(1) Notwithstanding anything contained in this Schedule, a night worker shall be paid for any work between the hours of 7 p.m. on any day and 7 a.m. on the next succeeding day one-and-one-third times the appropriate minimum rate: Provided that this provision shall not apply to a time worker in respect of any overtime.

(2) For the purposes of this paragraph—

"APPROPRIATE MINIMUM RATE" means, in the case of a time worker, the hourly general minimum time rate otherwise applicable to the worker or, in the case of a worker employed on piece work, the minimum rate which would be applicable if he were not a night worker;

"NIGHT WORKER" means a worker whose usual hours of work (exclusive of overtime) include at least 4 hours a night between 7 p.m. and 7 a.m.: Provided that a worker who is usually so employed during part only of the week shall be treated as a night worker in respect of that part of the week;

"OVERTIME" means, in the case of a time worker, any time in respect of which a minimum overtime rate applies or, in the case of a worker employed on piece work, any time in respect of which such a rate would apply if he were a time worker.

PART IV

OVERTIME AND WAITING TIME

MINIMUM OVERTIME RATES

15.—(1) Subject to the provisions of this paragraph, minimum overtime rates are payable to ANY TIME WORKER as follows:—

(*a*) On any day other than a Saturday, Sunday or a customary holiday, for all time worked in excess of 8 hours—Time-and-a-half:

Provided that where the employer normally requires the worker's attendance only from Monday to Friday (inclusive) the said rate shall be payable after 8¼ hours on two of those days and after 8½ hours on the remaining three days;

(*b*) On a Saturday, not being a customary holiday, for all time worked in excess of 4 hours—Time-and-a-half:

Provided that where the employer normally requires the worker's attendance only from Monday to Friday (inclusive) the said rate shall be payable for all time worked on a Saturday;

(*c*) On a Sunday or a customary holiday, for all time worked—Double time.

(2) For the purpose of calculating the number of hours worked by a worker on any day, regard shall be had to the whole of the worker's turn of duty and, where that turn extends beyond midnight, it shall be regarded as having been worked wholly on the day upon which it commences:

Provided that

(*a*) this provision shall not apply in respect of any time worked between midnight on Saturday and midnight on Sunday and for that time double time shall be payable as provided in sub-paragraph (1)(*c*) of this paragraph;

(*b*) all time worked on a Monday morning as part of a turn of duty normally commencing on Sunday shall be treated as though it were worked on the previous Saturday and included in a turn of duty which commenced on that day.

(3) Where the worker is normally employed on Sunday instead of Saturday and, in the case of a woman or young person, such substitution is not unlawful—

(*a*) for the purposes of sub-paragraph (1) of this paragraph, Saturday shall be treated as a Sunday and Sunday as a Saturday;

(*b*) for the purposes of sub-paragraph (2) of this paragraph, Saturday shall be treated as a Friday, Sunday as a Saturday and Monday as a Sunday.

16. In this Part of this Schedule—

(1) "TIME-AND-A-HALF" and "DOUBLE TIME" mean respectively,

(*a*) in the case of a worker other than a night worker, one-and-a-half times and twice the hourly general minimum time rate otherwise payable to the worker;

(*b*) in the case of a night worker, one-and-a-half times and twice the hourly general minimum time rate which would be payable if the worker were not a night worker and a minimum overtime rate did not apply.

(2) "CUSTOMARY HOLIDAY" means—

(*a*) 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 (*or where another day is substituted therefor by national proclamation, that day*) and August Bank Holiday;

(*b*) 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 four weeks before the holiday; or

(*c*) 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 therefor, being either a day recognised by local custom as a day of holiday in substitution for the said day or a day fixed by agreement between the employer and the worker or his representative.

(3) "NIGHT WORKER" has the same meaning as in paragraph 14.

WAITING TIME

17.—(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 he were a time worker.

PART V

CONDITIONS AS TO APPRENTICES AND LEARNERS

APPRENTICES TO CUTTING AND NAILING

18.—(1) Subject to the provisions of this Schedule, the general minimum time rates specified in paragraph 3(3) apply only to an apprentice to cutting and nailing in whose case the conditions following are fulfilled—

(*a*) the apprentice shall be employed during the whole of his time for a period of five years as an apprentice to cutting and nailing under a written contract of apprenticeship which has been duly executed and which includes the following provisions, which the Wages Council considers necessary for securing the effective instruction of the apprentice, or provisions substantially to the same effect and no provisions contrary thereto:—

(i) the apprentice of his own free will and with the consent of the guardian binds himself to serve the employer as his apprentice in his trade of furrier for a term of five years;

(ii) the employer shall keep the worker as his apprentice during the said term, and to the best of his power, skill and knowledge instruct the apprentice or cause him to be instructed in cutting and nailing in the Furriers' Section of the fur trade;

(iii) the employer shall keep the apprentice under his own supervision or place him under one or more fully qualified journeymen;

(iv) during the first three years of apprenticeship the employer shall not require the apprentice to work any time in respect of which any minimum overtime rates would apply under Part IV of this Schedule to a worker employed on time work;

(v) during the first two years of apprenticeship the employer shall not require the apprentice to do any piece work;

(*b*) in the establishment in which the apprentice is employed the number of apprentices to cutting and nailing shall be limited in proportion to the number of journeymen employed in the cutting and nailing branch at the time of the engagement of the apprentice as follows—

Number of Journeymen	Number of Apprentices
5 or under	1
From 6 to 10	2
From 11 to 15	3
From 16 to 20	4
From 21 to 25	5

and thereafter in the proportion of one additional apprentice to each five additional journeymen, any number of journeymen in excess of an exact multiple of five being treated as five;

(*c*) the apprentice shall be the holder of a certificate of registration of apprenticeship issued by the Wages Council or shall have made an application for such a certificate which has been acknowledged and is still under consideration:

Provided that the certification of an apprentice may be cancelled by the Wages Council if the other conditions of apprenticeship are not complied with.

(2) For the purpose of determining the proportion of apprentices to journeymen in accordance with the last preceding sub-paragraph, "journeyman" means a male or female worker other than an apprentice or a learner, and an employer who employs no journeymen but personally instructs an apprentice shall be treated as a journeyman.

APPRENTICES IN THE DRESSERS AND DYERS' SECTION

19.—(1) Subject to the provisions of this Schedule, the minimum remuneration specified in paragraph 10 applies only to an apprentice to dressing and dyeing in whose case the conditions following are fulfilled:—

(*a*) the apprentice shall be employed during the whole of his time for a period of four years as an apprentice to dressing and dyeing under a written contract of apprenticeship, entered into on or after his sixteenth birthday, which is duly executed and which includes the following provisions which the Wages Council considers necessary for securing the effective instruction of the apprentice or provisions substantially to the same effect and no provisions contrary thereto:—

(i) the apprentice of his own free will and with the consent of the guardian, binds himself to serve the employer as his apprentice in his trade of fur dressing and dyeing for a term of four years;

(ii) the apprentice shall during the period of service attend at his own expense or that of his guardian such classes outside the factory as his employer may from time to time recommend;

(iii) the employer shall keep the worker as his apprentice during the said term and to the best of his power, skill and knowledge, instruct the apprentice or cause him to be instructed in hand fleshing or rotary machine fleshing or shaving or unhairing, and during the first six months of service shall give the apprentice opportunity for spending a proportion of his time on work in all sections in the dressing and dyeing shop as carried on by the employer;

(iv) the employer shall keep the apprentice under his own supervision or place him under a fully qualified journeyman;

(v) during the first six months of service the employer shall not put the apprentice on piece work;

(*b*) in the establishment in which the apprentice is employed the number of apprentices to dressing and dyeing shall be limited in proportion to the number of journeymen in the service of the employer in the Dressers and Dyers' Section at the time of the engagement of the apprentice as follows:—

Number of Journeymen	Number of Apprentices
5 or under	1
From 6 to 10	2
From 11 to 15	3
From 16 to 20	4
From 21 to 25	5

and thereafter in the proportion of one additional apprentice to each additional five journeymen, any number of journeymen in excess of an exact multiple of five being treated as five;

(*c*) the apprentice shall be the holder of a certificate of registration of apprenticeship issued by the Wages Council or shall have made application jointly with the employer to the Wages Council for such a certificate which has been acknowledged and is still under consideration:

Provided that the certification of an apprentice may be cancelled by the Wages Council if the other conditions of apprenticeship are not complied with.

(2) For the purpose of determining the proportion of apprentices to journeymen in accordance with the provisions of the last preceding sub-paragraph, "journeyman" means a worker employed as a hand flesher, rotary machine flesher, shaver or unhairer to whom there apply the general minimum piece rates for fleshers, shavers or unhairers specified in Part VI of this Schedule or the general minimum time rates for such workers specified in paragraph 9, and an employer who employs no journeymen but personally instructs the apprentice shall be treated as a journeyman.

PROSPECTIVE APPRENTICES

20. Notwithstanding the foregoing provisions of this Schedule, where an employer employs a worker as a prospective apprentice for a probationary period not exceeding four weeks and all the appropriate conditions as to apprenticeship other than those with regard to employment under a written contract of apprenticeship and certification by the Wages Council are fulfilled, the minimum remuneration applicable to that worker during the said period shall be that applicable to an apprentice employed in accordance with the conditions specified in paragraph 18 or paragraph 19 as the case may be and, in the event of the worker being continued thereafter at his employment as an apprentice, the said probationary period shall for the purpose of this Schedule be treated as part of the period of apprenticeship, whether or not it is included therein.

LEARNERS TO CUTTING AND NAILING

21. The general minimum time rates specified in sub-paragraph (4) of paragraph 3 apply to a learner to cutting and nailing who (not being an apprentice to whom the minimum rates in sub-paragraph (3) of that paragraph apply) is employed during the whole or a substantial part of his time for a period not exceeding six years in learning cutting and nailing by an employer who provides him with reasonable facilities for such learning.

LEARNERS TO MACHINING, LINING, FINISHING OR HAND FUR SEWING

22. The minimum rates specified in sub-paragraph (3) of paragraph 5 apply to a learner to machining, lining, finishing or hand fur sewing, or to two or more of such operations, who is employed during the whole or a substantial part of her time for a period not exceeding five years in learning machining, lining, finishing or hand fur sewing; or two or more of such operations, by an employer who provides her with reasonable facilities for such learning.

PART VI

GENERAL MINIMUM PIECE RATES

HAND OR MACHINE FLESHING

23.—(1) The general minimum piece rates applicable to workers employed on piece work (other than apprentices to whom paragraph 10 applies, during the first three years of their apprenticeship) on any of the operations specified in Columns 2, 3 and 4 of table I or Columns 2 and 3 of table II in sub-paragraph (2) of this paragraph are the appropriate piece rates set out in the said tables increased—

(*a*) *in respect of Mink (blubbering); Mink, Farm; Musquash, Russian; and Weasel, Chinese, by* 12½ *per cent.; and*

(*b*) in respect of all other skins, by 25 per cent.

(2) The following are the tables of piece rates referred to in sub-paragraph (1) of this paragraph:—

TABLE 1

Skin (of any size except where otherwise stated) Column 1	Hand Fleshing (per skin except where otherwise stated) Column 2	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) Column 3	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) Column 4
	s. d.	s. d.	s. d.
Anteater	4 7	2 4	—
Antelope Furriers (hand or machine)	3½	3½	—
„ Cow or large Furriers (hand or machine)	5½	5½	—
Badger	11	4	2
Baranduki	1½	—	—
Bears, Black	5 9	1 11	—
„ „ Cub	2 11	1 0	—
„ Brown	6 9	2 3	—
„ „ Cub	3 4	1 1	—
„ Grizzly	9 8	3 3	—
„ „ Cub	4 9	1 7	—
„ Green	19 4	5 0	—
„ „ Cub	9 8	2 5	—
„ Indian	9 8	2 5	—
„ „ Cub	4 10	1 7	—
„ Polar	14 6	3 9	—
„ „ Cub	7 2	2 5	—
Beaver	2 3½	2 3½	—
„ Cub	1 5½	8½	—
Buffalo	17 3	8 6	—
Bullock	17 3	8 6	—
Cat, Biscution	8	2½	1½
„ Bush	1 0	4	1½
„ Civet	2½	—	—
„ Dutch	5	1½	—
„ House	5	1½	1
„ Leopard (hand or machine)	11½	1 1½	—
„ Luke	1 3½	5	2½
„ Lynx	1 8½	6	2½
„ Ocelot (hand or machine)	7	8	—
„ Serval	11½	4	1½
Cheetah	3 10	1 11	—
Chinchilla, Real	8	—	—
„ Bastard	2½	—	—
„ Rat	2½	—	—
Chinchillona	4	—	—
Cow	17 3	8 6	—
Calf (English)	9 8	4 10	—
„ (English stillborn)	2 7	10	—
„ Other types	1 11	8	—
Coyote	1 2	5	—
Deer, Antelope	6 6	3 3	—
„ Dik Dik	9½	4½	—
„ Duiker	1 0	6	—
„ Elk	5 9	2 10½	—

TABLE 1—*continued*

Skin (of any size except where otherwise stated) Column 1	Hand Fleshing (per skin except where otherwise stated) Column 2	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) Column 3	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) Column 4
	s. d.	s. d.	s. d.
Deer, Fawn	1 2½	7½	—
„ Gazelle	1 9	11½	—
„ Hartbeest	4 9	2 4½	—
„ Park	2 11	1 5½	—
„ Reindeer	2 11	1 5½	—
„ Sprinkbok	1 10	11	—
„ Waterbuck	5 9	2 10½	—
Dogs, Furriers	1 7	6½	—
„ Odd Skins	3 3	1 7½	—
Donkey	17 3	8 6	—
Ermine (including Solongoi)	*2*	—	—
Fischer	1 9	10½	—
Fitch, Open	*3*	*1½*	*¾*
„ (extra if opened by flesher)	*½*	—	—
„ Cased	*3½*	1½	*¾*
Flying Fox / Flying Squirrel	7	2¼	—
Fox, Australian	*1 0*	*4*	*1¾*
„ Balkan, Caucasian and Persian	*1 0*	*4*	*1¾*
„ Black	2 6	—	—
„ Blue	2 6	—	—
„ Cross	2 6	—	—
„ Grey	*10½*	*3½*	*1½*
„ Jap	*10½*	*3½*	*1½*
„ Kit	*8½*	*3*	*1½*
Fox, South American (other than Kit)	*11*	*4*	*1½*
„ Silver	2 6	—	—
„ White	*1 9*	—	—
„ Russian (Reds and Mongolian)	*1 3*	*5*	*1¾*
„ Canadian	*1 3*	*4¼*	2
„ American	*1 3*	*4¼*	2
„ Platina	2 6	—	—
„ Kamchatka	*2 0*	*8*	*3½*
„ Cape	*10½*	*3½*	*1½*
„ Swedish	*1 3*	*5*	2
„ Indian	*8½*	*2¾*	*1¼*
„ King	*8½*	*2¾*	*1¼*
„ All unspecified types (other than Kit)	*1 0*	*4*	*1¾*
„ For boning and/or fleshing tails	4	—	—
„ Boning paws (per paw)	2	—	—
Gazelle, Furriers	3	1½	—
Goats	1 9	7	—
„ Kid	7	2¼	—
Hamster	*1¾*	—	—
Hare	*3¾*	—	—
Horse	18 3	9 1	—
„ Pony (British)	18 3	9 1	—
„ Foals for furrier purposes	1 9	10½	—
Hyena	3 6	1 9	—
Hyrax	4	1½	—
Jackal (All types)	*10½*	*3½*	*1¾*
„ Boning paws (per paw)	2	—	—
Jaguar	4 7	2 4	—

TABLE 1—*continued*

Skin (of any size except where otherwise stated) Column 1	Hand Fleshing (per skin except where otherwise stated) Column 2	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) Column 3	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) Column 4
	s. d.	s. d.	s. d.
Jap Mink	3	3	—
Kangaroo, Large	1 6	9	—
,, Medium	1 2	7	—
,, Small	9½	4½	—
Kolinsky	3	—	—
,, (extra if opened by flesher)	½	—	—
Lambs, Indian	7	2¼	—
,, Persian	11	3¾	2
Leopard	4 3	2 4½	—
,, Snow	4 6	2 6	—
Lion	9 0	4 6	—
Lioness	6 0	3 0	—
Llama	3 6	1 2	—
Lynx	*2* 9	*1* 6	5
Marmot	3½	1¼	¾
,, *Kansu*	*5*	*1¾*	—
,, Kotel	2½	1	½
,, Mindel	2 4 (per doz.)	—	—
Marten (All species, including Canadian Sable) (hand or machine)	5	5	—
Mink (blubbering)	8	—	—
,, Wild	5	5	—
,, Farm (hand or machine)	5	5	—
Mole	1	¼	—
,, South African	1¾	½	—
Monkey	10½	5½	—
Musquash, Natural Black	3	*1 6* (*per doz.*)	7 (per doz.)
,, Western	16 9 (per 100)	*1 0* (*per doz.*)	7 (per doz.)
,, Southern	16 9 (per 100	*1 0* (*per doz.*)	7 (per doz.)
,, *French*, Finnish and Czech	16 9 (per 100)	*1 0* (*per doz.*)	7 (per doz.)
,, Russian (clean scraped only)	15 6 (per 100)	*1 0* (*per doz.*)	—
,, *Chinese*	*18 0* (*per 100*)	*1 0* (*per doz.*)	—
,, (Kit and Mice)	1¾	—	—
Nutria	7	2¼	—
Ocelot (proper) (hand or machine)	9	1 2	—
Opossum, American	*3*	*1¼*	¾
,, Australian	3½	*1¼*	¾
,, Ringtail	*3*	*1¼*	¾
,, Tasmanian	*5*	*2¼*	1
,, Victorian	*5*	*2¼*	1
,, New Zealand	*5*	*2¼*	1
Otter, Open	1 9	7	—
,, Cased	2 3½	1 2	—
,, Sea	5 9	2 10½	—
,, Cub	2 10½	1 5	—

TABLE 1—*continued*

Skin (of any size except where otherwise stated) Column 1	Hand Fleshing (per skin except where otherwise stated) Column 2	Hand or Machine: Paring out all over from Pickle or Leather (per skin except where otherwise stated) Column 3	Hand or Machine: Paring out Heads and Necks from Pickle or Leather (per skin except where otherwise stated) Column 4
	s. d.	s. d.	s. d.
Pahmi	2½	1½	—
Panther	3 6	1 9	—
Peschaniki	*16 6* (*per 100*)	*5 6* (*per 100*)	—
Platypus	7	2½	—
Puma	3 6	1 9	—
Rabbit, Wild	1¾	·67	—
,, ,, (extra if opened by flesher)	¼	—	—
Rabbit, English and French Tames (Price to include cutting open by the Flesher)			
Rabbits Entredeux	*3*	—	—
,, *Clapier*	*4*	*1½*	—
,, *Fortes*	*4½*	*1½*	—
Racoon	*1 0*	*4*	1¾
,, Russian	1 3	1 3	—
Sable, Russian (hand or machine)	8	8	—
Unhairing			
Seal (Fur) — s. 20, d. 8 per skin	—	—	—
,, Wig — s. 14, d. 8 ,,	—	—	—
,, Middling — s. 11, d. 2 ,,	—	—	—
,, Small — s. 8, d. 0 ,,	—	—	—
,, Large Pup — s. 6, d. 10 ,,	—	—	—
,, Middling Pup	—	—	—
Sheep (odd skins)	2 11	1 0	—
,, Furriers	1 6	—	—
Skunk	*4*	*2* (*Including heads and necks*)	—
Squirrel, Canadian	*1½*	—	—
,, All other types	*2*	—	—
Susliki	1¾	—	—
Tiger	5 9	2 11	—
,, Cub	2 10½	2 0	—
Vicuna / Guanaco	2 4	1 2	—
Viscasha	5¾	2½	—
Wallaby, Large	10½	4	—
,, Medium	7	3	—
,, Small	5½	2	—
Weasel and Stoat	1¾	—	—
Weasel, Chinese	3½	3½	—
Wolf, Russian and Large Timber	*3 6*	*1 1*	—
,, Other types	*1 9*	*7*	—
Wolverine	1 9	7	—
Wombat	10½	3½	1¾
Zebra	46 0	12 0	—

TABLE II

HAND BEAM WORK ONLY

Skin Column 1	Cutting down (per skin) Column 2	Shaving (per skin) Column 3
	s. d.	s. d.
Bears, Black	5 9	1 11
,, ,, Cub	2 11	1 0
,, Brown	6 6	3 0
,, ,, Cub	3 6	1 6
,, Grizzly	10 0	5 0
,, ,, Cub	5 0	2 6
,, Green	19 4	5 0
,, ,, Cub	9 8	2 5
,, Indian	10 0	5 0
,, ,, Cub	5 0	2 6
,, Polar	12 6	7 6
,, ,, Cub	7 2	2 10
Bullock	20 0	10 0
Cheetah	5 0	2 6
Cow	20 0	10 0
Donkey	20 0	10 0
Horse	30 0	10 0
Jaguar	5 0	3 0
Leopard	5 0	2 6
,, Snow	5 0	2 6
Lion	10 0	7 6
Lioness	7 6	5 0
Puma	5 0	2 6
Tiger	7 6	5 0
Zebra	46 0	12 0

(3) Subject to the provisions of sub-paragraph (1) of this paragraph the piece rate applicable to workers employed on machine fleshing (except where it is indicated in Column 1 of table I in sub-paragraph (2) of this paragraph that the rate applies to both hand and machine fleshing), is the appropriate rate shown in Column 2 of the said table, LESS 25 per cent.

24.—(1) The general minimum piece rate for paring out all over from pickle or leather, where no piece rate is specified in Column 3 of table I in sub-paragraph (2) of paragraph 23, shall be an amount equal to one-third of the appropriate general minimum piece rate for hand fleshing or machine fleshing applicable to the worker under the provisions of paragraph 23.

(2) The general minimum piece rate for tubbing shall be an amount equal to the appropriate general minimum piece rate for hand fleshing (excluding extras) applicable to the worker under the provisions of paragraph 23.

25.—(1) The general minimum piece rates applicable to workers (other than apprentices to whom paragraph 10 applies, during the first three years of their apprenticeship) employed on fleshing pony or lamb skins where roller or rotary machines are used are the piece rates specified in the next sub-paragraph increased by 25 per cent.

(2) The piece rates referred to in the foregoing sub-paragraph are:—

(*a*) Pony skins, when taken off the roller fleshing machines:—

8½d. per skin for one operation, with an addition of 5½d. per skin if paring out is required to be done;

(*b*) Lamb skins:—

(i) rotary machine fleshing 5¼d. per skin,

(ii) when taken off the roller machine for further paring out operation by hand or rotary machine—3¼d. per skin,

(iii) cutting down of necks by fleshing (rotary) machine—1d. per skin.

26. In this Part of this Schedule,

(1) "BEAM WORK" means—

(*a*) such damping as may be required on all skins (except beaver, hair or fur seals) after liquoring by tubber has been completed; and

(*b*) cutting down and shaving, or either of these operations;

(2) "HAND FLESHING" means—

(*a*) fleshing throughout after all liquoring and damping has been completed for the fleshers;

(*b*) cleaning off afterwards where imperfect fleshing has been done in the initial stages; and

(*c*) cutting open and pulling over or either of such operations in the raw state before or after fleshing or damping;

(3) "FLESHING THROUGHOUT" does not include boning of fleshing tails, shaving, paring out, thinning edges, boning paws or burring ears (that is to say, taking shells completely out) where separate piece rates are specified for those operations in this Part of this Schedule, but includes, in the case of hand fleshing, any damping of completed skins performed by the flesher at his own option;

(4) "MACHINE FLESHING" means—

(*a*) fleshing throughout on the machine; and

(*b*) cleaning off afterwards on the machine where imperfect fleshing has been done in the initial stages; and

(*c*) cutting open and pulling over or either of such operations in the raw state before or after fleshing or damping;

(5) "PARING OUT" means shaving, paring out, thinning edges;

(6) "PULLING" means removing upper portion of hair;

(7) "TUBBING" means—

(*a*) preparing skins for the flesher and after fleshing leathering them in a tub and completing the dressing, or

(*b*) preparing skins for the flesher and after fleshing preparing them and putting them through the machine for leathering and completing the dressing;

(8) "UNHAIRING" means preparing skins by soaking and heating and removing hair.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order which has effect from 22nd September 1967 sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Fur) Order 1963 (Order Z. (81)), which is revoked.

New provisions are printed in italics.