STATUTORY INSTRUMENTS

1965 No. 1270

WAGES COUNCILS

The Wages Regulation (Hat, Cap and Millinery) Order 1965

Made - - - - 15*th June* 1965

Coming into Operation 2*nd July* 1965

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Hat, Cap and Millinery Wages Council (Great Britain) the wages regulation proposals set out in Schedules 1 and 2 hereof;

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 (Hat, Cap and Millinery) Order 1965.

2.—(1) In this Order the expression "first specified date" means 2nd July 1965 and the expression "second specified date" means 2nd July 1966 provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, either of those dates does not correspond with the beginning of the period for which the wages are paid, the expression "first specified date" or as the case may require "second 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 Schedules 1 and 2 hereof shall have effect as from the first specified date and as from that date the Wages Regulation (Hat, Cap and Millinery) Order 1964 (c) shall cease to have effect.

Signed by order of the Minister of Labour 15th June 1965.

D. C. Barnes

Deputy Secretary,
Ministry of Labour

SCHEDULE 1

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Hat, Cap and Millinery) Order 1964 (Order H.C.M. (3)).

(a) 7 & 8 Eliz. 2. c. 69.
(b) 52 & 53 Vict. c. 63.
(c) S.I. 1964/1383 (1964 III, p. 3167).

PLEASE WRITE IN INK Before you answer each question you should read it carefully with the notes on that question.

1.	Write your **names and surname.** (For a baby who has not yet been given a name write "Baby" and the surname.)	
2.	What is your **position** in this establishment? For example write "Guest", "Patient", "Staff", "Student", "Boarder", "Crew", "Passenger".	
3.	(NOT APPLICABLE TO THIS FORM)	
4.	If you usually live here write "Here"; if not write your usual address in full. (See Notes.)	
5.	If your **usual address one year ago** (on 24th April, 1965) was the same as that given in reply to question 4 write "Same"; if not write your usual address on 24th April, 1965. (For a child now under one year old write "Under one".)	
6.	If your **usual address 5 years ago** (on 24th April, 1961) was the same as that given in reply to question 5 write "Same"; if not write your usual address on 24th April, 1961. (For a child now under five years old write "Under five".)	
7.	State your **sex** (M or F) and **date of birth.**	Sex / Day / Month / Year
8.	Write "**Single**", "**Married**", "**Widowed**" or "**Divorced**" as appropriate. If you are separated and not divorced, write "Married".	
9.	**Birthplace.** If you were born in England, Wales, Scotland or Ireland write the name of the town or village and the county of your mother's usual address at the time of your birth. If this address was in London write the name of the district. If you were born overseas write the name of the country of your birth. (See Notes.)	

If this form is being completed for a child under 15 the remaining questions (10 to 23) do not apply

	10. Have you had any **job** at any time during the **twelve months ended 23rd April, 1966?** (See Notes.) Write "Yes" or "No". If "Yes" answer question 11. If "No" go on to question 19.	10.
	11. Have you had any **job** at any time during the **week ended 23rd April, 1966?** (See Notes.) Write "Yes" or "No". If "Yes" answer questions 12 to 18. If "No" go on to question 19.	11.
For a person with a job in the week ended 23rd April	12. Write the **name and business** of your main **employer** during the week (See Notes), but if mainly self-employed write either "Self-employed, employs others" or "Self-employed without employees" and also the name and nature of the business. If a trading name is used write that name.	12.
	13. (a) What was your **occupation** in the employment given in reply to question 12? Where appropriate state the material worked or dealt in and if at a mine whether the job was mainly above or below ground. (See Notes.)	13.
	(b) If appropriate write "Apprentice", "Learner" (only if in skilled craft), "Articled clerk", "Articled pupil", "Student apprentice", "Graduate apprentice" or "Management trainee". (See Notes.)	
	14. (a) Was the job given in reply to question 13 **full-time?** (See Notes.) Write "Yes" or "No".	14.
	(b) If "No" how many **hours**, excluding meal breaks, did you work in that job in the week ended 23rd April? (See Notes.)	
	15. What was the full address of your **place of work** for the job given in reply to question 13? (If you are a transport worker, building worker, dock worker or seaman, or have no regular place of work, see Notes). If the work is carried on mainly at home write "At home".	15.
	16. What **method of transport** do you normally use for the longest part, by distance, of your journey to the place of work given in reply to question 15? (See Notes.) If you usually walk all or most of the way to work write "On foot".	16.
	17. (a) Did you do any **other work** for payment or profit during the week ended 23rd April, 1966 in addition to the work described in reply to questions 12 and 13? (See Notes.) Write "Yes" or "No".	17.
	(b) If "Yes" was any of this additional work as an employee? Write "Yes" or "No".	
	18. Did you have a **job on Monday, 18th April 1966?** (See Notes.) Write "Yes" or "No". If "Yes" go on to question 22. If "No" answer questions 19 to 21.	18.
For a person who did not have a job on Monday 18th April	19. On Monday, 18th April, 1966 were you:— (a) Registered at a Ministry of Labour Employment Exchange or Youth Employment Office? Write "Yes" or "No".	19.
	(b) Seeking work but not registered at a Ministry of Labour Employment Exchange or Youth Employment Office? Write "Yes" or "No".	
	(c) Unable to seek work because of temporary sickness or injury? Write "Yes" or "No".	
	(d) Waiting to take up a job starting on 24th April or later? Write "Yes" or "No".	
	(e) Wholly retired? Write "Yes" or "No".	
	(f) Not seeking work for any other reason? Please specify. For example write "Housewife", "Home duties", "Permanent sickness", "Disablement", "Studying", "Private means".	
	20. Write the **name and business** of your **last full-time employer**, but if you were formerly self-employed write either "Self-employed, employed others" or "Self-employed without employees" and also the name and nature of the business. (See Notes.) If you are a student or housewife, or are occupied solely on home duties, you need not answer this question or question 21.	20.
	21. What was your **occupation** in the employment given in reply to question 20? Where appropriate state the material worked or dealt in and if at a mine whether the job was mainly above or below ground. (See Notes.)	21.
	22. Will you be a **student** attending full-time at an educational establishment during the next term? (See Notes.) Write "Yes" or "No".	22.
	For a person aged 18 or over 23. (a) Have you obtained any **degrees, diplomas, associateships or other professional or vocational qualifications** after attaining the age of 18? (See Notes.) Write "Yes" or "No" at I.	I.
	(b) If "Yes" state at II all such **qualifications obtained,** followed by the **major subject** or group of subjects in which each was obtained. (See Notes.)	II.
		23.

SPECIAL NOTE

IF YOU ARE A MEMBER OF H.M. FORCES and

(a) spend Census night in a ship, barracks, station etc. you should
  (i) answer only questions 1, 7, 8, 9, 12 and 13 and, if you are aged 18 or over, question 23;
  (ii) for question 12 write the name of the service and the branch or arm of service to which you belong;
  (iii) for question 13 write your rank or rating.
  but if you
(b) spend Census night in civilian premises (for example a hotel or hospital) you should answer the whole form.

NOTES

Question 4—Usual Address

(i) If you are still at **school or university** and live away from home during term, give your home address and not your term time address.
(ii) **For members of H.M. Forces**
  If you are spending census night on this station you need not answer this question.
  If you are spending census night anywhere else—
  If you live in married quarters give the address of the married quarters;
  If you live on the station give the address of the station
  If you 'live out' give your living out address.
(iii) If you live away from home during the week give the address from which you usually go to work, but if you are the head of a household give your home address
(iv) If you have **no settled address** write 'None'
(v) If you are a boarder and have a settled address here write 'Here'.
(vi) If you are a member of the **resident staff** of a hotel, hospital or other institution count that place as your usual address.
(vii) If you are now a **patient** in a convalescent home, general hospital, maternity hospital or home, nursing home or sanatorium, give your home address.
(viii) If you are a member of the ship's crew and usually live here, on board ship, write 'Here'.

Question 9—Birthplace

If you do not know your mother's usual address at the time of your birth give instead the name and address of the hospital, maternity home or place where you were actually born. If you were **born at sea** write 'At Sea'.

Question 10—Employment

A **job** means any work for payment or profit including service in H.M. Forces. In particular it includes—
(i) Work on your **own account.**
(ii) **Part-time** work, even if only for a few hours, such as jobbing gardening or paid domestic work.
(iii) **Casual** or **temporary** work of any kind (for example seasonal work, weekend work and, if a student, vacation work).
(iv) Unpaid work in a **family business** including a shop or farm.
  Unpaid work, other than in a family business, does not count as a job.

Question 11 With a Job last week

Even if you did not go to work last week you still count as having had a job.—
(i) If you were away from work on **holiday** and your job is waiting for you on your return.
(ii) If you were away from work because of **illness** or **injury** and your job is waiting for you on your return.
(iii) If you were away from work because of a **strike** or other **industrial dispute.**
(iv) If you were **temporarily laid off** work by your employer for that week.

Question 12 Employer and Employer's Business

(i) Describe the nature of your employer's business fully, avoiding abbreviations or initials. General terms such as 'Manufacturers', 'Merchants', 'Agents', 'Brokers', 'Dealers', 'Engineering' are not enough by themselves and you should give further details of the articles manufactured or dealt in
(ii) **'Self-employed, employs others'** means that you have one or more employees who are not family workers. (A family worker is one who is a relative and lives in the same household as yourself.)
(iii) If you are a civil servant, local government officer or any other public official, give the name of the Government Department or Local Authority etc., and the branch in which you are employed.
(iv) If you are employed solely in private domestic service there is no need to give the names of individual employers during the week; it is enough for you to write 'Private' in answer to this question.
(v) If you **changed your job** during the week give details of the job you held at the end of the week.

Question 13(a) Occupation

(i) Full and precise details of your occupation are required. If your job is known in the trade or industry by a special name, use that name. Terms such as 'Scientist', 'Technician', 'Engineer', 'Machinist', 'Fitter', 'Foreman', 'Checker', should not be used by themselves Greater detail should be given as, for example, 'Wood-working Machinist', 'Civil Engineer', 'Tool room Foreman', etc.
(ii) If you are a civil servant, local government officer or other public official give your rank or grade.

Question 13(b) Apprentices, Trainees

You should answer this part of the question if you are undergoing training for a period fixed in advance and leading to recognition as a skilled worker or technician and/or to a recognised technical; commercial or professional qualification or managerial post. Do not answer it if you are undergoing probationary training and have not yet entered into your formal apprenticeship.

Question 14—Full-time/Part-time

14(a) Write 'Yes' if your employment is normally full-time but was interrupted during the week (for example by sickness, injury, holidays, short-time workings, strikes or unfavourable weather) or was started or stopped part way through the week.
14(b) If you normally work part-time but were not at work during that week write 'None'.

Question 15—Place of Work

(i) If you have no regular place of work, for example if you are a sales representative, a transport inspector, or a building worker not working daily at or from a fixed address or depot, write 'No fixed place'.
(ii) If you work daily at or from a fixed address or depot, for example if you are a transport worker, or a building worker employed on a site for a long period, give the address of the depot, site or other fixed address.
(iii) If you are a **dock worker** registered under the National Dock Labour Scheme and possess a Pay Voucher Book issued by the National Dock Labour Board, give the address of the call stand or control point where you are required to prove attendance. If you are a registered dock worker without a Pay Voucher Book issued by the Board or an unregistered dock worker give the name and address of the dock or wharf where you are usually employed.
(iv) If you are a **seaman**, give the name of your ship and, if it is in the United Kingdom, the port in which it is lying, otherwise give the name of the home port.

Question 16—Transport to Work

(i) If you use **more than one method** of transport to work give only the method by which you travel the **longest distance** (for example, if your normal journey to work is one mile by bus and five miles by train, write 'Train').
(ii) If your main method of transport to work is by **bus**, write either 'Public service bus' or 'Private bus' whichever is appropriate.
(iii) If your main method of transport to work is by motor cycle combination write 'Motor cycle combination' and not 'Motor cycle'.
(iv) If you work at **home** write 'None'.
(v) If you have **no fixed place** of work give the method of transport you most often use for going to work.

Question 17—Other Jobs

17(a) Write 'Yes' if you had any other job or jobs in addition to that described in questions 12 and 13. Any additional part-time or casual work counts as another job whether it was on your own account or as an employee.

Question 18—With a Job on Monday 18th April

Answer 'Yes' to this question if you had a job on Monday but were away from work for any reason. See note to Question 11 also.
Answer 'No' to this question if you were without a job on Monday 18th April even if you did have a job at some other time during the week ended 23rd April.

Question 19—People without a Job on Monday 18th April

If you were without a job on Monday 18th April write 'Yes' to at least one of sections (a), (b), (c), (d) or (e), or give details at 19(f).

Question 20—see Notes to question 12
Question 21—see Notes to question 13
} If you are waiting to start your first job write 'None'.

Question 22—Students

(i) **'Student'** means full-time student. You should answer 'No' to this question if you are a student on some days of the week but have a job on others, or if you have a regular job but attend night school.
(ii) **'Educational establishment'** means a school, university, training college or any other establishment giving full-time education except one provided by employers for training of their own workers (for example, an apprenticeship school).
(iii) **'Next term'** means the summer term starting in April or May 1966.

Question 23—Higher Education Qualifications

(i) Exclude all qualifications normally obtained at school such as
  General Certificate of Education (G.C.E.)—all levels.
  School Certificate and Higher School Certificate
  Matriculation
  Scottish Certificate of Education (S.C.E.)
  Scottish Leaving Certificate (S.L.C.)
  Higher Leaving Certificate (H.L.C.)
  and any other qualifications equivalent to or lower than any of those such as
  Ordinary National Certificate (O.N.C.)
  Ordinary National Diploma (O.N.D.)
(ii) Enter at II all appropriate qualifications in the order in which they were obtained together with the major subject or group of subjects.
  Use recognized abbreviations where appropriate, for example:—
  H.N.C. (Building) Ph.D. (History)
  S.R.N. (Nursing) M.A. (General)
  B.A. (French and German) Dip. Tech. (Chemical Engineering)
  B.Sc. (Zoology) A.M.I.C.E. (Civil Engineering)
  otherwise write the name of the qualification in full as, for example:—
  Teaching Certificate (Physical Education)
  Law Society's Qualifying Examination (Part I)

DECLARATION TO BE MADE BY THE PERSON FILLING IN THIS FORM

I declare that this form is correctly filled in to the best of my knowledge and belief

Signature _____ _____

Date _____

TO BE FILLED IN BY THE MANAGER, OFFICER OR PERSON IN CHARGE OF THE PREMISES OR VESSEL

Address of premises (or name of vessel):

CENSUS
ENGLAND & WALES, 1966

P

(Form for making an individual or personal return)

Please answer the questions inside, sign the declaration and hand the completed form to the person in charge of the establishment (or to the head of the household) as early as possible on the morning of Monday, 25th April 1966.

If you wish, you may put the completed form in a sealed envelope for delivery to the Enumerator. An envelope for the purpose can be obtained from the person who gave you this form.

The information you give on this form will be treated as confidential and used only for compiling statistics. No information about named individuals is passed by the Census Office to any other Government Department or any other authority. And if anyone employed on the Census improperly discloses information you provide, he will be liable to prosecution. The person to whom you hand this form for delivery to the Enumerator is also prohibited (under penalty of up to £10) from improperly using or disclosing the information you provide.

You have a legal obligation to fill in this form. (There is a penalty of up to £10 for refusing to do so or for giving false information.)

Please start at question 1 inside.

MICHAEL REED,
Registrar General.

General Register Office,
Somerset House,
London, W.C.2.

FOR ENUMERATOR'S USE

Census District No.	/ –	Area No.		Enum. District No.		Schedule No.	

PART I

GENERAL

1.—(1) The minimum remuneration payable to a worker to whom this Schedule applies for all work except work to which a minimum overtime rate applies under Part V of this Schedule is:—

(*a*) in the case of a time worker, the hourly general minimum time rate;

(*b*) in the case of a worker employed on piece work, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the hourly piece work basis time rate.

(*2*) *In this Schedule:—*

(*a*) *the expression "per week" in Parts II and III means:—*

(*i*) *as respects any period before the second specified date per week of 41 hours;*

(*ii*) *as respects any period after the second specified date per week of 40 hours;*

(*b*) *the expression "hourly general minimum time rate" means the general minimum time rate applicable to the worker under Part II or Part III of this Schedule—*

(*i*) *until the second specified date divided by 41; and*

(*ii*) *from the second specified date divided by 40;*

(*c*) *the expression "hourly piece work basis time rate" means the piece work basis time rate applicable to the worker under Part II or Part III of this Schedule—*

(*i*) *until the second specified date divided by 41; and*

(*ii*) *from the second specified date divided by 40.*

PART II

MALE WORKERS

GENERAL MINIMUM TIME RATES

2. The general minimum time rates applicable to male workers are as follows:—

	Per week s.	d.
(1) Cutters, blockers, body makers or finishers, stiffeners or shapers employed in a section of the trade other than the felt hat section	*199*	*0*
(2) Workers employed in the felt hat (wool) section of the trade on any of the operations of— hardening; planking processes of barrel twisting, hand planking or hand stretching; proofing (head man only); dyeing (head man only); blocking (other than coning when the operation is preparatory to blocking); pressing; finishing; curling; flanging; cutting; ironing and paring; velouring; if they have worked in any section of the trade on one or more of such operations for at least 3 years after the age of 18 years	*199*	*0*
(3) Workers employed in the felt hat (fur) section of the trade on any of the operations of— forming; hardening; planking; proofing (head man only); dyeing (head man only); blocking; pressing; finishing; brushing; curling and steaming; flanging; cutting; ironing and paring; trimming; velouring; if they have worked in any section of the trade on one or more of such operations for at least 3 years after the age of 18 years	*199*	*0*

	Per week s.	d.
(4) All other workers—		
Aged 21 years or over	*180*	*9*
„ 20 and under 21 years	*159*	*8*
„ 19 „ „ 20 „	*145*	*2*
„ 18 „ „ 19 „	*130*	*9*
„ 17 „ „ 18 „	*116*	*3*
„ 16 „ „ 17 „	*100*	*10*
„ under 16 years	*83*	*6*
Provided that the general minimum time rate applicable during his first year's employment in the trade to a worker specified in this sub-paragraph, who enters, or has entered, the trade for the first time at or over the age of 19 years shall be:—		
During the first six months of such employment	*132*	*8*
During the second six months of such employment ...	*141*	*3*

PIECE WORK BASIS TIME RATES

3. The piece work basis time rates applicable to male workers of any age employed on piece work are—

	Per week s.	d.
(1) Workers specified in sub-paragraph (1), (2) or (3) of paragraph 2 ...	*210*	*0*
(2) All other workers	*191*	*9*

PART III

FEMALE WORKERS

FEMALE WORKERS IN ALL BRANCHES OF THE TRADE OTHER THAN THE RETAIL BRANCH IN SCOTLAND

GENERAL MINIMUM TIME RATES

4. The general minimum time rates applicable to female workers other than those referred to in paragraph 6 are as follows:—

	Per week s.	d.
(1) Learners during the following periods of employment in the trade:—		
1st six months	*76*	*5*
2nd „ „	*85*	*0*
2nd year	*104*	*3*
3rd „	*118*	*7*
Provided that a learner who enters, or has entered, the trade for the first time at or over the age of 18 years, shall be treated for the purpose of this sub-paragraph as though she had, at the date of her entry, completed 2 years of employment as a learner in the trade.		
(2) All other workers	*139*	*6*

PIECE WORK BASIS TIME RATE

	Per week s. d.
5. The piece work basis time rate applicable to female workers other than those referred to in paragraph 7 of any age employed on piece work is	*148 8*

FEMALE WORKERS IN THE RETAIL BRANCH OF THE TRADE IN SCOTLAND
GENERAL MINIMUM TIME RATES

6. The general minimum time rates payable to female workers employed in the retail branch of the trade, in Scotland, are as follows:—

	Per week s. d.
(1) Learners during the following periods of employment in the trade:—	
1st six months	*76 5*
2nd „ „	*85 0*
2nd year	*104 3*
3rd „	*118 7*
(2) All other workers	*139 6*

PIECE WORK BASIS TIME RATE

	Per week s. d.
7. The piece work basis time rate applicable to female workers of any age employed on piece work in the retail branch of the trade in Scotland is	*148 8*

PART IV
EXPERIENCE UNDER THE GOVERNMENT VOCATIONAL TRAINING SCHEME

8. Where any worker has completed a full course of training as a machinist in the cloth hat and cap section of the trade under the Government Vocational Training Scheme for resettlement training, such period of training shall, for the purpose of reckoning the period of the worker's employment in the trade, be treated as if it were—

(1) in the case of a female worker, a period of 3 years' employment as a learner in the trade, or

(2) in the case of a male worker, a period of at least one year's employment in the trade at or over the age of 21 years.

PART V
OVERTIME RATES AND WAITING TIME
ALL BRANCHES OF THE TRADE OTHER THAN THE RETAIL BRANCH
OVERTIME

9. Subject to the provisions of this Part of this Schedule, the minimum overtime rates set out in paragraph 10 are payable to a worker other than a worker employed in the retail branch of the trade in respect of any time worked:—

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

(*a*) (*i*) *until the second specified date*	*41 hours*
(*ii*) *from the second specified date*	*40 hours*

(*b*) on any day other than a Saturday, Sunday or customary holiday—
where the normal working hours exceed 8½ ... ... 9 hours
or
where the normal working hours are not more than 8½ ... 8½ hours

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

MINIMUM OVERTIME RATES

10.—(1) Minimum overtime rates are payable to any worker other than a worker employed in the retail branch of the trade as follows:—

(*a*) on any day other than a Sunday or customary holiday—
(i) for the first 2 hours of overtime worked ... ... time-and-a-quarter
(ii) for the next 2 hours ... ... time-and-a-half
(iii) thereafter ... ... double time

(*b*) on a Sunday or customary holiday—
for all time worked ... ... double time
Provided that where it is the practice in a Jewish undertaking for the employer to require attendance on Sunday instead of Saturday the provisions of this paragraph shall apply as if in such provisions the word "Saturday" were substituted for "Sunday", except where such substitution is unlawful.

(*c*) (*i*) *until the second specified date*—
in any week, exclusive of any time in respect of which any minimum overtime rate is payable under the foregoing provisions of this sub-paragraph—
for all time worked in excess of *41 hours* ... time-and-a-quarter

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

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

RETAIL BRANCH

OVERTIME

11. Subject to the provisions of this Part of this Schedule, the minimum overtime rates set out in paragraph 12 are payable to workers in the retail branch of the trade as follows:—

(1) (*a*) *until the second specified date*—
in any week, for all time worked in excess of ... ... *41 hours*

(*b*) *from the second specified date*—
in any week, for all time worked in excess of ... ... *40 hours*

(2) on any day other than a Saturday, Sunday or customary holiday, for all time worked in excess of ... ... 8 hours
Provided that where the worker normally attends on five days only in the week, minimum overtime rates shall apply to all time worked after ... ... 9 hours

(3) on a Saturday, not being a customary holiday,

(*a*) where the worker normally attends on six days in the week, for all time worked in excess of ... ... 4 hours

(*b*) where the worker normally attends on five days only in the week, for all time worked;

(4) on a Sunday or a customary holiday, for all time worked.

MINIMUM OVERTIME RATES

12.—(1) Subject to the provisions of this Part of this Schedule, minimum overtime rates are payable to a worker in the retail branch of the trade as follows:—

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

(i) for the first two hours worked in excess of 8 hours ... time-and-a-quarter

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

Provided that where the worker normally attends on five days only in the week, the said minimum overtime rates of time-and-a-quarter and time-and-a-half shall be payable after 9 and 11 hours' work respectively;

(*b*) on a Saturday, not being a customary holiday—

(i) where the worker normally attends on six days in the week—
for all time worked in excess of 4 hours ... ... time-and-a-half

(ii) where the worker normally attends on five days only in the week—
for the first 2 hours worked ... ... time-and-a-quarter
for the next 2 hours worked ... ... time-and-a-half
thereafter ... ... double time

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

(*d*) (*i*) *until the second specified date*—
in any week, exclusive of any time in respect of which a minimum overtime rate is payable under the foregoing provisions of this sub-paragraph—
for all time worked in excess of *41 hours* ... time-and-a-quarter

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

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

(3) Where the worker normally attends on Sunday and not on Saturday, for the purposes of this Part of this Schedule (except where such attendance is unlawful), Saturday shall be treated as a Sunday and subject to the provisions of sub-paragraph (4) of this paragraph, Sunday as a Saturday.

(4) Where the worker normally attends on six days in the week and an ordinary weekday is substituted for Saturday or, in a case where the provisions of sub-paragraph (3) of this paragraph apply, for Sunday, as the worker's weekly short day, for the purposes of this Part of this Schedule (except where such substitution is unlawful) that ordinary weekday shall be treated as a Saturday and Saturday or Sunday, as the case may be, as an ordinary weekday.

(5) Where the worker normally attends on five days only in the week, including Saturday, a weekday on which he normally does not attend shall, for the purposes of this Part of this Schedule, be treated as a Saturday, and Saturday as another weekday.

13. In this Part of this Schedule—

(1) the expression "customary holiday" means:—

(*a*) In England and Wales—

(i) 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, August Bank Holiday, *and one other day to be agreed between the employer and the worker;* or

(ii) in the case of each of the said days a day substituted by the employer therefor, being a day recognised by local custom as a day of holiday in substitution for the said day.

(*b*) In Scotland—

(i) New Year's Day (or the following day if New Year's Day falls on a Sunday);
the local Spring holiday;
the local Autumn holiday:
Provided that, where in any establishment it is not the custom or practice to observe all or any of such days as holidays, another day or other days, not fewer in number, may, by agreement between the employer and the worker, be substituted therefor; and

(ii) *four* other days to be agreed between the employer and the worker.

(2) the expressions "time-and-a-quarter", "time-and-a-half" and "double time" mean, respectively—

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

(*b*) in the case of a piece worker—

(i) a time rate equal to one quarter, one half and the whole of the hourly piece work basis time rate otherwise applicable to the worker and, in addition thereto,

(ii) 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 hourly piece work basis time rate.

WAITING TIME

14.—(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 VI

INTERPRETATION

15. In this Schedule, unless the context otherwise requires, the following expressions have the meanings hereby respectively assigned to them, that is to say:—

(1) "the trade" means the trade specified in paragraph 17.

(2) "the retail branch" means that branch of the trade in which the employer supplies the article direct to the individual wearer and employs the worker direct.

(3) A cutter is a male person who—

(*a*) is employed in a section of the trade, other than the silk hat section, on one or more of the operations of marking in or cutting any kind of material, laying up, hooking up or stripping and,

(*b*) for not less than 3 years after the age of 18 years has been employed in any section of the trade mainly on one or more of the last mentioned operations:

Provided that the work of a cutter shall not include the cutting of cloth or other textile materials for stitchers of hat leathers or for use as hat linings.

(4) A blocker, body maker, or finisher is a male person who is employed on one or more of the operations of—

(*a*) covering, pulling-on, or blocking hats or caps; or

(*b*) blocking straws, hoods or shapes, of any materials; or

(*c*) making shapes by means of a gas block;

and for not less than 3 years after the age of 18 years has been employed in any section of the trade mainly on one or more of the last mentioned operations.

(5) A stiffener is a male person who is employed in stiffening and has been employed in any section of the trade mainly in stiffening for not less than 3 years after the age of 18 years.

(6) A shaper is a male person who is employed in putting into shape by hand work the brim part of any hat or helmet which is made on a body or foundation of any material, and has been so employed in any section of the trade for not less than 3 years after the age of 18 years.

(7) A learner means a female worker who is employed by an employer who provides her with reasonable facilities for learning, practically and efficiently, any branch of the trade or the various processes involved in the making of any of the articles specified in the definition of the trade referred to in paragraph 17.

PART VII

WORKERS TO WHOM THIS SCHEDULE APPLIES

16. This Schedule shall not apply to workers employed as machinists in the cloth hat or cap section of the trade during any period in respect of which they are in receipt of allowances as provided under the Government Vocational Training Scheme for resettlement training if they are trainees who have been placed by the Ministry of Labour with the employer for a period of approved training and if the requirements of the said scheme are duly complied with.

17. Subject to the provisions of paragraph 16, this Schedule applies to workers in relation to whom the Hat, Cap and Millinery Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the trade specified in the Schedule to the Hat, Cap and Millinery Wages Councils (Abolition and Establishment) Order 1963(a), that is to say:—

(a) S.I. 1963/122 (1963 I, p. 126).

"All workers employed in Great Britain in the making from any material of men's, women's or children's headgear, or the trimming thereof; including:—

Warehousing, packing or other operations incidental to or appertaining to the making or trimming of men's, women's or children's headgear; but excluding:—

(1) The casting and making of solid metal helmets;

(2) The making of rubberised or oilskin headgear where carried on in association with or in conjunction with the making of other rubberised or oilskin articles;

(3) The making of nurses' or servants' caps, chefs' caps, hospital ward caps, or similar articles;

(4) The making of field bonnets, sun bonnets, boudoir caps, or infants' millinery where carried on in association with or in conjunction with the making of dresses, non-tailored skirts, wraps, blouses, blouse-robes, jumpers, sports coats, neckwear, tea-gowns, dressing-gowns, dressing-jackets, pyjamas, underclothing, under-skirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby linen or similar articles;

(5) The making of fur hats, where made in association with or in conjunction with the manufacture of furs or furriers' skins into garments, rugs or similar articles;

(6) The making of knitted headgear and the making of headgear from knitted fabrics where carried on in association with or in conjunction with the manufacture of the knitted fabrics;

(7) Warehousing and packing of men's, women's or children's headgear and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made or trimmed on the premises."

SCHEDULE 2

HOLIDAYS AND HOLIDAY REMUNERATION

The Wages Regulation (Hat, Cap and Millinery) (Holidays) Order 1964 (a) (Order H.C.M.(4)), shall have effect as if in the Schedule thereto:—

for sub-paragraph (2) of paragraph 2, which relates to customary holidays there were substituted the following:—

"(2) The said customary holidays are:—

(*a*) in England and Wales—

(i) 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, August Bank Holiday, *and one other day to be agreed between the employer and the worker;*

or

(ii) in the case of each of the said days, a day substituted by the employer therefor, being a day recognised by local custom as a day of holiday in substitution for the said day;

(*b*) in Scotland—

(i) New Year's Day (or the following day if New Year's Day falls on a Sunday);

the local Spring holiday;

the local Autumn holiday:

Provided that, where in any establishment it is not the custom or practice to observe all or any of such days as holidays, another day or other days, not fewer in number, may, by agreement between the employer and the worker, be substituted therefor; and

(ii) *four* other days to be agreed between the employer and the worker."

(a) S.I. 1964/1384 (1964 III, p. 3176).

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order has effect from 2nd July 1965. Schedule 1 sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Hat, Cap and Millinery) Order 1964 (Order H.C.M. (3)), which is revoked.

Schedule 2 amends the Wages Regulation (Hat, Cap and Millinery) (Holidays) Order 1964 (Order H.C.M. (4)) by providing for an additional customary holiday.

New provisions are printed in italics.