and the holiday remuneration which he is required to pay to the following workers in relation to whom the Licensed Non-Residential Establishment Wages Board operates:—

(*a*) Managers, Manageresses, Relief Managers, Relief Manageresses and the wives of Managers and Relief Managers where such wives are required by the employer to assist in the work of the establishment;

(*b*) Club Stewards and Club Stewardesses who ordinarily work for not less than 15 hours a week and the wives of such Club Stewards where they are required by the employer to assist in the work of the club.

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3. LICENSED RESIDENTIAL ESTABLISHMENT AND LICENSED RESTAURANT

The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1948

1948 No. 19

Made - - - - 14th January, 1948

L.R. (3)

Whereas the Minister of Labour and National Service (hereinafter referred to as "the Minister") has received from the Licensed Residential Establishment and Licensed Restaurant Wages Board (hereinafter referred to as "the Board") the wages regulation proposals set out in the First and Second Schedules hereto;

Now therefore the Minister by virtue of the powers conferred on him by section 8 of the Catering Wages Act, 1943 and of all other powers in that behalf hereby makes the following Order:—

6 & 7 Geo. 6. c. 24.

Short title, commencement and interpretation.

1.—(1) This Order may be cited as the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1948 and shall come into force on the 1st day of March, 1948.

52 & 53 Vict. c. 63.

(2) The Interpretation Act, 1889 applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of statutory remuneration and provisions as to holidays and holiday remuneration.

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the First and Second Schedules hereto.

(2) The provisions of the said Schedules shall have effect as from the 1st day of March, 1948.

Signed by order of the Minister of Labour and National Service this 14th day of January, 1948.

Godfrey H. Ince,
Secretary of the
Ministry of Labour and National Service.

FIRST SCHEDULE

REMUNERATION FOR EMPLOYMENT

Paragraph 1.

The minimum remuneration for employment in respect of the workers specified in the first column of the table in paragraph 2 (other than extra head waiters, extra waiters and extra waitresses) shall be in accordance with that table, subject to the provisions of paragraphs 3, 4, 6, 7 and 8.

TABLE OF WEEKLY MINIMUM REMUNERATION

Paragraph 2.

The table of weekly minimum remuneration is as follows:—

Column 1	Per week of 48 hours					
	Column 2		Column 3		Column 4	
Grade or description of Worker	Where the employer supplies the worker with full board and lodging on seven days a week		Where col. 2 is not applicable and the employer supplies the worker with such meals as are normally available in the establishment during the time the worker is on duty		Where neither col. 2 nor col. 3 is applicable	
	s.	d.	s.	d.	s.	d.
Attendant, Railway Refreshment Establishment (Female)	51	3	69	0	81	0
Barmaid	47	3	65	0	77	0
Barmaid, Head	57	3	75	0	87	0
Barman (Cocktails, dispense, etc.) ...	65	3	83	0	95	0
Barman, Head	70	3	88	0	100	0
Barman, Head cocktail	75	3	93	0	105	0
Barman, Public	60	3	78	0	90	0
Butcher (male)	100	3	118	0	130	0
Butcher, Assistant (male)	80	3	98	0	110	0
Carver (male)	100	3	118	0	130	0
Cashier, Dining room and restaurant (female)	45	3	63	0	75	0
Cellarman	65	3	83	0	95	0
Cellarman, Head	80	3	98	0	110	0
Chambermaid	45	3	63	0	75	0
Chef or Head Cook (male)	120	3	138	0	150	0
Chef de cuisine (male)	200	3	218	0	230	0
Chef entremetier (Head vegetable or soup cook) (male)	100	3	118	0	130	0
Chef garde-manger (Head larder cook) (male)	130	3	148	0	160	0
Chef pâtissier (Head pastry cook) (male)	130	3	148	0	160	0
Chef poissonnier (Head fish cook) (male)	100	3	118	0	130	0
Chef rôtisseur (Head roast cook) (male)	110	3	128	0	140	0
Chef saucier (Head sauce cook) (male)	130	3	148	0	160	0
Cleaner (female)	37	9	55	6	67	6
Clerk or receptionist (female)	60	3	78	0	90	0
Clerk or receptionist (male)	80	3	98	0	110	0
Clerk or receptionist, Head (female) ...	80	3	98	0	110	0
Clerk or receptionist, Head (male) ...	100	3	118	0	130	0
Cloakroom and toilet attendant (female)	37	9	55	6	67	6
Cloakroom and toilet attendant (male)	60	3	78	0	90	0
Commis cook (male)	80	3	98	0	110	0

Column 1 Grade or description of Worker	Per week of 48 hours Column 2 Where the employer supplies the worker with full board and lodging on seven days a week		Column 3 Where col. 2 is not applicable and the employer supplies the worker with such meals as are normally available in the establishment during the time the worker is on duty		Column 4 Where neither col. 2 nor col. 3 is applicable	
	s.	d.	s.	d.	s.	d.
Commis garde-manger (Larder cook) (male)	90	3	108	0	120	0
Commis pâtissier (Pastry cook) (male)	90	3	108	0	120	0
Commis saucier (Sauce cook) (male) ...	90	3	108	0	120	0
Cook (female)	67	9	85	6	97	6
Cook (male)	90	3	108	0	120	0
Cook, Assistant (female)	50	3	68	0	80	0
Cook, Assistant (male)	70	3	88	0	100	0
Cook, Head (female)	90	3	108	0	120	0
Cook, Head breakfast (male)	100	3	118	0	130	0
Cook, Head grill (male)	100	3	118	0	130	0
Cook, Staff (male)	100	3	118	0	130	0
Fireman, patrol	70	3	88	0	100	0
Fishmonger—poulterer (male)	95	3	113	0	125	0
Fishmonger—poulterer, Assistant (male)	75	3	93	0	105	0
Housekeeper—Grade I (female) ...	75	3	93	0	105	0
Housekeeper—Grade II (female) ...	65	3	83	0	95	0
Housekeeper, Head (female)	90	3	108	0	120	0
Housemaid	37	9	55	6	67	6
Lift attendant (female)	37	9	55	6	67	6
Lift attendant (male)	60	3	78	0	90	0
Linen keeper, Head (female)	52	9	70	6	82	6
Maid, Head stillroom	52	9	70	6	82	6
Maid, Kitchen, Scullery or Vegetable ...	37	9	55	6	67	6
Maid, Linen or sewing	45	3	63	0	75	0
Maid or Female attendant, Staff ...	37	9	55	6	67	6
Maid, Stillroom	42	9	60	6	72	6
Plate or Pantry woman or Female crockery attendant	37	9	55	6	67	6
Plateman or Pantryman, Head or Foreman	70	3	88	0	100	0
Porter, including Hall, Night, House, Basement, Floor, Cellar, Store Porter or "Boots" (male)	60	3	78	0	90	0
Porter, Kitchen (male), or Plateman, Pantryman or Male crockery attendant	60	3	78	0	90	0
Porter, Head hall (male)	90	3	108	0	120	0
Porter, Second head hall (male) ...	75	3	93	0	105	0
Porter, Single or leading (male) ...	65	3	83	0	95	0
Salad hand (female)	50	3	68	0	80	0
Salad hand (male)	70	3	88	0	100	0
Service dispenser (female)	42	9	60	6	72	6
Service dispenser (male)	65	3	83	0	95	0
Sous Chef de cuisine (male)	160	3	178	0	190	0
Stillroom man	65	3	83	0	95	0
Storesman	65	3	83	0	95	0
Storesman, Head	80	3	98	0	110	0

Column 1 Grade or description of Worker	Per week of 48 hours Column 2 Where the employer supplies the worker with full board and lodging on seven days a week		Column 3 Where col. 2 is not applicable and the employer supplies the worker with such meals as are normally available in the establishment during the time the worker is on duty		Column 4 Where neither col. 2 nor col. 3 is applicable	
	s.	d.	s.	d.	s.	d.
Stoker (male)	70	3	88	0	100	0
Telephone operator (female)	52	9	70	6	82	6
Telephone operator (male)	65	3	83	0	95	0
Telephone operator, Head (female) ...	62	9	80	6	92	6
Timekeeper (male)	70	3	88	0	100	0
Valet (male)	65	3	83	0	95	0
Waiter :—						
21 years or over	70	3	88	0	100	0
20 and under 21 years	60	3	78	0	90	0
19 ,, ,, 20 ,, ...	55	9	71	9	82	6
18 ,, ,, 19 ,, ...	48	9	63	0	72	6
17 ,, ,, 18 ,, ...	44	3	56	9	65	0
16 ,, ,, 17 ,, ...	39	9	50	6	57	6
15 ,, ,, 16 ,, ...	37	9	46	9	52	6
Waiter, Head	110	3	128	0	140	0
Waiter, Head wine	80	3	98	0	110	0
Waiter, Leading or charge	80	3	98	0	110	0
Waiter, Second head	90	3	108	0	120	0
Waitress	50	3	68	0	80	0
Waitress, Head	65	3	83	0	95	0
Waitress, Second head	60	3	78	0	90	0
Window Cleaner (male)	70	3	88	0	100	0
Other female workers :—						
21 years or over	37	9	55	6	67	6
20 and under 21 years	35	3	53	0	65	0
19 ,, ,, 20 ,, ...	33	3	49	3	60	0
18 ,, ,, 19 ,, ...	31	3	45	6	55	0
17 ,, ,, 18 ,, ...	29	3	41	9	50	0
16 ,, ,, 17 ,, ...	25	3	36	0	43	0
15 ,, ,, 16 ,, ...	25	3	34	3	40	0
Other male workers :—						
21 years or over	60	3	78	0	90	0
20 and under 21 years	55	3	73	9	85	0
19 ,, ,, 20 ,, ...	50	9	66	9	77	6
18 ,, ,, 19 ,, ...	46	3	60	6	70	0
17 ,, ,, 18 ,, ...	41	9	54	3	62	6
16 ,, ,, 17 ,, ...	37	3	48	0	55	0
15 ,, ,, 16 ,, ...	35	3	44	3	50	0

For the purpose of the above table an employer shall be treated as supplying full board and lodging to a worker if he makes it available to the worker.

FULL-TIME WORKERS NOT PROVIDED WITH LAUNDRY

Paragraph 3.

Where in the case of a full-time worker, protective clothing or uniform is worn and no provision is made by the employer for laundering or cleaning it free of charge to the worker, the rates set out in columns 2, 3 and 4 of paragraph 2 shall be increased by 1s. 0d. per week in the case of such a worker.

WORKERS REQUIRED TO WEAR UNIFORM OR PROTECTIVE CLOTHING OF A DISTINCTIVE CHARACTER NOT PROVIDED BY THE EMPLOYER

Paragraph 4.

(1) Where the employer requires a worker to wear uniform and does not provide it free of charge to the worker, the rates set out in columns 2, 3 and 4 of paragraph 2 shall be increased by 5s. 0d. per week in the case of such a worker.

(2) Where the employer requires a worker to wear protective clothing of a character distinctive to the establishment and does not provide it free of charge to the worker, the rates set out in columns 2, 3 and 4 of paragraph 2 shall be increased by 2s. 6d. per week in the case of such a worker.

EXTRA WAITING STAFF

Paragraph 5.

The hourly minimum remuneration payable to the following classes of workers is—

	s.	d.	
In the case of an EXTRA WAITER	3	0	per hour.
In the case of an EXTRA WAITRESS	2	6	,,
In the case of an EXTRA HEAD WAITER ...	4	0	,,

Provided that where a worker to whom this paragraph applies works for less than three hours in any day, he shall be paid not less than the minimum remuneration to which he would have been entitled had he worked for three hours.

ADDITIONAL PAYMENT FOR NIGHT WORK

Paragraph 6.

Subject to the provisions of this Schedule relating to overtime and to work on days of customary holiday, the minimum remuneration payable to a worker in respect of night work (as defined in paragraph 20 of this Schedule), not being emergency duty (as defined in that paragraph) is the remuneration payable to the worker under paragraphs 2, 3 and 4, with the addition of 25 per cent. of the remuneration set out in column 4 of paragraph 2.

ADDITIONAL PAYMENT FOR SPREADOVER OF HOURS OF WORK

Paragraph 7.

Subject to the provisions of this Schedule relating to overtime and to work on days of customary holiday, the minimum remuneration payable to a worker in respect of the following hours of employment shall be—

(1) For all time worked on any day in which the worker's hours of duty are spread over more than 12 hours and not more than 14 hours—

The remuneration payable to the worker under the provisions of paragraphs 2, 3, 4, 6 and 13 with the addition of 10 per cent. of the total of the following amounts:—

(*a*) the amount which would be payable under paragraph 2 if the worker were employed in the circumstances specified in Column 4 of that paragraph;

(*b*) the addition specified for night work in paragraph 6 where that paragraph is applicable;

(*c*) any amount payable under paragraph 13 in respect of overtime.

(2) For all time worked on any day in which the worker's hours of duty are spread over more than 14 hours—	The remuneration payable to the worker under the provisions of paragraphs 2, 3, 4, 6 and 13 with the addition of 100 per cent. of the total of the following amounts:— (*a*) the amount which would be payable under paragraph 2 if the worker were employed in the circumstances specified in Column 4 of that paragraph; (*b*) the addition specified for night work in paragraph 6 where that paragraph is applicable; (*c*) any amount payable under paragraph 13 in respect of overtime.

Provided that hours of emergency duty (as defined in paragraph 20 of this Schedule) shall be disregarded in calculating the spreadover of hours for the purpose of the provisions of this paragraph.

ADDITIONAL PAYMENT FOR EMERGENCY DUTY

Paragraph 8.

Where a worker, other than an extra head waiter, an extra waiter or an extra waitress, is required to perform emergency duty (as defined in paragraph 20 of this Schedule) he shall be paid for the time so worked at the rate of time-and-a-half. Provided that where a worker performs such work for less than one hour he shall be paid in respect of that work the amount to which he would have been entitled had he so worked for one hour.

LATE ENTRANT WAITERS

Paragraph 9.

(1) Notwithstanding the foregoing provisions, where a waiter has had less than 12 months' experience as a waiter in the catering trade, he shall be paid as follows:—

(*a*) In the case of a waiter aged 16 years but under 21.	Not less than the remuneration which would be payable under the provisions of this Schedule to a waiter one year his junior.
(*b*) In the case of a waiter aged 21 years or over.	Not less than the remuneration which would be payable under the provisions of this Schedule to a waiter aged 20 years.

(2) In this paragraph, the expression " experience as a waiter in the catering trade " means any employment as a waiter within the scope of any Wages Board established under the Catering Wages Act, 1943.

WORKERS TEMPORARILY TRANSFERRED TO HIGHER GRADE WORK

Paragraph 10.

Where a worker is required temporarily to perform the duties of a worker entitled to a higher minimum remuneration than himself for a period of more than two hours in any week, he shall be paid for the time so worked not less than the minimum remuneration he would have been entitled to had he been a worker of that higher grade.

Provided that the foregoing provision shall not apply in respect of time spent in

(*a*) relieving any worker who is absent by reason of the fact that it is his weekly day of rest or weekly short day;

(*b*) relieving for not more than 4 hours on any day any worker who is absent at his own request and who is paid by the employer in respect of the time for which he is so relieved not less than the minimum remuneration to which he would have been entitled if he had worked throughout that period.

BASIS OF REMUNERATION

Paragraph 11.

(1) The weekly rates specified in this Schedule relate to a week of 48 hours and except in the case of guaranteed weekly remuneration under paragraph 12 are subject to a proportionate reduction according as the number of hours worked is less than 48.

(2) In calculating the remuneration for the purpose of this Schedule recognised breaks for mealtimes shall be excluded.

GUARANTEED WEEKLY REMUNERATION

Paragraph 12.

(1) Notwithstanding the other paragraphs of this Schedule, where in respect of any week the total remuneration payable to a full-time worker as defined in paragraph 20

(*a*) under those other paragraphs; and

(*b*) by way of holiday remuneration under a Wages Regulation Order made by the Minister to give effect to proposals of the Wages Board

is less than the guaranteed weekly remuneration provided under this paragraph, the minimum remuneration payable to that worker for that week shall be that guaranteed weekly remuneration.

(2) The guaranteed weekly remuneration payable in respect of any week to a full-time worker

(*a*) who normally works for the employer for not less than 48 hours weekly on work to which this Schedule applies, is the remuneration to which he would be entitled under paragraph 2 of this Schedule for 48 hours work in his normal occupation;

(*b*) who normally works for the employer for more than 44 hours weekly but for less than 48 hours on work to which this Schedule applies, is the remuneration calculated as in paragraph 11 of this Schedule in respect of the number of hours normally worked by him;

(*c*) who normally works for the employer for 44 hours weekly or less, is the remuneration calculated as in paragraph 11 of this Schedule for 44 hours a week.

Provided that where the worker normally works for the employer on work to which this Schedule applies for less than 44 hours in the week by reason only of the fact that he does not hold himself out as normally available for work for more than the number of hours he normally works in the week, and the worker has informed his employer in writing that he does not so hold himself out, the guaranteed weekly remuneration shall be the remuneration calculated as in paragraph 11 of this Schedule for the number of hours in the week normally worked by the worker for the employer on work to which this Schedule applies.

(3) Guaranteed weekly remuneration is not payable in respect of any week unless the worker throughout his normal working hours in that week (excluding any time allowed to him as a holiday) is

(*a*) capable of and available for work; and

(*b*) willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available in the establishment in which he is employed.

(4) Guaranteed weekly remuneration is not payable in respect of any week if the worker's employment is terminated before the end of that week.

(5) If the employer is unable to provide the worker with work by reason of a strike or other circumstances beyond his control and gives the worker four clear days' notice to that effect, guaranteed weekly remuneration shall not be payable after the expiry of such notice in respect of any week during which, or during part of which, the employer continues to be unable to provide work as aforesaid.

Provided that in respect of the week in which the said notice expires there shall be paid to the worker in addition to any remuneration payable in respect of time worked in that week, any remuneration that would have been payable if the worker had worked his normal hours of work on any days in the week prior to the expiry of the notice.

OVERTIME

Paragraph 13.

Subject to the provisions of paragraph 14 overtime rates shall be payable to workers, other than extra head waiters, extra waiters and extra waitresses, as follows:—

A. For work other than night work

(1) On any day other than the weekly short day, the weekly day of rest or a day of customary holiday

(*a*) where a worker normally works on six days in a week, none of which is a weekly short day

(i) for the first two hours worked in excess of 8 hours	Time-and-a-quarter
(ii) for the next three hours	Time-and-a-half
(iii) thereafter	Double time

(*b*) where a worker normally works on only five days in a week, none of which is a weekly short day

(i) for the first two hours worked in excess of 9½ hours	Time-and-a-quarter
(ii) for the next three hours	Time-and-a-half
(iii) thereafter	Double time

(*c*) in all other cases

(i) for the first two hours worked in excess of 8½ hours	Time-and-a-quarter
(ii) for the next three hours	Time-and-a-half
(iii) thereafter	Double time

(2) On the weekly short day

(*a*) for the first two hours worked in excess of 5½ hours	Time-and-a-quarter
(*b*) for the next three hours	Time-and-a-half
(*c*) thereafter	Double time

(3) On the weekly day of rest

For all time worked	Double time

B. For night work

(1) On any day other than the weekly day of rest or a day of customary holiday

(*a*) where a worker normally works on six nights in a week

(i) for the first two hours worked in excess of 8 hours	Time-and-a-half
(ii) thereafter	Time-and-three-quarters

(*b*) in all other cases

(i) for the first two hours worked in excess of 9½ hours ... ... Time-and-a-half

(ii) thereafter ... ... Time-and-three-quarters

(2) On the weekly day of rest

For all time worked ... ... Double time

C. For the purpose of ascertaining the overtime rates payable under sub-paragraphs A and B of this paragraph, the whole of a worker's turn of duty shall be counted and where the turn extends beyond midnight shall be regarded as having been worked on the day upon which it commenced, and the expressions time-and-a-quarter, time-and-a-half, time-and-three-quarters and double time shall have the meanings assigned to them in paragraph 19, and in the case of night work shall not include the additional payment provided in paragraph 6.

Provided that the provisions of this paragraph shall not apply to emergency duty (as defined in paragraph 20) of this Schedule.

SPECIAL PROVISIONS RELATING TO REST DAYS

Paragraph 14.

(1) Where a worker works on his normal rest day in any week pursuant to an agreement in writing with his employer that the employer will allow the worker an equivalent time off during the period of the four following weeks in lieu of time so worked, the worker shall, for the purposes of the provisions of this Schedule relating to remuneration, be treated as though on that day he had performed no work to which this Schedule applies.

(2) Where a worker to whom this paragraph applies is allowed time off pursuant to an agreement as specified in sub-paragraph (1) of this paragraph he shall be treated for the purposes of the provisions of this Schedule relating to remuneration as though in respect of that time he had been employed by the employer in his usual occupation.

SPECIAL PROVISIONS RELATING TO FULL-TIME WORKERS WHO ARE NOT REQUIRED TO WORK ON A DAY OF CUSTOMARY HOLIDAY

Paragraph 15.

(1) This paragraph applies only to a full-time worker who is not required to work on a day of customary holiday and who has been in the employer's employment for the six days immediately preceding the day of customary holiday and (unless excused by the employer or absent by reason of proved sickness) has worked for the employer throughout his normal working hours on the last working day on which work was available to him prior to the holiday and throughout his normal working hours on the next such working day following the holiday.

(2) Where the day of customary holiday is not a day which has been allowed to the worker and taken by him as a day of annual holiday under the provisions of a wages regulation order, he shall be paid for that day not less than the amount to which he would have been entitled under this Schedule had the day not been a day of customary holiday and had he worked the number of hours ordinarily worked by him on a full working day.

(3) Where the day of customary holiday is a day which has been allowed to a worker and taken by him as a day of annual holiday as aforesaid—

(*a*) he shall be allowed, except in the case where (*b*) of this sub-paragraph applies, a day of holiday in lieu of the day of customary holiday on a day other than the weekly short day or the weekly day of rest, within twenty-eight days of the day of customary holiday and he shall be paid

for the holiday given in lieu not less than the amount to which he would have been entitled had he worked the number of hours ordinarily worked by him on that day of the week;

(*b*) if there is an agreement between the employer and the worker that no day of holiday in lieu of a day of customary holiday be so allowed, the worker shall be paid for the day of customary holiday in addition to the remuneration to which he is entitled in respect of that day as a day of annual holiday under a wages regulation order, not less than twice the amount to which he would have been entitled had he worked the number of hours ordinarily worked by him on a full working day.

SPECIAL PROVISIONS RELATING TO FULL-TIME WORKERS WHO WORK ON A DAY OF CUSTOMARY HOLIDAY AND WHO ARE GIVEN A DAY OFF IN LIEU

Paragraph 16.

Where a full-time worker works on a day of customary holiday his employer shall, except as provided in paragraph 17, allow him, on a day other than the weekly short day or weekly day of rest, a day of holiday in lieu thereof

(*a*) within the holiday season provided under a Wages Regulation Order made by the Minister to give effect to proposals of the Board, if the day of customary holiday falls within that season, or

(*b*) in all other cases within 28 days of the day of customary holiday

and he shall be paid

(i) for all time worked on the day of customary holiday at double time and

(ii) for the day given in lieu of the day of customary holiday not less than the amount to which he would have been entitled under this Schedule had he worked the number of hours ordinarily worked by him on that day of the week.

SPECIAL PROVISIONS RELATING TO FULL-TIME WORKERS WHO WORK ON A DAY OF CUSTOMARY HOLIDAY AND WHO ARE NOT GIVEN A DAY OFF IN LIEU

Paragraph 17.

Where a full-time worker works on a day of customary holiday and there is an agreement between the employer and the worker that no day of holiday in lieu of the day of customary holiday shall be allowed to the worker, he shall be paid for all time worked on the day of customary holiday at treble time.

NIGHT WORK IN RELATION TO DAYS OF CUSTOMARY HOLIDAY

Paragraph 18.

For the purposes of paragraphs 15, 16 and 17, where a worker normally works a turn of duty which extends beyond midnight, the whole of the turn of duty worked, or the period which would have been covered by the turn of duty had it been worked, shall be counted as falling on the day upon which it commenced or would have commenced had it been worked.

DEFINITIONS

Paragraph 19.

In this Schedule, the expressions " time-and-a-quarter ", " time-and-a-half ", " time-and-three-quarters ", " double " and " treble time " mean respectively one-and-a-quarter, one-and-a-half, one-and-three-quarters, twice and three times the hourly rate obtained by dividing by 48 the minimum weekly remuneration to which the worker would be entitled if he were employed in the circumstances specified in column 4 of paragraph 2.

Paragraph 20.

For the purposes of this Schedule—

ATTENDANT (RAILWAY REFRESHMENT ESTABLISHMENT) is a female worker aged 21 years or over who is wholly or mainly employed in the serving of refreshments, confectionery, cigarettes or tobacco in a railway refreshment establishment, or on duties ancillary to any of these duties.

BARMAID is a female worker aged 21 years or over who is wholly or mainly employed in dispensing, or in dispensing and serving, refreshment at a bar or dispense, or on duties ancillary to any of these duties.

BARMAID, HEAD is a barmaid who supervises not less than three barmen or barmaids, and who is responsible for the bar and the records.

BARMAN (COCKTAILS, DISPENSE, ETC.) is a male worker aged 21 years or over who is wholly or mainly employed in dispensing, or in dispensing and serving, refreshment at a dispense, American, cocktail, lounge, saloon or private bar, or on duties ancillary to any of these duties.

BARMAN, HEAD is a barman who supervises not less than three barmen or barmaids, and who is responsible for the bar and the records.

BARMAN, HEAD COCKTAIL is a barman who supervises not less than three barmen or barmaids who are wholly or mainly employed in dispensing at a cocktail bar, and who is responsible for the bar and the records.

BARMAN, PUBLIC is a male worker aged 21 years or over who is wholly or mainly employed in dispensing, or in dispensing and serving, refreshment at a public bar or on duties ancillary to any of these duties.

BUTCHER is a male worker aged 21 years or over who is responsible for the storage of meat and who is wholly or mainly employed in the cutting up or dressing and preparation for cooking of meat.

BUTCHER, ASSISTANT is a male worker aged 21 years or over whose duties consist wholly or mainly in assisting a butcher.

CARVER is a male worker aged 21 years or over who is wholly or mainly employed in carving meat, poultry or game.

CASHIER, DINING-ROOM AND RESTAURANT is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, receiving payment from and giving change to customers in a dining-room or restaurant, keeping records of sums received and balancing cash taken with the records kept, or on duties ancillary to any of these duties.

CELLARMAN is a male worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, bottling, racking, receipt, custody, issue or keeping records of beers, wines, spirits and minerals.

CELLARMAN, HEAD is a cellarman who supervises not less than three cellar staff.

CHAMBERMAID is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, making beds and cleaning and tidying bedrooms or bathrooms, taking orders for, or serving, meals or refreshment required in bedrooms, or similarly attending to visitors, or on duties ancillary to any of these duties.

CHEF OR HEAD COOK (MALE) is a male worker aged 21 years or over experienced in all departments of the kitchen who is wholly or mainly employed on the preparation and cooking of food requiring the mixing of two or more ingredients or the preparation and cooking of meat, poultry, game or fish and who exercises supervisory authority over the kitchen staff.

CHEF DE CUISINE is a male worker aged 21 years or over who is experienced in all departments of the kitchen, is in charge of the kitchen, and who supervises the work of chefs de partie or sectional cooks and plans menus, and orders supplies.

CHEF ENTREMETIER (HEAD VEGETABLE OR SOUP COOK) is a male worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, the cooking, or supervising the cooking, of vegetables or the preparation and cooking, or supervising the preparation and cooking, of egg dishes or of soups, and who is assisted by one or more commis cooks whose duties he supervises.

CHEF GARDE-MANGER (HEAD LARDER COOK) is a male worker aged 21 years or over who is responsible for the larder or cold store, and who is wholly or mainly employed in preparing, or in supervising the preparation of, cold dishes containing meat, fish or poultry, and of garnishes, and who is assisted by one or more commis garde-manger whose duties he supervises.

CHEF PATISSIER (HEAD PASTRY COOK) is a male worker aged 21 years or over who is wholly or mainly employed in the making and preparation for the table, or in supervising the making and preparation for the table, of pastries, cakes, sweets, ices, puddings, pies and similar articles and who is assisted by one or more commis pâtissiers whose duties he supervises.

CHEF DE PARTIE (SECTIONAL COOK) is a chef saucier, a chef pâtissier, a chef garde-manger, a chef rôtisseur, a chef poissonnier, a chef entremetier, a head breakfast cook or a head grill cook.

CHEF POISSONNIER (HEAD FISH COOK) is a male worker aged 21 years or over who is wholly or mainly employed in cooking and preparing for the table, or in supervising the cooking and preparation for the table, of fish and fish dishes and who is assisted by one or more commis cooks whose duties he supervises.

CHEF ROTISSEUR (HEAD ROAST COOK) is a male worker aged 21 years or over who is wholly or mainly employed in cooking, or in supervising the cooking, of joints, poultry or game, and who is assisted by one or more commis cooks whose duties he supervises.

CHEF SAUCIER (HEAD SAUCE COOK) is a male worker aged 21 years or over who is wholly or mainly employed in preparing, or in supervising the preparation of sauces, and the cooking and serving, or in supervising the cooking and serving, of, entrées, and who is assisted by one or more commis sauciers whose duties he supervises.

CLEANER is a female worker aged 21 years or over who is wholly or mainly employed in cleaning any part of the premises.

CLERK OR RECEPTIONIST is a worker aged 21 years or over who is wholly or mainly employed on clerical, office or reception work.

CLERK OR RECEPTIONIST, HEAD is a clerk or receptionist who supervises not less than three clerks or receptionists, whether male or female.

CLOAKROOM AND TOILET ATTENDANT is a worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, the receipt, custody and issue of personal effects deposited in the cloakroom, or the charge of, and responsibility for cleaning or for the cleanliness of, toilets.

COMMIS COOK is a male worker aged 21 years or over who has undergone not less than three years' training under a chef de cuisine or a chef de partie and who is employed under the immediate supervision of a chef de partie, other than a chef saucier, chef pâtissier or a chef garde-manger.

COMMIS GARDE-MANGER (LARDER COOK) is a male worker aged 21 years or over who has undergone not less than three years' training

under a chef de cuisine or a chef de partie and who is employed under the immediate supervision of a chef garde-manger.

COMMIS PATISSIER (PASTRY COOK) is a male worker aged 21 years or over who has undergone not less than three years' training under a chef de cuisine or a chef de partie and who is employed under the immediate supervision of a chef pâtissier.

COMMIS SAUCIER (SAUCE COOK) is a male worker aged 21 years or over who has undergone not less than three years' training under a chef de cuisine or a chef de partie and who is employed under the immediate supervision of a chef saucier.

COOK (FEMALE) is a female worker aged 21 years or over who is wholly or mainly employed in the preparation and cooking of food requiring the mixing of two or more ingredients or the preparation and cooking of meat, poultry, game or fish and duties ancillary to any of these duties, and who either works without assistance (except for assistance in the preparation of vegetables) or is employed under a chef or head cook, whether male or female.

COOK (MALE) is a male worker aged 21 years or over, not being a commis cook, who is wholly or mainly employed in the preparation and cooking of food requiring the mixing of two or more ingredients or the preparation and cooking of meat, poultry, game or fish and duties ancillary to any of these duties, and who either works without assistance (except for assistance in the preparation of vegetables) or is employed under a chef or head cook, whether male or female.

COOK, ASSISTANT is a worker aged 21 years or over who is wholly or mainly employed in the preparation and cooking of food (not being mainly the preparation of vegetables or salads) and who is employed under the immediate supervision of a chef or head cook, whether male or female.

COOK, HEAD (FEMALE) is a female worker aged 21 years or over experienced in all departments of the kitchen who is wholly or mainly employed in the preparation or cooking of food requiring the mixing of two or more ingredients or the preparation and cooking of meat, poultry, game or fish and who supervises not less than three cooks, whether male or female.

COOK, HEAD BREAKFAST is a male worker aged 21 years or over who is responsible for the preparation and cooking of breakfast dishes, and who is assisted by one or more commis cooks whose duties he supervises.

COOK, HEAD GRILL is a male worker aged 21 years or over who is wholly or mainly employed on the cooking, or in supervising the cooking, of grills, and who is assisted by one or more commis cooks whose duties he supervises.

COOK, STAFF is a male worker aged 21 years or over who is responsible for, and wholly or mainly employed in, the preparation and cooking of food requiring the mixing of two or more ingredients or the preparation and cooking of meat, poultry, game or fish and where the food is for consumption by the staff.

FIREMAN (PATROL) is a male worker aged 21 years or over who patrols the premises and who is responsible for the maintenance in good and efficient order of fire prevention appliances and for taking the necessary measures to deal with any outbreak of fire.

FISHMONGER—POULTERER is a male worker aged 21 years or over who is responsible for the storage of fish, poultry or game and who is wholly or mainly employed in the preparation for cooking of fish, poultry or game.

FISHMONGER—POULTERER, ASSISTANT is a male worker aged 21 years or over whose duties consist wholly or mainly in assisting a fishmonger-poulterer.

HOUSEKEEPER is a female worker aged 21 years or over who is employed on general household administration, selection and control of domestic staff, and who is responsible for domestic stores and the general cleanliness of the establishment.

HOUSEKEEPER GRADE I is a housekeeper who is employed in an establishment where she is the only housekeeper or where she is appointed to supervise not more than two other housekeepers.

HOUSEKEEPER GRADE II is a housekeeper who performs her duties under the supervision of another housekeeper or of a head housekeeper.

HOUSEKEEPER, HEAD is a housekeeper who supervises three or more housekeepers.

HOUSEMAID is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, cleaning in bedrooms, bathrooms, corridors, staircases, lounges, dining rooms, restaurants, attending to fires, or on duties ancillary to any of these duties.

LIFT ATTENDANT is a worker aged 21 years or over who is wholly or mainly employed in operating a lift.

LINEN KEEPER, HEAD is a female worker aged 21 years or over who is responsible for the house linen, and who supervises not less than three linen or sewing maids.

MAID, HEAD STILLROOM is a stillroom maid who supervises not less than three stillroom maids.

MAID, KITCHEN, SCULLERY OR VEGETABLE is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, cleaning the kitchen or scullery, or kitchen or scullery apparatus, washing dishes or cooking utensils, cleaning fish, plucking poultry or game, cleaning and preparing raw vegetables or fruit, or on duties ancillary to any of these duties.

MAID, LINEN OR SEWING is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, the receipt, checking, folding, stacking, despatch or issue of house or visitors' linen or laundry, sewing repairs, or on duties ancillary to any of these duties.

MAID OR FEMALE ATTENDANT, STAFF is a female worker aged 21 years or over who is wholly or mainly employed on the duties of a housemaid in connection with those parts of the premises used mainly by the staff.

MAID, STILLROOM is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, the preparation and dispensing of beverages or light refreshments, cleaning the stillroom, or on duties ancillary to any of these duties.

PLATE OR PANTRY WOMAN OR CROCKERY ATTENDANT is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, collecting, cleaning, washing or sorting plate, cutlery, crockery or glass, or on duties ancillary to any of these duties.

PLATEMAN OR PANTRYMAN, HEAD OR FOREMAN is a plateman or pantryman who supervises not less than three platemen or pantrymen.

PORTER does not include a kitchen porter, but save as aforesaid means a male worker aged 21 years or over who is wholly or mainly employed on portering duties (whether described as a hall porter, a night porter, a house porter, a basement porter, a floor porter, a cellar porter, a store

porter or any other description of porter, or a " boots ") and for the purpose of this definition " portering duties " include the following:—

carrying luggage, supplying information to guests or customers, taking messages, calling cars or taxis, or similarly attending to guests or customers, portering goods or supplies, cleaning premises, furniture or fittings (including the cleaning of windows, glazed doors or partitions), attending to fires or boilers and cleaning boots or shoes.

PORTER, KITCHEN, PLATEMAN, PANTRYMAN OR CROCKERY ATTENDANT is a male worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, cleaning the kitchen, service or scullery, or kitchen, service or scullery apparatus; cleaning and preparing raw vegetables or fruit or fish or plucking poultry or game; collecting, cleaning, washing or sorting plate, cutlery, crockery or glass; or on duties ancillary to any of these duties.

PORTER, HEAD HALL is a hall porter who supervises all porters (except those employed in or about the kitchen) and who is employed in an establishment where not less than five hall porters (including himself) are employed.

PORTER, SECOND HEAD HALL is a hall porter who is appointed to exercise supervisory authority under a head hall porter and to perform his duties when he is absent.

PORTER, SINGLE OR LEADING is a porter who is either the only porter employed in the establishment or is the leading porter in an establishment where not more than four male workers, including himself, are employed on portering (other than kitchen portering), or as cloakroom or toilet attendants.

SALAD HAND is a worker aged 21 years or over who is wholly or mainly employed in one or more of the following duties, that is to say, the washing of vegetables especially for salads or hors d'œuvres, the preparation of salads or hors d'œuvres, the making of sauces especially for salads or hors d'œuvres, or on duties ancillary to any of these duties.

SERVICE-DISPENSER is a worker who is not an attendant (railway refreshment establishment), is aged 21 years or over and is wholly or mainly employed in dispensing or dispensing and serving of food or beverages (other than serving at table), cleaning the dispense counter, and on duties ancillary to these duties.

SOUS CHEF DE CUISINE is a male worker aged 21 years or over, experienced in all departments of the kitchen, who is appointed to exercise supervisory authority under a chef de cuisine and to perform the duties of a chef de cuisine in his absence.

STILLROOM MAN is a male worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, the preparation and dispensing of beverages or light refreshments, cleaning the stillroom, or on duties ancillary to any of these duties.

STORESMAN is a male worker aged 21 years or over who is wholly or mainly employed in the storeroom and is responsible for the receipt, custody, issue and records of goods in his charge.

STORESMAN, HEAD is a storesman who supervises not less than three storeroom staff.

STOKER is a male worker aged 21 years or over who is wholly or mainly employed in the firing and regulating of boilers.

TELEPHONE OPERATOR (FEMALE) is a female worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, operating a telephone switchboard or section thereof, obtaining calls for customers or guests in a telephone call box, making the appropriate charges to the customers or guests therefor.

TELEPHONE OPERATOR (MALE) is a male worker aged 21 years or over who is wholly or mainly employed in operating a telephone switchboard or section thereof.

TELEPHONE OPERATOR, HEAD is a telephone operator (female) who supervises not less than six telephone operators, whether male or female.

TIMEKEEPER is a male worker aged 21 years or over who is wholly or mainly employed on one or more of the following duties, that is to say, recording the times of arrival or departure of staff, or ensuring that proper use is made by the staff of any time recording system in operation, as a watchman responsible for preventing unauthorised ingoing or outgoing of goods or persons, or on duties ancillary to any of these duties.

VALET is a male worker aged 21 years or over who is wholly or mainly employed in caring for guests' clothing and including such a worker required to perform the duties of a floor porter, or on duties ancillary to any of these duties.

WAITER is a male worker who is wholly or mainly employed in the serving of food or drink at table, the preparation and laying and clearing of tables or on duties ancillary to any of these duties.

WAITER, EXTRA is a waiter who is engaged on either an hourly or a day to day basis.

WAITER, EXTRA HEAD is a male worker aged 21 years or over who supervises not less than 12 waiting staff and who is engaged on either an hourly or a day to day basis.

WAITER, HEAD is a male worker aged 21 years or over who supervises not less than twelve waiting staff in an establishment where not less than twelve such workers are normally employed.

WAITER, HEAD WINE is a waiter who supervises not less than three waiters who are wholly or mainly employed in the serving of drink at table.

WAITER, LEADING OR CHARGE is a male worker aged 21 years or over who is a waiter who exercises general supervision over not less than four and less than twelve waiting staff.

WAITER, SECOND HEAD is a male worker aged 21 years or over who is appointed to exercise supervisory authority under a head waiter and to perform the head waiter's duties in his absence.

WAITRESS is a female worker aged 21 years or over who is wholly or mainly employed in the serving of food or drink at table, the preparation and laying and clearing of tables or on duties ancillary to any of these duties.

WAITRESS, EXTRA is a waitress who is engaged on either an hourly or a day to day basis.

WAITRESS, HEAD is a waitress who supervises more than four waitresses.

WAITRESS, SECOND HEAD is a waitress who supervises not more than four waitresses.

WINDOW CLEANER is a male worker aged 21 years or over who is wholly or mainly employed on cleaning windows and whose work includes the external cleaning of windows above street level.

"CATERING CONTRACTING BUSINESS" means a business or part of a business wholly or mainly engaged in supplying food or drink for immediate consumption—

(*a*) on premises not ordinarily occupied by the person or body of persons carrying on the business; or

(*b*) in a railway train where the business is carried on otherwise than by a railway company;

and any activities incidental or ancillary thereto.

" CATERING UNDERTAKING " means any undertaking or any part of an undertaking which consists wholly or mainly in the carrying on (whether for profit or not) of one or more of the following activities, that is to say, the supply of food or drink for immediate consumption, the provision of living accommodation for guests or lodgers or for persons employed in the undertaking and any other activity so far as it is incidental or ancillary to any such activity as aforesaid of the undertaking.

" CENTRAL CATERING ESTABLISHMENT " means an establishment wholly or mainly engaged in the preparation of food and drink for immediate consumption at two or more places of refreshment carried on by the person or body of persons carrying on the establishment but does not include an establishment wholly or mainly engaged in the preparation of food or drink for consumption on the same premises or in the same building as those on which or as that in which the establishment itself is carried on and for the purpose of this definition a place of refreshment means any place which is used either regularly or occasionally as, or for the purposes of, a restaurant, dining room, café, tea shop, buffet or similar place or a coffee stall, snack bar or other similar stall or bar.

" DAY OF CUSTOMARY HOLIDAY " means

(1) In England and Wales—

(*a*) Christmas Day (or if Christmas Day falls on a Sunday such other day as may be prescribed by national proclamation or if no such day is prescribed the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday; or

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

(2) In Scotland—

(*a*) 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; and

(*b*) three other week-days in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday, or any other day or days falling within the same calendar year which may be substituted for such day or days by agreement between the employer and the worker or his representative.

" EMERGENCY DUTY " means work performed by a worker between midnight and 6 a.m. involving the interruption of a period of rest between two turns of duty.

" ESTABLISHMENT " means a licensed residential establishment, licensed restaurant, railway refreshment establishment or licensed workers' hostel.

" FULL BOARD " means not less than four meals a day of good and sufficient quality and quantity.

" FULL-TIME WORKER " means a worker who normally works for his employer for not less than 36 hours a week on work to which this Schedule applies.

" LICENSED RESIDENTIAL ESTABLISHMENT " means—

(1) An hotel, inn, boarding house, guest house, hostel or similar establishment, including a holiday camp:—

(*a*) Which either contains four or more rooms ordinarily available as sleeping accommodation for guests or lodgers or, if it contains

less than four such rooms, which contains sleeping accommodation ordinarily available for not less than eight guests or lodgers; and

(*b*) at which it is lawful for intoxicating liquour to be sold for consumption on the premises or to be supplied for consumption on the premises by reason of the fact that part of the premises is habitually used for the purposes of a registered club;

but does not include any hostel or similar establishment provided by or by arrangement with an employer wholly or mainly for the purpose of accommodating persons employed by him.

(2) A Club:—

(*a*) Which either contains four or more rooms ordinarily available as sleeping accommodation for guests or lodgers or, if it contains less than four such rooms, which contains sleeping accommodation ordinarily available for not less than eight guests or lodgers; and

(*b*) at which it is lawful for intoxicating liquour to be supplied for consumption on the premises.

" LICENSED RESTAURANT " does not include any place which forms part of a licensed residential establishment or which constitutes or forms part of a railway refreshment establishment or any place at which intoxicating liquor can legally be sold or supplied for consumption on the premises by reason only of the fact that in relation to that place an occasional licence is for the time being in force, being a licence granted to some person other than the person carrying on, or a person in the employment of the person carrying on the activities (other than the supply of intoxicating liquor) of a catering undertaking at that place; but, save as aforesaid, means any place which is used either regularly or occasionally as, or for the purposes of, a restaurant, dining room, café, or similar place at which it is lawful to sell (or supply in the case of a restaurant, dining room or café of a club) intoxicating liquor for consumption on the premises and includes any bar or other place wholly or mainly used for the sale (or supply in the case of a club) and consumption on the premises of intoxicating liquor if the bar is situate on the same premises as any such restaurant, dining room, café or similar place as aforesaid and the activities of such restaurant, dining room, café or similar place constitute the main catering activities carried on at the premises.

" LICENSED WORKERS' HOSTEL " means a hostel or similar establishment provided by or by arrangement with an employer wholly or mainly for the purpose of accommodating persons employed by him otherwise than in a catering undertaking being an establishment at which it is lawful for intoxicating liquor to be sold for consumption on the premises or to be supplied for consumption on the premises by reason of the fact that part of the premises is habitually used for the purpose of a registered club.

" LODGING " means clean and adequate accommodation and facilities for eating, sleeping, washing and leisure.

" MEAL " means a meal of good and sufficient quality and quantity.

" NIGHT WORK " means all time worked on any turn of duty where that turn of duty includes not less than three hours work between midnight and 6 a.m.

" PROTECTIVE CLOTHING " means any garment other than uniform which protects a worker's normal clothing.

" RAILWAY REFRESHMENT ESTABLISHMENT " means any place of refreshment at a railway station, being a place of refreshment:—

(i) at which it is lawful for intoxicating liquor to be sold for consumption on the premises; or

(ii) the activities of which are carried on by a railway company;

and for the purpose of this definition " place of refreshment " means a place used either regularly or occasionally as, or for the purposes of, a restaurant, dining room, café, tea shop, canteen or similar place or coffee stall, buffet or bar.

" UNIFORM " means any outer clothing of a character distinctive to the establishment, which replaces the worker's own outer clothing.

" WEEK " means pay week.

" WEEKLY DAY OF REST " means either

(*a*) a day in the week fixed by agreement between the employer and the worker as a day of rest for the worker, not being a day of customary holiday or the worker's weekly short day; or

(*b*) if no such day is fixed the last day of the worker's pay week which is neither a day of customary holiday nor the worker's weekly short day;

and for the purposes of this definition, except in the expression " day of customary holiday," the word " day " means a period of 24 consecutive hours commencing at the time at which the worker would normally commence his turn of duty.

" WEEKLY SHORT DAY " means a day in the week, other than the weekly day of rest, fixed by agreement between the employer and the worker.

WORKERS TO WHOM THE SCHEDULE APPLIES

Paragraph 21.

Subject to the provisions of paragraph 22 the provisions of this Schedule apply to all workers employed in Great Britain in a catering undertaking who are employed by the person or body of persons carrying on that undertaking and who are so employed either—

(1) for the purposes of such of the activities of the undertaking as are carried on at a licensed residential establishment or at a licensed restaurant or at a railway refreshment establishment or at a licensed workers' hostel; or

(2) in connection with the provision of food or drink or living accommodation provided wholly or mainly for workers employed for the purposes of any of the activities of the undertaking specified in sub-paragraph (1) of this paragraph;

and who are engaged on any of the following work, that is to say:—

(*a*) the preparation of food or drink;

(*b*) the service of food or drink;

(*c*) work incidental to such preparation or service;

(*d*) work connected with the provision of living accommodation;

(*e*) work in connection with any retail sale of goods on premises where the main activity is either the supply of food or drink for immediate consumption or the provision of living accommodation for guests or lodgers or partly the supply of food or drink as aforesaid and partly the provision of living accommodation as aforesaid;

(*f*) transport work;

(*g*) work performed at any office or at any store or warehouse or similar place or at any garage or stable or similar place;

(*h*) any work other than that specified in sub-paragraphs (*a*) to (*g*) hereof performed on or about the premises or place where food or drink is prepared or served or where living accommodation is provided, including work in connection with any service or amenity provided on or about such premises or place.

Paragraph 22.

This Schedule does not apply to any of the following workers in respect of their employment in any of the following circumstances, that is to say:—

(1) Workers who are employed by the same employer partly in a catering undertaking and partly in some other undertaking, if their employment in the catering undertaking is confined to work specified either in sub-paragraph (*f*) or sub-paragraph (*g*) of paragraph 21 hereof or partly to work specified in the said sub-paragraph (*f*) and partly to work specified in the said sub-paragraph (*g*), and they are mainly employed on work in or in connection with that other undertaking;

(2) workers who are employed for the purposes of the activities carried on at any of the following establishments, that is to say:—

(*a*) any hospital, nursing home or convalescent home or similar establishment providing accommodation for the sick, infirm or mentally defective;

(*b*) any institution or home where living accommodation is provided for the aged or indigent;

(*c*) any university, college, school or similar establishment;

and who are employed by the person or body of persons carrying on the establishment, or, in the case of any of the establishments specified in sub-paragraph (*c*) hereof, by the person or body of persons carrying on any boarding house which forms part of the establishment;

(3) workers who are employed for the purposes of any of the activities carried on in a railway train;

(4) workers who are employed for the purposes of any of the activities carried on at a theatre, music-hall or other similar place of entertainment ordinarily used for the public performance of stage plays or variety entertainments;

(5) workers who are employed for the purposes of any of the activities carried on in the course of a catering contracting business;

(6) workers who are employed for the purposes of any of the activities of a central catering establishment;

(7) workers who are employed for the purposes of the activities carried on at a licensed restaurant if the licensed restaurant is situated on premises where the main activity is the sale of intoxicating liquor for consumption on the premises otherwise than with meals supplied on the premises;

(8) workers who are employed by the Crown or by a local authority;

(9) workers in relation to whom the Industrial or Staff Canteen Undertakings Wages Board operates in respect of any employment which is for the time being within the field of operation of that Wages Board.

Paragraph 23.

Nothing in the provisions of this Schedule shall be construed as authorising the making of any deduction or the giving of any remuneration in any manner that is illegal by virtue of the Truck Acts, 1831-1940, or of any other enactment.

SECOND SCHEDULE

APPLICATION

Paragraph 1.

This Schedule applies to every worker, other than an extra waiter, extra waitress and extra head waiter for whom statutory minimum remuneration has been fixed.

ANNUAL HOLIDAYS

Paragraph 2.

Subject to the provisions of this Schedule, an employer shall, between 1st April and 31st October, 1948, and in each succeeding year between 1st April and 31st October (hereinafter referred to as the holiday season) allow a holiday (hereinafter referred to as an annual holiday) to every such worker who was employed by him during the twelve months immediately preceding the commencement of the holiday season for any of the periods specified in Tables A and B below or in either of them and the duration of the holiday shall be related to the period of the worker's employment during the twelve months aforesaid and the length of his service with the employer in accordance with those Tables:—

TABLE A

Period of employment falling within the first year of the worker's service with the employer (1)	Duration of holiday for a worker who is normally employed on		
	6 days a week (2)	5 days a week (3)	4 days a week or less (4)
At least 8 weeks	1 day	1 day	—
„ 16 „	2 days	1 „	1 day
„ 24 „	3 „	2 days	2 days
„ 32 „	4 „	3 „	2 „
„ 40 „	5 „	4 „	3 „
„ 48 „	6 „	5 „	4 „

TABLE B

Period of employment after the first year of the worker's service with the employer (1)	Duration of holiday for a worker who is normally employed on		
	6 days a week (2)	5 days a week (3)	4 days a week or less (4)
At least 4 weeks	1 day	1 day	—
„ 8 „	2 days	1 „	1 day
„ 12 „	3 „	2 days	2 days
„ 16 „	4 „	3 „	2 „
„ 20 „	5 „	4 „	3 „
„ 24 „	6 „	5 „	4 „
„ 28 „	7 „	6 „	4 „
„ 32 „	8 „	6 „	5 „
„ 36 „	9 „	7 „	5 „
„ 40 „	10 „	8 „	6 „
„ 44 „	11 „	9 „	7 „
„ 48 „	12 „	10 „	8 „

Provided that the number of days of annual holiday to which a worker is entitled in any holiday season shall not exceed the number constituting the worker's normal working week where the worker's holiday is calculated by reference only to Table A above, and shall not exceed twice the number constituting the worker's normal working week where the worker's holiday is calculated by reference only to Table B above or to both Table A and Table B.

Paragraph 3.

For the purpose of calculating the duration of the holiday of a worker whose employment during the twelve months immediately preceding the commencement of the holiday season falls partly in the first year of his service with the employer and partly in the second year of such service the number of days of holiday to which the worker is entitled under Table A and under Table B shall be added together.

Paragraph 4.

Annual holidays shall be allowed on consecutive working days and days of holiday shall be treated as consecutive notwithstanding that the worker's weekly day of rest or a day of customary holiday or a day of holiday in lieu of a day of customary holiday intervenes.

Provided that where a worker is entitled to more days of annual holiday than the number constituting his normal working week his holiday may be allowed in two separate periods of which one shall consist of at least the number of days constituting his normal working week.

Paragraph 5.

Notwithstanding the provisions of paragraph 2 an annual holiday may be allowed after the end of the holiday season and before the commencement of the next following holiday season in the following circumstances, that is to say, where the worker in the course of the holiday season informs his employer that he wishes to take the holiday after the end of the holiday season and the employer agrees and the said agreement is reduced into writing and sets out the date on which the holiday is to be allowed.

Paragraph 6.

Notwithstanding the provisions of paragraph 2 the Wages Board may vary the holiday season as there set out in respect of any establishment if they receive an application for the purpose from an employer and are satisfied that it is reasonable to do so to meet special circumstances. Such variation may provide for the commencement of the holiday season earlier than 1st April or its extension beyond 31st October. An application relating to the commencement of the holiday season shall be made to the Board not less than six weeks before the operative date and an application to extend the duration of the holiday season before 15th July. Any such alteration in the holiday season shall not become effective until notice of the decision of the Board has been communicated to the employer concerned.

In the case of any variation of the holiday season under this provision the duration of the holiday of the worker or workers concerned shall be related to the period immediately preceding the commencement of the holiday season as varied.

Paragraph 7.

An employer shall give to a worker reasonable notice of the commencing date and duration of his annual holiday and such notice may be given individually to a worker or by the posting of a notice in the place where the worker is employed.

Paragraph 8.

Where any day of holiday allowed to any worker under this Schedule falls on a day of holiday or half holiday to which the worker may be entitled under any enactment other than the Catering Wages Act, 1943, that holiday or half holiday may be treated as part of the holiday allowed under this Schedule.

REMUNERATION FOR ANNUAL HOLIDAYS

Paragraph 9.

Subject to the provisions of paragraph 11 of this Schedule, a worker entitled to be allowed an annual holiday under this Schedule shall be paid by his employer in respect thereof not later than the last pay day preceding such annual holiday, holiday remuneration in accordance with the following table:—

Column 1 Period of holiday	Column 2 Holiday remuneration for workers with a normal working week of			Column 3
	6 days	5 days	4 days or less	
12 days	Twice the amount in Col. 3	—	—	The amount which the worker would be entitled to receive from his employer at the date of the holiday, or where the holiday is taken in two periods at the date of the first period, for a week's work, if working his normal weekly hours of work, exclusive of overtime, and if paid the appropriate statutory minimum remuneration (as defined in paragraph 15) set out in the wages regulation order then current and at the same rate for work (if any) to which that order does not apply.
11 ,,	One-and-five-sixths of the amount in Col. 3	—	—	
10 ,,	One-and-two thirds of the amount in Col. 3	Twice the amount in Col. 3	—	
9 ,,	One-and-one half of the amount in Col. 3	One-and-four-fifths of the amount in Col. 3	—	
8 ,,	One-and-one-third of the amount in Col. 3	One-and-three fifths of the amount in Col. 3	Twice the amount in Col. 3	
7 ,,	One-and-one-sixth of the amount in Col. 3	One-and-two-fifths of the amount in Col. 3	One-and-three-quarters of the amount in Col. 3	
6 ,,	The amount in Col. 3	One-and-one-fifth of the amount in Col. 3	One-and-one-half of the amount in Col. 3	
5 ,,	Five-sixths of the amount in Col. 3	The amount in Col. 3	One-and-one-quarter of the amount in Col. 3	
4 ,,	Two-thirds of the amount in Col. 3	Four-fifths of the amount in Col. 3	The amount in Col. 3	
3 ,,	One-half of the amount in Col. 3	Three-fifths of the amount in Col. 3	Three-quarters of the amount in Col. 3	
2 ,,	One-third of the amount in Col. 3	Two-fifths of the amount in Col. 3	One-half of the amount in Col. 3	
1 day	One-sixth of the amount in Col. 3	One-fifth of the amount in Col. 3	One-quarter of the amount in Col. 3	

Paragraph 10.

Where under the provisions of paragraph 4 an annual holiday is taken in two periods the holiday remuneration shall be apportioned accordingly.

Paragraph 11.

Where any accrued holiday remuneration has been paid by the employer to the worker under paragraphs 12 and 13 below in respect of employment in the twelve months immediately preceding the holiday season current when a

holiday is allowed, the amount to be paid in respect of the period of such holiday is the appropriate amount payable under paragraph 9 LESS the accrued holiday remuneration paid as aforesaid.

Paragraph 12.

If a worker ceases to be employed by an employer before being entitled to be allowed an annual holiday or before being allowed the whole of any annual holiday to which he is entitled under this Schedule, the employer shall, immediately on the termination of the employment, pay to the worker accrued holiday remuneration in accordance with the provisions of paragraph 13.

Paragraph 13.

Subject to the provisions of this paragraph holiday remuneration shall accrue to a worker during such part of his employment with the employer in the twelve months immediately preceding the termination of his employment as has not already been counted as employment for the purpose of any day or days of annual holiday allowed to the worker by the employer, and taken by the worker, and such holiday remuneration shall accrue as follows:—

(1) For each week (but not exceeding 48) falling within the first year of the worker's service with the employer in respect of which, under the provisions of paragraph 14 the worker is treated as having been employed, one-forty-eighth of the amount he would be entitled to receive from his employer for a week's work at the date of termination of employment if he worked his normal weekly hours of work exclusive of overtime and if paid at the appropriate statutory minimum remuneration, as defined in paragraph 15, set out in the wages regulation order then current and at the same rate for work (if any) to which that order does not apply.

(2) For each week (but not exceeding 48) falling within the second or a subsequent year of the worker's service with the employer in respect of which, under the provisions of paragraph 14 the worker is treated as having been employed, one-twenty-fourth of the amount he would be entitled to receive from his employer for a week's work at the date of termination of employment if working his normal weekly hours of work exclusive of overtime and if paid at the appropriate statutory minimum remuneration, as defined in paragraph 15, set out in the wages regulation order then current and at the same rate for work (if any) to which that order does not apply.

Provided that the amount of any accrued holiday remuneration payable on the termination of the worker's employment shall be reduced by the amount of any previous payment of accrued holiday remuneration made by the employer to the worker in so far as it is attributable to the period for which the accrued holiday remuneration is payable.

GENERAL

Paragraph 14.

For the purpose of calculating any period of employment entitling a worker to an annual holiday or to any accrued holiday remuneration under this Schedule the worker shall be treated as having been employed

(1) for a week in respect of any week in which he has worked for the employer for 48 hours or, where the number of hours normally worked by him for the employer in a week is less than 48, that number of hours, and in which he has performed some work which entitles him to statutory minimum remuneration, or would have entitled him to such remuneration if a wages regulation order had then been in force.

(2) when absent from work in any of the following circumstances:—

(*a*) holidays allowed under this Schedule, days of customary holiday or days in lieu of customary holidays;

(*b*) proved sickness or accident up to and not exceeding a maximum of 12 weeks in the aggregate during the period of twelve months immediately preceding the date of the commencement of the holiday season or where under paragraphs 12 and 13 of this Schedule accrued

holiday remuneration is payable on the termination of the employment in the twelve months immediately preceding the termination of the employment;

(*c*) by leave of the employer.

Paragraph 15.

In this Schedule the following expressions have the meanings hereby assigned to them, that is to say—

" day of customary holiday " means

(i) In England and Wales—

(*a*) Christmas Day (or if Christmas Day falls on a Sunday, such other day as may be prescribed by national proclamation, or if no such day is prescribed the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday; or

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

(ii) In Scotland—

(*a*) 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, and

(*b*) three other week-days in the course of a calendar year to be fixed by the employer and notified to the worker not less than three weeks before the holiday, or any other day or days falling within the same calendar year which may be substituted for such day or days by agreement between the employer and the worker or his representative.

" normal weekly hours of work " means the number of hours which have been most frequently worked by the worker in a week in the employment of the employer in the twelve months immediately preceding the commencement of the holiday season or where under paragraphs 12 and 13 of this Schedule accrued holiday remuneration is payable on the termination of the employment, in the twelve months immediately preceding the date of the termination of the employment.

" normal working week " means the number of days on which the worker has most frequently worked in a week in the employment of the employer in the twelve months immediately preceding the commencement of the holiday season, or where under paragraphs 12 and 13 of this Schedule accrued holiday remuneration is payable on the termination of the employment, in the twelve months immediately preceding the date of the termination of the employment.

Provided that

(i) part of a day shall count as a day;

(ii) no account shall be taken of any week in which the worker did not perform any work for which statutory minimum remuneration has been fixed.

" statutory minimum remuneration " means minimum remuneration (other than holiday remuneration) which has been fixed by a wages regulation order; and

" appropriate statutory minimum remuneration " means for the purposes of paragraphs 9 and 13 the statutory minimum remuneration applicable to a worker of the same grade employed in the circumstances that he is not supplied by his employer with either meals, full board or lodging, but excluding any part of such remuneration payable solely by reason of the fact that laundering of protective clothing or cleaning of uniform is not provided by the employer.

" wages regulation order " means an order made by the Minister pursuant to proposals submitted to him by the Board for fixing the remuneration to be paid by their employers to workers in relation to whom the Board operates.

" week " means pay week.

EXPLANATORY NOTE

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

This Order has effect from 1st March, 1948. It sets out the statutory minimum remuneration payable to workers in relation to whom the Licensed Residential Establishment and Licensed Restaurant Wages Board operates. It also makes provisions for holidays to be allowed and holiday remuneration to be paid by employers to those workers (except " extra " waiters).

The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) (Amendment) Order, 1948

1948 No. 1776

Made - - - - *28th July,* 1948

Coming into Operation *23rd August,* 1948

L.R. (5).

Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Licensed Residential Establishment and Licensed Restaurant Wages Board the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Minister by virtue of the powers conferred on him by section 8 of the Catering Wages Act, 1943 and of all other powers in that behalf hereby makes the following Order:— 6 & 7 Geo. 6. c. 24.

1.—(1) This Order may be cited as the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) (Amendment) Order, 1948 and shall come into operation on the 23rd day of August, 1948, and this Order and the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1948(a) may be cited together as the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Orders, 1948. Short title, commencement and interpretation.

(2) The Interpretation Act, 1889, applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament. 52 & 53 Vict. c. 63.

2.—(1) Effect is hereby given to the wages regulation proposals set out in the Schedule hereto. Amendment of Wages Regulation Order.

(2) The provisions of the said Schedule shall have effect as from the 23rd day of August, 1948.

Signed by order of the Minister of Labour and National Service this 28th day of July, 1948.

H. H. Wiles,
Deputy Secretary of the Ministry of Labour and National Service.

(a) S.I. 1948 No. 19, p. 356 above.