STATUTORY INSTRUMENTS

# 1967 No. 618

# WAGES COUNCILS

## The Wages Regulation (Retail Drapery, Outfitting and Footwear) Order 1967

| | |
|---|---|
| *Made* - - - - | *17th April* 1967 |
| *Coming into Operation* | *22nd May* 1967 |

Whereas the Minister of Labour (hereafter in this Order referred to as " the Minister ") has received from the Retail Drapery, Outfitting and Footwear Trades 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 section 31 of the Prices and Incomes Act 1966(b), and of all other powers enabling him in that behalf, hereby makes the following Order:—

**1.** This Order may be cited as the Wages Regulation (Retail Drapery, Outfitting and Footwear) Order 1967.

**2.**—(1) In this Order the expression " the specified date " means the 22nd May 1967, provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, that date does not correspond with the beginning of the period for which the wages are paid, the expression " the specified date " means, as respects that worker, the beginning of the next such period following that date.

(2) The Interpretation Act 1889(c) shall apply to the interpretation of this Order, as it applies to the interpretation of an Act of Parliament and as if this Order and the 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 (Retail Drapery, Outfitting and Footwear) Order 1965(d) and the Wages Regulation (Retail Drapery, Outfitting and Footwear) (Amendment) Order 1965(e) shall cease to have effect.

Signed by order of the Minister of Labour.
17th April 1967.

*D. C. Barnes,*
Secretary,
Ministry of Labour.

(a) 1959 c. 69. (b) 1966 c. 33. (c) 1889 c. 63.
(d) S.I. 1965/281 (1965 I, p. 696). (e) S.I. 1965/1809 (1965 III, p. 5473).

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## SCHEDULE

The following minimum remuneration and provisions as to holidays and holiday remuneration shall be substituted for the statutory minimum remuneration and the provisions as to holidays and holiday remuneration fixed by the Wages Regulation (Retail Drapery, Outfitting and Footwear) Order 1965(a) (hereinafter referred to as "Order R.D.O. (46)") as amended by the Wages Regulation (Retail Drapery, Outfitting and Footwear) (Amendment) Order 1965(b) (Order R.D.O. (48)).

(a) S.I. 1965/281 (1965 I, p. 696). (b) S.I. 1965/1809 (1965 III, p. 5473).

## PART I

## STATUTORY MINIMUM REMUNERATION

### APPLICATION

1. Subject to the provisions of paragraphs 5, 8 and 9, the minimum remuneration payable to workers to whom this Schedule applies shall be the remuneration set out in paragraphs 2, 3 and 4.

Any increase in remuneration payable under the provisions of paragraph 2, 3 or 4 shall become effective on the first day of the first full pay week following the date upon which the increase would otherwise become payable under those provisions.

### WORKERS OTHER THAN TEMPORARY SHOP MANAGERS, TEMPORARY SHOP MANAGERESSES AND TRANSPORT WORKERS

2.—(1) Subject to the provisions of paragraph 1, the minimum remuneration payable to male or female workers of the classes specified in Column 1 of the following table employed in the London Area, Provincial A Area or Provincial B Area, as the case may be, shall be the appropriate amount set out in Column 2.

| Column 1 | Column 2 | | | | | |
|---|---|---|---|---|---|---|
| | LONDON AREA | | PROVINCIAL A AREA | | PROVINCIAL B AREA | |
| | Per week | | Per week | | Per week | |
| | Male | Female | Male | Female | Male | Female |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| (*a*) SHOP MANAGERS, SHOP MANAGERESSES where the number of staff (computed in accordance with the provisions of sub-paragraph (2) of this paragraph) is:— | | | | | | |
| 1 or 2 ... ... ... | 262 6 | 224 0 | 256 6 | 218 0 | 245 6 | 209 0 |
| 3... ... ... ... | 268 6 | 230 0 | 262 6 | 224 0 | 251 6 | 215 0 |
| 4... ... ... ... | 275 0 | 236 6 | 269 0 | 230 6 | 258 0 | 221 6 |
| 5... ... ... ... | 281 6 | 243 0 | 275 6 | 237 0 | 264 6 | 228 0 |
| 6... ... ... ... | 288 0 | 249 6 | 282 0 | 243 6 | 271 0 | 234 6 |
| (*b*) CLERKS GRADE I, aged 23 years or over ... ... ... ... | 237 0 | 178 0 | 229 6 | 172 6 | 216 0 | 162 0 |
| (*c*) CLERKS GRADE I, aged under 23 years, CLERKS GRADE II, SALES ASSISTANTS, CASHIERS, CENTRAL WAREHOUSE WORKERS, CREDIT TRAVELLERS, STOCK HANDS— | | | | | | |
| Aged 22 years or over ... ... | 231 0 | 173 6 | 223 6 | 168 0 | 210 0 | 157 6 |
| „ 21 and under 22 years ... | 213 6 | 160 0 | 207 6 | 154 6 | 193 6 | 144 6 |
| „ 20 „ „ 21 „ ... ... | 175 6 | 134 6 | 170 6 | 129 0 | 158 0 | 122 0 |
| „ 19 „ „ 20 „ ... ... | 165 0 | 128 6 | 160 0 | 123 0 | 147 6 | 116 0 |
| „ 18 „ „ 19 „ ... ... | 151 6 | 121 0 | 146 6 | 115 6 | 136 0 | 108 6 |
| „ 17 „ „ 18 „ ... ... | 125 0 | 101 6 | 120 0 | 96 0 | 111 6 | 89 6 |
| „ 16 „ „ 17 „ ... ... | 116 0 | 96 0 | 111 0 | 90 6 | 103 6 | 84 0 |
| „ under 16 years ... ... | 109 6 | 90 6 | 104 6 | 84 6 | 97 0 | 78 0 |
| (*d*) ALL OTHER WORKERS (OTHER THAN THE WORKERS SPECIFIED IN PARAGRAPH 3 AND PARAGRAPH 4)— | | | | | | |
| Aged 22 years or over ... | 223 0 | 168 6 | 215 6 | 163 0 | 205 6 | 152 6 |
| „ 21 and under 22 years ... | 210 6 | 158 0 | 204 6 | 152 6 | 190 6 | 142 6 |
| „ 20 „ „ 21 „ ... ... | 174 6 | 132 6 | 169 6 | 127 0 | 157 0 | 120 0 |
| „ 19 „ „ 20 „ ... ... | 164 0 | 127 6 | 159 0 | 122 0 | 146 6 | 115 0 |
| „ 18 „ „ 19 „ ... ... | 150 6 | 120 0 | 145 6 | 114 6 | 135 0 | 107 6 |
| „ 17 „ „ 18 „ ... ... | 124 0 | 100 6 | 119 0 | 95 0 | 110 6 | 88 6 |
| „ 16 „ „ 17 „ ... ... | 115 0 | 95 0 | 110 0 | 89 6 | 102 6 | 83 0 |
| „ under 16 years ... ... | 108 6 | 89 6 | 103 6 | 83 6 | 96 0 | 77 0 |

Provided that where a sales assistant enters, or has entered, the retail drapery, outfitting and footwear trades for the first time at or over the age of 20 years, the minimum remuneration payable shall be—

(i) during the first three months of the employment, 10s. 0d. per week less, and

(ii) during the second three months of the employment, 5s. 0d. per week less

than the minimum remuneration otherwise applicable to the worker under (*c*) of this sub-paragraph.

(2) In the foregoing table, "number of staff" means the number of persons (including the manager or manageress) normally employed by the employer, for whose control the manager or manageress is responsible to the employer, and in computing that number both full-time workers and workers other than full-time workers shall be included, except that in the case of workers other than full-time workers the number to be counted shall be the number of such workers or the number (treating any fraction as one) obtained by dividing by 30 the aggregate of the hours normally worked in the week by all such workers whichever is the less.

## TEMPORARY SHOP MANAGERS AND TEMPORARY SHOP MANAGERESSES

3.—(1) Subject to the provisions of this paragraph, the minimum remuneration payable to temporary shop managers and temporary shop manageresses, for each continuous period of employment as temporary shop manager or temporary shop manageress (reckoned in accordance with the provisions of sub-paragraph (2) of this paragraph) shall be the appropriate minimum remuneration for a shop manager or shop manageress, as the case may be, under the provisions of paragraph 2(1)(*a*).

(2) In reckoning any continuous period of employment as temporary shop manager or temporary shop manageress for the purposes of sub-paragraph (1) of this paragraph, no account shall be taken of any period of employment—

(*a*) not exceeding two consecutive working days; or

(*b*) not exceeding a total of two weeks in any year, being a period when the shop manager or shop manageress is absent on holiday:

Provided that for the purposes of this paragraph where in any year a worker is employed by the same employer as a temporary shop manager or temporary shop manageress at more than one shop during the absence on holiday of the shop manager or shop manageress, the first period of such employment and any subsequent periods of such employment in the same year shall be treated as a continuous period of employment.

(3) The minimum remuneration payable to temporary shop managers and temporary shop manageresses for any period of employment mentioned in (*a*) or (*b*) of sub-paragraph (2) of this paragraph, shall be not less than the appropriate minimum remuneration for a sales assistant under the provisions of this Schedule.

(4) For the purposes of this paragraph "year" means the 12 months commencing with 1st January and ending with 31st December.

## TRANSPORT WORKERS

4. Subject to the provisions of paragraph 1, the minimum remuneration payable to Transport Workers employed in the London Area, Provincial A Area or Provincial B Area, as the case may be, shall be the appropriate amount set out in Column 3 of the following table:—

| Column 1 | Column 2 | | Column 3 | | |
|---|---|---|---|---|---|
| Age of transport worker | Type of Vehicle | | LONDON AREA | PROVINCIAL A AREA | PROVINCIAL B AREA |
| | Mechanically propelled vehicle with carrying capacity of | Horse-drawn vehicle | Per week | Per week | Per week |
| | | | s. d. | s. d. | s. d. |
| 21 years or over ... | 1 ton or less | one-horse | *231 0* | *223 6* | *209 6* |
| 20 and under 21 years | | | *183 6* | *181 6* | *170 0* |
| 19 „ „ 20 „ | | | *173 6* | *171 6* | *160 0* |
| 18 „ „ 19 „ | | | *160 6* | *158 6* | *149 0* |
| under 18 years ... | | | *135 0* | *133 0* | *124 6* |
| All ages ... ... | Over 1 ton and up to 2 tons ... | two-horse | *235 0* | *227 6* | *213 6* |
| | Over 2 tons and up to 5 tons ... | — | *239 0* | *231 6* | *217 6* |
| | Over 5 tons ... | — | *243 0* | *235 6* | *221 6* |

## MINIMUM OVERTIME RATES

5.—(1) Subject to the provisions of this paragraph, overtime shall be payable to all workers at the following minimum rates:—

(*a*) For work on a Sunday or customary holiday,

(i) where time worked does not exceed 4½ hours — double time for 4½ hours

(ii) where time worked exceeds 4½ hours but does not exceed 8 hours ... ... ... ... — double time for 8 hours

(iii) where time worked exceeds 8 hours... ... — double time for all time worked

Provided that where it is or becomes 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.

(*b*) On the weekly short day in any week during which, under sub-section (3) of section 40 of the Shops Act 1950(a), the employer is relieved of his obligation to allow the worker a weekly half day,

for any time worked after 1.30 p.m. ... ... double time

(*c*) On the weekly short day (not being a weekly short day to which (*b*) of this sub-paragraph applies),

for any time worked after 1.30 p.m. ... ... time-and-a-half

(*d*) In any week, exclusive of any time in respect of which a minimum overtime rate is payable under the foregoing provisions of this paragraph,

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

Provided that in any week which includes one customary holiday "35 hours" shall be substituted for "42 hours", and in any week which includes two customary holidays "28 hours" shall be substituted for the said "42 hours".

(a) 1950 c. 28.

(2) Overtime rates in accordance with provisions (*a*), (*c*) and (*d*) of sub-paragraph (1) of this paragraph shall be payable to a shop manager, temporary shop manager, shop manageress or temporary shop manageress only if the overtime worked is specifically authorised in writing by the employer or his representative.

## WAITING TIME

6. A worker is entitled to payment of the minimum remuneration specified in this Schedule for all the time during which he is present on the premises of the employer, unless he is present thereon in any of the following circumstances, that is to say—

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

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

(3) by reason only of the fact that he is resident thereon; or

(4) during normal meal times and he is not waiting for work to be given to him to perform.

## WORKERS WHO ARE NOT REQUIRED TO WORK ON A CUSTOMARY HOLIDAY

7.—(1) Subject to the provisions of sub-paragraph (2) of this paragraph, a worker who is not required to work on a customary holiday shall be paid for that holiday not less than the amount to which he would have been entitled under the foregoing provisions of this Schedule had the day not been a customary holiday and had he worked the number of hours ordinarily worked by him on that day of the week.

(2) A worker shall not be entitled to any payment under this paragraph unless he—

(*a*) worked for the employer throughout the last working day on which work was available for him preceding the holiday; and

(*b*) presents himself for employment at the usual starting time on the first working day after the holiday:

Provided that (*a*) or (*b*), as the case may be, of this sub-paragraph shall be deemed to be complied with where the worker is excused by his employer or is prevented by his proved illness or injury from working or presenting himself for employment as aforesaid.

## GUARANTEED WEEKLY REMUNERATION PAYABLE TO A FULL-TIME WORKER

8.—(1) Notwithstanding the other provisions of this Schedule, where in any week the total remuneration (including holiday remuneration but excluding the amount specified in sub-paragraph (2) of this paragraph) payable under those other provisions to a full-time worker is less than the guaranteed weekly remuneration provided under this paragraph, the minimum remuneration payable to that worker for that week shall be that guaranteed weekly remuneration with the addition of any amount excluded as aforesaid.

(2) The amount to be excluded from the total remuneration referred to in the foregoing sub-paragraph is the whole of the remuneration payable in respect of overtime.

(3) The guaranteed weekly remuneration is the remuneration to which the worker would be entitled under paragraph 2, 3 or 4 for 42 hours' work in his normal occupation:

Provided that—

(*a*) where the worker normally works for the employer on work to which this Schedule applies for less than 42 hours in the week by reason only of the fact that he does not hold himself out as normally available for work for more than the number of hours he normally works in the week, and the worker has informed his employer in writing that he does not so hold himself out, the guaranteed weekly remuneration shall be the remuneration to which the worker would be entitled (calculated as in paragraph 9) for the number of hours in the week normally worked by the worker for the employer on work to which this Schedule applies;

(*b*) where in any week a worker at his request and with the written consent of his employer is absent from work during any part of his normal working hours on any day (other than a holiday allowed under Part II or a customary holiday or a holiday allowed to all persons employed in the undertaking or branch of an undertaking in which the worker is employed), the guaranteed weekly remuneration payable in respect of that week shall be reduced in respect of each day on which he is absent as aforesaid by one-sixth where the worker's normal working week is six days or by one-fifth where his normal working week is five days.

(4) Guaranteed weekly remuneration is not payable in respect of any week unless the worker throughout his normal working hours in that week (excluding any time allowed to him as a holiday or during which he is absent from work in accordance with proviso (*b*) to sub-paragraph (3) of this paragraph) 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.

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

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

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

## HOURS ON WHICH REMUNERATION IS BASED

9.—(1) The minimum remuneration specified in paragraphs 2, 3 and 4 relates to a week of 42 hours exclusive of overtime and, except in the case of guaranteed weekly remuneration under paragraph 8, is subject to a proportionate reduction according as the number of hours worked is less than 42.

(2) In calculating the remuneration for the purpose of this Schedule recognised breaks for meal times shall, subject to the provisions of paragraph 6, be excluded.

## BENEFITS OR ADVANTAGES

10.—(1) The benefits or advantages set out in (*a*), (*b*), (*c*) and (*d*) of this sub-paragraph, being benefits or advantages provided, in pursuance of the terms and conditions of the employment of a worker to whom this Schedule applies, by the employer or by some other person under arrangements with the employer, are

authorised to be reckoned as payment of wages by the employer in lieu of payment in cash in the following manner:—

(*a*) Dinner of good and sufficient quality and quantity provided on each day on which the worker normally works in the week, other than the weekly short day, as an amount of 11s. 8d. per week except in the circumstances provided for in (*d*) of this sub-paragraph.

(*b*) Tea of good and sufficient quality and quantity provided on each day on which the worker normally works in the week, other than the weekly short day, as an amount of 4s. 2d. per week except in the circumstances provided for in (*d*) of this sub-paragraph.

(*c*) Full board on Sunday and customary holidays, part board only on the other days of the week and lodging for the full week, as the appropriate amount set out in the table below:—

| In the case of a worker aged | LONDON AREA | PROVINCIAL A AREA | PROVINCIAL B AREA |
|---|---|---|---|
| | Per week | Per week | Per week |
| | s. d. | s. d. | s. d. |
| 21 years or over ... ... | 34 6 | 30 6 | 27 0 |
| 20 and under 21 years ... | 32 6 | 28 6 | 25 0 |
| 19 " " 20 " ... | 28 9 | 24 9 | 21 3 |
| 18 " " 19 " ... | 26 6 | 22 6 | 19 0 |
| 17 " " 18 " ... | 24 6 | 20 6 | 17 0 |
| 16 " " 17 " ... | 20 6 | 16 6 | 13 0 |
| under 16 years ... ... | 18 6 | 14 6 | 11 0 |

(*d*) Full board and lodging for the full week, as the appropriate amount set out in the table below:—

| In the case of a worker aged | LONDON AREA | PROVINCIAL A AREA | PROVINCIAL B AREA |
|---|---|---|---|
| | Per week | Per week | Per week |
| | s. d. | s. d. | s. d. |
| 21 years or over ... ... | 45 3 | 41 3 | 37 9 |
| 20 and under 21 years ... | 43 3 | 39 3 | 35 9 |
| 19 " " 20 " ... | 39 6 | 35 6 | 32 0 |
| 18 " " 19 " ... | 37 0 | 33 0 | 29 6 |
| 17 " " 18 " ... | 34 6 | 30 6 | 27 0 |
| 16 " " 17 " ... | 30 6 | 26 6 | 23 0 |
| under 16 years ... ... | 28 6 | 24 6 | 21 0 |

Provided that where in any week the total amount which, in accordance with the foregoing provisions of this sub-paragraph, the employer would be entitled to reckon as payment of wages to a worker in lieu of payment in cash, exceeds the appropriate amount (according to the age of the worker and the area in which he is employed) set out in (*d*) of this sub-paragraph, then in the case of that worker the employer shall not be entitled in respect of that week, so to reckon as payment of wages as aforesaid, more than such appropriate amount set out in (*d*) of this sub-paragraph:

Provided also that where a worker is employed in a shop—

(i) which is registered under section 53 of the Shops Act 1950 (which relates to persons observing the Jewish Sabbath), this sub-paragraph in relation to such a worker shall have effect as if for the word "Sunday" in (*c*) thereof, there were substituted the word "Saturday";

(ii) situated in a district in which an order is in force under section 54 of the Shops Act 1950, authorising shops to be open for the serving of customers on Sunday and which it is the practice to keep open on Sunday, this sub-paragraph in relation to such a worker shall have effect as if for the word "Sunday" there were substituted the words "the week-day upon which the shop in which the worker is employed must be closed in pursuance of an order made under section 54 of the Shops Act 1950".

(2) In this paragraph—

"PART BOARD" means breakfast and supper, being meals of good and sufficient quality and quantity;

"FULL BOARD" means breakfast, dinner, tea and supper, being meals of good and sufficient quality and quantity; and

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

(3) Nothing in this paragraph shall be construed as authorising the making of any deduction or the giving of remuneration in any manner which is illegal by virtue of the Truck Acts 1831 to 1940(a), or of any other enactment.

## PART II

## ANNUAL HOLIDAY AND HOLIDAY REMUNERATION

### ANNUAL HOLIDAY

11.—(1) Subject to the provisions of paragraph 12, an employer shall, between the date on which this Schedule becomes effective and 31st October 1967, and in each succeeding year between 1st April and 31st October, allow a holiday (hereinafter referred to as an "annual holiday") to every worker (other than a worker who normally works for the employer for less than 9 hours in a week) in his employment to whom this Schedule applies who has been employed by him during the 12 months immediately preceding the commencement of the holiday season for any one of the periods of employment (calculated in accordance with the provisions of paragraph 18) set out in the table below and the duration of the annual holiday shall in the case of each such worker be related to that period as follows:—

| Period of employment | Duration of annual holiday | | | |
|---|---|---|---|---|
| | Where the worker's normal working week is | | | |
| | Six days | Five days | Four days | Three days or less |
| 12 months... ... ... ... ... ... | 12 days | 10 days | 8 days | 6 days |
| Not less than 11 months but less than 12 months | 11 „ | 9 „ | 7 „ | 5 „ |
| „ „ „ 10 „ „ „ „ 11 „ | 10 „ | 8 „ | 7 „ | 5 „ |
| „ „ „ 9 „ „ „ „ 10 „ | 9 „ | 7 „ | 6 „ | 4 „ |
| „ „ „ 8 „ „ „ „ 9 „ | 8 „ | 7 „ | 5 „ | 4 „ |
| „ „ „ 7 „ „ „ „ 8 „ | 7 „ | 6 „ | 5 „ | 3 „ |
| „ „ „ 6 „ „ „ „ 7 „ | 6 „ | 5 „ | 4 „ | 3 „ |
| „ „ „ 5 „ „ „ „ 6 „ | 5 „ | 4 „ | 3 „ | 2 „ |
| „ „ „ 4 „ „ „ „ 5 „ | 4 „ | 3 „ | 3 „ | 2 „ |
| „ „ „ 3 „ „ „ „ 4 „ | 3 „ | 2 „ | 2 „ | 1 day |
| „ „ „ 2 „ „ „ „ 3 „ | 2 „ | 2 „ | 1 day | 1 „ |
| „ „ „ 1 month „ „ „ 2 „ | 1 day | 1 day | 1 „ | nil |

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

(2) Notwithstanding the provisions of the last foregoing sub-paragraph—

(*a*) the number of days of annual holiday which an employer is required to allow to a worker in any holiday season shall not exceed in the aggregate twice the number of days constituting the worker's normal working week;

(*b*) where a worker does not wish to take his annual holiday or part thereof during the holiday season in any year and, before the expiration of such holiday season, enters into an agreement in writing with his employer that the annual holiday or part thereof shall be allowed, at a date or dates to be specified in that agreement, after the expiration of the holiday season but before the first day of January in the following year, then any day or days of annual holiday so allowed shall be treated as having been allowed during the holiday season;

(*c*) the duration of the worker's annual holiday during the holiday season ending on 31st October 1967 shall be reduced by any days of annual holiday duly allowed to him by the employer under the provisions of Order R.D.O. (46) between 1st April 1967 and the date on which the provisions of this Schedule become effective.

(3) In this Schedule the expression "holiday season" means in relation to the year 1967 the period commencing on 1st April 1967, and ending on 31st October 1967, and, in each succeeding year, the period commencing on 1st April and ending on 31st October of the same year.

12. Where at the written request of the worker at any time during the three months immediately preceding the commencement of the holiday season in any year, his employer allows him any day or days of holiday and pays him holiday remuneration in respect thereof calculated in accordance with the provisions of paragraphs 15 and 16, then—

(1) the annual holiday to be allowed in accordance with paragraph 11 in the holiday season in that year shall be reduced by the day or days of holiday so allowed prior to the commencement of that holiday season; and

(2) for the purpose of calculating accrued holiday remuneration under paragraph 17 any day or days of holiday deducted in accordance with sub-paragraph (1) hereof shall be treated as if they had been allowed in the holiday season.

13.—(1) Subject to the provisions of this paragraph, an annual holiday shall be allowed on consecutive working days, being days on which the worker is normally called upon to work for the employer.

(2) Where the number of days of annual holiday for which a worker has qualified exceeds the number of days constituting his normal working week, the holiday may by agreement between the employer and the worker be allowed in two periods of consecutive working days; so however that when a holiday is so allowed, one of the periods shall consist of a number of such days not less than the number of days constituting the worker's normal working week.

(3) For the purposes of this paragraph, days of annual holiday shall be treated as consecutive notwithstanding that a customary holiday on which the worker is not required to work for the employer or a day on which he does not normally work for the employer intervenes.

(4) Where a customary holiday on which the worker is not required to work for the employer immediately precedes a period of annual holiday or occurs during such a period and the total number of days of annual holiday required to be allowed in the period under the foregoing provisions of this paragraph, together with any customary holiday, exceeds the number of days constituting the worker's normal working week then, notwithstanding the foregoing provisions of this paragraph, the duration of that period of annual holiday may be reduced by one day and in such a case one day of annual holiday may be allowed on a day on which the worker normally works for the employer (not being the worker's weekly short day) in the holiday season or after the holiday season in the circumstances specified in sub-paragraph (2)(*b*) of paragraph 11.

(5) No day of annual holiday shall be allowed on a customary holiday.

(6) A day of annual holiday under this Schedule may be allowed on a day on which the worker is entitled to a day of holiday (not being a customary holiday) or to a half-holiday under any enactment other than the Wages Councils Act 1959:

Provided that where the total number of days of annual holiday allowed to a worker under this Schedule is less than the number of days in his normal working week, the said annual holiday shall be in addition to the said day of holiday or the said half-holiday.

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

## REMUNERATION FOR ANNUAL HOLIDAY

15.—(1) Subject to the provisions of paragraph 16, a worker qualified to be allowed an annual holiday under this Schedule shall be paid by his employer, on the last pay day preceding such holiday, one day's holiday pay (as defined in paragraph 19) in respect of each day thereof.

(2) Where an annual holiday is taken in more than one period the holiday remuneration shall be apportioned accordingly.

16. Where any accrued holiday remuneration has been paid by the employer to the worker (in accordance with paragraph 17 of this Schedule or with Order R.D.O. (46) as amended), in respect of employment during any of the periods referred to in that paragraph, or that Order, the amount of holiday remuneration payable by the employer in respect of any annual holiday for which the worker has qualified by reason of employment during the said period 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 R.D.O. (46) as amended.

## ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

17. Where a worker (other than a worker who normally works for the employer for less than 9 hours in a week) 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 (hereinafter referred to as the "termination date"), pay to the worker as accrued holiday remuneration—

(1) in respect of employment in the 12 months up to 1st April immediately preceding the termination date, 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 1st April immediately preceding the termination date, 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*) no worker shall be entitled to the payment by his employer of accrued holiday remuneration if he is dismissed on the grounds of misconduct and is so informed by the employer at the time of dismissal;

(*b*) where during the period or periods in respect of which the said accrued holiday remuneration is payable the worker has at his written request been allowed any day or days of holiday (other than days of holiday allowed by the employer under paragraph 12) for which he had not qualified under the provisions of this Schedule, any accrued holiday remuneration payable as aforesaid may be reduced by the amount of any sum paid by the employer to the worker in respect of such day or days of holiday;

(*c*) where a worker is employed under a contract of service under which he is required to give not less than one week's notice before terminating his employment and the worker, without the consent of his employer, terminates his employment without having given not less than one week's notice or before one week has expired from the beginning of such notice, the amount of accrued holiday remuneration payable to the worker shall be the amount payable under the foregoing provisions of this paragraph less an amount equal to the statutory minimum remuneration which would be payable to him at the termination date for one week's work if working his normal working week and the normal number of daily hours worked by him.

## CALCULATION OF EMPLOYMENT

18. For the purpose of calculating any period of employment qualifying a worker for an annual holiday or for any accrued holiday remuneration, the worker shall be treated as if he were employed for a month in respect of any month (as defined in paragraph 19) throughout which he has been in the employment of the employer.

## PART III

## GENERAL

## DEFINITIONS

19. For the purposes of this Schedule—

"CARRYING CAPACITY" means the weight of the maximum load normally carried by the vehicle, and such carrying capacity when so established shall not be affected either by variations in the weight of the load resulting from collections or deliveries or emptying of containers during the course of the journey, or by the fact that on any particular journey a load greater or less than the established carrying capacity is carried.

"CASHIER" means a worker employed in a shop and engaged wholly or mainly in receiving cash or giving change.

"CENTRAL WAREHOUSE WORKER" means a worker wholly or mainly employed in a central warehouse, that is to say, a warehouse from which an undertaking in the retail drapery, outfitting and footwear trades supplies its branch shops.

"CLERK GRADE I" means a worker engaged wholly or mainly on clerical work which includes responsibility for maintaining ledgers or wages books or for preparing financial accounts of the undertaking or of a branch or department thereof.

"CLERK GRADE II" means a worker, other than a Clerk Grade I, engaged wholly or mainly on clerical work.

"CREDIT TRAVELLER" means a worker employed in an undertaking engaged in credit trading and wholly or mainly engaged in calling upon customers or prospective customers for the purpose of opening accounts, collecting payments or selling goods.

"CUSTOMARY HOLIDAY" means

(1)(*a*) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such weekday as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday (*or where another day is substituted therefor by national proclamation, that day*), August Bank Holiday and any day proclaimed as a public holiday throughout England and Wales;

(*b*) 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;
Christmas Day (or, if Christmas Day falls on a Sunday, the following Monday);

two other days (being days on which the worker would normally work) 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 and any day proclaimed as a public holiday throughout Scotland;

or (2) where in any undertaking it is not the custom or practice to observe such days as are specified in (1)(*a*) or (1)(*b*) above as holidays, such other days, not fewer in number, as may by agreement between the employer or his representative and the worker or his representative be substituted for the specified days.

"FULL-TIME WORKER" means a worker who normally works for the employer for at least 34 hours in the week on work to which this Schedule applies.

"MONTH" means the period commencing on a date of any number in one month and ending on the day before the date of the same number in the next month, or if the commencing date is the 29th, 30th or 31st day of a month, and there is no date of the same number in the next month, then on the last day of that month.

"NORMAL WORKING WEEK" means the number of days on which it has been usual for the worker to work in a week while in the employment of the employer during the 12 months immediately preceding the commencement of the holiday season, or, where accrued holiday remuneration is payable under (2) of paragraph 17, on the termination of the employment, during the 12 months immediately preceding the termination date:

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 appropriate proportion of the remuneration which the worker would be entitled to receive from his employer at the date of the annual holiday (or where the holiday is taken in more than one period at the date of the first period) or at the termination date, as the case may be, for one week's work—

(1) if working his normal working week and the number of daily hours normally worked by him (exclusive of overtime),

(2) if the employer were not providing him with meals or board and lodging, and

(3) if paid at the appropriate rate of statutory minimum remuneration for work for which statutory minimum remuneration is payable and at the same rate for any work for the same employer for which such remuneration is not payable.

and in this definition "appropriate proportion" means—

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

"SALES ASSISTANT" means a worker who is wholly or mainly engaged in the serving of customers.

"SHOP MANAGER", "SHOP MANAGERESS" means a worker who is employed at, and is normally immediately in charge of the operation of, an undertaking or branch (but not of a department of an undertaking or branch), who has the custody of cash and stock, and who has immediate control of other workers (if any) employed at that undertaking or branch; and for the purposes of this definition a worker shall not be deemed not to be immediately in charge of the operation of an undertaking or branch by reason only of being subject to the supervision of the employer or some person acting on his behalf, being in either case a person who is not normally, during the hours when the undertaking or branch is open to the public, wholly or mainly engaged in work at that undertaking or branch.

"STOCK HAND" means a worker employed in a shop, or in a warehouse operated in connection with a shop, and wholly or mainly engaged in the custody of goods or the receiving and checking of stock or the assembly of orders.

" TEMPORARY SHOP MANAGER", "TEMPORARY SHOP MANAGERESS" means a worker who during the absence of the shop manager or shop manageress performs all the duties of the shop manager or the shop manageress, whilst he is performing the said duties.

"TIME-AND-A-HALF" and "DOUBLE TIME" mean, respectively, one and a half times and twice the hourly rate obtained by dividing by 42 the minimum weekly remuneration to which the worker is entitled under the provisions of paragraph 2, 3 or 4.

"TRANSPORT WORKER" means a worker engaged wholly or mainly in driving a mechanically propelled or horse drawn road vehicle for the transport of goods and on work in connection with the vehicle and its load (if any) while on the road.

"WATCHMAN" means a worker wholly or mainly engaged in guarding the employer's premises for the prevention of theft, fire, damage or trespass.

"WEEK" means pay week.

"WEEKLY SHORT DAY" means:—

(1) that day in any week on which the worker is, in accordance with the provisions of section 17 of the Shops Act 1950, required not to be employed about the business of a shop after half-past one o'clock in the afternoon, or,

(2) where there is no such day, or where the day falls on a customary holiday, a working day in the week not being a customary holiday, fixed by the employer and notified to the worker not later than the Saturday preceding the week during which it is to have effect; or, failing such notification, the last working day in the week which is not a customary holiday:

Provided that where the day specified in (1) of this definition falls on Christmas Day or Boxing Day in England and Wales or Christmas Day or New Year's Day in Scotland the employer may fix as the weekly short day for that week a working day in the following week not being either a customary holiday or the weekly short day for that following week.

## AREAS

20. In this Schedule:—

(1) "LONDON AREA" 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.

(2) "PROVINCIAL A AREA" means

(*a*) In Scotland,

(i) the following burghs:—

ABERDEEN COUNTY
- Aberdeen (including part in Kincardine County)
- Fraserburgh
- Peterhead

ANGUS COUNTY
- Arbroath
- Brechin
- Dundee
- Forfar
- Montrose

ARGYLL COUNTY
- Dunoon

AYR COUNTY
- Ardrossan
- Ayr
- Irvine
- Kilmarnock
- Largs
- Prestwick
- Saltcoats
- Stevenston
- Troon

BANFF COUNTY
- Buckie

BUTE COUNTY
- Rothesay

CLACKMANNAN COUNTY
- Alloa

DUMFRIES COUNTY
- Dumfries

DUNBARTON COUNTY
- Bearsden
- Clydebank
- Dumbarton
- Helensburgh
- Kirkintilloch
- Milngavie

EAST LOTHIAN COUNTY
- North Berwick

FIFE COUNTY
- Buckhaven and Methil
- Burntisland
- Cowdenbeath
- Dunfermline
- Kirkcaldy
- Leven
- Lochgelly
- St. Andrews

INVERNESS COUNTY
- Inverness

KINCARDINE COUNTY
- Stonehaven

LANARK COUNTY
- Airdrie
- Coatbridge
- Glasgow
- Hamilton
- Lanark
- Motherwell and Wishaw
- Rutherglen

MIDLOTHIAN COUNTY
- Dalkeith
- Edinburgh
- Musselburgh

MORAY COUNTY
- Elgin

ORKNEY COUNTY
- Kirkwall

PERTH COUNTY
- Perth

RENFREW COUNTY
- Barrhead
- Gourock
- Greenock
- Johnstone
- Paisley
- Port Glasgow
- Renfrew

ROSS AND CROMARTY COUNTY
- Stornoway

ROXBURGH COUNTY
- Hawick

SELKIRK COUNTY
- Galashiels

STIRLING COUNTY
- Denny and Dunipace
- Falkirk
- Grangemouth
- Kilsyth
- Stirling

WEST LOTHIAN COUNTY
- Armadale
- Bathgate
- Bo'ness

WIGTOWN COUNTY
- Stranraer

ZETLAND COUNTY
- Lerwick

(a) 1963 c. 33.

(ii) The following Special Lighting Districts, the boundaries of which have been defined, namely:—Vale of Leven and Renton in the County of Dunbarton; and Larbert and Airth in the County of Stirling; and

(iii) The following areas, the boundaries of which were defined as Special Lighting Districts prior to 10th March 1943, namely:—Bellshill and Mossend, Blantyre, Cambuslang, Larkhall and Holytown, New Stevenston and Carfin, all in the County of Lanark.

(*b*) In England and Wales, the areas administered by County Borough, Municipal Borough or Urban District Councils, except where they are included in the London area or are listed in (3) (*b*) of this paragraph.

(3) " PROVINCIAL B AREA " means

(*a*) In Scotland, all areas other than those listed in (2) (*a*) of this paragraph;

(*b*) In England and Wales, all areas not included in the London area administered by Rural District Councils, and the areas administered by the following Municipal Borough and Urban District Councils:—

ENGLAND (excluding Monmouthshire)

BEDFORDSHIRE
Ampthill
Sandy

BERKSHIRE
Wallingford
Wantage

BUCKINGHAMSHIRE
Buckingham
Linslade
Marlow
Newport Pagnell

CHESHIRE
Alsager
Longdendale

CORNWALL
Bodmin
Bude Stratton
Fowey
Helston
Launceston
Liskeard
Looe
Lostwithiel
Padstow
Penryn
St. Just
Torpoint

DERBYSHIRE
Bakewell
Whaley Bridge
Wirksworth

DEVON
Ashburton
Buckfastleigh
Budleigh Salterton
Crediton
Dartmouth
Great Torrington
Holsworthy
Honiton
Kingsbridge
Lynton
Northam
Okehampton
Ottery St. Mary
Salcombe
Seaton
South Molton
Tavistock
Totnes

DORSET
Blandford Forum
Lyme Regis
Shaftesbury
Sherborne
Wareham
Wimborne Minster

DURHAM
Barnard Castle
Tow Law

ELY, ISLE OF
Chatteris

ESSEX
Brightlingsea
Burnham-on-Crouch
Saffron Walden
West Mersea
Wivenhoe

GLOUCESTERSHIRE
Nailsworth
Tewkesbury

HEREFORDSHIRE
Bromyard
Kington
Ledbury

HERTFORDSHIRE
Baldock
Chorleywood
Royston
Sawbridgeworth

HUNTINGDONSHIRE
Huntingdon and Godmanchester
Ramsey
St. Ives
St. Neots

KENT
Lydd
New Romney
Queenborough
Sandwich
Tenterden

## ENGLAND (excluding Monmouthshire)—*contd.*

LANCASHIRE
- Carnforth
- Grange

LINCOLNSHIRE
- Alford
- Barton-upon-Humber
- Bourne
- Brigg
- Horncastle
- Mablethorpe and Sutton
- Market Rasen
- Woodhall Spa

NORFOLK
- Cromer
- Diss
- Downham Market
- Hunstanton
- North Walsham
- Sheringham
- Swaffham
- Thetford
- Wells-next-the-Sea
- Wymondham

NORTHAMPTONSHIRE
- Brackley
- Burton Latimer
- Higham Ferrers
- Oundle

NORTHUMBERLAND
- Alnwick
- Amble

OXFORDSHIRE
- Bicester
- Chipping Norton
- Thame
- Woodstock

RUTLAND
- Oakham

SHROPSHIRE
- Bishop's Castle
- Church Stretton
- Ellesmere
- Market Drayton
- Newport
- Wem

SOMERSET
- Chard
- Crewkerne
- Glastonbury
- Illminster
- Portishead
- Shepton Mallet
- Street
- Watchet
- Wellington

SUFFOLK
- Aldeburgh
- Beccles
- Bungay
- Eye
- Hadleigh
- Halesworth
- Haverhill
- Leiston-cum-Sizewell
- Saxmundham
- Southwold
- Sudbury

SUFFOLK—*contd.*
- Stowmarket
- Woodbridge

SUSSEX
- Arundel
- Rye

WESTMORLAND
- Appleby
- Lakes

WILTSHIRE
- Bradford-on-Avon
- Calne
- Malmesbury
- Marlborough
- Melksham
- Westbury
- Wilton

WORCESTERSHIRE
- Bewdley
- Droitwich

YORKSHIRE
- Hedon
- Hornsea
- Malton
- Norton
- Pickering
- Richmond
- Tickhill
- Withernsea

## WALES AND MONMOUTHSHIRE

ANGLESEY
- Amlwch
- Beaumaris
- Llangefni
- Menai Bridge

BRECONSHIRE
- Builth Wells
- Hay
- Llanwrtyd Wells

CAERNARVONSHIRE
- Bethesda
- Betws-y-Coed
- Criccieth
- Llanfairfechan
- Penmaenmawr
- Portmadoc
- Pwllheli

CARDIGANSHIRE
- Aberayron
- Cardigan
- Lampeter
- New Quay

CARMARTHENSHIRE
- Cwmamman
- Kidwelly
- Llandeilo
- Llandovery
- Newcastle Emlyn

DENBIGHSHIRE
- Llangollen
- Llanrwst
- Ruthin

FLINTSHIRE
- Buckley
- Mold

GLAMORGAN
- Cowbridge

MERIONETHSHIRE
- Bala
- Barmouth
- Dolgellau
- Towyn

MONMOUTHSHIRE
- Caerleon
- Chepstow
- Usk

WALES AND MONMOUTHSHIRE—*contd.*

| MONTGOMERYSHIRE | PEMBROKESHIRE | RADNORSHIRE |
|---|---|---|
| Llanfyllin | Fishguard and Goodwick | Knighton |
| Llanidloes | Narberth | Llandrindod Wells |
| Machynlleth | Neyland | Presteigne |
| Montgomery | Tenby | |
| Newtown and Llanllwchaiarn | | |
| Welshpool | | |

(4) Any reference to a local government area shall be construed as a reference to that area as it was on 23rd April 1961, unless otherwise stated.

## WORKERS TO WHOM THIS SCHEDULE APPLIES

21.—(1)—(i) Subject to the provisions of sub-paragraph (2) of this paragraph, the workers to whom this Schedule applies are all workers employed in Great Britain in any undertaking or any branch or department of an undertaking, being an undertaking, branch or department engaged—

(*a*) wholly or mainly in the retail drapery, outfitting and footwear trades;

or

(*b*) wholly or mainly in those trades and one or more of the groups of retail distributive trades set out in the Appendix to this paragraph, and to a greater extent in the retail drapery, outfitting and footwear trades than in any one of those groups:

Provided that if a branch or department of an undertaking is not so engaged this Schedule shall not apply to workers employed in that branch or department (notwithstanding that the undertaking as a whole is so engaged), except in the case of workers as respects their employment in a department of that branch if that department is so engaged.

(ii) For the purposes of this sub-paragraph

(*a*) in determining the extent to which an undertaking or branch or department of an undertaking is engaged in a group of trades, regard shall be had to the time spent in the undertaking, branch or department on work in that group of trades;

(*b*) an undertaking or branch or department of an undertaking which is engaged in any operation in a group of trades shall be treated as engaged in that group of trades.

(2) 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—

(i) workers employed on the making, trimming, fitting, alteration or repair of wearing apparel;

(ii) workers in relation to whom the Road Haulage Wages Council operates in respect of any employment which is within the field of operation of that Council;

(iii) workers employed on post office business;

(iv) workers employed on the maintenance or repair of buildings, plant, equipment or vehicles (but not including workers employed as cleaners);

(v) workers employed on the cutting, sewing, making up and fixing of blinds, curtains, pelmets and loose covers;

(vi) workers employed as watchmen.

(3) For the purpose of this Schedule the retail drapery, outfitting and footwear trades consist of

(i) the sale by retail of

(*a*) wearing apparel of all kinds (including footwear, headwear and handwear) and accessories, trimmings and adornments for wearing apparel (excluding jewellery and imitation jewellery);

(*b*) haberdashery;

(*c*) textile fabrics in the piece, leather cloth, plastic cloth and oil cloth (but not including carpets, linoleum and other kinds of floor covering);

(*d*) knitting, rug, embroidery, crochet and similar wools or yarns;

(*e*) made-up household textiles (but excluding mattresses and floor coverings);

(*f*) umbrellas, sunshades, walking sticks, canes and similar articles;

(ii) operations in or about the shop or other place where any of the articles included in (i) of this sub-paragraph are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(iii) operations in connection with the warehousing or storing of any of the articles included in (i) of this sub-paragraph for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(iv) operations in connection with the transport of any of the articles included in (i) of this sub-paragraph when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (iii) of this sub-paragraph; and

(v) clerical or other office work carried on in conjunction with the sale by retail of any of the articles included in (i) of this sub-paragraph and relating to such sale or to any of the operations specified in (ii) to (iv) of this sub-paragraph;

and for the purpose of this definition the sale by retail of any of the articles in (i) of this sub-paragraph includes the sale of that article to a person for use in connection with a trade or business carried on by him if such sale takes place at or in connection with a shop engaged in the retail sale to the general public of any of the articles included in (i) of this sub-paragraph.

## APPENDIX TO PARAGRAPH 21

## GROUPS OF RETAIL DISTRIBUTIVE TRADES

Group 1.—The Retail Food Trades, that is to say, the sale by retail of food or drink for human consumption and operations connected therewith including:—

(i) operations in or about the shop or other place where the food or drink aforesaid is sold, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(ii) operations in connection with the warehousing or storing of such food or drink for the purpose of sale by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where such food or drink is sold by retail;

(iii) operations in connection with the transport of such food or drink when carried on in conjunction with its sale by retail or with the warehousing or storing operations specified in (ii) above; and

(iv) clerical or other office work carried on in conjunction with the sale by retail aforesaid and relating to such sale or to any of the operations in (i) to (iii) above;

but not including

the sale by retail of bread, pastry or flour confectionery (other than biscuits or meat pastries) or the sale by retail of meat (other than bacon, ham, pressed beef, sausages, or meat so treated as to be fit for human consumption without further preparation or cooking) or the sale by retail of milk (other than dried or condensed milk) or the sale by retail of ice-cream, aerated waters, chocolate confectionery or sugar confectionery, or the sale of food or drink for immediate consumption.

For the purpose of this definition " sale by retail " includes any sale of food or drink to a person for use in connection with a catering business carried on by him, when such sale takes place at or in connection with a shop engaged in the retail sale of food or drink to the general public.

Group 2.—The Retail Furnishing and Allied Trades, that is to say—

(1) the sale by retail of the following articles:—

(*a*) household and office furniture, including garden furniture, mattresses, floor coverings and mirrors, but excluding billiard tables, clocks, pianos, gramophones and pictures;

(*b*) ironmongery, turnery and hardware, of kinds commonly used for household purposes, including gardening implements;

(*c*) hand tools;

(*d*) woodware, basketware, glassware, potteryware, chinaware, brassware, plasticware and ceramic goods, being articles or goods of kinds commonly used for household purposes or as household ornaments;

(*e*) electrical and gas appliances and apparatus, of kinds commonly used for household purposes (excluding clocks), and accessories and component parts thereof;

(*f*) heating, lighting and cooking appliances and apparatus, of kinds commonly used for household purposes, and accessories and component parts thereof;

(*g*) radio and television sets and their accessories and component parts;

(*h*) pedal cycles and their accessories and component parts;

(*i*) perambulators, push chairs and invalid carriages;

(*j*) toys, indoor games, requisites for outdoor games, gymnastics and athletics, but excluding billiard tables and sports clothing;

(*k*) saddlery, leather goods (other than articles of wearing apparel), travel goods and ladies' handbags;

(*l*) paint, distemper and wallpaper, and oils of kinds commonly used for household purposes (excluding petrol and lubricating oils);

(*m*) brushes, mops and brooms, used for household purposes, and similar articles;

(*n*) disinfectants, chemicals, candles, soaps and polishes, of kinds commonly used for household purposes;

(2) operations in or about the shop or other place where any of the articles specified in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles specified in (1) above for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles specified in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles specified in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above;

and for the purpose of this definition the sale by retail of any of the articles specified in (1) above does not include sale by auction (except where the auctioneer sells articles by retail which are his property or the property of his master) but includes the sale of any of the articles therein specified to a person for use in connection with a trade or business carried on by him if such sale takes place at or in connection with a shop engaged in the retail sale to the general public of any of the said articles.

Group 3.—The Retail Bookselling and Stationery Trades, that is to say—

(1) the sale by retail of the following articles:—

(*a*) books (excluding printed music and periodicals);

(*b*) all kinds of stationery including printed forms, note books, diaries and similar articles, and books of kinds used in an office or business for the purpose of record;

(*c*) pens, pencils, ink, blotting paper and similar articles;

(*d*) maps and charts;

(*e*) wrapping and adhesive paper, string, paste and similar articles;

(2) operations in or about the shop or other place where any of the articles specified in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles specified in (1) above for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles specified in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles specified in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above.

Group 4.—The Retail Newsagency, Tobacco and Confectionery Trades, that is to say—

(1) the sale by retail of the following articles:—

(*a*) newspapers, magazines and other periodicals;

(*b*) tobacco, cigars, cigarettes, snuff and smokers' requisites;

(*c*) articles of sugar confectionery and chocolate confectionery and ice-cream;

(2) operations in or about the shop or other place where any of the articles specified in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles specified in (1) above for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles specified in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles specified in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above.

## EXPLANATORY NOTE

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

This Order, which has effect from 22nd May 1967, sets out the statutory minimum remuneration payable and the holidays to be allowed in substitution for the statutory minimum remuneration and holidays set out in the Wages Regulation (Retail Drapery, Outfitting and Footwear) Order 1965 (Order R.D.O. (46)), as amended by the Wages Regulation (Retail Drapery, Outfitting and Footwear) (Amendment) Order 1965 (Order R.D.O. (48)), which Orders are revoked.

New provisions are printed in italics.