STATUTORY INSTRUMENTS

1969 No. 753

WAGES COUNCILS

The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order 1969

Made - - - -	*27th May* 1969
Coming into Operation	*7th July* 1969

Whereas the Secretary of State has received from the Licensed Residential Establishment and Licensed Restaurant Wages Council the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Secretary of State in exercise of her powers under section 11 of the Wages Councils Act 1959(a), and of all other powers enabling her in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order 1969.

2.—(1) In this Order the expression "the specified date" means the 7th July 1969, provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, that date does not correspond with the beginning of the period for which the wages are paid, the expression "the specified date" means, as respects that worker, the beginning of the next such period following that date.

(2) The Interpretation Act 1889(b) shall apply to the interpretation of this Order as it applies to the interpretation of an Act of Parliament and as if this Order and the Order hereby revoked were Acts of Parliament.

3. The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order 1968(c), shall cease to have effect.

Signed by order of the Secretary of State.

C. F. Heron,
Deputy Under Secretary of State,
Department of Employment and Productivity.

27th May 1969.

(a) 1959 c. 69.
(b) 1889 c. 63.
(c) S.I. 1968/54 (1968 I, p. 116).

Article 3

ARRANGEMENT OF SCHEDULE

PART I

REMUNERATION FOR EMPLOYMENT

	Paragraphs
Remuneration for employment	1
Definition of grades or descriptions of workers	2
Other definitions relating to Tables of minimum remuneration	3
Tables of minimum remuneration: workers other than apprentice cooks, trainee cooks and extra waiting staff	4
Two-year and four-year trainee cooks	5
Workers supplied with full board and lodging	6
Workers supplied with meals but not with full board and lodging	7
Service workers employed under a written agreement relating to gratuities	8
Full-time workers not provided with laundry	9
Workers required to wear uniform or protective clothing of a distinctive character not provided by the employer	10
Extra waiting staff	11
Additional payment for night work	12
Payment for spreadover of hours of work	13
Payment for emergency duty	14
Special provisions relating to intervals for rest	15
Workers temporarily transferred to higher grade work	16
Hours on which remuneration is based	17
Guaranteed remuneration	18
Overtime	19
Special provisions relating to rest days	20
Special provisions relating to full-time workers who are not required to work on a customary holiday	21
Special provisions relating to full-time workers who work on a customary holiday	22
Night work in relation to customary holidays	23

PART II

ANNUAL HOLIDAY AND HOLIDAY REMUNERATION

Duration of annual holiday	24–25
Spells of annual holiday	26
Agreement to allow annual holiday outside the holiday season	27
Applications to vary the holiday season	28
General	29–30
Remuneration for annual holiday	31–32
Accrued holiday remuneration payable on termination of employment	33
Calculation of employment	34

PART III

GENERAL

Definitions	35
Workers to whom the Schedule applies	36–37
Illegal deductions, etc.	38

SCHEDULE

PART I

REMUNERATION FOR EMPLOYMENT

1. Subject to the provisions of this Schedule—

the minimum remuneration for workers to whom this Schedule applies (other than trainee cooks, extra head waiters, extra waiters and extra waitresses) shall be in accordance with paragraph 4 hereof;

the minimum remuneration for trainee cooks shall be in accordance with paragraph 5 hereof; and

the minimum remuneration for extra head waiters, extra waiters and extra waitresses shall be in accordance with paragraph 11 hereof.

Provided that—

(*a*) an employer shall be treated as supplying full board and lodging or meals to a worker if he makes them available to the worker;

(*b*) in calculating the remuneration for the purposes of this Schedule recognised breaks for mealtimes shall be excluded;

(*c*) the minimum remuneration for a worker aged under 21 years who is employed as a waiter or waitress, and who has received a Certificate of Service under an apprenticeship scheme for waiters or waitresses administered by the National Joint Apprenticeship Council of the Hotel and Catering Industry or the Hotel and Catering Industry Training Board, shall be that for a waiter or waitress as the case may be, aged 21 years or over.

2. In this Schedule the following expressions have the meanings hereby respectively assigned to them; and shown against each grade (in column 2) is the number where applicable of the appropriate group in the Tables of remuneration in paragraph 4.

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
APPRENTICE COOK has the meaning assigned to it in paragraph 5.	—
ASSISTANT MANAGER OR ASSISTANT MANAGERESS is a worker wholly or mainly engaged on catering work who assists the Manager or Manageress and who takes charge of the establishment during the absence of the Manager or Manageress.	—
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 and who is not a cocktail barmaid.	19
BARMAID, COCKTAIL is a female worker who is wholly or mainly employed in serving, or in dispensing and serving, refreshment at a cocktail bar.	*31*
BARMAID, HEAD is a barmaid who supervises not less than three barmen or barmaids, and who is responsible for the bar and the records.	22
BARMAN, COCKTAIL is a male worker who is wholly or mainly employed in serving, or in dispensing and serving refreshment at a cocktail bar.	11
BARMAN, 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, lounge, saloon or private bar, or on duties ancillary thereto and who is not a cocktail barman.	2
BARMAN, HEAD is a barman who supervises not less than three barmen or barmaids, and who is responsible for the bar and the records.	3
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.	13
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.	1
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.	6
BUTCHER, ASSISTANT is a male worker aged 21 years or over whose duties consist wholly or mainly in assisting a butcher.	4
CARVER is a male worker aged 21 years or over who is wholly or mainly employed in carving meat, poultry or game.	6
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.	19

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
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.	2
CELLARMAN, HEAD is a cellarman who supervises not less than three cellar staff.	4
CHAMBERMAID *OR ROOM MAID* is a female worker 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 and refreshment required in bedrooms or similarly attending to visitors, or on duties ancillary to any of these duties.	31
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 supervises not less than three cooks or assistant cooks, whether male or female.	8
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.	9
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 cooks whose duties he supervises.	9
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 cooks whose duties he supervises.	9
CHEF DE PARTIE (SECTIONAL COOK) is a chef saucier, a chef patissier, a chef garde-manger, a chef rotisseur, 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.	9
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.	9

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
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 entrees, and who is assisted by one or more commis cooks whose duties he supervises.	9
CLEANER is a female worker aged 21 years or over who is wholly or mainly employed in cleaning any part of the premises.	17
CLERK OR RECEPTIONIST is a worker aged 21 years or over who is wholly or mainly employed on clerical, office or reception work.	Male 4: Female 23
CLERK OR RECEPTIONIST, HEAD is a clerk or receptionist who supervises not less than three clerks or receptionists, whether male or female.	Male 6: Female 27
CLOAKROOM AND TOILET ATTENDANT is a worker 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.	Male 10: Female 29
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, *or has completed training as a four-year trainee cook (as defined in paragraph 5)*, and who is employed under the immediate supervision of a chef de partie.	*5*
COOK (FEMALE) is a female worker aged 21 years or over (not being an assistant cook), *or a female worker who has completed training as a four-year trainee cook (as defined in paragraph 5)*, 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.	25
COOK (MALE) is a male worker aged 21 years or over (not being an assistant cook or a commis cook), *or a male worker who has completed training as a four-year trainee cook (as defined in paragraph 5)*, 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.	5
COOK, ASSISTANT is a worker aged 21 years or over, *or a worker who has completed training as a two-year trainee cook (as defined in paragraph 5)*, who is wholly or mainly employed in assisting a chef or head cook, or cook, whether male or female, in the preparation and cooking of food (not being mainly the preparation of vegetables or salads).	Male 3: Female 20
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 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 supervises not less than three cooks or assistant cooks, whether male or female.	28
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.	*9*
COOK, HEAD GRILL is a male worker aged 21 years or over who is wholly or mainly employed in the cooking, or in supervising the cooking, of grills, and who is assisted by one or more commis cooks whose duties he supervises.	*9*

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
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.	3
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.	6
FISHMONGER-POULTERER, ASSISTANT is a male worker aged 21 years or over whose duties consist wholly or mainly in assisting a fishmonger-poulterer.	4
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.	26
HOUSEKEEPER GRADE II is a housekeeper who performs her duties under the supervision of another housekeeper or of a head housekeeper.	*25*
HOUSEKEEPER, HEAD is a housekeeper who supervises three or more housekeepers.	28
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.	17
LIFT ATTENDANT is a worker aged 21 years or over who is wholly or mainly employed in operating a lift.	Male 1: Female 17
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.	21
MAID, HEAD STILLROOM is a stillroom maid who supervises not less than three stillroom maids.	21
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.	17
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.	19

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
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.	17
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.	18
MANAGER OR MANAGERESS is the person responsible to the employer for the cleanliness, care and supervision of the premises and equipment of an establishment and for the handling of the cash and stocks, for the control of the staff where any is employed and for the conduct of the establishment as required by law.	—
OTHER WORKER is a worker whose *grade or description is not a grade or description* defined elsewhere in this Schedule.	Male 1: Female 17
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.	17
PLATEMAN OR PANTRYMAN, HEAD OR FOREMAN is a plateman or pantryman who supervises not less than three platemen or pantrymen.	3
PORTER, HOUSE, BASEMENT, CELLAR OR STORE is a male worker aged 21 years or over (other than a night porter) who is wholly or mainly employed on any one or more of the following duties, that is to say, portering goods (other than luggage) or supplies, cleaning premises, furniture or fittings (including the cleaning of windows, glazed doors or partitions), attending to fires or boilers, or on duties ancillary to any of these duties.	1
PORTER (HALL OR FLOOR) OR BOOTS is a male worker (other than a night porter) who is wholly or mainly employed on any one or more of the following duties, that is to say, carrying luggage, supplying information to guests or customers, calling cars or taxis, or similarly attending to guests or customers, or cleaning boots or shoes.	10
PORTER, KITCHEN OR 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.	1
PORTER, HEAD HALL is a hall porter who supervises all porters except these employed in or about the kitchen and who is employed in an establishment where not less than five hall porters (including himself) are employed.	15

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
PORTER, NIGHT is a male worker who is normally employed on night work and whose duties consist of any one or more of the following duties, that is to say:— attending to the requirements of visitors, acting as night watchman, carrying out household duties (including cleaning premises, furniture or fittings, attending to fires or boilers, cleaning boots or shoes) or duties ancillary to any of these duties.	13
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.	13
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.	11
SALAD HAND 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 washing of vegetables especially for salads or hors d'oeuvres, the preparation of salads or hors d'oeuvres, the making of sauces especially for salads or hors d'oeuvres, or on duties ancillary to any of these duties.	Male 3: Female 20
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, food or beverages (other than serving at table), cleaning the dispense counter, and on duties ancillary to these duties.	Male 2: Female 18
SERVICE WORKER is a worker whose grade or description is identified in this paragraph as appropriate to one of the groups numbered 10 to 16 in respect of male workers and 29 to 33 in respect of female workers, the rates for which are set out in paragraph 4 in Tables numbered A2, B2 and C2; *and A4, B4 and C4.*	Males 10 to 16: Females 29 to 33
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.	2
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.	2
STORESMAN, HEAD is a storesman who supervises not less than three storeroom staff.	4
STOKER is a male worker aged 21 years or over who is wholly or mainly employed in the firing and regulating of boilers.	3
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.	21
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.	2

Grade or description of worker	No. of appropriate group in Tables of remuneration
Column 1	Column 2
TELEPHONE OPERATOR, HEAD is a telephone operator (female) who supervises not less than six telephone operators, whether male or female.	23
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.	3
TRAINEE COOK has the meaning assigned to it in paragraph 5.	—
VALET is a male worker 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.	11
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.	12
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 who supervises not less than 12 waiting staff in an establishment where not less than 12 such workers are normally employed.	16
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.	14
WAITER, LEADING OR CHARGE is a male worker who is a waiter who exercises general supervision over not less than four and less than 12 waiting staff.	14
WAITER, SECOND HEAD is a male worker who is appointed to exercise supervisory authority under a head waiter and to perform the head waiter's duties in his absence.	15
WAITRESS is a female 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.	*31*
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.	33
WAITRESS, SECOND HEAD is a waitress who supervises not more than four waitresses.	32
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.	3

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

"AREA A" means the Metropolitan Police District, as defined in the London Government Act 1963(a), the City of London, the Inner Temple and the Middle Temple.

"AREA B" means—

(1) in England and Wales—the areas for the time being of the following County Boroughs:—Birmingham, Bradford, Bristol, Cardiff, Coventry, Kingston-upon-Hull, Leeds, Leicester, Liverpool, Manchester, Newcastle-upon-Tyne, Nottingham, Sheffield and Stoke-on-Trent;

(2) in Scotland—the areas for the time being of the following Counties of Cities:—Edinburgh and Glasgow.

"AREA C" means all areas other than those in Area A or Area B.

"DOUBLE TIME" means twice the rate appropriate to the worker set out under column *3* of the Tables;

"SINGLE TIME RATE" means the rate appropriate to the worker set out under column *3* of the Tables.

"TIME-AND-A-HALF" means the rate appropriate to the worker set out under column *5* of the Tables.

"TIME-AND-A-QUARTER" means the rate appropriate to the worker set out under column *4* of the Tables.

4. The minimum remuneration for workers employed in Areas A, B and C (as defined in paragraph 3) whose grades or descriptions are identified in paragraph 2 as appropriate to one of the groups in the Tables set out in this paragraph, shall be the amount specified in the Tables according to the Area and group number.

Provided that—

(*1*) *where a worker is supplied by the employer with full board and lodging for seven days a week, the minimum remuneration payable under this paragraph shall be subject to the reduction specified in paragraph 6;*

(2) *where a worker is not supplied by the employer with full board and lodging for seven days a week but is supplied by him with such meals as are normally available in the establishment during the time the worker is on duty, the minimum remuneration payable under this paragraph shall be subject to the reduction specified in paragraph 7.*

(a) 1963 c. 33.

TABLE A1 AREA A—MALE WORKERS OTHER THAN SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3* single time	*Column 4* time-and-a-quarter	*Column 5* time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 1	*217 0*	*4 11½*	*6 2*	*7 5*
„ 2	*222 0*	*5 1*	*6 4*	*7 7*
„ 3	*227 0*	*5 2*	*6 5½*	*7 9*
„ 4	*238 0*	*5 5*	*6 9½*	*8 1½*
„ 5	*248 0*	*5 8*	*7 1*	*8 5½*
„ 6	*258 0*	*5 10½*	*7 4*	*8 10*
„ 8	*278 0*	*6 4*	*7 11*	*9 6*
„ 9	*288 0*	*6 7*	*8 2½*	*9 10*
Workers in Group 1 aged under 21 years—				
Aged 20 and under 21 years	*205 0*	*4 8*	*5 10*	*7 0*
„ 19 „ „ 20 „	*193 0*	*4 5*	*5 6*	*6 7*
„ 18 „ „ 19 „	*182 0*	*4 2*	*5 2½*	*6 2½*
„ 17 „ „ 18 „	*151 6*	*3 5½*	*4 4*	*5 2*
„ 16 „ „ 17 „	*139 6*	*3 2½*	*4 0*	*4 9½*
„ 15 „ „ 16 „	*131 6*	*3 0*	*3 9*	*4 6*

TABLE A2 AREA A—MALE SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3* single time	*Column 4* time-and-a-quarter	*Column 5* time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 10	*171 0*	*3 11*	*4 10½*	*5 10*
„ 11	*176 0*	*4 0*	*5 0*	*6 0*
„ 12	*181 0*	*4 1½*	*5 2*	*6 2½*
„ 13	*186 0*	*4 3*	*5 3½*	*6 4½*
„ 14	*191 0*	*4 4½*	*5 5½*	*6 6½*
„ 15	*201 0*	*4 7*	*5 9*	*6 10½*
„ 16	*221 0*	*5 0½*	*6 3½*	*7 6½*
Workers in the above-mentioned groups aged under 21 years—				
Aged 20 and under 21 years	*168 0*	*3 10*	*4 9½*	*5 9*
„ 19 „ „ 20 „	*158 6*	*3 7½*	*4 6½*	*5 5*
„ 18 „ „ 19 „	*146 0*	*3 4*	*4 2*	*5 0*
„ 17 „ „ 18 „	*124 6*	*2 10*	*3 6½*	*4 3*
„ 16 „ „ 17 „	*115 0*	*2 7½*	*3 3½*	*3 11½*
„ 15 „ „ 16 „	*108 6*	*2 6*	*3 1*	*3 8½*

TABLE A3 AREA A—FEMALE WORKERS OTHER THAN SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 17	*170 0*	*3 10½*	*4 10*	*5 10*
„ 18	*175 0*	*4 0*	*5 0*	*6 0*
„ 19	*179 6*	*4 1*	*5 1½*	*6 1½*
„ 20	*182 6*	*4 2*	*5 2½*	*6 3*
„ 21	*185 6*	*4 3*	*5 3½*	*6 4*
„ 22	*190 6*	*4 4*	*5 5*	*6 6*
„ 23	*196 0*	*4 5½*	*5 7*	*6 8½*
„ 25	*201 0*	*4 7*	*5 9*	*6 10½*
„ 26	*208 6*	*4 9*	*5 11½*	*7 1½*
„ 27	*213 6*	*4 10½*	*6 1*	*7 3½*
„ 28	*223 6*	*5 1*	*6 4½*	*7 7½*
Workers in Group 17 aged under 21 years—				
Aged 20 and under 21 years	*162 6*	*3 8½*	*4 7½*	*5 6½*
„ 19 „ „ 20 „	*154 6*	*3 6½*	*4 5*	*5 3½*
„ 18 „ „ 19 „	*145 6*	*3 4*	*4 2*	*5 0*
„ 17 „ „ 18 „	*120 0*	*2 9*	*3 5*	*4 1½*
„ 16 „ „ 17 „	*110 0*	*2 6*	*3 1½*	*3 9*
„ 15 „ „ 16	*104 6*	*2 4½*	*3 0*	*3 7*

TABLE A4 AREA A—FEMALE SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 29	*136 6*	*3 1½*	*3 11*	*4 8*
„ 31	*147 0*	*3 4½*	*4 2½*	*5 0½*
„ 32	*156 6*	*3 7*	*4 5½*	*5 4½*
„ 33	*161 6*	*3 8½*	*4 7½*	*5 6½*
Workers in the above-mentioned groups aged under 21 years—				
Aged 20 and under 21 years	*133 6*	*3 0½*	*3 10*	*4 7*
„ 19 „ „ 20 „	*129 6*	*2 11½*	*3 8½*	*4 5*
„ 18 „ „ 19 „	*121 6*	*2 9½*	*3 5½*	*4 2*
„ 17 „ „ 18 „	*103 6*	*2 4½*	*2 11½*	*3 6½*
„ 16 „ „ 17 „	*97 0*	*2 2½*	*2 9½*	*3 4*
„ 15 „ „ 16 „	*90 6*	*2 1*	*2 7*	*3 1½*

TABLE BI AREA B—MALE WORKERS OTHER THAN SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 1	*215 0*	*4 11*	*6 1½*	*7 4*
„ 2	*220 0*	*5 0*	*6 3*	*7 6*
„ 3	*225 0*	*5 1½*	*6 5*	*7 8½*
„ 4	*236 0*	*5 4½*	*6 8½*	*8 1*
„ 5	*246 0*	*5 7½*	*7 0*	*8 5*
„ 6	*256 0*	*5 10*	*7 3½*	*8 9*
„ 8	*276 0*	*6 3½*	*7 10½*	*9 5*
„ 9	*286 0*	*6 6*	*8 1½*	*9 9*
Workers in Group 1 aged under 21 years—				
Aged 20 and under 21 years	*203 0*	*4 7½*	*5 9½*	*6 11½*
„ 19 „ „ 20 „	*191 0*	*4 4½*	*5 5½*	*6 6½*
„ 18 „ „ 19 „	*180 0*	*4 1½*	*5 1½*	*6 2*
„ 17 „ „ 18 „	*149 6*	*3 5*	*4 3*	*5 1½*
„ 16 „ „ 17 „	*137 6*	*3 1½*	*3 11*	*4 8½*
„ 15 „ „ 16 „	*129 6*	*2 11½*	*3 8½*	*4 2*

TABLE B2 AREA B—MALE SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 10	*169 0*	*3 10½*	*4 10*	*5 9½*
„ 11	*174 0*	*3 11½*	*4 11½*	*5 11½*
„ 12	*179 0*	*4 1*	*5 1½*	*6 1½*
„ 13	*184 0*	*4 2½*	*5 3*	*6 3½*
„ 14	*189 0*	*4 4*	*5 4½*	*6 5½*
„ 15	*199 0*	*4 6½*	*5 8*	*6 9½*
„ 16	*219 0*	*5 0*	*6 3*	*7 6*
Workers in the above-mentioned groups aged under 21 years—				
Aged 20 and under 21 years	*166 0*	*3 9½*	*4 9*	*5 8*
„ 19 „ „ 20 „	*156 6*	*3 7*	*4 5½*	*5 4½*
„ 18 „ „ 19 „	*144 0*	*3 3½*	*4 1½*	*4 11*
„ 17 „ „ 18 „	*122 6*	*2 9½*	*3 6*	*4 2½*
„ 16 „ „ 17 „	*113 0*	*2 7*	*3 3*	*3 10½*
„ 15 „ „ 16 „	*106 6*	*2 5½*	*3 0½*	*3 8*

TABLE B3 AREA B—FEMALE WORKERS OTHER THAN SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3* single time	*Column 4* time-and-a-quarter	*Column 5* time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 17	*168 0*	*3 10*	*4 9½*	*5 9*
„ 18	*173 0*	*3 11½*	*4 11*	*5 11*
„ 19	*177 6*	*4 0½*	*5 1*	*6 1*
„ 20	*180 6*	*4 1½*	*5 2*	*6 2*
„ 21	*184 0*	*4 2½*	*5 3*	*6 3½*
„ 22	*188 6*	*4 3½*	*5 4½*	*6 5½*
„ 23	*194 0*	*4 5*	*5 6½*	*6 7½*
„ 25	*199 0*	*4 6½*	*5 8*	*6 9½*
„ 26	*206 6*	*4 8½*	*5 10½*	*7 0½*
„ 27	*211 6*	*4 10*	*6 0½*	*7 3*
„ 28	*221 6*	*5 0½*	*6 4*	*7 7*
Workers in Group 17 aged under 21 years—				
Aged 20 and under 21 years	*160 6*	*3 8*	*4 7*	*5 6*
„ 19 „ „ 20 „	*152 6*	*3 6*	*4 4*	*5 2½*
„ 18 „ „ 19 „	*143 6*	*3 3½*	*4 1*	*4 11*
„ 17 „ „ 18 „	*118 0*	*2 8½*	*3 4½*	*4 0½*
„ 16 „ „ 17 „	*108 0*	*2 5½*	*3 1*	*3 8½*
„ 15 „ „ 16 „	*102 6*	*2 4*	*2 11*	*3 6*

TABLE B4 AREA B—FEMALE SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 29	*134 6*	*3 1*	*3 10*	*4 7*
„ 31	*145 0*	*3 4*	*4 1½*	*4 11½*
„ 32	*154 6*	*3 6½*	*4 5*	*5 3½*
„ 33	*159 6*	*3 7½*	*4 6½*	*5 5½*
Workers in the above-mentioned groups aged under 21 years—				
Aged 20 and under 21 years	*131 6*	*3 0*	*3 9*	*4 6*
„ 19 „ „ 20 „	*127 6*	*2 11*	*3 7½*	*4 4½*
„ 18 „ „ 19 „	*119 6*	*2 9*	*3 5*	*4 1*
„ 17 „ „ 18 „	*101 6*	*2 4*	*2 11*	*3 6*
„ 16 „ „ 17 „	*95 0*	*2 2*	*2 8½*	*3 3*
„ 15 „ „ 16 „	*88 6*	*2 0½*	*2 6½*	*3 0½*

TABLE C1 AREA C—MALE WORKERS OTHER THAN SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 1	*212 0*	*4 10*	*6 0½*	*7 3*
„ 2	*217 0*	*4 11½*	*6 2*	*7 5*
„ 3	*222 0*	*5 1*	*6 4*	*7 7*
„ 4	*233 0*	*5 4*	*6 7½*	*7 11½*
„ 5	*243 0*	*5 6½*	*6 11*	*8 3½*
„ 6	*253 0*	*5 9*	*7 2½*	*8 7½*
„ 8	*273 0*	*6 2½*	*7 9½*	*9 4*
„ 9	*283 0*	*6 5½*	*8 0½*	*9 8*
Workers in Group 1 aged under 21 years—				
Aged 20 and under 21 years	*200 0*	*4 7*	*5 8½*	*6 10*
„ 19 „ „ 20 „	*188 0*	*4 3½*	*5 4½*	*6 5*
„ 18 „ „ 19 „	*177 0*	*4 0½*	*5 0½*	*6 0½*
„ 17 „ „ 18 „	*146 6*	*3 4*	*4 2*	*5 0*
„ 16 „ „ 17 „	*134 6*	*3 1*	*3 10*	*4 7½*
„ 15 „ „ 16 „	*126 6*	*2 10½*	*3 7½*	*4 4*

TABLE C2 AREA C—MALE SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 10	*166 0*	*3 9½*	*4 9*	*5 8*
„ 11	*171 0*	*3 11*	*4 10½*	*5 10*
„ 12	*176 0*	*4 0*	*5 0*	*6 0*
„ 13	*181 0*	*4 1½*	*5 2*	*6 2½*
„ 14	*186 0*	*4 3*	*5 3½*	*6 4½*
„ 15	*196 0*	*4 5½*	*5 7*	*6 8½*
„ 16	*216 0*	*4 11*	*6 2*	*7 4½*
Workers in the above-mentioned groups aged under 21 years—				
Aged 20 and under 21 years	*163 0*	*3 8½*	*4 8*	*5 7*
„ 19 „ „ 20 „	*153 6*	*3 6*	*4 4½*	*5 3*
„ 18 „ „ 19 „	*141 0*	*3 3*	*4 0½*	*4 10*
„ 17 „ „ 18 „	*119 6*	*2 9*	*3 5*	*4 1*
„ 16 „ „ 17 „	*110 0*	*2 6*	*3 1½*	*3 9*
„ 15 „ „ 16 „	*103 6*	*2 4½*	*2 11½*	*3 6½*

TABLE C3 AREA C—FEMALE WORKERS OTHER THAN SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3*	*Column 4*	*Column 5*
		single time	time-and-a-quarter	time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 17	*165 0*	*3 9*	*4 8½*	*5 7½*
„ 18	*170 0*	*3 10½*	*4 10*	*5 10*
„ 19	*174 6*	*4 0*	*4 11½*	*5 11½*
„ 20	*177 6*	*4 0½*	*5 1*	*6 1*
„ 21	*181 0*	*4 1½*	*5 2*	*6 2½*
„ 22	*185 6*	*4 3*	*5 3½*	*6 4*
„ 23	*191 0*	*4 4½*	*5 5½*	*6 6½*
„ 25	*196 0*	*4 5½*	*5 7*	*6 8½*
„ 26	*203 6*	*4 7½*	*5 9½*	*6 11½*
„ 27	*208 6*	*4 9*	*5 11½*	*7 1½*
„ 28	*218 6*	*5 0*	*6 2½*	*7 5½*
Workers in Group 17 aged under 21 years—				
Aged 20 and under 21 years	*157 6*	*3 7*	*4 6*	*5 4½*
„ 19 „ „ 20 „	*149 6*	*3 5*	*4 3*	*5 1½*
„ 18 „ „ 19 „	*140 6*	*3 2½*	*4 0*	*4 9½*
„ 17 „ „ 18 „	*115 0*	*2 7½*	*3 3½*	*3 11½*
„ 16 „ „ 17 „	*105 0*	*2 5*	*3 0*	*3 7*
„ 15 „ „ 16 „	*99 6*	*2 3½*	*2 10*	*3 5*

TABLE C4 AREA C—FEMALE SERVICE WORKERS

Column 1 Groups into which workers are classified in accordance with paragraph 2	*Per week of 44 hours*	*Per hour*		
	Column 2	*Column 3* single time	*Column 4* time-and-a-quarter	*Column 5* time-and-a-half
	s. d.	s. d.	s. d.	s. d.
Group 29	*131 6*	*3 0*	*3 9*	*4 6*
„ 31	*142 0*	*3 3*	*4 0½*	*4 10½*
„ 32	*151 6*	*3 5½*	*4 4*	*5 2*
„ 33	*156 6*	*3 7*	*4 5½*	*5 4½*
Workers in the above-mentioned groups aged under 21 years—				
Aged 20 and under 21 years	*128 6*	*2 11½*	*3 8*	*4 5*
„ 19 „ „ 20 „	*124 6*	*2 10*	*3 6½*	*4 3*
„ 18 „ „ 19 „	*116 6*	*2 8*	*3 4*	*4 0*
„ 17 „ „ 18 „	*98 6*	*2 3*	*2 10*	*3 4½*
„ 16 „ „ 17 „	*92 0*	*2 1½*	*2 7½*	*3 2*
„ 15 „ „ 16 „	*85 6*	*1 11½*	*2 5½*	*2 11*

TRAINEE COOKS

5.—(*1*) *A trainee cook is a worker who is employed during the whole of his time under a written agreement approved by the Hotel and Catering Industry Training Board (or, as a trainee cook or apprentice cook, under an existing written contract, or a contract of apprenticeship which has been duly executed, and which commenced before 1st September 1967) and which contains the provisions set out in* (*a*) *and* (*b*) *below or provisions substantially to the same effect and no provisions contrary thereto:—*

(*a*) *the worker of his own free will and with the consent of his guardian binds himself to serve the employer, or any subsequent employer to whom the agreement is transferred with the approval of the Hotel and Catering Industry Training Board, as his trainee for a period of not less than two years in the case of a two-year trainee cook and not less than four years in the case of a four-year trainee cook;*

(*b*) *the employer will employ the worker as his trainee during the said term and teach and instruct him to the best of his knowledge and ability or cause him to be taught the business and trade of a cook and all things relating thereto, according to the agreed standard decided upon by the Hotel and Catering Industry Training Board.*

(*2*) *The minimum remuneration for trainee cooks who are employed in Area A, B or C (as defined in paragraph 3) shall be respectively in accordance with the Tables in sub-paragraphs* (*3*) (*a*) *or* (*3*) (*b*) *of this paragraph.*

Provided that in the case of a four-year trainee—

(*i*) *the period under sub-paragraph* (*1*) (*a*) *above shall be reduced where the worker has after attaining the age of 15 years received a course of instruction in cookery approved by the Hotel and Catering Industry Training Board in a technical class at any university ,college, school or similar establishment by a period equal to the duration of such a course of instruction subject to a maximum reduction of two years; and*

(*ii*) *any such period shall be treated as a period of training for the purpose of determining the "year of training" in the Tables in sub-paragraph* (*3*) (*b*) *of this paragraph.*

(3)(a) TWO-YEAR TRAINEE COOKS

	Per week of 44 hours	Per hour		
	Column 2	Column 3 single time	Column 4 time-and-a-quarter	Column 5 time-and-a half
	s. d.	s. d.	s. d.	s. d.
AREA A				
MALE WORKERS—				
First year of training	115 6	2 7½	3 3½	3 11½
Second „ „ „	127 0	2 11	3 7½	4 4
FEMALE WORKERS—				
First year of training	101 0	2 3½	2 10½	3 5½
Second „ „ „	112 6	2 7	3 2½	3 10½
AREA B				
MALE WORKERS—				
First year of training	113 6	2 7	3 3	3 10½
Second „ „ „	125 0	2 10½	3 7	4 3½
FEMALE WORKERS—				
First year of training	99 0	2 3	2 10	3 4½
Second „ „ „	110 6	2 6½	3 2	3 9½
AREA C				
MALE WORKERS—				
First year of training	110 6	2 6½	3 2	3 9½
Second „ „ „	122 0	2 9½	3 6	4 2
FEMALE WORKERS—				
First year of training	96 0	2 2½	2 9	3 3½
Second „ „ „	107 6	2 5½	3 1	3 8

(3)(b) FOUR-YEAR TRAINEE COOKS

	Per week of 44 hours	*Per hour*		
	Column 2	*Column 3* single time	*Column 4* time-and-a-quarter	*Column 5* time-and-a-half
	s. d.	*s. d.*	*s. d.*	*s. d.*
AREA A				
MALE WORKERS—				
First year of training	*115 6*	*2 7½*	*3 3½*	*3 11½*
Second „ „ „	*127 0*	*2 11*	*3 7½*	*4 4*
Third „ „ „	*153 0*	*3 6*	*4 4½*	*5 3*
Fourth „ „ „	*200 6*	*4 7*	*5 8½*	*6 10½*
FEMALE WORKERS—				
First year of training	*101 0*	*2 3½*	*2 10½*	*3 5½*
Second „ „ „	*112 6*	*2 7*	*3 2½*	*3 10½*
Third „ „ „	*133 0*	*3 0½*	*3 9½*	*4 6½*
Fourth „ „ „	*174 0*	*3 11½*	*4 11½*	*5 11½*
AREA B				
MALE WORKERS—				
First year of training	*113 6*	*2 7*	*3 3*	*3 10½*
Second „ „ „	*125 0*	*2 10½*	*3 7*	*4 3½*
Third „ „ „	*151 0*	*3 5½*	*4 3½*	*5 2*
Fourth „ „ „	*198 6*	*4 6½*	*5 8*	*6 9½*
FEMALE WORKERS—				
First year of training	*99 0*	*2 3*	*2 10*	*3 4½*
Second „ „ „	*110 6*	*2 6½*	*3 2*	*3 9½*
Third „ „ „	*131 0*	*3 0*	*3 9*	*4 6*
Fourth „ „ „	*172 0*	*3 11*	*4 11*	*5 10½*
AREA C				
MALE WORKERS—				
First year of training	*110 6*	*2 6½*	*3 2*	*3 9½*
Second „ „ „	*122 0*	*2 9½*	*3 6*	*4 2*
Third „ „ „	*148 0*	*3 4½*	*4 2½*	*5 1*
Fourth „ „ „	*195 6*	*4 5½*	*5 7*	*6 8*
FEMALE WORKERS—				
First year of training	*96 0*	*2 2½*	*2 9*	*3 3½*
Second „ „ „	*107 6*	*2 5½*	*3 1*	*3 8*
Third „ „ „	*128 0*	*2 11*	*3 8*	*4 4½*
Fourth „ „ „	*169 0*	*3 10½*	*4 10*	*5 9½*

WORKERS SUPPLIED WITH FULL BOARD AND LODGING

6. *Where a worker is supplied by the employer with full board and lodging for seven days a week, the minimum remuneration shall be that payable under the other provisions of this Schedule to a worker of the same grade or description employed in the same area for the same hours REDUCED by the appropriate amount as follows:—*

	Area A		Area B		Area C	
	Male	Female	Male	Female	Male	Female
	per week		per week		per week	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Workers other than Service Workers—						
Aged 21 years or over	60 0	57 6	59 0	56 6	58 0	55 6
„ 20 and under 21 years	57 6	55 0	56 6	54 0	55 6	53 0
„ 19 „ „ 20 „	53 6	51 0	52 6	50 0	51 6	49 0
„ 18 „ „ 19 „	49 0	46 6	48 0	45 6	47 0	44 6
„ 17 „ „ 18 „	37 6	37 0	36 6	36 0	35 6	35 0
„ 16 „ „ 17 „	33 6	32 6	32 6	31 6	31 6	30 6
„ 15 „ „ 16 „	30 6	29 6	29 6	28 6	28 6	27 6
Service Workers—						
Aged 21 years or over	50 6	49 6	49 6	48 6	48 6	47 6
„ 20 and under 21 years	48 6	46 6	47 6	45 6	46 6	44 6
„ 19 „ „ 20 „	45 0	43 0	44 0	42 0	43 0	41 0
„ 18 „ „ 19 „	41 0	39 0	40 0	38 0	39 0	37 0
„ 17 „ „ 18 „	33 0	32 0	32 0	31 0	31 0	30 0
„ 16 „ „ 17 „	29 6	28 6	28 6	27 6	27 6	26 6
„ 15 „ „ 16 „	26 6	25 6	25 6	24 6	24 6	23 6
Two-year Trainee Cooks—						
First year of training / *Second „ „ „*	36 0	35 0	35 0	34 0	34 0	33 0
Four-year Trainee Cooks—						
First year of training / *Second „ „ „*	36 0	35 0	35 0	34 0	34 0	33 0
Third „ „ „	38 0	37 0	37 0	36 0	36 0	35 0
Fourth „ „ „	46 6	43 0	45 6	42 0	44 6	41 0

WORKERS SUPPLIED WITH MEALS BUT NOT WITH FULL BOARD AND LODGING

7. *Where a worker (other than an extra waiter, extra waitress or head waiter) is not supplied by the employer with full board and lodging on seven days a week but is supplied by him with such meals as are normally available in the establishment during the time the worker is on duty, the minimum remuneration shall be that payable under the other provisions of this Schedule to a worker of the same grade or description employed in the same area for the same hours REDUCED, for the first 44 hours worked by him in any week, by the appropriate amount as follows:—*

	All Areas Per hour
Workers other than Service Workers—	
Aged 21 years or over	*6d.*
„ 20 and under 21 years	*5½d.*
„ 19 „ „ 20 „	*5d.*
„ 18 „ „ 19 „	*5d.*
„ 17 „ „ 18 „	*3½d.*
„ 16 „ „ 17 „	*3½d.*
„ 15 „ „ 16 „	*3d.*
Service Workers—	
Aged 21 years or over	*5½d.*
„ 20 and under 21 years	*5d.*
„ 19 „ „ 20 „	*5d.*
„ 18 „ „ 19 „	*4½d.*
„ 17 „ „ 18 „	*3d.*
„ 16 „ „ 17 „	*3d.*
„ 15 „ „ 16 „	*3d.*
Two-year Trainee Cooks—	
First year of training	*3d.*
Second „ „ „	
Four-year Trainee Cooks—	
First year of training	*3d.*
Second „ „ „	
Third „ „ „	*3½d.*
Fourth „ „ „	*5d.*

SERVICE WORKERS EMPLOYED UNDER A WRITTEN AGREEMENT RELATING TO GRATUITIES

8. *Where a service worker (as defined in paragraph 2) is employed under a written agreement under which the employer undertakes to pay him in respect of each week of his employment in which he performs some work, a sum not less than the sum (if any) by which the total amount of gratuities from customers received by the workers in connection with his employment during the week falls short of—*

45s. 0d. in the case of a male worker aged 20 years or over
39s. 6d. „ „ „ „ „ „ „ „ 18 years and under 20 years
27s. 6d. „ „ „ „ „ female „ „ 20 years and over
25s. 0d. „ „ „ „ „ „ „ „ 18 years and under 20 years

the minimum remuneration shall be the amount payable under the other provisions of this Schedule REDUCED by—

1s. 0d. per hour in the case of a male worker aged 20 years or over;
10½d. „ „ „ „ „ „ „ „ „ 18 years and under 20 years;
7½d. „ „ „ „ „ „ „ female worker aged 20 years or over;
6½d. „ „ „ „ „ „ „ „ „ 18 years and under 20 years;

for the first 44 hours worked by him in any week.

FULL-TIME WORKERS NOT PROVIDED WITH LAUNDRY

9. 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 worker shall be paid, in addition to the minimum remuneration to which he is entitled under the other provisions of this Part of this Schedule, an amount of 1s. 0d. per week.

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

10.—(1) Where the employer requires a worker to wear uniform and does not provide it free of charge to the worker the worker shall be paid, in addition to the minimum remuneration to which he is entitled under the other provisions of this Part of this Schedule, an amount of 5s. 0d. per week.

(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 worker shall be paid, in addition to the minimum remuneration to which he is entitled under the other provisions of this Part of this Schedule, an amount of 2s. 6d. per week.

EXTRA WAITING STAFF

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

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

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

12. Subject to the provisions of this Schedule relating to overtime and to work on customary holidays, the minimum remuneration payable to a worker, other than a night porter, in respect of night work (as defined in paragraph 35), not being emergency duty (as defined in that paragraph), is the remuneration payable to the worker under paragraph 4, 5, 6, 7, 8, 9 or 10, with the addition *per hour* of 25 per cent. of the remuneration set out in *column 3, and columns 4 and 5 as the case may require*, of the appropriate Table in paragraph 4 or 5.

PAYMENT FOR SPREADOVER OF HOURS OF WORK

13.—(1) Subject to the provisions of sub-paragraphs (2) and (3) of this paragraph, where the hours of duty on any day of a worker, other than an extra waiter, extra waitress or extra head waiter, are spread over more than 12 hours calculated from the time at which the worker first commences duty on that day, he shall be paid, in addition to the minimum remuneration to which he is entitled under the other provisions of this Part of this Schedule, remuneration in accordance with the following Table:—

	Where the hours of duty are spread over–			
	more than 12 hours and not more than 13 hours	more than 13 hours and not more than 14 hours	more than 14 hours and not more than 15 hours	more than 15 hours
	Column 1	Column 2	Column 3	Column 4
Male Workers	2d. an hour for all time worked	2d. an hour for all time worked or a payment of 1s. 4d., whichever is the greater	3d. an hour for all time worked or a payment of 2s. 6d., whichever is the greater	6d. an hour for all time worked or a payment of 5s., whichever is the greater
Female Workers	1½d. an hour for all time worked	1½d. an hour for all time worked or a payment of 1s., whichever is the greater	2½d. an hour for all time worked or a payment of 2s. 1d., whichever is the greater	5d. an hour for all time worked or a payment of 4s. 2d., whichever is the greater

(2) Where the worker works for less than eight hours on any day and his hours of duty are spread over more than 13 hours, he shall be paid the minimum remuneration to which he would be entitled under the other provisions of this Part of this Schedule if he had worked for eight hours, and in addition the appropriate remuneration set out in Column 2, 3 or 4 of the foregoing Table:

Provided that, in calculating the remuneration to which the worker would be entitled if he had worked for eight hours, overtime rates shall apply only to overtime worked.

(3) The foregoing provisions of this paragraph shall not apply—

(*a*) during the off-season to a worker employed in a seasonal establishment; and

(*b*) to a worker on any day on which his hours of duty are spread over not more than 14 hours who is employed either in a seasonal establishment or in a licensed residential establishment which contains not more than 35 rooms ordinarily available as sleeping accommodation for guests or lodgers.

(4) For the purposes of this paragraph—

(*a*) where a worker commences a turn of duty on any day before midnight and that turn of duty continues beyond midnight, the hours of duty after midnight

shall be treated as hours of duty performed on the day upon which the turn of duty commenced; and

(*b*) emergency duty (as defined in paragraph 35) shall not be taken into consideration when calculating the hours over which the hours of duty have been spread.

(5) In this paragraph the following expressions have the meanings hereby respectively assigned to them, that is to say:—

"Seasonal establishment" means a licensed residential establishment at which there is posted up a current certificate signed by a qualified auditor certifying that in his opinion more than 50 per cent. of the annual takings at the establishment in respect of the sale of food and drink (other than intoxicating liquor) and the provision of living accommodation is ordinarily earned during the months of June, July, August and September; and for the purposes of this definition—

(*a*) a certificate shall be treated as current for a period of 12 months from the date thereof; and

(*b*) "qualified auditor" means a member of one or more of the following bodies:—

The Institute of Chartered Accountants in England and Wales;

The Institute of Chartered Accountants of Scotland;

The Association of Certified and Corporate Accountants;

The Institute of Chartered Accountants in Ireland;

any other body of accountants established in the United Kingdom and for the time being recognised for the purposes of paragraphs (*a*) and (*b*) of sub-section (1) of section 161 of the Companies Act 1948, by the Board of Trade;

"Off-season" means the months of a calendar year except the months June, July, August and September.

PAYMENT FOR EMERGENCY DUTY

14. A worker (other than an extra head waiter, an extra waiter or an extra waitress) who is required to perform emergency duty (as defined in paragraph 35), shall be paid for the time so worked—

(1) where the worker works for half an hour or less—1s. 6d.

(2) where the worker works for more than half an hour—3s.

SPECIAL PROVISIONS RELATING TO INTERVALS FOR REST

15. Where an employer does not allow to a worker between the time of finishing duty on any day and the time of commencing the next following turn of duty an interval for rest of

(1) in the case of a worker who is supplied by his employer with full board and lodging, not less than eight consecutive hours;

(2) in the case of any other worker, not less than nine consecutive hours;

the worker shall be paid for all time worked by him which reduces the said interval for rest the minimum remuneration to which he is entitled under the other provisions of this Part of this Schedule with an addition for all such time at the rate of double time (as defined in paragraph 3), provided that the interval for rest shall not be regarded as having been reduced by reason solely of the fact that the worker has performed emergency duty (as defined in paragraph 35).

WORKERS TEMPORARILY TRANSFERRED TO HIGHER GRADE WORK

16. 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—

(1) two hours in a day or seven hours in a week, in the case of a worker who is employed in a licensed residential establishment which contains not more than 35 rooms ordinarily available as sleeping accommodation for guests or lodgers,

or

(2) two hours in any week in the case of a worker other than a worker specified in (1) above,

he shall be paid for the time so worked not less than the minimum remuneration to which he would have been entitled if he had been a worker of that higher grade:

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

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

(*b*) for a period not exceeding 12 working days in any 12 months, any worker absent from work with the consent of the employer, but in receipt of not less than the statutory minimum remuneration.

HOURS ON WHICH REMUNERATION IS BASED

17. Subject to the provisions of paragraph 18 (which relates to guaranteed remuneration) the weekly rates specified in this Part of this Schedule relate to a week of *44 hours* and are subject to a proportionate increase or reduction according as the number of hours worked not being overtime is more or less than *44*.

GUARANTEED REMUNERATION

18. A (1) This paragraph applies to workers who ordinarily work for the employer on work to which this Schedule applies for not less than *34 hours* in a week or, in the case of a fortnightly worker (as defined in paragraph 35), for not less than *68 hours* in a fortnight.

(2) Notwithstanding the other provisions of this Schedule, where in respect of any week or fortnight as the case may be, the total remuneration, including any holiday remuneration, payable to a worker under those other provisions is less than the guaranteed remuneration provided under this paragraph, the minimum remuneration payable to that worker for that week or fortnight shall be that guaranteed remuneration.

B (1) The guaranteed remuneration payable in respect of any week to a worker to whom sub-paragraph C does not apply—

(*a*) who normally works for the employer for not less than *44 hours* in a week on work to which this Schedule applies, is the remuneration to which he would be entitled under paragraph 4, 5, 6, 7 or 8 for *44 hours*' work in his normal occupation;

(*b*) who normally works for the employer for more than *42 hours* in a week but for less than *44 hours* on work to which this Schedule applies, is the remuneration to which he would be entitled under paragraph 4, 5, 6, 7 or 8 (calculated as in paragraph 17) in respect of the number of hours normally worked by him in a week;

(*c*) who normally works for the employer for *42 hours* or less in a week, is the remuneration to which he would be entitled under paragraph 4, 5, 6, 7 or 8 (calculated as in paragraph 17) for *42 hours* in a week:

Provided that where the worker normally works for the employer on work to which the Schedule applies for less than *42 hours* in a 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 remuneration shall be the remuneration (calculated as in paragraph 17) for the number of hours in the week normally worked by the worker for the employer on work to which this Schedule applies.

(2) Guaranteed 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.

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

(4) 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 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.

C (1) The guaranteed remuneration payable in respect of any fortnight to a fortnightly worker (as defined in paragraph 35)—

(*a*) who normally works for the employer for not less than *88 hours* in a fortnight on work to which this Schedule applies, is twice the remuneration to which he would be entitled under paragraph 4, 5, 6, 7 or 8 for *44 hours*' work in his normal occupation;

(*b*) who normally works for the employer for more than *84 hours* in a fortnight but for less than *88 hours* on work to which this Schedule applies, is the remuneration to which he would be entitled under paragraph 4, 5, 6, 7 or 8 (calculated as in paragraph 17) in respect of the number of hours normally worked by him in a fortnight;

(*c*) who normally works for the employer for *84 hours* or less in a fortnight, is the remuneration to which he would be entitled under paragraph 4, 5, 6, 7 or 8 (calculated as in paragraph 17) for *84 hours* in a fortnight:

Provided that where the worker normally works for the employer on work to which this Schedule applies for less than *84 hours* in a fortnight 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 fortnight, and the worker has informed his employer in writing that he does not so hold himself out, the guaranteed remuneration shall be the remuneration (calculated as in paragraph 17) for the number of hours in the fortnight normally worked by the worker for the employer on work to which this Schedule applies.

(2) Guaranteed remuneration is not payable in respect of any fortnight unless the worker throughout his normal working hours in that fortnight (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.

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

(4) 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 remuneration shall not be payable after the expiry of such notice in respect of any fortnight during which, or during part of which, the employer continues to be unable to provide work as aforesaid:

Provided that in respect of the fortnight 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 fortnight, any remuneration that would have been payable if the worker had worked his normal hours of work on any days in the fortnight prior to the expiry of the notice.

OVERTIME

19. Subject to the provisions of paragraph 20, minimum overtime rates shall be payable to workers, other than extra head waiters, extra waiters and extra waitresses, as follows:—

(1) in the case of workers other than fortnightly workers:—

(*a*) on the weekly day of rest for all time worked ...	Double time
(*b*) in any week, exclusive of time worked on a weekly day of rest, for all time worked in excess of *44 hours*—	
(i) for the first six hours so worked	Time-and-a-quarter
(ii) thereafter	Time-and-a-half

(2) in the case of fortnightly workers (as defined in paragraph 35):—

(*a*) on the weekly day of rest for all time worked ...	Double time
(*b*) in any week, exclusive of time worked on a weekly day of rest, for all time worked in excess of *52 hours*	Time-and-a-half
(*c*) in the second week of any fortnight after *88 hours*' work in that fortnight, exclusive of any time in respect of which an overtime rate is payable under (*a*) or (*b*) of this sub-paragraph—	
(i) for the first 12 hours so worked	Time-and-a-quarter
(ii) thereafter	Time-and-a-half

Provided that the provisions of this paragraph shall not apply to emergency duty (as defined in paragraph 35).

SPECIAL PROVISIONS RELATING TO REST DAYS

20.—(1) Where a worker works on one weekly day of rest in any period of two consecutive weeks 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 ten 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 CUSTOMARY HOLIDAY

21.—(1) This paragraph applies only to a full-time worker who is not required to work on a customary holiday and who has been in the employer's employment for the six days immediately preceding the 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 customary holiday is not a day which has been allowed to the worker and taken by him as a day of annual holiday, he shall be paid for that day one day's holiday pay (as defined in paragraph 35).

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

(*a*) he is allowed by his employer a day of holiday in lieu of the customary holiday on a day other than the weekly day of rest, within 28 days of the customary holiday, he shall be paid for the holiday given in lieu one day's holiday pay; or

(*b*) he is not allowed a day in lieu of the customary holiday in accordance with (*a*) of this sub-paragraph, he shall be paid for the working day next following the 28th day after the customary holiday or for his last working day if he leaves his employment before the said 28th day, the remuneration to which he is entitled under the other provisions of this Schedule for all time worked on that day and in addition one day's holiday pay.

SPECIAL PROVISIONS RELATING TO FULL-TIME WORKERS WHO WORK ON A CUSTOMARY HOLIDAY

22.—(1) Where a full-time worker works on a customary holiday he shall be paid for all time worked on that day the minimum remuneration to which he is entitled under the other provisions of this Part of this Schedule.

(2) Where a full-time worker who has worked on a customary holiday is allowed by his employer, on a day other than the weekly day of rest, a day of holiday in lieu of the customary holiday—

(*a*) within 28 days of the customary holiday, or

(*b*) before the end of the holiday season if the customary holiday falls within that season and the last day of that season is more than 28 days after the customary holiday, or

(*c*) before the end of the next holiday season commencing after the customary holiday if the worker so requests and the employer agrees and the agreement is reduced to writing and sets out the date on which the holiday is to be allowed, he shall be paid for the day so allowed as a holiday one day's holiday pay (as defined in paragraph 35).

(3) Where a full-time worker who has worked on a customary holiday is not allowed a day in lieu of the customary holiday in accordance with sub-paragraph (2) of this paragraph he shall be paid for the working day next following the last day on which the holiday could have been allowed in accordance with that sub-paragraph or for his last working day if he leaves his employment before that day, for all time worked on the said working day the minimum remuneration to which he is entitled under the provisions of this Schedule and in addition one day's holiday pay.

NIGHT WORK IN RELATION TO CUSTOMARY HOLIDAYS

23. For the purposes of paragraphs 21 and 22, 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.

PART II

ANNUAL HOLIDAY AND HOLIDAY REMUNERATION

DURATION OF ANNUAL HOLIDAY

24. Subject to the provisions of this Part of this Schedule, an employer shall, between the date on which the provisions of this Schedule become effective and 31st October 1969 or, in the case of a worker employed at a seasonal establishment, between the date on which the provisions of this Schedule become effective and 30th November 1969, and during the holiday season (as defined in paragraph 35) in each succeeding year, allow a holiday (in this Schedule referred to as an "annual holiday") to every worker (other than an extra waiter, extra waitress or extra head waiter) for whom statutory minimum remuneration has been fixed, who has been employed by him during the 12 months immediately preceding the commencement of the holiday season (hereinafter referred to as the "qualifying period") for any of the periods of employment (calculated in accordance with the provisions of paragraph 34) set out in the first Column of the Table below and the duration of the annual holiday shall be related to the period of the worker's employment during the qualifying period in accordance with that Table:—

Period of employment during the qualifying period (1)	Duration of annual holiday for a worker whose normal working week is		
	6 days (2)	5 days (3)	4 days or less (4)
At least 8 weeks	2 days	1 day	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 "

25. Notwithstanding the provisions of paragraph 24:—

(1) the number of days of annual holiday which an employer is required to allow under the provisions of this Schedule shall not exceed the number of days normally worked by the worker in a fortnight;

(2) the worker's annual holiday during the holiday season ending on 31st October 1969 or, in the case of a worker employed at a seasonal establishment, 30th November 1969, shall be reduced by any days of annual holiday duly allowed to him by the employer under the provisions of Order L.R. (38) between 1st April 1969, and the date on which the provisions of this Schedule become effective.

SPELLS OF ANNUAL HOLIDAY

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

Provided that where a worker has qualified for 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.

AGREEMENT TO ALLOW ANNUAL HOLIDAY OUTSIDE THE HOLIDAY SEASON

27. Notwithstanding the provisions of paragraph 24, an annual holiday may be allowed—

(1) (*a*) in the case of a worker employed at a seasonal establishment, during the four months preceding the commencement of the holiday season; or

(*b*) in the case of any other worker, during the five months preceding the commencement of the holiday season;

or (2) in the case of any worker, 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—

(*a*) in the case of sub-paragraph (1) of this paragraph, where the worker informs his employer not less than one month before the date at which he wishes to take all or part of the annual holiday that he wishes to take it before the commencement of the holiday season and the employer agrees and the said agreement is reduced to writing and sets out the dates on which the annual holiday is to be allowed;

(*b*) in the case of sub-paragraph (2) of this paragraph, where the worker in the course of the holiday season informs his employer that he wishes to take the annual holiday after the end of the holiday season and the employer agrees and the said agreement is reduced to writing and sets out the dates on which the annual holiday is to be allowed.

Where under the provisions of this paragraph an annual holiday is allowed during the four or five month period (as the case may be) preceding the commencement of the holiday season the qualifying period for the purpose of calculating the duration of the said holiday of the worker concerned shall be varied and shall be the 12 months immediately preceding the commencement of the annual holiday, provided that where an annual holiday is allowed to a worker in two separate periods in accordance with the provisions of paragraph 26 the qualifying period as varied referred to in this paragraph shall be the period of 12 months immediately preceding the first holiday period.

APPLICATIONS TO VARY THE HOLIDAY SEASON

28. Notwithstanding the provisions of paragraph 24, the Wages Council may vary the holiday season in respect of any establishment if it receives an application for the purpose from an employer and is 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 30th November in the case of a worker employed at a seasonal establishment or 31st October in the case of any other worker. An application relating to the commencement of the holiday season shall be made to the Wages Council 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 Wages Council has been communicated to the employer concerned.

In the case of any variation of the holiday season under this provision the qualifying period for the purpose of calculating the duration of the annual holiday of the worker or workers concerned shall be varied and shall be the 12 months immediately preceding the commencement of the holiday season as varied.

GENERAL

29. 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.

30. Subject to the provisions of paragraph 26, any day of annual holiday under this Schedule may be allowed on a day on which the worker is entitled to a day of holiday or to a half-holiday under any enactment other than the Wages Councils Act 1959(a).

(a) 1959 c. 69.

REMUNERATION FOR ANNUAL HOLIDAY

31.—(1) Subject to the provisions of paragraph 32, a worker qualified to be allowed an annual holiday under this Schedule shall be paid by his employer in respect thereof, on the last pay day preceding such annual holiday, one day's holiday pay (as defined in paragraph 35) in respect of each day thereof.

(2) Where under the provisions of this Schedule an annual holiday is allowed in more than one period the holiday remuneration shall be apportioned accordingly.

32. Where in accordance with the provisions of paragraph 33 or of Order L.R. (38), accrued holiday remuneration has been paid by the employer to the worker in respect of any period of employment in the 12 months immediately preceding the holiday season within which an annual holiday is allowed by the employer to the worker in accordance with the provisions of this Schedule, the amount of holiday remuneration payable by the employer in respect of the said annual holiday under the provisions of paragraph 31 shall be reduced by the amount of the said accrued holiday remuneration, unless that remuneration has been deducted from a previous payment of holiday remuneration made under the provisions of this Schedule or of Order L.R. (38).

ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

33. Subject to the provisions of this paragraph, where a worker (other than an extra waiter, extra waitress or extra head waiter) ceases to be employed by an employer after the provisions of this Schedule become effective, the employer shall, immediately on the termination of the employment, pay to the worker as accrued holiday remuneration:—

(1) in respect of employment in the 12 months up to the commencing date of the current holiday season, a sum equal to the holiday remuneration for any days of annual holiday for which he has qualified, except days of annual holiday which he has been allowed or has become entitled to be allowed before leaving the employment; and

(2) in respect of any employment since the commencing date of the current holiday season, or if no holiday season is then current, the commencing date of the last holiday season, a sum equal to the holiday remuneration which would have been payable to him if he could have been allowed an annual holiday in respect of that employment at the time of leaving it:

Provided that—

(*a*) the amount of the accrued holiday remuneration payable to a worker who leaves his employment without the consent of his employer before giving one week's notice of termination of employment or before one week has elapsed from the time of giving such notice, shall be the amount payable under the foregoing provisions of this Schedule less an amount equal to the holiday remuneration which would be payable to him if at the termination of his employment he had been allowed an annual holiday of an equivalent number of days as constituted his normal working week;

(*b*) accrued holiday remuneration shall not be payable where a worker is dismissed on the ground either of dishonesty or of misconduct involving contravention of the licensing laws and is so informed by the employer at the time of dismissal;

(*c*) where, during the period or periods in respect of which the said accrued holiday remuneration is payable, the worker has been allowed any day or days of holiday for which he had not qualified under the provisions of this Schedule or of Order L.R. (38), any accrued holiday remuneration payable as aforesaid shall be reduced by the amount of any sum paid by the employer to the worker in respect of such day or days of holiday.

CALCULATION OF EMPLOYMENT

34. For the purpose of calculating any period of employment qualifying a worker for an annual holiday or for any accrued holiday remuneration under this Schedule the worker shall be treated as having been employed—

(1) in the case of a worker other than a fortnightly worker, for a week in respect of any week in which he has worked for the employer for *44 hours* or, where the number of hours normally worked by him for the employer in a week is less than *44*, that number of hours, and in which he has performed some work which entitles him to statutory minimum remuneration;

(2) in the case of a fortnightly worker, for two weeks in respect of any fortnight in which he has worked for the employer for *88 hours* or, where the number of hours normally worked by him for the employer in a fortnight is less than *88*, that number of hours, and in both weeks of which fortnight he has performed some work which entitles him to statutory minimum remuneration;

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

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

(*b*) during proved sickness or accident up to and not exceeding a maximum of 12 weeks in the aggregate during the qualifying period or during the qualifying period as varied in accordance with the provisions of paragraph 27 or 28 or, where under paragraph 33 accrued holiday remuneration is payable on the termination of the employment, in the 12 months immediately preceding the termination of the employment;

(*c*) by leave of the employer.

PART III

GENERAL

DEFINITIONS

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

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

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

(2) in a railway train where the business is carried on otherwise than by a railway company or any Board established by the Transport Act 1962(a) or any subsidiary thereof;

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 anciliary to any such activity as aforesaid of the undertaking.

"CENTRAL CATERING ESTABLISHMENT" means an establishment wholly or mainly engaged in the preparation of food or 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

(a) 1962 c. 46.

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.

"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 (or where another day is substituted therefor by national proclamation, that day), August Bank Holiday and any day proclaimed as an additional Bank Holiday or a general 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 any day proclaimed as an additional Bank Holiday or a general holiday throughout Scotland; 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.

"DAY" means a period running from midnight to midnight unless the context otherwise requires.

"EMERGENCY DUTY" means work for not more than one hour performed by a worker involving the interruption of an interval for rest between two turns of duty.

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

"FORTNIGHT" means a period of two consecutive weeks of employment and for the purposes of this definition a week that has been treated as consecutive with the week that precedes it shall not be treated as consecutive with the week that follows it.

"FORTNIGHTLY WORKER" is a worker who is employed under a written agreement which provides for his remuneration for overtime to be calculated on a fortnightly basis.

"FULL BOARD" means not less than four meals a day.

"FULL-TIME WORKER" means a worker who normally works for his employer for not less than *68 hours* a fortnight on work to which this Schedule applies.

"HOLIDAY SEASON" means in any year—

(1) in the case of a worker employed at a seasonal establishment the period commencing on 1st April and ending on 30th November in that year, or

(2) in the case of any other worker the period commencing on 1st April and ending on 31st October in that year.

"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 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 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 is it lawful for intoxicating liquor 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.

"NORMAL WORKING WEEK" means one half of the number of days on which the worker has most frequently worked in a fortnight in the employment of the employer in the qualifying period or in the qualifying period as varied in accordance with the provisions of paragraph 27 or 28 or, where under paragraph 33 accrued holiday remuneration is payable on the termination of the employment, in the 12 months immediately preceding the date of the termination of the employment: Provided that

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

(2) 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.

"ONE DAY'S HOLIDAY PAY" means the amount obtained by dividing the appropriate statutory minimum remuneration applicable to the worker for a fortnight's work at the date of the annual holiday or of the termination of his employment as the case may be, by the number of days on which he is normally employed in a fornight.

For the purpose of this definition—

(1) "appropriate statutory minimum remuneration" means the statutory minimum remuneration to which the worker would be entitled if he were working his normal hours of work (exclusive of overtime) and were paid at the single time rate (as defined in paragraph 3), in the case of work for which statutory minimum remuneration is payable, and at the same rate for any work for which statutory minimum remuneration is not payable.

(2) "normal hours of work" means the number of hours which have been most frequently worked by the worker in a normal working week as defined above.

"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—

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

(2) the activities of which are carried on by a railway company or any Board established by the Transport Act 1962 or any subsidiary thereof;

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.

"SEASONAL ESTABLISHMENT" has the meaning assigned to it in paragraph 13.

"STATUTORY MINIMUM REMUNERATION" means minimum remuneration (other than holiday remuneration) which has been fixed by a wages regulation order made by the Secretary of State to give effect to proposals of the Wages Council.

"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—

(1) 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 customary holiday; or

(2) if no such day is fixed the last day of the worker's pay week not being a customary holiday;

and for the purposes of this definition, 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.

WORKERS TO WHOM THE SCHEDULE APPLIES

36. Subject to the provisions of paragraph 37, this Schedule applies 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.

37. 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 36 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 accomodation 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 and Staff Canteen Undertakings Wages Council operates in respect of any employment which is for the time being within the field of operation of that Wages Council;

(10) workers employed in the hotel and catering services of the nationalised railways who are so employed by the British Railways Board or by British Transport Hotels Limited;

(11) workers who are employed as aircraft stewards or aircraft stewardesses;

(12) workers who are employed as managers, manageresses, assistant managers or assistant manageresses;

(13) workers who are the wives of managers and who are required by the employer to assist in the work of an establishment.

38. 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(a), or of any other enactment.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order, which has effect from 7th July 1969, sets out the statutory minimum remuneration payable and the holidays to be allowed to workers in substitution for the statutory minimum remuneration and holidays set out in the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order 1968 (Order L.R. (38)) which Order is revoked.

New provisions are printed in italics.

(a) 1831 c. 37; 1887 c. 46; 1896 c. 44; 1940 c. 38.