STATUTORY INSTRUMENTS

1964 No. 1487

WAGES COUNCILS

The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order 1964

Made - - - - 15*th September* 1964
Coming into Operation 5*th October* 1964

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Minister, by virtue of the powers conferred on him by section 11 of the Wages Councils Act 1959(a), and of all other powers enabling him in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order 1964.

2.—(1) In this Order the expression "the specified date" means the 5th October 1964, 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 Orders 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 (Ostrich and Fancy Feather and Artificial Flower) Order 1961(c) and the Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) (Amendment) Order 1962(d), shall cease to have effect.

Dated 15th September 1964.

Joseph Godber,
Minister of Labour.

(a) 7 & 8 Eliz. 2. c. 69. (b) 52 & 53 Vict. c. 63. (c) S.I. 1961/1130 (1961 II, p. 2112).
(d) S.I. 1962/2061 (1962 III, p. 2492).

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration set out in the Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order 1961(a) (Order O.F. (30)) as amended by the Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) (Amendment) Order 1962(b) (Order O.F. (32)).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

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

(1) in the case of a time worker, the hourly general minimum time rate payable to the worker under Part II of this Schedule;

(2) in the case of a worker employed on piece work, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the piece work basis time rate applicable to the worker under Part II of this Schedule.

PART II

GENERAL MINIMUM TIME RATES

FEMALE WORKERS

2. The general minimum time rates payable to female workers are as follows:—

	Age of worker on first entering the trade						
	Under 15½ years	15½ and under 16 years	16 and under 16½ years	16½ and under 17 years	17 and under 17½ years	17½ and under 18 years	18 years or over
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Aged—							
15 and under 15½ years	1 6	—	—	—	—	—	—
15½ ,, ,, 16 ,,	1 7½	1 6	—	—	—	—	—
16 ,, ,, 16½ ,,	1 11½	1 9	1 7½	—	—	—	—
16½ ,, ,, 17 ,,	2 2½	2 2½	1 11½	1 11½	—	—	—
17 ,, ,, 17½ ,,	2 5½	2 5½	2 3	2 3	2 3	—	—
17½ ,, ,, 18 ,,	2 8	2 8	2 6½	2 4½	2 4½	2 3	—
18 ,, ,, 18½ ,,	2 10	2 10	2 10	2 10	2 10	2 10	2 8½
18½ years or over ...	2 10	2 10	2 10	2 10	2 10	2 10	2 10

MALE WORKERS

3. The general minimum time rates payable to male workers are as follows:—

	Per hour s. d.
Aged—	
21 years or over	4 1
20 and under 21 years	3 8
19 ,, ,, 20 ,, ...	3 2
18 ,, ,, 19 ,, ...	2 10
17½ ,, ,, 18 ,, ...	2 8
17 ,, ,, 17½ ,, ...	2 6
16½ ,, ,, 17 ,, ...	2 2½
16 ,, ,, 16½ ,, ...	2 0
15½ ,, ,, 16 ,, ...	1 8
under 15½ years	1 6½

(a) S.I. 1961/1130 (1961 II, p. 2112). (b) S.I. 1962/2061 (1962 III, p. 2492).

PIECE WORK BASIS TIME RATE

MALE OR FEMALE WORKERS

4. The piece work basis time rate applicable to all workers, male or female (including homeworkers), employed on piece work shall be a rate equal to the general minimum time rate which would be payable if the worker were a time worker, increased by 12½ per cent.

PART III

OVERTIME AND WAITING TIME

NORMAL NUMBER OF HOURS

5. Subject to the provisions of this Part of this Schedule the minimum overtime rates set out in paragraph 6 are payable to any worker in respect of any time worked:—

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

(*a*) in any week ... ... 42 hours

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

where the normal working hours exceed 8½ ... 9 hours

or

where the normal working hours are not more than 8½ ... ... 8½ hours

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

MINIMUM OVERTIME RATES

6. Minimum overtime rates are payable to any worker as follows:—

(1) on any day other than a Sunday or customary holiday—

(*a*) for the first 2 hours of overtime worked ... time-and-a-quarter

(*b*) for the next 2 hours ... ... time-and-a-half

(*c*) thereafter ... ... double time

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

(3) in any week, exclusive of any time in respect of which any minimum overtime rate is payable under the foregoing provisions of this sub-paragraph—

for all time worked in excess of 42 hours ... time-and-a-quarter

Provided that where it is the practice in a Jewish undertaking for the employer to require attendance on Sunday instead of Saturday the provisions of this paragraph shall apply as if in such provisions the word "Saturday" were substituted for "Sunday" except where such substitution is unlawful.

7. In this Part of this Schedule—

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

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such week day as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday;

(ii) In Scotland—

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

the local Spring holiday;

the local Autumn holiday; and

three other days (being days on which the worker normally works for the employer) 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 (*b*) in the case of each of the said days (other than a day fixed by the employer in Scotland and notified to the worker as aforesaid) a day substituted therefor by the employer, being a day recognised by local custom as a day of holiday in substitution for the said day.

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

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

(*b*) in the case of a worker employed on piece work—

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

(ii) the piece rates otherwise applicable to the worker under paragraph 1(2).

WAITING TIME

8.—(1) A worker is entitled to payment of the minimum remuneration specified in this Schedule for all time during which he is present on the premises of his employer unless he is present thereon in any of the following circumstances:—

(*a*) without the employer's consent, express or implied;

(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;

(*c*) by reason only of the fact that he is resident thereon;

(*d*) during normal meal times in a room or place in which no work is being done, and he is not waiting for work to be given to him to perform.

(2) The minimum remuneration payable under sub-paragraph (1) of this paragraph to a piece worker when not engaged on piece work is that which would be applicable if he were a time worker.

PART IV

INTERPRETATION

9. In this Schedule—

(1) the expression "homeworker" means a female worker who works in her own home or any other place not under the control or management of the employer.

(2) "the trade" means the ostrich and fancy feather and artificial flower trade.

PART V

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

10. This Schedule does not apply to male workers employed as dyers in the Feather Trade but save as aforesaid, this Schedule applies to workers in relation to whom the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the Ostrich and Fancy Feather and Artificial Flower trade as specified in the Schedule to the Regulations made by the Minister of Labour, dated 3rd February, 1921, with respect to the constitution and proceedings of the Trade Board for the Ostrich and Fancy Feather and Artificial Flower Trade (Great Britain)(a), which Schedule reads as follows:—

"The Ostrich and Fancy Feather and Artificial Flower Trade, that is to say:—

1. The preparation throughout of ostrich or fancy feathers from the natural condition to the finished feather product.

2. The making of artificial flowers, fruit, foliage, grasses, mosses, seeds or pods from paper, wax, textile materials, porcelain, glass, plaster, metal composition, rubber, leather, raffia, celiphane and similar materials.

3. The preservation of natural flowers, foliage, grasses, mosses, ferns, seeds or pods.

4. The making of hats of any of the articles specified in paragraphs 1, 2 and 3 above, when made in or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in any of the operations specified in those paragraphs.

5. The making of feather garments (including neckwear and muffs), feather trimmings for dresses, feather fans or feather mountings of any description, when made in or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in the preparation of ostrich or fancy feathers.

6. The cleaning, dyeing or renovating of any of the articles specified in paragraphs 1, 2 and 3 above, when carried on as a main business or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in any of the operations specified in these paragraphs.

Including:—

7. A. Any of the following and similar operations or processes known in the trade as:—

(i) The sorting, stringing, washing, bleaching, dyeing, beating, scraping, laying-up, sewing, curling, finishing, sticking, twisting, mounting of ostrich or fancy feathers;

(ii) Pattern-making, dyeing, stiffening, waterproofing, waxing, cutting, stamping, shading, veining, goffing, mould making, mounting, in connection with the manufacture of artificial flowers, fruits, foliage, grasses, mosses, seeds or pods;

(iii) The dyeing, preserving, painting, varnishing or decorating of natural flowers, foliage, grasses, mosses, ferns, seeds or pods.

B. The making of any of the articles specified in paragraph 2 above by needlework processes, when carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in any of the operations specified in that paragraph.

(a) S.R. & O. 1921/170 (1921, p. 1371).

C. The making or mounting of any of the articles specified in paragraphs 1, 2 and 3 above for cakes or cracker ornaments, except when made or mounted in or in association with or in conjunction with an establishment or business or branch or department or workroom which is mainly engaged in the making of crackers.

D. The mounting (whether singly or in festoons or garlands) or assembling of any of the articles specified in paragraphs 1, 2 and 3 above for the purpose of decoration, when mounted or assembled in a business or establishment or branch or department or workroom mainly engaged in these operations.

E. The warehousing of, the packing of, and similar operations in regard to any of the articles specified in paragraphs 1 to 5 above when carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in any of the operations specified in paragraphs 1 to 6 above.

But excluding :—

8. A. The making of any of the articles mentioned in paragraph 2 above in a business or establishment or branch or department or workroom which is mainly engaged in the manufacture of the materials specified in that paragraph, and not of the articles therein specified.

B. The preparation, making or preservation of any of the articles specified in paragraphs 1, 2 and 3 above, when carried out in a business or establishment or branch or department or workroom mainly engaged in the manufacture of stationers' sundries.

C. The stiffening or preparation of textile materials for the making of any of the articles mentioned in paragraph 2 above, when carried on in a business or establishment or branch or department or workroom mainly engaged in the preparation of textile materials for other purposes.

D. The making of any of the articles specified in paragraph 2 above wholly from metal, or the mounting thereof when so made or the making or mounting of plaster flowers, fruits or foliage, except when made or mounted :—

(i) For funeral tokens, wreaths or crosses.

(ii) In association with, or in conjunction with the making of any of the articles specified in paragraph 2, from any of the materials specified therein.

(iii) For cake or cracker ornaments as specifically mentioned in the operations and processes included in the trade.

E. The making from rubber of any of the articles mentioned in paragraph 2 above, or the mounting thereof when so made, where carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in the manufacture of other rubber articles.

F. All operations covered by the following orders:—

(i) The Trade Boards (Sugar Confectionery and Food Preserving) Order 1913(a).

(ii) The Trade Boards (Hat, Cap and Millinery) Order 1919(b).

(iii) The Trade Boards (Women's Clothing) Order 1919(c).

(iv) The Trade Boards (Toy) Order 1920(d)."

(a) Confirmed by 3 & 4 Geo. 5. c. clxii.
(b) S.R. & O. 1919/1262 (1919 II, p. 515).
(c) S.R. & O. 1919/1263 (1919 II, p. 531).
(d) S.R. & O. 1920/470 (1920 II, p. 792).

EXPLANATORY NOTE

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

This Order, which has effect from 5th October 1964, sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order 1961 (Order O.F. (30)) as amended by the Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) (Amendment) Order 1962 (Order O.F. (32)) which Orders are revoked.

New provisions are printed in italics.