STATUTORY INSTRUMENTS

1975 No. 1910

WAGES COUNCILS

The Wages Regulation (Fur) Order 1975

Made - - -	*24th November* 1975
Coming into Operation	*15th December* 1975

Whereas the Secretary of State has received from the Fur Wages Council (Great Britain) the wages regulation proposals set out in the Schedules 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 (Fur) Order 1975.

2.—(1) In this Order the expression "the specified date" means the 15th December 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 the Schedules hereto shall have effect as from the specified date and as from that date the Wages Regulation (Fur) Order 1971(**d**) shall cease to have effect.

Signed by order of the Secretary of State.

24th November 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. 1971/1381 (1971 II, p. 3882).

SCHEDULE 1 Article 3

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Fur) Order 1971 (Order Z. (92)).

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:

(i) where a general minimum piece rate applies under Part V, 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.

(2) In this Schedule the expression "hourly general minimum time rate" means the general minimum time rate applicable to the worker under Part II of this Schedule divided by 40.

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(a), 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;

(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.

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

PART II

GENERAL MINIMUM TIME RATES AND PIECE WORK BASIS TIME RATES

FUR SORTERS' SECTION
GENERAL MINIMUM TIME RATES

3. The general minimum time rates per week of 40 hours applicable to workers employed in the Fur Sorters' Section in merchants' or brokers' warehouses are as follows:—

	£
(1) *FUR SORTERS aged 21 years or over*	
Fully trained, with less than one year's experience	*38*
Fully trained, with at least one year's experience	*42*
(2) *WORKERS aged 21 years or over and employed in a fur sorting department under the supervision of a trained fur sorter*	*25*
(3) *ALL OTHER WORKERS employed in the fur sorting section, being aged*	
18 years or over	*25*
Under 18 years	*21*

DRESSERS' AND DYERS' SECTION
GENERAL MINIMUM TIME RATES

4. The general minimum time rates per week of 40 hours applicable to workers in the Dressers' and Dyers' Section are as follows:—

	£
(1) *TUBBERS, fully qualified*	*30*
(2) *WORKERS EMPLOYED AS ROLLER FLESHING MACHINE OPERATORS OR SCUDDERS (other than shaving machine operators)—*	
fully qualified	*35*
(3) *WORKERS EMPLOYED AS HAND FLESHERS OR ROTARY FLESHING MACHINE OPERATORS—*	
All workers	*35*
(4) *ALL OTHER WORKERS, INCLUDING TRAINEES, employed in the Dressers' and Dyers' Section, aged*	
18 years or over	*25*
Under 18 years	*20*

PIECE WORK BASIS TIME RATE

5. The piece work basis time rate per week of 40 hours applicable to workers employed in the Dressers' and Dyers' Section as roller fleshing machine operators (other than shaving machine operators) is as follows:—

	Per week £
All workers	*35*

FURRIERS' SECTION

GENERAL MINIMUM TIME RATES

6. The general minimum time rates per week of 40 hours applicable to workers in the Furriers' Section are as follows:—

			Greater London	*Areas other than Greater London*
			£	£
(1)	(a)	*QUALIFIED CUTTERS who have worked in the Section for at least 4 years and are fully qualified to match, cut and assemble all furs in general use*	*45·00*	*40·00*
	(b)	*ALL OTHER WORKERS mainly engaged in the cutting or trimming of furs (that is, coney and all wool-bearing lamb and sheepskins) who have worked in the Section for at least 4 years*	*39·38*	*35·00*
(2)	(a)	*QUALIFIED FUR MACHINISTS who have worked in the Section for at least 4 years and are fully qualified to work on all furs in general use*	*39·38*	*35·00*
	(b)	*ALL OTHER WORKERS mainly engaged as fur machinists (that is, on coney and all wool-bearing lamb and sheepskins) who have worked in the Section for at least 4 years*	*36·00*	*32·00*
(3)	(a)	*QUALIFIED NAILERS who have worked in the Section for at least 4 years and are fully qualified to work on all furs in general use*	*39·38*	*35·00*
	(b)	*ALL OTHER WORKERS mainly engaged as nailers (that is, on coney and all wool-bearing lamb and sheepskins) who have worked in the Section for at least 4 years*	*36·00*	*32·00*
	(c)	*QUALIFIED LINERS, FINISHERS, HAND SEWERS AND MACHINISTS (other than fur machinists) who have worked in the Section for at least 4 years and are fully qualified to work on all furs in general use*	*37·13*	*33·00*
	(d)	*ALL OTHER WORKERS mainly engaged as finishers, hand sewers and machinists (other than fur machinists) (that is, on coney and all wool-bearing lamb and sheepskins) who have worked in the Section for at least 4 years*	*33·75*	*30·00*
(4)		*ALL OTHER WORKERS in the manufacturing section being*		
		20 years of age or over	*28·13*	*25·00*
		19 years of age and under 20	*25·88*	*23·00*
		18 years of age and under 19	*23·63*	*21·00*
		17 years of age and under 18	*21·38*	*19·00*
		16 years of age and under 17	*18·00*	*16·00*

PIECE WORK BASIS TIME RATE

7. The piece work basis time rate applicable to workers in the Furriers' Section is a rate equal to one-and-one-third times the appropriate hourly general minimum time rate.

DEFINITIONS

8. 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;

"*GREATER LONDON*" *means the area so defined in the London Government Act 1963*(a);

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

"*SCUDDER*" *means a worker engaged in removing flesh from rabbits only;*

"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

9.—(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

10.—(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;

(a) 1963 c. 33.

(*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 times worked—Double time.

(*d*) In any week exclusive of any time in respect of which a minimum overtime rate is payable under the provisions of (*a*), (*b*) or (*c*) above—

For all time worked in excess of 40 hours—Time-and-a-half.

(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.

11. 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; *26th December if it be not a Sunday; 27th December in a year in which 25th or 26th December is a Sunday; New Year's Day if it be not a Sunday or, if it be a Sunday, 2nd January; Good Friday; Easter Monday; the last Monday in May; and the last Monday in August; (or where another day is substituted for any of the above days by national proclamation, that day);*

(*b*) In Scotland—

New Year's Day, *if it be not a Sunday or, if it be a Sunday, 2nd January;*
the local Spring holiday;
the local Autumn holiday; and
four 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 9.

WAITING TIME

12.—(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

GENERAL MINIMUM PIECE RATES

HAND OR MACHINE FLESHING

13. The general minimum piece rates applicable to workers employed on piece work in any of the operations specified in Columns 2, 3 and 4 of Table I or Columns 2 and 3 of Table II of this paragraph are the rates set out in those tables.

TABLE I

Skin (of any size except where otherwise stated) Column 1	*Hand Fleshing (per 100 skins) Column 2*	*Machine Fleshing (per 100 skins) Column 3*	*Paring out all over from Pickle or Leather by hand or machine (per 100 skins) Column 4*
	£	£	£
Anteater	*41·38*	*31·04*	*21·06*
Antelope furriers (hand or machine)	*2·63*	*2·63*	*2·63*
,, Cow or large Furriers (hand or machine)	*3·94*	*3·94*	*3·94*
Badger	*8·25*	*6·19*	*3·00*
Baranduki	*1·31*	*0·99*	—
Bears, Black	*51·88*	*38·91*	—
,, ,, Cub	*26·31*	*19·74*	—
,, Brown	*61·19*	*45·89*	—
,, ,, Cub	*30·06*	*22·55*	—
,, Grizzly	*87·31*	*65·49*	—
,, ,, Cub	*42·88*	*32·15*	—
,, Green	*174·63*	*130·96*	*45·13*
,, ,, Cub	*87·25*	*65·44*	*21·81*
,, Indian	*87·25*	*65·44*	*21·81*
,, ,, Cub	*43·63*	*32·71*	—
,, Polar	*130·81*	*98·11*	*33·81*
,, ,, Cub	*64·63*	*48·46*	—
Beaver	*20·69*	*15·51*	*20·69*
,, Cub	*13·00*	*9·75*	*6·38*
Buffalo	*155·63*	*116·73*	*76·69*
Bullock	*155·63*	*116·73*	*76·69*

TABLE I—*continued*

Skin (of any size except where otherwise stated) Column 1	*Hand Fleshing (per 100 skins) Column 2*	*Machine Fleshing (per 100 skins) Column 3*	*Paring out all over from Pickle or Leather by hand or machine (per 100 skins) Column 4*
	£	£	£
Cat, Biscution	*6·00*	*4·50*	—
„ Bush	*9·06*	*6·80*	—
„ Civet	*1·88*	*1·41*	—
„ Dutch	*3·75*	*2·81*	—
„ House	*3·63*	*2·73*	—
„ Leopard (hand or machine) ...	*9·38*	*9·38*	*9·38*
„ Luke	*11·63*	*8·73*	—
„ Lynx	*15·63*	*11·73*	—
„ Ocelot (hand or machine) ...	*5·50*	*5·50*	*5·50*
„ Serval	*8·63*	*6·48*	—
Cheetah	*34·56*	*25·93*	*17·31*
Chinchilla	*6·25*	*4·69*	—
Cow	*155·63*	*116·73*	*76·69*
Calf (English)	*87·31*	*65·49*	*43·63*
„ (English stillborn)	*23·31*	*17·49*	*7·56*
„ Other types	*17·25*	*12·94*	—
Coyote	*10·56*	*7·93*	—
Deer, Antelope	*58·63*	*43·98*	*29·31*
„ Dik Dik	*7·13*	*5·35*	*3·56*
„ Duiker	*9·06*	*6·80*	*4·50*
„ Elk	*51·88*	*38·91*	*25·94*
„ Fawn	*10·88*	*8·16*	*5·44*
„ Gazelle	*15·81*	*11·86*	*8·63*
„ Hartbeest	*42·88*	*32·16*	*21·44*
„ Park	*26·25*	*19·69*	*13·13*
„ Reindeer	*26·25*	*19·69*	*13·13*
„ Springbok	*16·56*	*12·43*	*8·25*
„ Waterbuck	*52·25*	*39·44*	*26·13*
Dogs, Furriers	*14·31*	*10·74*	—
„ Odd skins	*29·31*	*21·99*	—
Donkey	*155·63*	*116·73*	*76·69*
Ermine (including Solongoi) ...	*1·56*	*1·18*	—
Fischer	*15·75*	*11·81*	*7·94*
Fitch, Open	*2·31*	*1·74*	—
„ (extra if opened by flesher)...	*0·31*	*0·31*	—
„ Cased	*2·63*	*1·98*	—
Flying Fox	*5·25*	*3·94*	—
Flying Squirrel	*5·25*	*3·94*	—
Fox, Black	*21·88*	*16·41*	—
„ Blue	*21·88*	*16·41*	—
„ Cross	*21·88*	*16·41*	—
„ Silver	*21·88*	*16·41*	—
„ Platina	*21·88*	*16·41*	—
„ Kamchatka	*21·88*	*16·41*	—
„ Russian	*11·50*	*8·63*	—
„ Canadian	*11·50*	*8·63*	—
„ American & European ...	*11·50*	*8·63*	—
„ Australian	*9·38*	*7·04*	—
„ Persian	*9·38*	*7·04*	—
„ English	*9·38*	*7·04*	—
„ S. American (other than Kit)	*9·38*	*7·04*	—
„ Cape	*9·38*	*7·04*	—
„ All Kits	*6·75*	*5·06*	—
„ Indian	*6·75*	*5·06*	—
„ King	*6·75*	*5·06*	—
„ White	*15·63*	*11·73*	—

TABLE I—*continued*

Skin (of any size except where otherwise stated) Column 1	*Hand Fleshing (per 100 skins)* *Column 2*	*Machine Fleshing (per 100 skins)* *Column 3*	*Paring out all over from Pickle or Leather by hand or machine (per 100 skins)* *Column 4*
	£	£	£
Fox, Boning paw (per 100 pairs) ...	*2·75*	—	—
,, Boning and/or Fleshing tails (per 100)			
Gazelle, Furriers	*2·25*	*1·69*	—
Goats	*15·81*	*11·86*	—
,, Kid	*5·25*	*3·94*	—
Hamster	*1·25*	*0·94*	—
Hare	*2·88*	*2·16*	—
Horse	*165·00*	*123·75*	*82·50*
,, Pony (British)	*165·00*	*123·75*	*82·50*
,, Foals for furrier purposes ...	*15·81*	*11·86*	*7·88*
Hyena	*31·56*	*23·68*	*15·81*
Hyrax	*3·00*	*2·25*	—
Jackal (all types)	*7·88*	*5·91*	—
,, Boning paws (per 100 paws)	*1·50*	—	—
Jaguar	*41·38*	*31·03*	*21·06*
Jap Mink	*2·34*	*1·76*	—
Kangaroo, Large	*13·56*	*10·16*	*6·75*
,, Medium	*10·38*	*7·79*	*5·19*
,, Small	*6·75*	*5·06*	*3·38*
Kolinsky	*2·34*	*1·76*	—
,, (extra if opened by flesher)	*0·25*	*0·25*	—
Lambs, Indian	*5·25*	*3·94*	—
,, Persian	*8·25*	*6·19*	—
Leopard	*38·38*	*28·78*	*21·44*
Lion	*81·25*	*60·94*	*40·63*
Lioness	*54·13*	*40·60*	*27·06*
Llama	*31·56*	*23·68*	—
Lynx	*24·81*	*18·61*	*13·50*
Marmot	*2·56*	*1·93*	—
,, Kansu	*3·94*	*2·95*	—
,, Kotel	*1·81*	*1·36*	—
,, Mindel	*1·69*	*1·27*	—
Marten (All species, including Canadian Sable) (hand or machine)	*4·19*	*4·19*	*4·19*
Mink (blubbering)	*6·25*	—	—
,, Wild (hand or machine) ...	*3·63*	*3·63*	*3·63*
,, Farm (hand or machine) ...	*3·25*	*3·25*	*3·25*
Mole	*0·75*	*0·56*	—
,, South African	*1·31*	*0·99*	—
Monkey	*7·88*	*5·91*	*3·94*
Musquash, Natural Black ...	*2·34*	*1·76*	*1·17*
,, Western	*1·50*	*1·13*	*0·72*
,, Southern	*1·50*	*1·13*	*0·72*
,, French, Finnish and Czech	*1·50*	*1·13*	*0·72*
,, Russian (clean scraped only)	*1·22*	*0·92*	*0·66*
,, Chinese	*1·56*	*1·17*	*0·72*
,, Kit and Mice	*1·25*	*0·94*	—
Nutria (large and medium) ...	*5·19*	*3·89*	—
,, (small)	*4·81*	*3·61*	—
Ocelot (proper) (hand or machine)	*6·75*	*6·75*	*10·56*
Opossum, American	*2·38*	*1·78*	—
,, Australian	*2·75*	*2·06*	—
,, Ringtail	*2·31*	*1·74*	—
,, Tasmanian	*3·88*	*2·91*	—

TABLE I—*continued*

Skin (of any size except where otherwise stated) Column 1	*Hand Fleshing (per 100 skins) Column 2*	*Machine Fleshing (per 100 skins) Column 3*	*Paring out all over from Pickle or Leather by hand or machine (per 100 skins) Column 4*
	£	£	£
Opossum, Victorian	3·88	2·91	—
,, New Zealand	3·88	2·91	—
Otter, Open	15·75	11·81	—
,, Cased	20·69	15·51	10·50
,, Sea	52·25	39·19	26·13
,, Cub	25·94	19·45	12·81
Pahmi	1·81	1·36	0·94
Panther	31·56	23·68	15·81
Peschaniki	1·50	1·13	0·50
Platypus	5·25	3·94	—
Puma...	31·56	23·68	15·81
Rabbit, Wild	1·31	0·99	—
,, Battery	1·56	1·17	—
,, (extra if opened by flesher)	0·19	0·19	—
Rabbit English Dutch German Swiss (Price to include cutting open by the Flesher)	3·13	2·34	—
Rabbit Entredeux	2·06	1·55	—
,, Clappier	2·75	2·06	—
,, Fortes	3·06	2·30	—
Raccoon	8·88	6·65	—
,, Russian	10·94	8·20	10·94
Sable, Russian (hand or machine)	6·25	6·25	6·25
Seal (Fur)	—	—	—
,, Wig ...	—	—	—
,, Middling	—	—	—
,, Small ...	—	—	—
,, Large Pup	—	—	—
,, Middling Pup	—	—	—
Sheep (Odd skins)	26·31	19·74	—
,, Furriers	13·56	10·18	—
Skunk	3·00	2·25	1·50
Squirrel, Canadian	1·09	0·82	—
,, all other types	1·41	1·06	—
Susliki	1·56	1·17	—
Vicuna	21·06	15·80	10·56
Guanaco	21·06	15·80	10·56
Viscasha	4·31	3·24	—
Wallaby, Large	7·81	5·86	3·00
,, Medium	5·19	3·89	2·25
,, Small	4·19	3·14	1·50
Weasel and Stoat	1·56	1·17	—
Weasel, Chinese	2·34	1·76	—
Wolf, Russian and Large Timber	32·81	24·61	—
,, Other types	16·44	12·33	—
Wolverine	16·44	12·33	—
Wombat	7·88	5·91	—
Zebra	415·00	311·25	108·25

Unhairing
£
1·86 per skin
1·33 ,,
1·01 ,,
0·72 ,,
0·62 ,,

TABLE II

HAND BEAM WORK ONLY

Skin Column 1	Cutting down (per skin) Column 2	Shaving (per skin) Column 3
	p	p
Bears, Black	*53*	*18*
,, ,, Cub	*26*	*9*
,, Brown	*59*	*28*
,, ,, Cub	*31*	*14*
,, Grizzly	*90*	*45*
,, ,, Cub	*45*	*23*
,, Green	*175*	*45*
,, ,, Cub	*88*	*23*
,, Indian	*90*	*45*
,, ,, Cub	*45*	*23*
,, Polar	*113*	*68*
,, ,, Cub	*65*	*25*
Bullock	*180*	*90*
Cheetah	*45*	*23*
Cow	*180*	*90*
Donkey	*180*	*90*
Horse	*270*	*90*
Jaguar	*45*	*28*
Leopard	*45*	*23*
Lion	*90*	*68*
Lioness	*68*	*45*
Puma	*45*	*23*
Zebra	*415*	*109*

14.—(1) The general minimum piece rate for paring out all over from pickle or leather, where no piece rate is specified in Column 4 of Table I of paragraph 13, 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 13.

(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 13.

15. 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) "MACHINE FLESHING" means—

(*a*) fleshing throughout on a rotary or banjo machine;

(*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;

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

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

Article 3 SCHEDULE 2

HOLIDAYS AND HOLIDAY REMUNERATION

The Wages Regulation (Fur) (Holidays) Order 1970(a) (Order Z.(90)) shall have effect as if in the Schedule thereto:

1. For Part II there were substituted the following Part:

"PART II

CUSTOMARY HOLIDAYS

2. (1) An employer shall allow to every worker in his employment to whom this Schedule applies a holiday (hereinafter referred to as a 'customary holiday') in each year on the days specified in the following sub-paragraph, provided that the worker was in his employment for a period of not less than four weeks immediately preceding the customary holiday and has worked for the employer during the whole or part of that period and (unless excused by the employer or absent by reason of the proved illness of, or accident to, of the worker) has worked for the employer throughout the last working day on which work was available to him immediately prior to the customary holiday.

(2) The said customary holidays are:—

(*a*) in England and Wales—

Christmas Day;
26th December if it be not a Sunday; *27th December in a year in which 25th or 26th December is a Sunday;*
New Year's Day if it be not a Sunday or, if it be a Sunday, 2nd January;
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*);

(*b*) in Scotland—

New Year's Day, *if it be not a Sunday or, if it be a Sunday, 2nd January;*
the local Spring holiday;
the local Autumn holiday; and
four 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 agreed between the employer and the worker or his representative.

(3) Notwithstanding the preceding provisions of this paragraph, an employer may (except where in the case of a woman or young person such a requirement would be unlawful) require a worker who is otherwise entitled to any customary holiday under the foregoing provisions of this Schedule to work thereon, and, in lieu of any customary holiday on which he so works, the worker shall be entitled to be allowed a day's holiday (hereinafter referred to as a 'holiday in lieu of a customary holiday') on a week-day on which he would normally work within the period of three weeks next ensuing."

(a) S.I. 1970/810 (1970 II, p. 2640).

2. for the definition of "one day's holiday pay" in Paragraph 11 there were substituted the following definition:—

" 'one day's holiday pay' means—

(1) the appropriate proportion of the remuneration which the worker would be entitled to receive from his employer at the date of the annual holiday, or at the termination of the employment, as the case may require, for one week's work if working his normal working week and the number of daily hours normally worked by him (exclusive of overtime)—

(*a*) in the case of a time worker, under the arrangement current immediately prior to the holiday;

(*b*) in the case of a piece worker other than a flesher, shaver and unhairer, if he were employed as a time worker at a time rate equal to the piece work basis time rate of statutory minimum remuneration then applicable to him as a piece worker or where no piece work basis time rate is applicable, at the appropriate hourly general minimum time rate of statutory minimum remuneration:

(2) in the case of piece workers employed as fleshers, shavers and unhairers ... ... *£3·30*

In this definition 'appropriate proportion' means—

where the worker's normal working week is six days	...	one-sixth
where the worker's normal working week is five days	...	one-fifth
where the worker's normal working week is four days	...	one-quarter
where the worker's normal working week is three days	...	one-third
where the worker's normal working week is two days	...	one-half."

EXPLANATORY NOTE

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

This Order has effect from 15th December 1975. Schedule 1 sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Fur) Order 1971 (Order Z.(92)) which is revoked.

Schedule 2 amends the Wages Regulation (Fur) (Holidays) Order 1970 (Order Z.(90)) by providing for an additional day of customary holiday and repeats the amendment to that Order contained in Schedule 2 to OrderZ.(92),with a further amendment increasing the amount of one day's holiday pay for female fleshers, shavers and unhairers in order to achieve equal pay.

New provisions are printed in italics.

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