2. UNLICENSED PLACE OF REFRESHMENT

The Wages Regulation (Unlicensed Place of Refreshment) Order, 1949

1949 No. 433

Made - - - - 14*th March*, 1949
Coming into Operation 11*th April*, 1949

U.P.R. (6)
Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Unlicensed Place of Refreshment Wages Board (hereinafter referred to as " the Wages Board ") the wages regulation proposals set out in the First and Second Schedules hereto;

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

Short title, commencement and interpretation.

1.—(1) This Order may be cited as the Wages Regulation (Unlicensed Place of Refreshment) Order, 1949, and shall come into operation on the 11th day of April, 1949.

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

Revocation.

2. The Wages Regulation (Unlicensed Place of Refreshment) Order, 1947(**c**), is hereby revoked as from the date on which this Order comes into operation.

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

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

(2) The provisions of the said Schedules shall have effect as from the 11th day of April, 1949.

Signed by order of the Minister of Labour and National Service this 14th day of March, 1949.

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

(a) 6 & 7 Geo. 6. c. 24. (b) 52 & 53 Vict. c. 63.
(c) S.R. & O. 1947 (No. 1375) I, p. 182.

FIRST SCHEDULE

REMUNERATION FOR EMPLOYMENT

WORKERS OTHER THAN OCCASIONAL WORKERS

Paragraph 1

Subject to the provisions of paragraphs 5, 7, 9, 10, 11, 14, 15, 16, 18 and 21, the weekly minimum remuneration for the workers to whom this Schedule applies (other than occasional workers) shall be:—

(*i*) *for male workers (other than managers), in accordance with the provisions of paragraph 2;*

(*ii*) *for female workers (other than manageresses), in accordance with the provisions of paragraph 3;*

(*iii*) *for managers and manageresses who normally work for the employer not less than 36 hours in a week, in accordance with the provisions of paragraph 4.*

MALE WORKERS

Paragraph 2

The weekly minimum remuneration for male workers employed in the London, Provincial A or Provincial B areas is that set out in the following Table:—

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies him* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***				
Col. 1	*Col. 2*	*Col. 3*			*Col. 4*				
	All Areas s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.		
Assistant Manager—									
Aged 21 years or over ...	90 3	110 0	107 0	105 0	122 0	119 0	117 0		
„ 20 and under 21 years	82 3	100 0	97 0	95 0	112 0	109 0	107 0		
„ 19 „ „ 20 „	74 3	90 0	87 0	85 0	102 0	99 0	97 0		
„ under 19 years of age ...	66 3	80 0	77 0	75 0	92 0	89 0	87 0		
Assistant in Charge—									
Aged 21 years or over ...	85 3	105 0	102 0	100 0	117 0	114 0	112 0		
„ 20 and under 21 years ...	77 3	95 0	92 0	90 0	107 0	104 0	102 0		
„ 19 „ „ 20 „ ...	69 3	85 0	82 0	80 0	97 0	94 0	92 0		
„ under 19 years of age ...	61 3	75 0	72 0	70 0	87 0	84 0	82 0		

Male Workers—*continued*

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies him* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***		
Col. 1	Col. 2	Col. 3			Col. 4		
	All Areas s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.
Floor Supervisor—							
Aged 21 years or over ...	77 9	97 6	94 6	92 6	109 6	106 6	104 6
„ 20 and under 21 years ...	69 9	87 6	84 6	82 6	99 6	96 6	94 6
„ 19 „ „ 20 „ ...	61 9	77 6	74 6	72 6	89 6	86 6	84 6
„ under 19 years of age ...	53 9	67 6	64 6	62 6	79 6	76 6	74 6
Clerk—							
Aged 21 years or over ...	80 3	100 0	97 0	95 0	112 0	109 0	107 0
„ *20 and under 21 years* ...	72 3	90 0	87 0	85 0	102 0	99 0	97 0
„ *19* „ „ *20* „ ...	64 3	80 0	77 0	75 0	92 0	89 0	87 0
„ *18* „ „ *19* „ ...	56 3	70 0	67 0	65 0	82 0	79 0	77 0
„ *17* „ „ *18* „ ...	50 9	62 6	59 6	57 6	74 6	71 6	69 6
„ *16* „ „ *17* „ ...	47 9	57 6	54 6	52 6	69 6	66 6	64 6
„ *15* „ „ *16* „ ...	44 9	52 6	49 6	47 6	64 6	61 6	59 6
Clerical Assistant—							
Aged 21 years or over ...	65 3	85 0	82 0	80 0	97 0	94 0	92 0
„ *20 and under 21 years* ...	57 3	75 0	72 0	70 0	87 0	84 0	82 0
„ *19* „ „ *20* „ ...	49 3	65 0	62 0	60 0	77 0	74 0	72 0
„ *18* „ „ *19* „ ...	41 3	55 0	52 0	50 0	67 0	64 0	62 0
„ *17* „ „ *18* „ ...	35 9	47 6	44 6	42 6	59 6	56 6	54 6
„ *16* „ „ *17* „ ...	32 9	42 6	39 6	37 6	54 6	51 6	49 6
„ *15* „ „ *16* „ ...	29 9	37 6	34 6	32 6	49 6	46 6	44 6
Cashier, Waiter, Refreshment Bar, Buffet or Service Attendant—							
Aged 21 years or over ...	65 3	85 0	82 0	80 0	97 0	94 0	92 0
„ 20 and under 21 years ...	57 3	75 0	72 0	70 0	87 0	84 0	82 0
„ 19 „ „ 20 „ ...	49 3	65 0	62 0	60 0	77 0	74 0	72 0
„ 18 „ „ 19 „ ...	41 3	55 0	52 0	50 0	67 0	64 0	62 0
„ 17 „ „ 18 „ ...	35 9	47 6	44 6	42 6	59 6	56 6	54 6
„ 16 „ „ 17 „ ...	32 9	42 6	39 6	37 6	54 6	51 6	49 6
„ 15 „ „ 16 „ ...	29 9	37 6	34 6	32 6	49 6	46 6	44 6
Chef—							
Aged 21 years or over ...	115 3	135 0	132 0	130 0	147 0	144 0	142 0
„ 20 and under 21 years ...	107 3	125 0	122 0	120 0	137 0	134 0	132 0
„ 19 „ „ 20 „ ...	99 3	115 0	112 0	110 0	127 0	124 0	122 0
„ under 19 years of age ...	91 3	105 0	102 0	100 0	117 0	114 0	112 0

Male Workers—*continued*

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies him* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***		
Col. 1	Col. 2	Col. 3			Col. 4		
	All Areas	*London Area*	*Prov. A Area*	*Prov. B Area*	*London Area*	*Prov. A Area*	*Prov. B Area*
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Head Cook—							
Aged 21 years or over ...	102 9	122 6	119 6	117 6	134 6	131 6	129 6
„ 20 and under 21 years ...	94 9	112 6	109 6	107 6	124 6	121 6	119 6
„ 19 „ „ 20 „ ...	86 9	102 6	99 6	97 6	114 6	111 6	109 6
„ under 19 years of age ...	78 9	92 6	89 6	87 6	104 6	101 6	99 6
Cook—							
Aged 21 years or over ...	82 9	102 6	99 6	97 6	114 6	111 6	109 6
„ 20 and under 21 years ...	74 9	92 6	89 6	87 6	104 6	101 6	99 6
„ 19 „ „ 20 „ ...	66 9	82 6	79 6	77 6	94 6	91 6	89 6
„ 18 „ „ 19 „ ...	58 9	72 6	69 6	67 6	84 6	81 6	79 6
„ 17 „ „ 18 „ ...	53 3	65 0	62 0	60 0	77 0	74 0	72 0
„ 16 „ „ 17 „ ...	50 3	60 0	57 0	55 0	72 0	69 0	67 0
„ 15 „ „ 16 „ ...	47 3	55 0	52 0	50 0	67 0	64 0	62 0
Assistant Cook—							
Aged 21 years or over ...	72 9	92 6	89 6	87 6	104 6	101 6	99 6
„ 20 and under 21 years ...	64 9	82 6	79 6	77 6	94 6	91 6	89 6
„ 19 „ „ 20 „ ...	56 9	72 6	69 6	67 6	84 6	81 6	79 6
„ 18 „ „ 19 „ ...	48 9	62 6	59 6	57 6	74 6	71 6	69 6
„ 17 „ „ 18 „ ...	43 3	55 0	52 0	50 0	67 0	64 0	62 0
„ 16 „ „ 17 „ ...	40 3	50 0	47 0	45 0	62 0	59 0	57 0
„ 15 „ „ 16 „ ...	37 3	45 0	42 0	40 0	57 0	54 0	52 0
Service Cook—							
Aged 21 years or over ...	67 9	87 6	84 6	82 6	99 6	96 6	94 6
„ 20 and under 21 years ...	59 9	77 6	74 6	72 6	89 6	86 6	84 6
„ 19 „ „ 20 „ ...	51 9	67 6	64 6	62 6	79 6	76 6	74 6
„ 18 „ „ 19 „ ...	43 9	57 6	54 6	52 6	69 6	66 6	64 6
„ 17 „ „ 18 „ ...	38 3	50 0	47 0	45 0	62 0	59 0	57 0
„ 16 „ „ 17 „ ...	35 3	45 0	42 0	40 0	57 0	54 0	52 0
„ 15 „ „ 16 „ ...	32 3	40 0	37 0	35 0	52 0	49 0	47 0
Driver of vehicle of less than 30 cwt. carrying capacity							
Aged 21 years or over ...	70 9	90 6	87 6	85 6	102 6	99 6	97 6
„ 20 and under 21 years ...	62 9	80 6	77 6	75 6	92 6	89 6	87 6
„ 19 „ „ 20 „ ...	54 9	70 6	67 6	65 6	82 6	79 6	77 6
„ 18 „ „ 19 „ ...	46 9	60 6	57 6	55 6	72 6	69 6	67 6
„ 17 „ „ 18 „ ...	41 3	53 0	50 0	48 0	65 0	62 0	60 0

Male Workers—*continued*

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies him* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***		
Col. 1	Col. 2	Col. 3			Col. 4		
	All Areas s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.
Driver of vehicle of 30 cwt. carrying capacity—							
Aged 21 years or over ...	74 9	94 6	91 6	89 6	106 6	103 6	101 6
„ *20 and under 21 years* ...	66 9	84 6	81 6	79 6	96 6	93 6	91 6
„ *19* „ „ *20* „ ...	58 9	74 6	71 6	69 6	86 6	83 6	81 6
„ *18* „ „ *19* „ ...	50 9	64 6	61 6	59 6	76 6	73 6	71 6
„ *17* „ „ *18* „ ...	45 3	57 0	54 0	52 0	69 0	66 0	64 0
Driver of vehicle of over 30 cwt. carrying capacity—							
Aged 21 years or over ...	79 9	99 6	96 6	94 6	111 6	108 6	106 6
„ *20 and under 21 years* ...	71 9	89 6	86 6	84 6	101 6	98 6	96 6
„ *19* „ „ *20* „ ...	63 9	79 6	76 6	74 6	91 6	88 6	86 6
„ *18* „ „ *19* „ ...	55 9	69 6	66 6	64 6	81 6	78 6	76 6
„ *17* „ „ *18* „ ...	50 3	62 0	59 0	57 0	74 0	71 0	69 0
Any other worker except a Manager or Shop Assistant—							
Aged 21 years or over ...	62 9	82 6	79 6	77 6	94 6	91 6	89 6
„ 20 and under 21 years ...	54 9	72 6	69 6	67 6	84 6	81 6	79 6
„ 19 „ „ 20 „ ...	46 9	62 6	59 6	57 6	74 6	71 6	69 6
„ 18 „ „ 19 „ ...	38 9	52 6	49 6	47 6	64 6	61 6	59 6
„ 17 „ „ 18 „ ...	33 3	45 0	42 0	40 0	57 0	54 0	52 0
„ 16 „ „ 17 „ ...	30 3	40 0	37 0	35 0	52 0	49 0	47 0
„ 15 „ „ 16 „ ...	27 3	35 0	32 0	30 0	47 0	44 0	42 0

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

FEMALE WORKERS

Paragraph 3

The weekly minimum remuneration for female workers employed in the London, Provincial A or Provincial B areas is that set out in the following Table:—

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies her* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***				
Col. 1	Col. 2	Col. 3			Col. 4				
	All Areas s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.		
Assistant Manageress—									
Aged 21 years or over ...	70 3	90 0	87 0	85 0	102 0	99 0	97 0		
„ 20 and under 21 years ...	67 3	85 0	82 0	80 0	97 0	94 0	92 0		
„ 19 „ „ 20 „ ...	64 3	80 0	77 0	75 0	92 0	89 0	87 0		
„ under 19 years of age ...	61 3	75 0	72 0	70 0	87 0	84 0	82 0		
Assistant in charge—									
Aged 21 years or over ...	65 3	85 0	82 0	80 0	97 0	94 0	92 0		
„ 20 and under 21 years ...	62 3	80 0	77 0	75 0	92 0	89 0	87 0		
„ 19 „ „ 20 „ ...	59 3	75 0	72 0	70 0	87 0	84 0	82 0		
„ under 19 years of age ...	56 3	70 0	67 0	65 0	82 0	79 0	77 0		
Floor Supervisor—									
Aged 21 years or over ...	57 9	77 6	74 6	72 6	89 6	86 6	84 6		
„ 20 and under 21 years ...	54 9	72 6	69 6	67 6	84 6	81 6	79 6		
„ 19 „ „ 20 „ ...	51 9	67 6	64 6	62 6	79 6	76 6	74 6		
„ under 19 years of age ...	48 9	62 6	59 6	57 6	74 6	71 6	69 6		
Hostess, receptionist or seater—									
Aged 21 years or over ...	47 9	67 6	64 6	62 6	79 6	76 6	74 6		
„ *20 and under 21 years* ...	44 9	62 6	59 6	57 6	74 6	71 6	69 6		
„ *19 „ „ 20 „* ...	41 9	57 6	54 6	52 6	69 6	66 6	64 6		
„ *18 „ „ 19 „* ...	38 9	52 6	49 6	47 6	64 6	61 6	59 6		
„ *17 „ „ 18 „* ...	35 9	47 6	44 6	42 6	59 6	56 6	54 6		
„ *16 „ „ 17 „* ...	32 9	42 6	39 6	37 6	54 6	51 6	49 6		
„ *15 „ „ 16 „* ...	29 9	37 6	34 6	32 6	49 6	46 6	44 6		
Clerk—									
Aged 21 years or over ...	57 9	77 6	74 6	72 6	89 6	86 6	84 6		
„ *20 and under 21 years* ...	54 9	72 6	69 6	67 6	84 6	81 6	79 6		
„ *19 „ „ 20 „* ...	51 9	67 6	64 6	62 6	79 6	76 6	74 6		
„ *18 „ „ 19 „* ...	48 9	62 6	59 6	57 6	74 6	71 6	69 6		
„ *17 „ „ 18 „* ...	45 9	57 6	54 6	52 6	69 6	66 6	64 6		
„ *16 „ „ 17 „* ...	42 9	52 6	49 6	47 6	64 6	61 6	59 6		
„ *15 „ „ 16 „* ...	39 9	47 6	44 6	42 6	59 6	56 6	54 6		

Female Workers—*continued*

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies her* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***		
Col. 1	Col. 2	Col. 3			Col. 4		
	All Areas	*London Area*	*Prov. A Area*	*Prov. B Area*	*London Area*	*Prov. A Area*	*Prov. B Area*
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Clerical Assistant—							
Aged 21 years or over ...	42 9	62 6	59 6	57 6	74 6	71 6	69 6
„ 20 and under 21 years ...	39 9	57 6	54 6	52 6	69 6	66 6	64 6
„ 19 „ „ 20 „ ...	36 9	52 6	49 6	47 6	64 6	61 6	59 6
„ 18 „ „ 19 „ ...	33 9	47 6	44 6	42 6	59 6	56 6	54 6
„ 17 „ „ 18 „ ...	30 9	42 6	39 6	37 6	54 6	51 6	49 6
„ 16 „ „ 17 „ ...	27 9	37 6	34 6	32 6	49 6	46 6	44 6
„ 15 „ „ 16 „ ...	24 9	32 6	29 6	27 6	44 6	41 6	39 6
Cashier, Waitress, Refreshment Bar, Buffet or Service Attendant—							
Aged 21 years or over ...	42 9	62 6	59 6	57 6	74 6	71 6	69 6
„ 20 and under 21 years ...	39 9	57 6	54 6	52 6	69 6	66 6	64 6
„ 19 „ „ 20 „ ...	36 9	52 6	49 6	47 6	64 6	61 6	59 6
„ 18 „ „ 19 „ ...	33 9	47 6	44 6	42 6	59 6	56 6	54 6
„ 17 „ „ 18 „ ...	30 9	42 6	39 6	37 6	54 6	51 6	49 6
„ 16 „ „ 17 „ ...	27 9	37 6	34 6	32 6	49 6	46 6	44 6
„ 15 „ „ 16 „ ...	24 9	32 6	29 6	27 6	44 6	41 6	39 6
Chef—							
Aged 21 years or over ...	95 3	115 0	112 0	110 0	127 0	124 0	122 0
„ 20 and under 21 years ...	92 3	110 0	107 0	105 0	122 0	119 0	117 0
„ 19 „ „ 20 „ ...	89 3	105 0	102 0	100 0	117 0	114 0	112 0
„ under 19 years of age ...	86 3	100 0	97 0	95 0	112 0	109 0	107 0
Head Cook—							
Aged 21 years or over ...	82 9	102 6	99 6	97 6	114 6	111 6	109 6
„ 20 and under 21 years ...	79 9	97 6	94 6	92 6	109 6	106 6	104 6
„ 19 „ „ 20 „ ...	76 9	92 6	89 6	87 6	104 6	101 6	99 6
„ under 19 years of age ...	73 9	87 6	84 6	82 6	99 6	96 6	94 6
Cook—							
Aged 21 years or over ...	60 3	80 0	77 0	75 0	92 0	89 0	87 0
„ 20 and under 21 years ...	57 3	75 0	72 0	70 0	87 0	84 0	82 0
„ 19 „ „ 20 „ ...	54 3	70 0	67 0	65 0	82 0	79 0	77 0
„ 18 „ „ 19 „ ...	51 3	65 0	62 0	60 0	77 0	74 0	72 0
„ 17 „ „ 18 „ ...	48 3	60 0	57 0	55 0	72 0	69 0	67 0
„ 16 „ „ 17 „ ...	45 3	55 0	52 0	50 0	67 0	64 0	62 0
„ 15 „ „ 16 „ ...	42 3	50 0	47 0	45 0	62 0	59 0	57 0

Female Workers—*continued*

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies her* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***				
Col. 1	Col. 2	Col. 3			Col. 4				
	All Areas	*London Area*		*Prov. A Area*		*Prov. B Area*		*London Area*		*Prov. A Area*		*Prov. B Area*	
	s. d.	*s.*	*d.*	*s.*	*d.*	*s.*	*d.*	*s.*	*d.*	*s.*	*d.*	*s.*	*d.*
Assistant Cook—													
Aged 21 years or over ...	*50 3*	70	0	67	0	65	0	*82*	*0*	*79*	*0*	*77*	*0*
„ 20 and under 21 years ...	*47 3*	65	0	62	0	60	0	*77*	*0*	*74*	*0*	*72*	*0*
„ 19 „ „ 20 „ ...	*44 3*	60	0	57	0	55	0	*72*	*0*	*69*	*0*	*67*	*0*
„ 18 „ „ 19 „ ...	*41 3*	55	0	52	0	50	0	*67*	*0*	*64*	*0*	*62*	*0*
„ 17 „ „ 18 „ ...	*38 3*	50	0	47	0	45	0	*62*	*0*	*59*	*0*	*57*	*0*
„ 16 „ „ 17 „ ...	*35 3*	45	0	42	0	40	0	*57*	*0*	*54*	*0*	*52*	*0*
„ 15 „ „ 16 „ ...	*32 3*	40	0	37	0	35	0	*52*	*0*	*49*	*0*	*47*	*0*
Service Cook—													
Aged 21 years or over ...	*45 3*	65	0	62	0	60	0	*77*	*0*	*74*	*0*	*72*	*0*
„ 20 and under 21 years ...	*42 3*	60	0	57	0	55	0	*72*	*0*	*69*	*0*	*67*	*0*
„ 19 „ „ 20 „ ...	*39 3*	55	0	52	0	50	0	*67*	*0*	*64*	*0*	*62*	*0*
„ 18 „ „ 19 „ ...	*36 3*	50	0	47	0	45	0	*62*	*0*	*59*	*0*	*57*	*0*
„ 17 „ „ 18 „ ...	*33 3*	45	0	42	0	40	0	*57*	*0*	*54*	*0*	*52*	*0*
„ 16 „ „ 17 „ ...	*30 3*	40	0	37	0	35	0	*52*	*0*	*49*	*0*	*47*	*0*
„ 15 „ „ 16 „ ...	*27 3*	35	0	32	0	30	0	*47*	*0*	*44*	*0*	*42*	*0*
Driver of vehicle of less than 30 cwt. carrying capacity—													
Aged 21 years or over ...	*48 3*	68	0	65	0	63	0	*80*	*0*	*77*	*0*	*75*	*0*
„ *20 and under 21 years ...*	*45 3*	63	0	60	0	58	0	*75*	*0*	*72*	*0*	*70*	*0*
„ *19 „ „ 20 „ ...*	*42 3*	58	0	55	0	53	0	*70*	*0*	*67*	*0*	*65*	*0*
„ *18 „ „ 19 „ ...*	*39 3*	53	0	50	0	48	0	*65*	*0*	*62*	*0*	*60*	*0*
„ *17 „ „ 18 „ ...*	*36 3*	48	0	45	0	43	0	*60*	*0*	*57*	*0*	*55*	*0*
Driver of vehicle of 30 cwt. carrying capacity—													
Aged 21 years or over ...	*52 3*	72	0	69	0	67	0	*84*	*0*	*81*	*0*	*79*	*0*
„ *20 and under 21 years ...*	*49 3*	67	0	64	0	62	0	*79*	*0*	*76*	*0*	*74*	*0*
„ *19 „ „ 20 „ ...*	*46 3*	62	0	59	0	57	0	*74*	*0*	*71*	*0*	*69*	*0*
„ *18 „ „ 19 „ ...*	*43 3*	57	0	54	0	52	0	*69*	*0*	*66*	*0*	*64*	*0*
„ *17 „ „ 18 „ ...*	*40 3*	52	0	49	0	47	0	*64*	*0*	*61*	*0*	*59*	*0*
Driver of vehicle of over 30 cwt. carrying capacity—													
Aged 21 years or over ...	*57 3*	77	0	74	0	72	0	*89*	*0*	*86*	*0*	*84*	*0*
„ *20 and under 21 years ...*	*54 3*	72	0	69	0	67	0	*84*	*0*	*81*	*0*	*79*	*0*
„ *19 „ „ 20 „ ...*	*51 3*	67	0	64	0	62	0	*79*	*0*	*76*	*0*	*74*	*0*
„ *18 „ „ 19 „ ...*	*48 3*	62	0	59	0	57	0	*74*	*0*	*71*	*0*	*69*	*0*
„ *17 „ „ 18 „ ...*	*45 3*	57	0	54	0	52	0	*69*	*0*	*66*	*0*	*64*	*0*

Female Workers—*continued*

Grade or Description of worker (see paragraph 23 for definitions)	Per Week of 47 hours								
	Where the employer supplies the worker with ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies her* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***		
Col. 1	*Col. 2*	*Col. 3*			*Col. 4*		
	All Areas	*London Area*	*Prov. A Area*	*Prov. B Area*	*London Area*	*Prov. A Area*	*Prov. B Area*
	s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*
Any other worker except a Manageress or Shop Assistant—							
Aged 21 years or over ...	*40 3*	60 0	57 0	55 0	*72 0*	*69 0*	*67 0*
„ 20 and under 21 years ...	*37 3*	55 0	52 0	50 0	*67 0*	*64 0*	*62 0*
„ 19 „ „ 20 „ ...	*34 3*	50 0	47 0	45 0	*62 0*	*59 0*	*57 0*
„ 18 „ „ 19 „ ...	*31 3*	45 0	42 0	40 0	*57 0*	*54 0*	*52 0*
„ 17 „ „ 18 „ ...	*28 3*	40 0	37 0	35 0	*52 0*	*49 0*	*47 0*
„ 16 „ „ 17 „ ...	*25 3*	35 0	32 0	30 0	*47 0*	*44 0*	*42 0*
„ 15 „ „ 16 „ ...	*22 3*	30 0	27 0	25 0	*42 0*	*39 0*	*37 0*

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

MANAGER, MANAGERESS

Paragraph 4

(1) The weekly minimum remuneration for a manager or manageress who normally works for the employer not less than 36 hours in a week in the London, Provincial A or Provincial B areas is set out in the following Table:—

Grade or Description of worker (see paragraph 23 for definitions)	*Where the employer supplies the worker with* ***full board and lodging*** *for 7 days a week*	*Where the employer supplies the worker with neither full board nor lodging but supplies him* ***with meals*** *of good and sufficient quality and quantity* ***whilst on duty***			*Where the employer supplies the worker with* ***neither meals nor lodging***		
Col. 1	*Col. 2*	*Col. 3*			*Col. 4*		
	All Areas s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.	*London Area* s. d.	*Prov. A Area* s. d.	*Prov. B Area* s. d.
Manager—							
Aged 21 years or over ...	*105 3*	*125 0*	*122 0*	*120 0*	*137 0*	*134 0*	*132 0*
„ 20 and under 21 years ...	*97 3*	*115 0*	*112 0*	*110 0*	*127 0*	*124 0*	*122 0*
„ 19 „ „ 20 „ ...	*89 3*	*105 0*	*102 0*	*100 0*	*117 0*	*114 0*	*112 0*
„ under 19 years	*81 3*	*95 0*	*92 0*	*90 0*	*107 0*	*104 0*	*102 0*
Manageress—							
Aged 21 years or over ...	*85 3*	*105 0*	*102 0*	*100 0*	*117 0*	*114 0*	*112 0*
„ 20 and under 21 years ...	*82 3*	*100 0*	*97 0*	*95 0*	*112 0*	*109 0*	*107 0*
„ 19 „ „ 20 „ ...	*79 3*	*95 0*	*92 0*	*90 0*	*107 0*	*104 0*	*102 0*
„ under 19 years	*76 3*	*90 0*	*87 0*	*85 0*	*102 0*	*99 0*	*97 0*

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

(2) For the purpose of calculating additional remuneration payable under the provisions of paragraphs 14, 15, 16 and 18 of this Schedule the hourly rate of a manager or manageress is the appropriate weekly minimum remuneration specified in column 3 of the Tables in sub-paragraph (1) of this paragraph divided by 47.

(3) Overtime rates as provided in paragraph 17 hereof, shall not be payable in relation to work performed by a manager or manageress.

LATE ENTRANTS

Paragraph 5

(1) Where a worker aged 21 years or over (other than a manager or a manageress) has had less than three months' experience in the Catering Trade, the weekly minimum remuneration shall be:—

(*a*) the appropriate remuneration specified in Col. 2, 3 or 4 of the Table in paragraph 2 or 3 as the case may be, LESS 10 PER CENT. of the remuneration specified in Col. 3; or

(*b*) the weekly remuneration for "any other worker" employed in the same circumstance

whichever is the greater.

(2) For the purposes of (1) above, experience in the Catering Trade means any employment as a worker in relation to whom there has operated any Wages Board established under the Catering Wages Act, 1943.

OCCASIONAL WORKERS

Paragraph 6

Subject to the provisions of this Schedule relating to special time and work on days of customary holiday, the hourly minimum remuneration payable to an occasional worker (*not being a part time worker*) is the weekly minimum remuneration for the corresponding description of worker in the same area as set out in column 3 of the Table in paragraph 2, 3 or 4 hereof, divided by 47 and INCREASED BY 12½ PER CENT.

WORKERS (OTHER THAN DRIVERS) WHO DRIVE VEHICLES

Paragraph 7

Where the duties of a worker who is not a driver (as defined) normally include the driving of a vehicle, his weekly minimum remuneration shall be the appropriate remuneration specified in paragraph 2, 3, 4 or 6 INCREASED by 5s. 0d.

WORKERS (OTHER THAN OCCASIONAL WORKERS) TEMPORARILY TRANSFERRED TO HIGHER GRADE WORK

Paragraph 8

(1) Subject to the provisions of sub-paragraph (2) of this paragraph where a worker, other than an occasional worker, is required temporarily to perform the duties of a worker entitled to a higher minimum remuneration than himself he shall be paid for the time so worked not less than the minimum remuneration to which he would be entitled if he were normally employed as a worker of the higher grade.

(2) The provisions of sub-paragraph (1) of this paragraph shall not apply

(*a*) to a worker other than an assistant manager or assistant manageress who performs the duties of a higher grade on any day for less than the number of hours ordinarily worked on a full day

(i) by him (or 8 hours in the case of a fluctuating worker) or,

(ii) by the worker whom he replaces whichever is the less;

or

(*b*) *to an assistant manager or assistant manageress in respect of the first three weeks of a continuous period in which the worker is required temporarily to take charge in the absence of the manager or manageress.*

ALTERNATING WEEKLY PERIODS OF DUTY

Paragraph 9

Notwithstanding the provisions of paragraphs 2 and 3, where a worker is employed on a system of work under which his weekly hours (exclusive of overtime) alternate week by week between a long week and a short week (in that

the hours worked in one week are more than the hours worked in the next week) and the worker normally works in respect of each successive period of two consecutive weeks the same total number of hours (exclusive of overtime) the minimum remuneration payable to the worker in respect of employment in any week (whether it be the long week or the short week) shall be half the amount that would be payable to the worker if he worked his normal working hours (*exclusive of overtime*) in respect of that week and the week following.

WORKERS NOT PROVIDED WITH FULL BOARD OR LODGING OR MEALS

Paragraph 10

Where the circumstances as set out at the head of column 2 and 3 of the Table in paragraph 2, 3 or 4 with regard to full board and lodging or meals do not apply, the minimum remuneration payable to that worker provided he is not an occasional worker shall be in accordance with the following Table :—

CIRCUMSTANCE	REMUNERATION
Where the employer normally supplies the worker with meals whilst on duty and no lodging but one or more meals are not provided by the employer during the time the worker is on duty on any one day.	*The remuneration specified in column 3 of the Table in paragraph 2, 3 or 4, for the corresponding grade or description of worker in the same area, shall be INCREASED at the rate of 2s. 0d. for each day on which meals are not so provided.*
Where the employer supplies the worker with lodging, but not with full board or meals whilst on duty.	*The remuneration specified in column 2 of the Table in paragraph 2, 3 or 4, for the corresponding grade or description of worker in the same area, shall be INCREASED at the rate of 19s. 0d. per week of 7 days.*
Where the employer supplies the worker with lodging and meals whilst on duty but not with full board.	*The remuneration specified in column 2 of the Table in paragraph 2, 3 or 4, for the corresponding grade or description of worker in the same area, shall be INCREASED at the rate of 7s. 0d. per week of 7 days.*
Where the employer supplies the worker with full board but not with lodging.	*The remuneration shall be that specified in column 3 of the Table in paragraph 2, 3 or 4, for the corresponding grade or description of worker in the same area, LESS an amount calculated at the rate of 7s. 0d. per week of 7 days.*

For the purposes of the above Table an employer shall be treated as supplying full board or lodging to a worker if he makes it available to the worker.

WORKERS NOT PROVIDED WITH LAUNDRY

Paragraph 11

Where overalls or uniform are worn by a worker (other than an occasional worker) when at work and no provision is made by the employer for laundering or cleaning them free of charge to the worker the minimum remuneration shall be that specified in paragraph 2, 3 or 4, for the corresponding description of worker in the same area, INCREASED at the rate of 1*s.* per week of 47 hours.

BENEFITS AND ADVANTAGES

WORKERS OTHER THAN OCCASIONAL WORKERS

Paragraph 12

For the purposes of the application of the provisions of paragraphs 2, 3, 4, 5 and 9 benefits or advantages specified in this paragraph, and not being benefits or advantages illegally provided, are authorised to be reckoned as payment of remuneration in lieu of payment of cash as follows:—

(1) where uniform being a garment or garments distinctive to the employer's establishment is provided by the employer and replaces the worker's outer clothing .. AN AMOUNT OF 1*s.* 0*d.* PER WEEK;

(2) where overalls are provided by the employer .. 6*d.* a week until the original cost to the employer of the said overalls is defrayed or until the balance thereof outstanding is less than 6*d.*, whichever first occurs.

BASIS OF REMUNERATION

Paragraph 13

(1) The weekly minimum rates specified in this Schedule, except those specified in paragraph 4, relate to a week of 47 hours and, except as provided in paragraph 21, are subject to a proportionate reduction according as the number of hours worked is less than 47.

(2) In calculating the remuneration for the purposes of this Schedule recognised breaks for meal-times shall be excluded.

WORKERS WHO ARE NOT REQUIRED TO WORK ON A DAY OF CUSTOMARY HOLIDAY

Paragraph 14

(1) Where a worker other than an occassional worker is not required to work on a day of customary holiday he shall be paid for the day of customary holiday not less than the amount to which he would have been entitled under the provisions of this Schedule had the day not been a day of customary holiday and had he worked the number of hours ordinarily worked by him *on that day of the week, with the addition of 2s. in the case of a worker who is normally provided by his employer with either full board or meals whilst on duty.*

Provided that the above provision shall apply only if the worker has been in the employer's employment for the six days immediately preceding the holiday and (unless excused by the employer or absent by reason of proved sickness) worked for the employer the number of hours ordinarily worked by him on the last working day on which work was available for him prior to the holiday and the number of hours ordinarily worked by him on the next such working day following the holiday.

(2) Where a customary holiday falls on the worker's rest day, or half day, and no alternative rest day or half day is allowed in that week, then the worker shall in addition to the payment specified in sub-paragraph (1) of this paragraph be paid in respect of that day or half day

(*a*) *in the case of a worker other than a manager or a manageress the amount to which he would have been entitled under column 4 of the Table in paragraph 2 or 3 of this Schedule had he worked for a normal full day or a normal half day as the case may be (or for 8 hours or 4 hours respectively, in the case of a fluctuating worker, as defined in paragraph 23)*

(*b*) *in the case of a manager or manageress an amount calculated as in paragraph 4 (2) for the number of hours ordinarily worked by him on a full day or half day as the case may be.*

WORKERS WHO WORK ON A DAY OF CUSTOMARY HOLIDAY

Paragraph 15

Where a worker works on a day of customary holiday

(1) he shall be paid for all time worked on that day not less than the amount to which he would have been entitled under the provisions of this Schedule, had the day not been a day of customary holiday, with the ADDITION of one-quarter time for all time worked, and

(2) (i) *where he is allowed by his employer a day of holiday in lieu of the day of customary holiday on a day other than a rest day or half day and within the period of forty-two days from the day of customary holiday, he shall be paid for the day so allowed as a holiday*

(*a*) *in the case of a worker other than a fluctuating worker or a manager or manageress, not less than the amount to which he would have been entitled under this Schedule had he worked the number of hours ordinarily worked by him on that day of the week, with the addition of 2s. in the case of a worker who is normally provided by his employer either with full board or with meals whilst on duty, or*

(*b*) *in the case of a fluctuating worker, not less than the amount to which he would have been entitled under this Schedule had he worked for 8 hours, with the addition of 2s. in the case of a worker who is normally provided by his employer either with full board or with meals whilst on duty;*

(ii) *where the period of forty-two days, referred to in* (i) *of this sub-paragraph, has expired or the worker's employment with the employer is terminated, whichever shall first occur, and the employer has not allowed him a day of holiday in lieu of the day of customary holiday as aforesaid, he shall be paid for the working day next following the 42nd day after the day of customary holiday or for the last day of his employment, as the case may be,*

(*a*) *the amount to which he is entitled under the provisions of this Schedule in respect of any work done by him on that day, and*

(*b*) *not less than the amount to which he would have been entitled under the provisions of this Schedule in respect of his work on the day of customary holiday had that day not been a day of customary holiday and had he been employed in the circumstance that he is normally provided by his employer with meals whilst on duty and no lodging or, in the case of a manager or manageress, an amount calculated as in paragraph 4 (2) for the number of hours of work performed on the day of customary holiday.*

Paragraph 16

Where a worker works on a day of customary holiday for less than four hours, he shall for the purposes of the preceding paragraph of this Schedule be treated as if he had worked for four hours on that day.

OVERTIME AND SPECIAL TIME

OVERTIME

Paragraph 17

Overtime rates shall be payable to workers other than managers, manageresses and occasional workers as follows:—

(*a*) in the case of workers other than those to whom the provisions of paragraph 9 apply:—

For the first 6 hours worked in excess of 47 in any week	Time-and-a-quarter
For all hours worked in excess of 53	Time-and-a-half

(*b*) in the case of workers to whom the provisions of paragraph 9 apply, where the hours worked in two consecutive weeks exceed 94 the worker shall be paid as follows:—

(i) for the first 12 hours in excess of 94 .. .. Time-and-a-quarter

(ii) for all hours worked in excess of 106 .. .. Time-and-a-half

Provided that the 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.

SPECIAL TIME

Paragraph 18

Special time shall be payable as an *addition* to the remuneration specified in paragraphs 2, 3 and 4, to all workers in respect of hours of work as follows:—

(i) On any day other than Sunday, the rest day, or a day of customary holiday—

(*a*) For all time worked between 5 a.m. and 7 a.m. One-eighth time

(*b*) For all time worked between 7 p.m. and 11 p.m. One-eighth time

(*c*) For all time worked between 11 p.m. and 5 a.m. One-quarter time

(*d*) For all time worked in excess of 9½ hours .. One-quarter time

(ii) For all time worked on Sunday .. .. One-quarter time

Provided that where a worker works on Sunday for less than 4 hours he shall be paid in respect of that work the amount to which he would have been entitled had he worked for 4 hours.

(iii) For all time worked on the rest day .. .. .. Hourly rate

Provided that where a worker works on the rest day for less than 4 hours he shall be paid in respect of that work the amount to which he would have been entitled had he worked for 4 hours.

OVERTIME AND SPECIAL TIME

Paragraph 19

Notwithstanding the provisions of paragraphs 17 and 18 for any time worked to which two or more rates may be applicable the worker shall be paid at the higher or highest rate as the case may be.

JEWISH UNDERTAKINGS

Paragraph 20

Where it is the established practice in a Jewish undertaking for the employer to require attendance on Sunday instead of Saturday the provisions of paragraphs 18 and 22 (3) shall apply in like manner as if in such provisions "Sunday" were treated as a week day and the word "Saturday" were substituted for "Sunday".

For the purposes of this paragraph "Jewish undertaking" means an undertaking carried on by a person or persons of the Jewish religion or a member or members of any religious body regularly observing the Jewish Sabbath and includes an undertaking carried on by a partnership or company if the majority of the partners or the directors of the company are persons of the Jewish religion or, as the case may be, members of any religious body as aforesaid.

GUARANTEED WEEKLY REMUNERATION

Paragraph 21

(1) Notwithstanding the foregoing provisions of this Schedule where, in any week, a worker to whom this paragraph applies performs some work to which this Schedule applies and the total remuneration (other than remuneration for work performed on a day of customary holiday *or payable in pursuance of the provisions of paragraph 15 (2) (ii) (b) of this Schedule*) due to the worker in respect of that week—

(*a*) under those provisions; and

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

is less than the guaranteed weekly remuneration, the minimum remuneration payable to that worker for that week shall, in lieu of the minimum remuneration otherwise payable under those provisions and that Wages Regulation (Holidays) Order be, subject to the provisions of this paragraph, the appropriate guaranteed weekly remuneration provided for by sub-paragraph (3) hereof.

(2) The provisions of this paragraph shall apply in any week to a worker who during the three months immediately preceding that week has been in the continuous employment of the employer and who is

(*a*) a worker (other than a worker to whom (*b*) or (*c*) of this sub-paragraph applies) who normally works for the employer for not less than 36 hours a week on work to which this Schedule applies, or

(*b*) a worker to whom paragraph 9 of this Schedule applies who normally works for the employer for not less than 72 hours in a period of two consecutive weeks on work to which this Schedule applies, or

(*c*) a fluctuating worker who in the immediately preceding four weeks has worked for the employer for *a weekly* average of not less than 36 hours on work to which this Schedule applies.

For the purposes of this sub-paragraph a worker shall be treated as having been in the continuous employment of the employer in any week in which he performs any work to which this Schedule applies or throughout which he is absent on holiday or otherwise with the permission of the employer, or on account of his proved sickness.

(3) Subject to the provisions of sub-paragraphs (5) to (8) of this paragraph the guaranteed minimum remuneration payable in respect of a week to a worker—

(*a*) to whom sub-paragraph (2) (*a*) of this paragraph applies is the remuneration to which the worker would have been entitled under this Schedule if he had worked the number of hours normally worked by him in a week, including hours for which special time is payable, but excluding hours of overtime

(*b*) to whom sub-paragraph (2) (*b*) of this paragraph applies is the remuneration to which the worker would have been entitled under this Schedule if he had worked the number of hours normally worked by him in that week, including hours for which special time is payable, but excluding hours of overtime

(*c*) to whom sub-paragraph (2) (*c*) of this paragraph applies is the remuneration to which the worker would have been entitled under this Schedule if he had worked the number of hours which constitutes the weekly average of hours worked in the preceding four weeks *including hours for which special time is payable* but excluding hours of overtime.

(4) For the purposes of this paragraph a worker shall be treated as though he had worked on work to which this Schedule applies on any holiday allowed to and taken by him in that week under the provisions of a Wages Regulation (Unlicensed Place of Refreshment) (Holidays) Order or on any day of customary

holiday or day in lieu thereof on which he is not required to work. Provided that a worker shall not be treated as having so worked in any week throughout which he is on holiday.

(5) Guaranteed weekly remuneration is not payable in respect of any week unless during that week:—

(i) in the case of a fluctuating worker, for a number of hours equal to the weekly average of the hours actually worked by the worker in the preceding four weeks (excluding overtime); and

(ii) in the case of any other worker, in respect of the hours normally worked by the worker in a week;

the worker is

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

(*b*) willing to perform such services outside his usual occupation as may reasonably be required by the employer when work is not available to him in his usual occupation in the undertaking.

Provided that a worker shall not cease to be capable of and available for work by reason of the fact that he has been allowed a holiday; and provided further that guaranteed weekly remuneration shall not cease to be payable to a worker in respect of any week by reason only of the fact that the worker is absent for any part of that week because of *proved* sickness but shall be reduced in the case of a six-day worker, a five-day worker or a four-day worker by one-sixth, one-fifth or one-fourth respectively for each day on which he is so absent from work in that week.

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

(7) If the employer is unable to provide the worker with work by reason of a strike or other circumstances outside the control of the employer and gives the worker four 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 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 (or 8 hours in the case of a fluctuating worker) on any days in the week prior to the expiry of the notice.

(8) The guaranteed weekly remuneration payable to a worker in any week shall be reduced in the case of a six-day worker, a five-day worker, or a four-day worker by one-sixth, one-fifth or one-fourth, respectively for each day of customary holiday falling in that week on which the worker has performed for the employer some work to which this Schedule applies.

Provided that the remuneration payable to the worker under this Schedule for such work shall be additional to the guaranteed weekly remuneration reduced as aforesaid.

DEFINITIONS

Paragraph 22

In this Schedule expressions have meanings assigned to them as follows:—

(1) (*a*) in the case of a worker other than an occasional worker, "one-eighth time", "one-quarter time", "time-and-a-quarter", and "time-and-a-half", mean respectively one eighth of, one quarter of, one and a quarter times and one and a half times the "hourly rate". The "hourly rate" means the rate obtained by dividing by 47 the weekly minimum remuneration specified in col. 3 of the Table in paragraph 2, 3 or 4 for the corresponding description of worker in the same area;

(*b*) in the case of an occasional worker "one-eighth time", "one-quarter time" and "hourly rate" mean respectively one eighth of, one quarter of and the hourly minimum remuneration specified in paragraph 6.

(2) AREAS—"London Area", "Provincial A Area", "Provincial B Area" have the meanings respectively assigned to them in paragraph 27.

(3) "REST DAY" means one day in each week which has been notified to the worker before the commencement of that week as a rest day, or failing such notification, Sunday.

(4) "WEEK" means pay week.

(5) *"CARRYING CAPACITY" means the weight of the maximum load normally carried by the vehicle and*

(i) *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;*

(ii) *where a trailer is attached to the vehicle, the load shall be the loads of the vehicle and trailer combined.*

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

(7) *"LODGING" means clean and adequate accommodation and facilities for eating, sleeping, washing and leisure.*

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

(9) "A DAY OF CUSTOMARY HOLIDAY" means

(*a*) In England and Wales—Christmas Day (or if Christmas Day falls on a Sunday, such weekday 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, August Bank Holiday and any day proclaimed as an additional Bank Holiday or a general holiday;

(*b*) In Scotland—

(i) New Year's Day (or the following day if New Year's Day falls on a Sunday), the local Spring holiday, the local Autumn holiday, and any day proclaimed as an additional Bank Holiday or a general holiday throughout Scotland;

(ii) 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; or

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

Paragraph 23

For the purposes of this Schedule—

MANAGER OR MANAGERESS is a worker wholly or mainly engaged on catering work and in direct control of a catering undertaking in which not less than five persons (exclusive of the Manager or Manageress) are employed and who is immediately responsible for its operation.

In computing the number of persons employed on the staff of the undertaking all workers shall be included except that in the case of workers who do not normally work for 36 hours in a week the number to be counted shall be the number disregarding fractions obtained by dividing by 36 the aggregate of the hours usually worked in the week by all such workers.

ASSISTANT MANAGER OR ASSISTANT MANAGERESS is a worker wholly or mainly engaged on catering work who assists the person who is in direct control of the establishment whether or not such person is a manager or manageress as defined in this Schedule, and who takes charge during the absence of such person.

ASSISTANT IN CHARGE is a worker wholly or mainly engaged in catering work and who is in direct control of a catering undertaking in which not more than four persons (exclusive of the assistant in charge) are employed and who is immediately responsible for its operation.

In computing the number of persons employed on the staff of the undertaking all workers shall be included except that in the case of workers who do not normally work for 36 hours in a week the number to be counted shall be the number disregarding fractions obtained by dividing by 36 the aggregate of the hours usually worked in the week by all such workers.

FLOOR SUPERVISOR is a worker in charge of the whole or part of a floor or room and who is responsible for tables, the seating of customers and the control of staff and duties ancillary thereto.

HOSTESS, RECEPTIONIST or SEATER is a worker in charge of the whole or part of a floor or room and who is responsible for tables and the seating of customers.

CLERK is a worker not being a cashier whose work is performed at a place of refreshment and who is wholly or mainly engaged in clerical or office work and who is wholly responsible to the proprietor, manager, manageress, assistant manager or assistant manageress for the control of records of goods or cash and/or correspondence, and work incidental thereto.

CLERICAL ASSISTANT is a worker other than a clerk wholly or mainly engaged at a place of refreshment on clerical or office work.

CASHIER is a worker wholly or mainly engaged in taking cash or giving change and duties ancillary thereto.

WAITER OR WAITRESS is a worker wholly or mainly engaged in the serving of meals at tables and duties ancillary thereto and who takes orders and gives bills.

REFRESHMENT BAR, BUFFET OR SERVICE ATTENDANT is a worker wholly or mainly engaged in serving customers or waiting staff from a bar, buffet, service or similar place and duties ancillary thereto and whose duties may include dispensing, sandwich making, toasting, the heating and preparation of food, the cleansing of utensils, glass, cutlery, etc., and the taking of cash.

CHEF is a worker experienced in all departments of the kitchen and who performs or directs the duties of a head cook and in addition is responsible for the planning of menus and who may order supplies.

HEAD COOK is a cook experienced in all departments of the kitchen whose duties mainly consist of preparing and cooking food and include the control of kitchen staff and who is employed in a kitchen in which there are not less than three cooks or assistant cooks employed.

COOK is a worker (not being an assistant cook or service cook) wholly or mainly engaged in any of the following duties and duties ancillary thereto: cooking or preparing and cooking food requiring the mixing of two or more ingredients and/or cooking or preparing and cooking meat, poultry, game or fish.

ASSISTANT COOK is a worker (not being a service cook) who is wholly or mainly engaged in cooking or in preparing and cooking food (not being the preparation for cooking of vegetables or the preparation of salads) and duties ancillary thereto where the cooking is performed under the immediate supervision of a cook or of a person who is required to perform the duties of a cook.

SERVICE COOK is a worker (not being an assistant cook) who is wholly or mainly engaged in preparing light refreshments and duties ancillary thereto or re-heating completely cooked food and duties ancillary thereto.

For the purposes of this definition "preparing light refreshments" includes sandwich making, the re-heating of soups, the complete preparation of toast dishes, salads, meals consisting of cold meat, cold fish, canned or preserved foods (but not including the carving of cold meat or fish), and the complete preparation of beverages.

DRIVER is a worker wholly or mainly engaged in driving a vehicle and whose other work (if any) for the employer consists of work (including road haulage work) connected with the catering undertaking.

ROAD HAULAGE WORK means all or any of the duties described in (i) *to* (ix) *below, that is to say:—*

(i) *driving or assisting in the driving or control of the vehicle;*

(ii) *collecting or loading goods to be carried in or on the vehicle;*

(iii) *attending to goods while so carried;*

(iv) *unloading or delivering goods after being so carried;*

(v) *acting as attendant to the vehicle;*

and travelling on or accompanying the vehicle for the purpose of doing any such work;

(vi) *any work incidental to employment in work mentioned in sub-paras.* (i) *to* (v) *hereof;*

(vii) *travelling in or on or accompanying a goods vehicle in connection with employment in the work so mentioned;*

(viii) *being under the orders or at the disposal of the employer while waiting in connection with employment in the work so mentioned;*

(ix) *waiting (whether overnight or otherwise) in accordance with the instructions of the employer as a necessary consequence of employment in any of the work so mentioned.*

OCCASIONAL WORKER is a worker who undertakes engagements on either an hourly or a day to day basis.

FLUCTUATING WORKER is a worker (*not being a part-time worker*) whose weekly hours of duty, exclusive of overtime, vary from week to week but do not alternate in the manner described in paragraph 9 of this Schedule.

PART-TIME WORKER is a worker (other than an occasional worker) who normally works for the employer for less than 36 hours in a week.

GENERAL

WORKERS TO WHOM THE SCHEDULE APPLIES

Paragraph 24

Subject to the provisions of paragraph 25 the workers to whom this Schedule applies are 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 an unlicensed place of refreshment or in the course of a catering contracting business; 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 specified in sub-paragraph (1) of this paragraph;

and who are engaged on ony 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 for workers employed for the purposes of any of the activities specified in sub-paragraph (1) of this paragraph;

(*e*) *transport work;*

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

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

Paragraph 25

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 in a central catering establishment in respect of their employment in that establishment;

(2) workers who are employed in connection with any retail sale of goods (*other than food or drink for immediate consumption*) on premises where the main activity is the supply of food or drink for immediate consumption;

(3) *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* (e) *or sub-paragraph* (f) *of paragraph 24 hereof or partly to work specified in the said sub-paragraph* (e) *and partly to work specified in the said sub-paragraph* (f), *and they are mainly employed on work in or in connection with that other undertaking;*

(4) workers who are employed for the purposes of any of the activities carried on at a hotel, inn, boarding-house, guest house, hostel, holiday camp, club or other similar establishment and who are so employed by the person or body of persons carrying on such establishment, unless the establishment is either

(*a*) an establishment which is not a residential establishment within the meaning of this Schedule and the worker is employed for the purposes of the activities carried on at a place of refreshment where food or drink is supplied mainly for persons who do not reside at the establishment; or

(*b*) carried on by the person or persons carrying on a catering undertaking such as is referred to in paragraph 24 hereof for the purpose of providing accommodation wholly or mainly for the workers mentioned in that paragraph;

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

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

(*b*) any orphanage, children's home or similar establishment;

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

(*d*) 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 (*d*) hereof *by such person or body of persons aforesaid or* by the person or body of persons carrying on any boarding-house which forms part of the establishment;

(6) workers who are employed by a railway company for the purposes of any of the activities carried on at a railway station or in a railway train:

(7) 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, unless the worker is so employed in the course of a catering contracting business;

(8) workers who are employed for the purposes of any of the activities carried on at a travelling stall, barrow or other similar vehicle from which food or drink is sold by an itinerant salesman;

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

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

Paragraph 26

In this Schedule the following expressions have the meanings hereby assigned to them:—

"catering contracting business" means a business or part of a business wholly or mainly engaged in supplying food or drink for immediate consumption—

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

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

and any activities incidental or ancillary thereto;

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

"central catering establishment" means an establishment wholly or mainly engaged in the preparation of food 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 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;

"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;

"residential establishment" means an establishment 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;

"unlicensed place of refreshment" means any place of refreshment where intoxicating liquor—

(*a*) cannot legally be sold (or supplied in the case of a restaurant, dining room, buffet or bar at a club) for consumption on the premises; or

(*b*) can legally be so sold or supplied by reason only of the fact that an occasional licence in relation to that place 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.

AREAS

Paragraph 27

In this Schedule—

(*a*) "LONDON AREA" means the City of London and the Metropolitan Police District;

(*b*) "PROVINCIAL B AREA" means all areas other than those defined in sub-paragraphs (*a*) and (*c*);

(*c*) "PROVINCIAL A AREA" means—

(i) in England and Wales, all areas other than the London Area which according to the *Registrar General's Statistical Review for 1945* were administered by County Borough, Municipal Borough or Urban District Councils and which had a population of *ten thousand or more and the areas listed in sub-paragraph* (iii) *of this sub-paragraph;*

(ii) in Scotland, burghs which according to the *91st Annual Report of the Registrar General for Scotland for 1945* had a population of *ten thousand or more and the burghs listed in sub-paragraph* (iii) *of this sub-paragraph;* and

(iii) the areas administered by the following Municipal Boroughs and Urban District Councils and Burghs which had a population in 1945 of *less than ten thousand*:—

ENGLAND (excluding Monmouthshire)

Bedfordshire
- Biggleswade
- Kempston
- Leighton Buzzard

Berkshire
- Abingdon
- Wokingham

Buckinghamshire
- Beaconsfield
- Bletchley
- Eton

Cheshire
- Alderley Edge
- Bollington
- Bowdon
- Hoole
- Knutsford
- Lymm
- Middlewich
- Nantwich
- Neston
- Sandbach

Cornwall
- *Newquay*
- *St. Ives*
- Saltash

Cumberland
- Cockermouth
- Keswick
- *Penrith*

Derbyshire
- Ashbourne
- Clay Cross
- Dronfield
- New Mills

Devonshire
- Brixham
- Dawlish
- *Ilfracombe*
- *Sidmouth*
- *Teignmouth*

Dorsetshire
- Bridport
- Portland
- Swanage

Ely, Isle of
- Ely
- Whittlesey

Essex
- Canvey Island
- Epping
- Frinton and Walton
- Halstead
- Harwich
- Maldon
- Rayleigh
- Witham

Gloucestershire
- Charlton Kings

Hampshire
- Alton
- Fleet
- Petersfield
- Romsey

Herefordshire
- Leominster
- Ross-on-Wye

Hertfordshire
- Tring
- Ware

Huntingdonshire
- Old Fletton

Kent
- Broadstairs and St. Peters
- Hythe
- Southborough
- Swanscombe

Lancashire
- Abram
- Adlington
- Aspull
- Barrowford
- Billinge and Winstanley
- Blackrod
- Brierfield
- Church
- Clayton-le-Moors
- Formby
- Kearsley

ENGLAND—*continued*

Lancashire—*contd.*
Kirkham
Lees
Littleborough
Little Lever
Longridge
Milnrow
Mossley
Orrell
Padiham
Poulton le Fylde
Preesall
Rainford
Rishton
Skelmersdale
Standish with Langtree
Tottington
Trawden
Ulverston
Upholland
Wardle
Whitworth
Withnell

Leicestershire
Ashby de la Zouch
Ashby Woulds
Market Harborough
Oadby
Shepshed

Lincolnshire
Louth
Skegness
Sleaford

Norfolk
East Dereham

Northamptonshire
Daventry
Desborough
Irthlingborough
Raunds
Rothwell

Northumberland
Hexham
Morpeth
Newbiggin by the Sea
Prudhoe

Nottinghamshire
Eastwood

Oxfordshire
Henley-on-Thames
Witney

Shropshire
Bridgnorth
Dawley
Ludlow
Whitchurch

Somerset
Burnham-on-Sea
Clevedon
Keynsham
Minehead
Wells

Staffordshire
Amblecote
Lichfield
Rugeley
Stone
Tettenhall
Uttoxeter

Suffolk
Felixstowe
Newmarket

Sussex
East Grinstead
Newhaven
Seaford
Shoreham-by-Sea
Southwick

Warwickshire
Kenilworth

Westmorland
Windermere

Wight, Isle of
Ventnor

Wiltshire
Devizes
Warminster

Yorkshire
Baildon
Cudworth
Darfield
Denby Dale
Denholme
Dodworth
Driffield
Earby
Filey
Guisborough
Hebden Royd
Heckmondwike
Horbury
Knaresborough
Knottingley
Loftus
Meltham
Northallerton
Penistone
Queensbury and Shelf
Ripon
Ripponden
Royston
Saltburn and Marske by the Sea
Scalby
Selby
Silsden
Stocksbridge
Whitby

WALES AND MONMOUTHSHIRE

Anglesey
Holyhead

Brecknockshire
Brecknock
Brynmawr

Caernarvonshire
Caernarvon
Conway

Cardiganshire
Aberystwyth

Carmarthenshire
Ammanford
Burry Port

Denbighshire
Abergele
Denbigh

Flintshire
Connahs Quay
Holywell
Prestatyn

Glamorganshire
Glyncorwg
Porthcawl

WALES AND MONMOUTHSHIRE—*continued*

Merionethshire	Monmouthshire—*condt.*	Pembrokeshire
Ffestiniog	Bedwas and Machen	Haverfordwest
	Blaenavon	*Milford Haven*
Monmouthshire	Monmouth	
Abergavenny	Rhymney	

SCOTLAND

Bathgate	*Fraserburgh*	Largs
Bo'ness	Gourock	*Montrose*
Elgin	Helensburgh	St. Andrews

Paragraph 28

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 to 1940, or of any other enactment.

SECOND SCHEDULE

HOLIDAYS WITH PAY

The Wages Regulation (Unlicensed Place of Refreshment) (Holidays) Order, 1947(a), shall have effect as if in the Schedule thereto

1. for paragraph 1 there were substituted the following paragraph—

"Paragraph 1. This Schedule applies to every worker, other than an occasional worker, for whom statutory minimum remuneration has been fixed";

2. in paragraph 8 for the amount "1*s.* 4*d.*" there were substituted the amount "2*s.* 0*d.*";

3. in paragraph 10 (ii)—

(*a*) the words "one-fifth or one-fourth" were deleted

(*b*) the words "as a worker who is normally employed on six, five, four or less days a week respectively," were deleted

(*c*) for the amount "1*s.* 4*d.*" there were substituted the amount "2*s.* 0*d.*";

4. at the end of paragraph 10 there were added—

"Provided

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

(ii) that accrued holiday remuneration shall not be payable to a worker if he is dismissed on the grounds of dishonesty and is so informed by the employer at the time of dismissal";

(a) S.R. & O. 1947 (No. 1376) I, p. 196.

5. for sub-paragraph (1) of paragraph 11 there were substituted the following sub-paragraph—

"(1) For a week in respect of any week in which the worker has worked for the employer,

(i) in the case of a worker other than a worker to whom (ii) or (iii) of this sub-paragraph applies, for not less than 36 hours; or

(ii) in the case of a worker to whom sub-paragraph (2) of paragraph 8 of this Schedule applies for not less than an average of 36 hours per week in that week and the week that immediately precedes or follows it; or

(iii) in the case of a fluctuating worker, for not less than an average of 36 hours per week in the four weeks immediately preceding that week

and has performed some work which entitles him to statutory minimum remuneration or would have entitled him to such remuneration if a wages regulation order made by the Minister pursuant to proposals submitted to him by the Wages Board had then been in force";

6. in paragraph 12 for the definition of "appropriate statutory minimum remuneration" there were substituted the following definition—

"'appropriate statutory minimum remuneration' is for the purposes of paragraphs 8 and 10, the statutory minimum remuneration to which a worker would be entitled at the date of the holiday or the date when employment ceases as the case may be if employed in the circumstances that he is provided by his employer with meals whilst on duty but not with full board and no lodging but excluding any part of such remuneration payable solely by reason of the fact that laundering or cleaning of overalls or uniform are not provided by the employer";

EXPLANATORY NOTE

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

This Order, which has effect from 11th April, 1949, revokes the Wages Regulation (Unlicensed Place of Refreshment) Order, 1947 (Order U.P.R. (3)), which fixed the statutory minimum remuneration payable to workers in relation to whom the Unlicensed Place of Refreshment Wages Board operates and substitutes the statutory minimum remuneration set out in the First Schedule to this Order.

The provisions of the First Schedule to this Order which differ from those in the Schedule to Order U.P.R. (3) are set out in italics.

The Order also amends the Wages Regulation (Unlicensed Place of Refreshment) (Holidays) Order, 1947, in the manner set out in the Second Schedule to this Order.