STATUTORY INSTRUMENTS

1967 No. 1528

WAGES COUNCILS

The Wages Regulation (Unlicensed Place of Refreshment) Order 1967

Made - - - 16*th October* 1967

Coming into Operation 20*th November* 1967

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Unlicensed Place of Refreshment Wages Council the wages regulation proposals set out in the Schedule hereto;

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

1. This Order may be cited as the Wages Regulation (Unlicensed Place of Refreshment) Order 1967.

2.—(1) In this Order the expression "the specified date" means the 20th November 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(b) shall apply to the interpretation of this Order as it applies to the interpretation of an Act of Parliament and as if this Order and the Order hereby revoked were Acts of Parliament.

3. The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Wages Regulation (Unlicensed Place of Refreshment) Order 1965(c) shall cease to have effect.

Signed by order of the Minister of Labour.

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

16th October 1967.

(a) 1959 c. 69. (b) 1889 c. 63. (c) S.I. 1965/1657 (1965 III, p. 4712).

ARRANGEMENT OF SCHEDULE

PART I—REMUNERATION FOR EMPLOYMENT

	Paragraphs
Workers other than occasional workers	1
Tables of hourly remuneration for workers (other than managers, manageresses and occasional workers) supplied with meals ...	2—4
London area—male workers	2 (1)
„ „ —female „	2 (2)
Provincial A area—male workers	3 (1)
„ „ „ —female „	3 (2)
Provincial B area—male „	4 (1)
„ „ „ —female „	4 (2)
Managers and manageresses (other than occasional workers) supplied with meals	5
Workers supplied with full board and lodging	6
Occasional workers supplied with meals	7
Workers (including occasional workers) not supplied with full board and lodging or meals	8
Customary holidays	9—12
Workers who are not required to work on a customary holiday	9
Workers who work on a customary holiday and are allowed a day of holiday in lieu	10
Workers who work on a customary holiday and are not allowed a day of holiday in lieu	11
Definition of "hourly rate"	12
Guaranteed weekly remuneration	13
Jewish undertakings	14

PART II—ANNUAL HOLIDAY AND HOLIDAY REMUNERATION

Duration of annual holiday	15
Agreement to allow annual holiday outside the holiday season ...	16
Applications to vary the holiday season	17
Spells of annual holiday	18
General	19—20
Remuneration for annual holiday	21—22
Accrued holiday remuneration payable on termination of employment	23
Calculation of employment	24

PART III—DEFINITIONS

Definitions of grades or descriptions of workers	25
Other definitions	26
Areas	27

PART IV—GENERAL

Workers to whom the Schedule applies	28—29
Illegal deductions, etc.	30

SCHEDULE

The following minimum remuneration and provisions as to holidays and holiday remuneration shall be substituted for the statutory minimum remuneration and provisions as to holidays and holiday remuneration set out in the Wages Regulation (Unlicensed Place of Refreshment) Order 1965(a) (hereinafter referred to as "Order U.P.R.(34)").

PART I

REMUNERATION FOR EMPLOYMENT

WORKERS OTHER THAN OCCASIONAL WORKERS

1. Subject to the provisions of paragraphs 6, 8, 9, 10, 11, 12 and 13, the minimum remuneration for workers (other than occasional workers) to whom this Schedule applies shall be—
   (1) for workers other than managers and manageresses, in accordance with the provisions of paragraph 2, 3 or 4;
   (2) for managers and manageresses who normally work for the employer for not less than 36 hours in a week, in accordance with the provisions of paragraph 5:

   Provided that, in calculating the remuneration for the purposes of this Schedule—
   (*a*) recognised breaks for mealtimes shall be excluded;
   (*b*) an employer shall be treated as supplying full board and lodging or meals to a worker if he makes them available to the worker.

WORKERS (OTHER THAN MANAGERS, MANAGERESSES AND OCCASIONAL WORKERS) SUPPLIED WITH MEALS

LONDON AREA—MALE WORKERS

2.—(1) The HOURLY minimum remuneration for male workers employed in the London area (as defined in paragraph 27) who are supplied by the employer with meals whilst on duty but not with full board and lodging, is that set out in Columns 2 to 6 inclusive of the Table below with any additions payable under Columns 7, 8 and 9.

Grade or description of worker (see paragraph 25 for definitions)	For all time worked other than on Sunday or a rest day			For all time worked on a Sunday which is not the worker's rest day	For all time worked on a rest day	Additions to the hourly rates set out in Columns 2 to 6		
	between 7 a.m. and 7 p.m.	(*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m.	between 11 p.m. and 5 a.m.			For all time worked in excess of 9 hours on any day other than Sunday or a rest day	For all time worked in excess of 44 hours in any week	
							For the first 6 hours	For all time after the first 6 hours
(Column 1)	(Column 2)	(Column 3)	(Column 4)	(Column 5)	(Column 6)	(Column 7)	(Column 8)	(Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Manager—								
Aged 21 years or over	5 0½	5 8½	6 4	6 4	10 1½	1 3½	1 4½	2 8½
,, 20 and under 21 years ...	4 7½	5 2½	5 9	5 9	9 2½	1 1½	1 2½	2 5½
,, 19 ,, ,, 20 ,, ..	4 3½	4 10	5 4½	5 4½	8 7	1 1	1 2	2 4
,, under 19 years	4 0	4 6	5 0	5 0	8 0	1 0	1 1	2 2

(a) S.I. 1965/1657 (1965 III, p. 4712).

LONDON AREA—MALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (a) between 5 a.m. and 7 a.m. (b) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant-in-Charge—								
Aged 21 years or over	4 11	5 6½	6 1½	6 1½	9 10	1 2½	1 3½	2 7½
,, 20 and under 21 years ..	4 5½	5 0½	5 7	5 7	8 11	1 1½	1 2½	2 5
,, 19 ,, ,, 20 ,, ..	4 1½	4 8	5 2½	5 2½	8 3½	1 0½	1 1½	2 3
,, under 19 years	3 10½	4 4	4 9½	4 9½	7 8½	11½	1 0½	2 1
Floor Supervisor—								
Aged 21 years or over ..	4 4½	4 11½	5 6	5 6	8 9½	1 1½	1 2½	2 4½
,, 20 and under 21 years ..	3 11½	4 5½	4 11½	4 11½	7 11½	1 0	1 1	2 2
,, 19 ,, ,, 20 ,, ..	3 8	4 1½	4 7	4 7	7 4	11	1 0	2 0
,, under 19 years	3 4½	3 9½	4 2½	4 2½	6 9	10½	11½	1 10½
Clerk—								
Aged 21 years or over ..	4 5½	5 0½	5 7	5 7	8 11	1 1½	1 2½	2 5
,, 20 and under 21 years ..	4 0½	4 6½	5 0½	5 0½	8 1	1 0½	1 1½	2 2½
,, 19 ,, ,, 20 ,, ..	3 8½	4 2½	4 8	4 8	7 5½	11½	1 0½	2 0½
,, 18 ,, ,, 19 ,, ..	3 5½	3 10½	4 3½	4 3½	6 10½	10½	11½	1 10½
,, 17 ,, ,, 18 ,, ..	2 11½	3 4½	3 8½	3 8½	5 11½	9	10	1 8
,, 16 ,, ,, 17 ,, ..	2 8½	3 0½	3 5	3 5	5 5½	8½	9½	1 6½
,, 15 ,, ,, 16 ,, ..	2 6	2 9½	3 1½	3 1½	5 0	7½	8½	1 5

Cashier or Clerical Assistant—								
Aged 21 years or over ..	4 4	4 10½	5 5	5 5	8 8	1 1	1 2	2 4
,, 20 and under 21 years ..	3 11	4 5	4 10½	4 10½	7 10	11½	1 0½	2 1½
,, 19 ,, ,, 20 ,, ..	3 7½	4 0½	4 6	4 6	7 2½	10¼	11½	1 11½
,, 18 ,, ,, 19 ,, ..	3 3½	3 8½	4 1½	4 1½	6 7½	10	11	1 10
,, 17 ,, ,, 18 ,, ..	2 10½	3 2½	3 6½	3 6½	5 8½	8½	9½	1 7
,, 16 ,, ,, 17 ,, ..	2 7½	2 11½	3 3	3 3	5 2½	7½	8½	1 5½
,, 15 ,, ,, 16 ,, ..	2 4½	2 8	2 11½	2 11½	4 9	7¼	8¼	1 4½
Refreshment Bar, Buffet or Service Attendant—								
Aged 21 years or over ..	4 3½	4 10	5 4½	5 4½	8 7	1 1	1 2	2 4
,, 20 and under 21 years ..	3 10½	4 4½	4 10½	4 10½	7 9	11½	1 0½	2 1½
,, 19 ,, ,, 20 ,, ..	3 6½	4 0	4 5½	4 5½	7 1½	10½	11½	1 11½
,, 18 ,, ,, 19 ,, ..	3 3½	3 8½	4 1	4 1	6 6½	9¾	10½	1 9½
,, 17 ,, ,, 18 ,, ..	2 9½	3 2	3 6½	3 6½	5 7½	8½	9½	1 7
,, 16 ,, ,, 17 ,, ..	2 6½	2 10½	3 2½	3 2½	5 1½	7¾	8¾	1 5½
,, 15 ,, ,, 16 ,, ..	2 4	2 7½	2 11	2 11	4 8	7	8	1 4
Waiter—								
Aged 21 years or over ..	3 11¾	4 5½	4 11¾	4 11¾	7 11½	1 0	1 1	2 2
,, 20 and under 21 years ..	3 7½	4 0½	4 6	4 6	7 2½	10¾	11¾	1 11½
,, 19 ,, ,, 20 ,, ..	3 3½	3 8½	4 1	4 1	6 6½	9¾	10¾	1 9½
,, 18 ,, ,, 19 ,, ..	2 11½	3 4	3 8½	3 8½	5 11	9	10	1 8
,, 17 ,, ,, 18 ,, ..	2 7	2 11	3 2¾	3 2¾	5 2	7¾	8¾	1 5½
,, 16 ,, ,, 17 ,, ..	2 4½	2 8½	3 0	3 0	4 9½	7½	8½	1 4½
,, 15 ,, ,, 16 ,, ..	2 1¾	2 5	2 8½	2 8½	4 3½	6½	7½	1 3
Chef	5 8	6 4½	7 1	7 1	11 4	1 5	1 6	3 0
Head Cook	5 4½	6 0¼	6 8¼	6 8¼	10 8½	1 4	1 5	2 10
Cook—								
Aged 21 years or over ..	5 0½	5 8	6 3¾	6 3¾	10 1	1 3½	1 4½	2 8½
,, 20 and under 21 years ..	4 7	5 2	5 8¾	5 8¾	9 2	1 1¾	1 2¾	2 5½
,, 19 ,, ,, 20 ,, ..	4 3½	4 9¾	5 4	5 4	8 6½	1 0¾	1 1¾	2 3½
,, under 19 years	3 11¾	4 5¾	4 11¾	4 11¾	7 11½	1 0	1 1	2 2

LONDON AREA—MALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (a) between 5 a.m. and 7 a.m. (b) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Cook—								
Aged 21 years or over ..	4 7½	5 2½	5 9½	5 9½	9 3	1 2	1 3	2 6
,, 20 and under 21 years ..	4 2½	4 8¾	5 3¼	5 3¼	8 5	1 0¾	1 1¾	2 3½
,, 19 ,, ,, 20 ,, ..	3 10½	4 4½	4 10½	4 6	7 9½	11¾	1 0¾	2 1½
,, 18 ,, ,, 19 ,, .	3 7½	4 0¾	4 6	4 6	7 2½	10¾	11¾	1 11½
,, 17 ,, ,, 18 ,, .	3 1¾	3 6½	3 11¼	3 11¼	6 3½	9½	10½	1 9
,, 16 ,, ,, 17 ,, ..	2 10¾	3 3	3 7½	3 7½	5 9½	8¾	9¾	1 7½
,, 15 ,, ,, 16 ,, ..	2 8	3 0	3 4	3 4	5 4	8	9	1 6
Service Cook—								
Aged 21 years or over ..	4 4½	4 10¾	5 5¼	5 5¼	8 8½	1 1	1 2	2 4
,, 20 and under 21 years ..	3 11¼	4 5¼	4 11	4 11	7 10½	11¾	1 0¾	2 1½
,, 19 ,, ,, 20 ,, ..	3 7½	4 1	4 6½	4 6½	7 3	11	1 0	2 0
,, 18 ,, ,, 19 ,, ..	3 4	3 9	4 2	4 2	6 8	10	11	1 10
,, 17 ,, ,, 18 ,, ..	2 10½	3 2¾	3 7½	3 7½	5 9	8¾	9¾	1 7½
,, 16 ,, ,, 17 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3	8	9	1 6
,, 15 ,, ,, 16 ,, ..	2 4¾	2 8¼	3 0	3 0	4 9½	7¼	8¼	1 4½

Any other worker except a Manager—								
Aged 21 years or over ..	4 3	4 9½	5 3½	5 3½	8 6	1 0½	1 1½	2 3½
,, 20 and under 21 years ..	3 10	4 3½	4 9½	4 9½	7 8	11½	1 0½	2 1
,, 19 ,, ,, 20 ,, ..	3 6½	3 11½	4 4½	4 4½	7 0½	10½	11½	1 11
,, 18 ,, ,, 19 ,, ..	3 2½	3 7½	4 0½	4 0½	6 5½	9½	10½	1 9½
,, 17 ,, ,, 18 ,, ..	2 9½	3 1½	3 5½	3 5½	5 6½	8½	9½	1 6½
,, 16 ,, ,, 17 ,, ..	2 6½	2 10	3 1½	3 1½	5 0½	7½	8½	1 5
,, 15 ,, ,, 16 ,, ..	2 3½	2 7	2 10½	2 10½	4 7	7	8	1 4

LONDON AREA—FEMALE WORKERS

(2) The HOURLY minimum remuneration for female workers employed in the London area (as defined in paragraph 27) who are supplied by the employer with meals whilst on duty but not with full board and lodging, is that set out in Columns 2 to 6 inclusive of the Table below with any additions payable under Columns 7, 8 and 9.

Grade or description of worker (see paragraph 25 for definitions)	For all time worked other than on Sunday or a rest day			For all time worked on a Sunday which is not the worker's rest day	For all time worked on a rest day	Additions to the hourly rates set out in Columns 2 to 6		
	between 7 a.m. and 7 p.m.	(*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m.	between 11 p.m. and 5 a.m.			For all time worked in excess of 9 hours on any day other than Sunday or a rest day	For all time worked in excess of 44 hours in any week	
							For the first 6 hours	For all time after the first 6 hours
(Column 1)	(Column 2)	(Column 3)	(Column 4)	(Column 5)	(Column 6)	(Column 7)	(Column 8)	(Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Manageress—								
Aged 21 years or over ..	4 0½	4 6½	5 0½	5 0½	8 0½	1 0	1 1	2 2
,, 20 and under 21 years ..	3 9	4 2¾	4 8½	4 8½	7 6	11½	1 0½	2 0½
,, 19 ,, ,, 20 ,, ..	3 6¾	4 0	4 5½	4 5½	7 1½	10¾	11¾	1 11½
,, under 19 years	3 4¾	3 9¾	4 3	4 3	6 9½	10¼	11¼	1 10½
Asststant-in-Charge—								
Aged 21 years or over ..	3 10	4 3½	4 9½	4 9½	7 8	11½	1 0½	2 1
,, 20 and under 21 years ..	3 6¾	4 0	4 5½	4 5½	7 1½	10¾	11¾	1 11½
,, 19 ,, ,, 20 ,, ..	3 4½	3 9½	4 2¾	4 2¾	6 9	10½	11¾	1 10½
,, under 19 years	3 2½	3 7¼	4 0¼	4 0¼	6 5	9¾	10¾	1 9½
Floor Supervisor—								
Aged 21 years or over ..	3 5½	3 10¾	4 4	4 4	6 11	10½	11½	1 11
,, 20 and under 21 years ..	3 2¾	3 7½	4 0½	4 0½	6 5½	9¾	10¾	1 9½
,, 19 ,, ,, 20 ,, ..	3 0½	3 5	3 9¾	3 9¾	6 1	9¼	10½	1 8½
,, under 19 years ..	2 10½	3 2¾	3 7¼	3 7¼	5 9	8¾	9¾	1 7½

Hostess, Receptionist or Seater—								
Aged 21 years or over ..	3 3¾	3 8¾	4 1¾	4 1¾	6 7½	10	11	1 10
„ 20 and under 21 years ..	3 1	3 5¾	3 10½	3 10½	6 2	9½	10½	1 8½
„ 19 „ „ 20 „ ..	2 10¾	3 3	3 7½	3 7½	5 9½	8¾	9¾	1 7½
„ 18 „ „ 19 „ ..	2 8¾	3 0¾	3 5	3 5	5 5½	8½	9½	1 6½
„ 17 „ „ 18 „ ..	2 5	2 8¾	3 0¾	3 0¾	4 10	7¾	8¼	1 4½
„ 16 „ „ 17 „ ..	2 3½	2 7	2 10½	2 10½	4 7	7	8	1 4
„ 15 „ „ 16 „ ..	2 2	2 5¼	2 8½	2 8½	4 4	6½	7½	1 3
Clerk—								
Aged 21 years or over ..	3 5¾	3 11	4 4½	4 4½	6 11½	10½	11½	1 11
„ 20 and under 21 years ..	3 3	3 8	4 0¾	4 0¾	6 6	9¾	10¾	1 9½
„ 19 „ „ 20 „ ..	3 0¾	3 5¼	3 10	3 10	6 1½	9¼	10¼	1 8½
„ 18 „ „ 19 „ ..	2 10¾	3 3	3 7½	3 7½	5 9½	8¾	9¾	1 7½
„ 17 „ „ 18 „ ..	2 7	2 11	3 2¾	3 2¾	5 2	7¾	8¾	1 5½
„ 16 „ „ 17 „ ..	2 5½	2 9¼	3 1	3 1	4 11	7¼	8¼	1 5
„ 15 „ „ 16 „ ..	2 4	2 7½	2 11	2 11	4 8	7	8	1 4
Cashier or Clerical Assistant—								
Aged 21 years or over ..	3 3	3 8	4 0¾	4 0¾	6 6	9¾	10¾	1 9½
„ 20 and under 21 years ..	3 0¼	3 4¾	3 9¼	3 9¼	6 0½	9	10	1 8
„ 19 „ „ 20 „ ..	2 10	3 2¼	3 6½	3 6½	5 8	8½	9½	1 7
„ 18 „ „ 19 „ ..	2 8	3 0	3 4	3 4	5 4	8	9	1 6
„ 17 „ „ 18 „ ..	2 4¼	2 7¾	2 11½	2 11½	4 8½	7	8	1 4
„ 16 „ „ 17 „ ..	2 2¾	2 6	2 9½	2 9½	4 5½	6¾	7¾	1 3½
„ 15 „ „ 16 „ ..	2 1¼	2 4½	2 7½	2 7½	4 2½	6¼	7¼	1 2½
Refreshment Bar, Buffet or Service Attendant—								
Aged 21 years or over ..	3 2½	3 7¼	4 0½	4 0½	6 5	9¾	10¾	1 9½
„ 20 and under 21 years ..	2 11½	3 4¼	3 8¾	3 8¾	5 11½	9	10	1 8
„ 19 „ „ 20 „ ..	2 9½	3 1¾	3 6	3 6	5 7	8½	9½	1 7
„ 18 „ „ 19 „ ..	2 7¼	2 11½	3 3½	3 3½	5 3	8	9	1 6
„ 17 „ „ 18 „ ..	2 3¾	2 7¼	2 10¾	2 10¾	4 7½	7	8	1 4
„ 16 „ „ 17 „ ..	2 2¼	2 5½	2 8¾	2 8¾	4 4½	6½	7½	1 3
„ 15 „ „ 16 „ ..	2 0¾	2 3¾	2 7	2 7	4 1½	6¼	7¼	1 2½

LONDON AREA—FEMALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (a) between 5 a.m. and 7 a.m. (b) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Shop Assistant—								
Aged 21 years or over ..	3 4	3 9	4 2	4 2	6 8	10	11	1 10
,, 20 and under 21 years ..	3 1½	3 6	3 10½	3 10½	6 2½	9½	10½	1 8½
,, 19 ,, ,, 20 ,, ..	2 11	3 3½	3 7½	3 7½	5 10	8½	9½	1 7½
,, 18 ,, ,, 19 ,, ..	2 9	3 1½	3 5½	3 5½	5 6	8½	9½	1 6½
,, 17 ,, ,, 18 ,, ..	2 5½	2 9	3 0½	3 0½	4 10½	7½	8½	1 4½
,, 16 ,, ,, 17 ,, ..	2 3½	2 7½	2 10½	2 10½	4 7½	7	8	1 4
,, 15 ,, ,, 16 ,, ..	2 2½	2 5½	2 8½	2 8½	4 4½	6½	7½	1 3
Waitress—								
Aged 21 years or over ..	3 0	3 4½	3 9	3 9	6 0	9	10	1 8
,, 20 and under 21 years ..	2 9½	3 1½	3 6	3 6	5 7	8½	9½	1 7
,, 19 ,, ,, 20 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3	8	9	1 6
,, 18 ,, ,, 19 ,, ..	2 5½	2 9½	3 1½	3 1½	4 11½	7½	8½	1 5
,, 17 ,, ,, 18 ,, ..	2 2½	2 5½	2 9½	2 9½	4 5	6½	7½	1 3½
,, 16 ,, ,, 17 ,, ..	2 0½	2 3½	2 7	2 7	4 1½	6½	7½	1 2½
,, 15 ,, ,, 16 ,, ..	1 10½	2 1	2 3½	2 3½	3 8½	5½	6½	1 1
Chef	4 6½	5 1½	5 8½	5 8½	9 1	1 1½	1 2½	2 5½
Head Cook	4 3	4 9½	5 3½	5 3½	8 6	1 0½	1 1½	2 3½

Cook—								
Aged 21 years or over ..	3 9½	4 3	4 8½	4 8½	7 6½	11½	1 0½	2 0½
,, 20 and under 21 years ..	3 6	3 11½	4 4½	4 4½	7 0	10½	11½	1 11
,, 19 ,, ,, 20 ,, ..	3 3½	3 8½	4 1½	4 1½	6 7½	10	11	1 10
,, under 19 years	3 1½	3 6½	3 11½	3 11½	6 3½	9½	10½	1 9
Assistant Cook—								
Aged 21 years or over ..	3 5½	3 10½	4 3½	4 3½	6 10½	10½	11½	1 10½
,, 20 and under 21 years ..	3 2½	3 7½	4 0½	4 0½	6 5	9¾	10½	1 9½
,, 19 ,, ,, 20 ,, ..	3 0½	3 4½	3 9½	3 9½	6 0½	9	10	1 8
,, 18 ,, ,, 19 ,, ..	2 10½	3 2½	3 6½	3 6½	5 8½	8½	9½	1 7
,, 17 ,, ,, 18 ,, ..	2 6½	2 10½	3 2½	3 2½	5 1	7½	8½	1 5½
,, 16 ,, ,, 17 ,, ..	2 5	2 8½	3 0½	3 0½	4 10	7½	8½	1 4½
,, 15 ,, ,, 16 ,, ..	2 3½	2 7	2 10½	2 10½	4 7	7	8	1 4
Service Cook—								
Aged 21 years or over ..	3 3½	3 8½	4 1	4 1	6 6½	9¾	10¾	1 9½
,, 20 and under 21 years ..	3 0½	3 5	3 9¾	3 9¾	6 1	9½	10½	1 8½
,, 19 ,, ,, 20 ,, ..	2 10½	3 2½	3 6¾	3 6¾	5 8½	8½	9½	1 7
,, 18 ,, ,, 19 ,, ..	2 8½	3 0¼	3 4¼	3 4¼	5 4½	8	9	1 6
,, 17 ,, ,, 18 ,, ..	2 4½	2 8	2 11½	2 11½	4 9	7½	8¼	1 4½
,, 16 ,, ,, 17 ,, ..	2 3	2 6½	2 9¾	2 9¾	4 6	6¾	7¾	1 3½
,, 15 ,, ,, 16 ,, ..	2 1½	2 4¾	2 8	2 8	4 3	6½	7½	1 3
Any other worker except a Manageress—								
Aged 21 years or over ..	3 2	3 6¾	3 11½	3 11½	6 4	9½	10½	1 9
,, 20 and under 21 years ..	2 11½	3 3¾	3 8	3 8	5 10½	8¾	9¾	1 7½
,, 19 ,, ,, 20 ,, ..	2 9	3 1¼	3 5¼	3 5¼	5 6	8¼	9¼	1 6½
,, 18 ,, ,, 19 ,, ..	2 7	2 11	3 2¾	3 2¾	5 2	7¾	8¾	1 5½
,, 17 ,, ,, 18 ,, ..	2 3½	2 6¾	2 10	2 10	4 6½	6¾	7¾	1 3½
,, 16 ,, ,, 17 ,, ..	2 1¾	2 5	2 8¼	2 8¼	4 3½	6½	7½	1 3
,, 15 ,, ,, 16 ,, ..	2 0¼	2 3¼	2 6¼	2 6¼	4 0½	6	7	1 2

PROVINCIAL A AREA—MALE WORKERS

3.—(1) The HOURLY minimum remuneration for male workers employed in Provincial A area (as defined in paragraph 27) who are supplied by the employer with meals whilst on duty but not with full board and lodging, is that set out in Columns 2 to 6 inclusive of the Table below with any additions payable under Columns 7, 8 and 9.

Grade or description of worker (see paragraph 25 for definitions)	For all time worked other than on Sunday or a rest day			For all time worked on a Sunday which is not the worker's rest day	For all time worked on a rest day	Additions to the hourly rates set out in Columns 2 to 6		
	between 7 a.m. and 7 p.m.	(*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m.	between 11 p.m. and 5 a.m.			For all time worked in excess of 9 hours on any day other than Sunday or a rest day	For all time worked in excess of 44 hours in any week	
							For the first 6 hours	For all time after the first 6 hours
(Column 1)	(Column 2)	(Column 3)	(Column 4)	(Column 5)	(Column 6)	(Column 7)	(Column 8)	(Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Manager—								
Aged 21 years or over ..	4 11½	5 6½	6 2	6 2	9 10½	1 2½	1 3½	2 7½
,, 20 and under 21 years ..	4 5½	5 0½	5 7½	5 7½	8 11½	1 1½	1 2½	2 5
,, 19 ,, ,, 20 ,, ..	4 2	4 8½	5 2½	5 2½	8 4	1 0½	1 1½	2 3
,, under 19 years	3 10½	4 4½	4 10½	4 10½	7 9	11½	1 0½	2 1½
Assistant-in-Charge—								
Aged 21 years or over ..	4 9½	5 4½	6 0	6 0	9 7	1 2½	1 3½	2 7
,, 20 and under 21 years ..	4 4	4 10½	5 5	5 5	8 8	1 1	1 2	2 4
,, 19 ,, ,, 20 ,, ..	4 0½	4 6½	5 0½	5 0½	8 0½	1 0	1 1	2 2
,, under 19 years	3 8½	4 2½	4 8	4 8	7 5½	11½	1 0½	2 0½
Floor Supervisor—								
Aged 21 years or over ..	4 3½	4 9½	5 4	5 4	8 6½	1 0½	1 1½	2 3½
,, 20 and under 21 years ..	3 10½	4 4	4 9½	4 9½	7 8½	11½	1 0½	2 1
,, 19 ,, ,, 20 ,, ..	3 6½	3 11½	4 5½	4 5½	7 1	10½	11½	1 11½
,, under 19 years	3 3	3 8	4 0½	4 0½	6 6	9½	10½	1 9½

Clerk—								
Aged 21 years or over ..	4 4	4 10½	5 5	5 5	8 8	1 1	1 2	2 4
,, 20 and under 21 years ..	3 11	4 5	4 10¾	4 10¾	7 10	11¾	1 0¾	2 1½
,, 19 ,, ,, 20 ,, ..	3 7½	4 0¾	4 6	4 6	7 2½	10¾	11¾	1 11½
,, 18 ,, ,, 19 ,, ..	3 3¼	3 8¾	4 1¾	4 1¾	6 7½	10	11	1 10
,, 17 ,, ,, 18 ,, ..	2 10½	3 2½	3 6¾	3 6¾	5 8½	8½	9½	1 7
,, 16 ,, ,, 17 ,, ..	2 7¼	2 11¼	3 3	3 3	5 2½	7¾	8¾	1 5½
,, 15 ,, ,, 16 ,, ..	2 4½	2 8	2 11¾	2 11¾	4 9	7¼	8¼	1 4½
Cashier or Clerical Assistant—								
Aged 21 years or over ..	4 2½	4 8¾	5 3¼	5 3¼	8 5	1 0¾	1 1¾	2 3½
,, 20 and under 21 years ..	3 9½	4 3¼	4 9	4 9	7 7	11½	1 0½	2 1
,, 19 ,, ,, 20 ,, ..	3 5¾	3 11	4 4½	4 4½	6 11½	10¾	11½	1 11
,, 18 ,, ,, 19 ,, ..	3 2¼	3 7	3 11¾	3 11¾	6 4½	9½	10½	1 9
,, 17 ,, ,, 18 ,, ..	2 8¾	3 0¾	3 5	3 5	5 5½	8¼	9¼	1 6½
,, 16 ,, ,, 17 ,, ..	2 5¾	2 9½	3 1½	3 1½	4 11½	7½	8½	1 5
,, 15 ,, ,, 16 ,, ..	2 3	2 6½	2 9¾	2 9¾	4 6	6¾	7¾	1 3½
Refreshment Bar, Buffet or Service Attendant—								
Aged 21 years or over ..	4 2	4 8¼	5 2½	5 2½	8 4	1 0½	1 1½	2 3
,, 20 and under 21 years ..	3 9	4 2¾	4 8¼	4 8¼	7 6	11¼	1 0¼	2 0½
,, 19 ,, ,, 20 ,, ..	3 5¼	3 10½	4 3½	4 3½	6 10½	10¼	11¼	1 10½
,, 18 ,, ,, 19 ,, ..	3 1½	3 6½	3 11¼	3 11¼	6 3½	9½	10¼	1 9
,, 17 ,, ,, 18 ,, ..	2 8¼	3 0¼	3 4¼	3 4¼	5 4½	8	9	1 6
,, 16 ,, ,, 17 ..	2 5½	2 9	3 0½	3 0½	4 10½	7½	8¼	1 4½
,, 15 ,, ,, 16 ,, ..	2 2½	2 5¾	2 9¼	2 9¼	4 5	6¾	7¾	1 3½
Waiter—								
Aged 21 years or over ..	3 10½	4 4	4 9¾	4 9¾	7 8½	11½	1 0½	2 1
,, 20 and under 21 years ..	3 5¾	3 11	4 4½	4 4½	6 11½	10½	11½	1 11
,, 19 ,, ,, 20 ,, ..	3 1¾	3 6½	3 11¼	3 11¼	6 3½	9½	10½	1 9
,, 18 ,, ,, 19 ,, ..	2 10	3 2¼	3 6½	3 6½	5 8	8½	9½	1 7
,, 17 ,, ,, 18 ,, ..	2 5½	2 9¼	3 1	3 1	4 11	7½	8½	1 5
,, 16 ,, ,, 17 ,, ..	2 3¼	2 6¾	2 10	2 10	4 6½	6¾	7¾	1 3½
,, 15 ,, ,, 16 ,, ..	2 0¼	2 3¼	2 6¼	2 6¼	4 0½	6	7	1 2
Chef	5 6½	6 2¾	6 11¼	6 11¼	11 1	1 4¼	1 5¾	2 11½
Head Cook	5 2¾	5 10½	6 6½	6 6½	10 5½	1 3¾	1 4¾	2 9½

PROVINCIAL A AREA—MALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions)	For all time worked other than on Sunday or a rest day			For all time worked on a Sunday which is not the worker's rest day	For all time worked on a rest day	Additions to the hourly rates set out in Columns 2 to 6		
	between 7 a.m. and 7 p.m.	(*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m.	between 11 p.m. and 5 a.m.			For all time worked in excess of 9 hours on any day other than Sunday or a rest day	For all time worked in excess of 44 hours in any week	
							For the first 6 hours	For all time after the first 6 hours
(Column 1)	(Column 2)	(Column 3)	(Column 4)	(Column 5)	(Column 6)	(Column 7)	(Column 8)	(Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Cook—								
Aged 21 years or over ..	4 11	5 6½	6 1½	6 1½	9 10	1 2½	1 3½	2 7½
,, 20 and under 21 years ..	4 5½	5 0½	5 7	5 7	8 11	1 1½	1 2½	2 5
,, 19 ,, ,, 20 ,, ..	4 1½	4 8	5 2½	5 2½	8 3½	1 0½	1 1½	2 3
,, under 19 years	3 10½	4 4	4 9½	4 9½	7 8½	11½	1 0½	2 1
Assistant Cook—								
Aged 21 years or over ..	4 6	5 0½	5 7½	5 7½	9 0	1 1½	1 2½	2 5
,, 20 and under 21 years ..	4 1	4 7½	5 1½	5 1½	8 2	1 0½	1 1½	2 2½
,, 19 ,, ,, 20 ,, ..	3 9½	4 3	4 8½	4 8½	7 6½	11½	1 0½	2 0½
,, 18 ,, ,, 19 ,, ..	3 5½	3 11	4 4½	4 4½	6 11½	10½	11½	1 11
,, 17 ,, ,, 18 ,, ..	3 0½	3 4½	3 9½	3 9½	6 0½	9	10	1 8
,, 16 ,, ,, 17 ,, ..	2 9½	3 1½	3 5½	3 5½	5 6½	8½	9½	1 6½
,, 15 ,, ,, 16 ,, ..	2 6½	2 10½	3 2½	3 2½	5 1	7½	8½	1 5½
Service Cook—								
Aged 21 years or over ..	4 2½	4 9	5 3½	5 3½	8 5½	1 0½	1 1½	2 3½
,, 20 and under 21 years ..	3 9½	4 3½	4 9½	4 9½	7 7½	11½	1 0½	2 1
,, 19 ,, ,, 20 ,, ..	3 6	3 11½	4 4½	4 4½	7 0	10½	11½	1 11
,, 18 ,, ,, 19 ,, ..	3 2½	3 7½	4 0½	4 0½	6 5	9½	10½	1 9½
,, 17 ,, ,, 18 ,, ..	2 9	3 1½	3 5½	3 5½	5 6	8½	9½	1 6½
,, 16 ,, ,, 17 ,, ..	2 6	2 9½	3 1½	3 1½	5 0	7½	8½	1 5
,, 15 ,, ,, 16 ,, ..	2 3½	2 6½	2 10	2 10	4 6½	6½	7½	1 3½

Any other worker except a Manager—								
Aged 21 years or over ..	4 1½	4 7¾	5 2	5 2	8 3	1 0½	1 1½	2 3
,, 20 and under 21 years ..	3 8½	4 2	4 7¾	4 7¾	7 5	11¼	1 0¼	2 0¼
,, 19 ,, ,, 20 ,, ..	3 4¾	3 9¾	4 3	4 3	6 9½	10½	11¼	1 10½
,, 18 ,, ,, 19 ,, ..	3 1¼	3 6	3 10½	3 10½	6 2½	9¼	10¼	1 8½
,, 17 ,, ,, 18 ,, ..	2 7¾	2 11¾	3 3¾	3 3¾	5 3½	8	9	1 6
,, 16 ,, ,, 17 ,, ..	2 4¾	2 8¼	3 0	3 0	4 9½	7¼	8¼	1 4½
,, 15 ,, ,, 16 ,, ..	2 2	2 5¼	2 8½	2 8½	4 4	6½	7½	1 3

PROVINCIAL A AREA—FEMALE WORKERS

(2) The HOURLY minimum remuneration for female workers employed in Provincial A area (as defined in paragraph 27) who are supplied by the employer with meals whilst on duty but not with full board and lodging, is that set out in Columns 2 to 6 inclusive of the Table below with any additions payable under Columns 7, 8 and 9.

Grade or description of worker (see paragraph 25 for definitions)	For all time worked other than on Sunday or a rest day			For all time worked on a Sunday which is not the worker's rest day	For all time worked on a rest day	Additions to the hourly rates set out in Columns 2 to 6		
	between 7 a.m. and 7 p.m.	(*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m.	between 11 p.m. and 5 a.m.			For all time worked in excess of 9 hours on any day other than Sunday or a rest day	For all time worked in excess of 44 hours in any week	
							For the first 6 hours	For all time after the first 6 hours
(Column 1)	(Column 2)	(Column 3)	(Column 4)	(Column 5)	(Column 6)	(Column 7)	(Column 8)	(Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Manageress—								
Aged 21 years or over ..	3 10½	4 4½	4 10½	4 10½	7 9½	11½	1 0½	2 1½
„ 20 and under 21 years ..	3 7½	4 1	4 6½	4 6½	7 3	11	1 0	2 0
„ 19 „ „ 20 „ ..	3 5½	3 10½	4 3½	4 3½	6 10½	10½	11½	1 10½
„ under 19 years	3 3½	3 8½	4 1	4 1	6 6½	9½	10½	1 9½
Assistant-in-Charge—								
Aged 21 years or over ..	3 8½	4 2	4 7½	4 7½	7 5	11½	1 0½	2 0½
„ 20 and under 21 years ..	3 5½	3 10½	4 3½	4 3½	6 10½	10½	11½	1 10½
„ 19 „ „ 20 „ ..	3 3	3 8	4 0½	4 0½	6 6	9½	10½	1 9½
„ under 19 years	3 1	3 5½	3 10½	3 10½	6 2	9¼	10½	1 8½
Floor Supervisor—								
Aged 21 years or over ..	3 4	3 9	4 2	4 2	6 8	10	11	1 10
„ 20 and under 21 years ..	3 1½	3 6	3 10½	3 10½	6 2½	9½	10½	1 8½
„ 19 „ „ 20 „ ..	2 11	3 3½	3 7½	3 7½	5 10	8¾	9½	1 7½
„ under 19 years	2 9	3 1½	3 5½	3 5½	5 6	8½	9½	1 6½

Hostess, Receptionist or Seater—								
Aged 21 years or over ..	3 2½	3 7	3 11¾	3 11¾	6 4½	9½	10½	1 9
„ 20 and under 21 years ..	2 11½	3 4	3 8½	3 8½	5 11	9	10	1 8
„ 19 „ „ 20 „ ..	2 9½	3 1½	3 5½	3 5½	5 6½	8½	9½	1 6½
„ 18 „ „ 19 „ ..	2 7½	2 11½	3 3	3 3	5 2½	7½	8½	1 5½
„ 17 „ „ 18 „ ..	2 3½	2 7	2 10½	2 10½	4 7	7	8	1 4
„ 16 „ „ 17 „ ..	2 2	2 5½	2 8½	2 8½	4 4	6½	7½	1 3
„ 15 „ „ 16 „ ..	2 0½	2 3½	2 6¾	2 6¾	4 1	6¼	7¼	1 2½
Clerk—								
Aged 21 years or over ..	3 4½	3 9½	4 2¼	4 2¼	6 8½	10	11	1 10
„ 20 and under 21 years ..	3 1½	3 6½	3 11	3 11	6 3	9½	10½	1 9
„ 19 „ „ 20 „ ..	2 11½	3 3½	3 8	3 8	5 10½	8¾	9¾	1 7½
„ 18 „ „ 19 „ ..	2 9½	3 1½	3 5½	3 5½	5 6½	8¼	9¼	1 6½
„ 17 „ „ 18 „ ..	2 5½	2 9¼	3 1	3 1	4 11	7½	8½	1 5
„ 16 „ „ 17 „ ..	2 4	2 7½	2 11	2 11	4 8	7	8	1 4
„ 15 „ „ 16 „ ..	2 2½	2 5¾	2 9¼	2 9¼	4 5	6¾	7¾	1 3½
Cashier or Clerical Assistant—								
Aged 21 years or over ..	3 1½	3 6½	3 11	3 11	6 3	9½	10½	1 9
„ 20 and under 21 years ..	2 10¾	3 3	3 7½	3 7½	5 9½	8¾	9¾	1 7½
„ 19 „ „ 20 „ ..	2 8½	3 0½	3 4¾	3 4¾	5 5	8¼	9¼	1 6½
„ 18 „ „ 19 „ ..	2 6½	2 10¼	3 2¼	3 2¼	5 1	7¾	8¾	1 5½
„ 17 „ „ 18 „ ..	2 2¾	2 6	2 9½	2 9½	4 5½	6¾	7¾	1 3¼
„ 16 „ „ 17 „ ..	2 1¼	2 4½	2 7½	2 7½	4 2½	6½	7¼	1 2½
„ 15 „ „ 16 „ ..	1 11¾	2 2¾	2 5¾	2 5¾	3 11½	6	7	1 2
Refreshment Bar, Buffet or Service Attendant—								
Aged 21 years or over ..	3 1	3 5¾	3 10½	3 10½	6 2	9½	10½	1 8½
„ 20 and under 21 years ..	2 10¼	3 2½	3 6¾	3 6¾	5 8½	8½	9½	1 7
„ 19 „ „ 20 „ ..	2 8	3 0	3 4	3 4	5 4	8	9	1 6
„ 18 „ „ 19 „ ..	2 6	2 9¾	3 1½	3 1½	5 0	7½	8½	1 5
„ 17 „ „ 18 „ ..	2 2¼	2 5½	2 8¾	2 8¾	4 4½	6¾	7½	1 3
„ 16 „ „ 17 „ ..	2 0¾	2 3¾	2 7	2 7	4 1½	6½	7½	1 2½
„ 15 „ „ 16 „ ..	1 11¼	2 2¼	2 5	2 5	3 10½	5¾	6¾	1 1½

PROVINCIAL A AREA—FEMALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (a) between 5 a.m. and 7 a.m. (b) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Shop Assistant—								
Aged 21 years or over ..	3 2½	3 7½	4 0½	4 0½	6 5	9¾	10¾	1 9½
,, 20 and under 21 years ..	2 11½	3 4½	3 8¾	3 8¾	5 11½	9	10	1 8
,, 19 ,, ,, 20 ,, ..	2 9½	3 1¾	3 6	3 6	5 7	8½	9½	1 7
,, 18 ,, ,, 19 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3	8	9	1 6
,, 17 ,, ,, 18 ,, ..	2 3½	2 7½	2 10¾	2 10¾	4 7½	7	8	1 4
,, 16 ,, ,, 17 ,, ..	2 2½	2 5½	2 8¾	2 8¾	4 4½	6½	7½	1 3
,, 15 ,, ,, 16 ,, ..	2 0¾	2 3¾	2 7	2 7	4 1½	6¼	7¼	1 2½
Waitress—								
Aged 21 years or over ..	2 10½	3 2¾	3 7½	3 7½	5 9	8¾	9¾	1 7½
,, 20 and under 21 years ..	2 8	3 0	3 4	3 4	5 4	8	9	1 6
,, 19 ,, ,, 20 ,, ..	2 6	2 9¾	3 1½	3 1½	5 0	7½	8½	1 5
,, 18 ,, ,, 19 ,, ..	2 4½	2 7¾	2 11¼	2 11¼	4 8½	7	8	1 4
,, 17 ,, ,, 18 ,, ..	2 1	2 4¼	2 7¼	2 7¼	4 2	6½	7¼	1 2½
,, 16 ,, ,, 17 ,, ..	1 11½	2 2¼	2 5	2 5	3 10½	5¾	6¾	1 1½
,, 15 ,, ,, 16 ,, ..	1 8¾	1 11¼	2 2	2 2	3 5½	5¼	6¼	1 0½
Chef	4 5	4 11¾	5 6¼	5 6¼	8 10	1 1¼	1 2¼	2 4½
Head Cook	4 1½	4 7¾	5 2	5 2	8 3	1 0½	1 1½	2 3

Cook—								
Aged 21 years or over ..	3 7½	4 1½	4 6½	4 6½	7 3½	11	1 0	2 0
,, 20 and under 21 years ..	3 4½	3 9½	4 2½	4 2½	6 9	10½	11½	1 10½
,, 19 ,, ,, 20 ,, ..	3 2½	3 7	3 11½	3 11½	6 4½	9½	10½	1 9
,, under 19 years	3 0½	3 4½	3 9½	3 9½	6 0½	9	10	1 8
Assistant Cook—								
Aged 21 years or over ..	3 3½	3 8½	4 1½	4 1½	6 7½	10	11	1 10
,, 20 and under 21 years ..	3 1	3 5½	3 10½	3 10½	6 2	9½	10½	1 8½
,, 19 ,, ,, 20 ,, ..	2 10½	3 3	3 7½	3 7½	5 9½	8½	9½	1 7½
,, 18 ,, ,, 19 ,, ..	2 8½	3 0½	3 5	3 5	5 5½	8½	9½	1 6½
,, 17 ,, ,, 18 ,, ..	2 5	2 8½	3 0½	3 0½	4 10	7½	8½	1 4½
,, 16 ,, ,, 17 ,, ..	2 3½	2 7	2 10½	2 10½	4 7	7	8	1 4
,, 15 ,, ,, 16 ,, ..	2 2	2 5½	2 8½	2 8½	4 4	6½	7½	1 3
Service Cook—								
Aged 21 years or over ..	3 1½	3 6½	3 11½	3 11½	6 3½	9½	10½	1 9
,, 20 and under 21 years ..	2 11	3 3½	3 7½	3 7½	5 10	8½	9½	1 7½
,, 19 ,, ,, 20 ,, ..	2 8½	3 0½	3 5	3 5	5 5½	8½	9½	1 6½
,, 18 ,, ,, 19 ,, ..	2 6½	2 10½	3 2½	3 2½	5 1½	7½	8½	1 5½
,, 17 ,, ,, 18 ,, ..	2 3	2 6½	2 9½	2 9½	4 6	6½	7½	1 3½
,, 16 ,, ,, 17 ,, ..	2 1½	2 4½	2 8	2 8	4 3	6½	7½	1 3
,, 15 ,, ,, 16 ,, ..	2 0	2 3	2 6	2 6	4 0	6	7	1 2
Any other worker except a Manageress—								
Aged 21 years or over ..	3 0½	3 5	3 9½	3 9½	6 1	9½	10½	1 8½
,, 20 and under 21 years ..	2 9½	3 2	3 6½	3 6½	5 7½	8½	9½	1 7
,, 19 ,, ,, 20 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3	8	9	1 6
,, 18 ,, ,, 19 ,, ..	2 5½	2 9½	3 1	3 1	4 11	7½	8½	1 5
,, 17 ,, ,, 18 ,, ..	2 1½	2 5	2 8½	2 8½	4 3½	6½	7½	1 3
,, 16 ,, ,, 17 ,, ..	2 0½	2 3½	2 6½	2 6½	4 0½	6	7	1 2
,, 15 ,, ,, 16 ,, ..	1 10½	2 1½	2 4½	2 4½	3 9½	5½	6½	1 1½

PROVINCIAL B AREA—MALE WORKERS

4.—(1) The HOURLY minimum remuneration for male workers employed in Provincial B area (as defined in paragraph 27) who are supplied by the employer with meals whilst on duty but not with full board and lodging, is that set out in Columns 2 to 6 inclusive of the Table below with any additions payable under Columns 7, 8 and 9.

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Manager—								
Aged 21 years or over ..	4 9½	5 5	6 0½	6 0½	9 7½	1 2½	1 3½	2 7
,, 20 and under 21 years ..	4 4½	4 10½	5 5½	5 5½	8 8½	1 1	1 2	2 4
,, 19 ,, ,, 20 ,, ..	4 0½	4 6½	5 0½	5 0½	8 1	1 0½	1 1½	2 2½
,, under 19 years	3 9	4 2½	4 8½	4 8½	7 6	11½	1 0½	2 0½
Assistant-in-Charge—								
Aged 21 years or over ..	4 8	5 3	5 10	5 10	9 4	1 2	1 3	2 6
,, 20 and under 21 years ..	4 2½	4 8½	5 3½	5 3½	8 5	1 0½	1 1½	2 3½
,, 19 ,, ,, 20 ,, ..	3 10½	4 4½	4 10½	4 10½	7 9½	11½	1 0½	2 1½
,, under 19 years	3 7½	4 0½	4 6	4 6	7 2½	10½	11½	1 11½
Floor Supervisor—								
Aged 21 years or over ..	4 1½	4 8	5 2½	5 2½	8 3½	1 0½	1 1½	2 3
,, 20 and under 21 years ..	3 8½	4 2½	4 8	4 8	7 5½	11½	1 0½	2 0½
,, 19 ,, ,, 20 ,, ..	3 5	3 10½	4 3½	4 3½	6 10	10½	11½	1 10½
,, under 19 years	3 1½	3 6½	3 11	3 11	6 3	9½	10½	1 9

Clerk—											
Aged 21 years or over ..	4 2½	4 8¾	5 3¼	5 3¼	8 5	1 0¾	1 1¾	2 3½			
,, 20 and under 21 years ..	3 9½	4 3¼	4 9	4 9	7 7	11½	1 0½	2 1			
,, 19 ,, ,, 20 ,, ..	3 5¾	3 11	4 4¼	4 4¼	6 11½	10½	11½	1 11			
,, 18 ,, ,, 19 ,, ..	3 2¼	3 7	3 11¾	3 11¾	6 4½	9½	10½	1 9			
,, 17 ,, ,, 18 ,, ..	2 8¾	3 0¾	3 5	3 5	5 5½	8¼	9¼	1 6½			
,, 16 ,, ,, 17 ,, ..	2 5¾	2 9½	3 1¼	3 1¼	4 11½	7½	8½	1 5			
,, 15 ,, ,, 16 ,, ..	2 3	2 6½	2 9¾	2 9¾	4 6	6¾	7¾	1 3½			
Cashier or Clerical Assistant—											
Aged 21 years or over ..	4 1	4 7½	5 1¼	5 1¼	8 2	1 0¼	1 1¼	2 2½			
,, 20 and under 21 years ..	3 8	4 1½	4 7	4 7	7 4	11	1 0	2 0			
,, 19 ,, ,, 20 ,, ..	3 4½	3 9½	4 2¼	4 2¼	6 8½	10	11	1 10			
,, 18 ,, ,, 19 ,, ..	3 0¾	3 5¼	3 10	3 10	6 1½	9½	10½	1 8½			
,, 17 ,, ,, 18 ,, ..	2 7¼	2 11¼	3 3	3 3	5 2½	7¾	8¾	1 5½			
,, 16 ,, ,, 17 ,, ..	2 4½	2 7¾	2 11¼	2 11¼	4 8½	7	8	1 4			
,, 15 ,, ,, 16 ,, ..	2 1½	2 4¾	2 8	2 8	4 3	6½	7½	1 3			
Refreshment Bar, Buffet or Service Attendant—											
Aged 21 years or over ..	4 0½	4 6½	5 0¾	5 0¾	8 1	1 0¼	1 1¼	2 2½			
,, 20 and under 21 years ..	3 7½	4 1	4 6½	4 6½	7 3	11	1 0	2 0			
,, 19 ,, ,, 20 ,, ..	3 3¾	3 8¾	4 1¾	4 1¾	6 7½	10	11	1 10			
,, 18 ,, ,, 19 ,, ..	3 0¼	3 4¾	3 9¼	3 9¼	6 0½	9	10	1 8			
,, 17 ,, ,, 18 ,, ..	2 6¾	2 10½	3 2½	3 2½	5 1½	7¾	8¾	1 5½			
,, 16 ,, ,, 17 ,, ..	2 3¾	2 7¼	2 10¾	2 10¾	4 7½	7	8	1 4			
,, 15 ,, ,, 16 ,, ..	2 1	2 4¼	2 7¼	2 7¼	4 2	6¼	7¼	1 2½			
Waiter—											
Aged 21 years or over ..	3 8¾	4 2¼	4 8	4 8	7 5½	11¾	1 0½	2 0½			
,, 20 and under 21 years ..	3 4¼	3 9¼	4 2¼	4 2¼	6 8½	10	11	1 10			
,, 19 ,, ,, 20 ,, ..	3 0¼	3 4¾	3 9¼	3 9¼	6 0½	9	10	1 8			
,, 18 ,, ,, 19 ,, ..	2 8½	3 0½	3 4¾	3 4¾	5 5	8½	9½	1 6½			
,, 17 ,, ,, 18 ,, ..	2 4	2 7½	2 11	2 11	4 8	7	8	1 4			
,, 16 ,, ,, 17 ,, ..	2 1¾	2 5	2 8¼	2 8¼	4 3½	6½	7½	1 3			
,, 15 ,, ,, 16 ,, ..	1 10¾	2 1½	2 4½	2 4½	3 9½	5¾	6¾	1 1½			
Chef	5 5	6 1¼	6 9¼	6 9¼	10 10	1 4½	1 5½	2 10½			
Head Cook	5 1¼	5 9	6 4½	6 4½	10 2½	1 3¼	1 4¼	2 8½			

PROVINCIAL B AREA—MALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Cook—								
Aged 21 years or over ..	4 9½	5 4½	6 0	6 0	9 7	1 2½	1 3½	2 7
,, 20 and under 21 years ..	4 4	4 10½	5 5	5 5	8 8	1 1	1 2	2 4
,, 19 ,, ,, 20 ,, ..	4 0½	4 6½	5 0½	5 0½	8 0½	1 0	1 1	2 2
,, under 19 years	3 8½	4 2½	4 8	4 8	7 5½	11½	1 0½	2 0½
Assistant Cook—								
Aged 21 years or over ..	4 4½	4 11	5 5½	5 5½	8 9	1 1½	1 2½	2 4½
,, 20 and under 21 years ..	3 11½	4 5½	4 11½	4 11½	7 11	1 0	1 1	2 2
,, 19 ,, ,, 20 ,, ..	3 7½	4 1½	4 6½	4 6½	7 3½	11	1 0	2 0
,, 18 ,, ,, 19 ,, ..	3 4½	3 9½	4 2½	4 2½	6 8½	10	11	1 10
,, 17 ,, ,, 18 ,, ..	2 10½	3 3	3 7½	3 7½	5 9½	8¾	9¾	1 7½
,, 16 ,, ,, 17 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3½	8	9	1 6
,, 15 ,, ,, 16 ,, ..	2 5	2 8½	3 0½	3 0½	4 10	7½	8½	1 4½
Service Cook—								
Aged 21 years or over ..	4 1½	4 7½	5 1½	5 1½	8 2½	1 0½	1 1½	2 2½
,, 20 and under 21 years ..	3 8½	4 1½	4 7½	4 7½	7 4½	11	1 0	2 0
,, 19 ,, ,, 20 ,, ..	3 4½	3 9½	4 2½	4 2½	6 9	10½	11½	1 10½
,, 18 ,, ,, 19 ,, ..	3 1	3 5½	3 10½	3 10½	6 2	9½	10½	1 8½
,, 17 ,, ,, 18 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3	8	9	1 6
,, 16 ,, ,, 17 ,, ..	2 4½	2 8	2 11½	2 11½	4 9	7½	8½	1 4½
,, 15 ,, ,, 16 ,, ..	2 1½	2 5	2 8¼	2 8¼	4 3½	6½	7½	1 3

Any other worker except a Manager—									
Aged 21 years or over ..	4 0	4 6	5 0	5 0	8 0	1 0	1 1	2 2
,, 20 and under 21 years ..	3 7	4 0½	4 5½	4 5½	7 2	10½	11½	1 11½
,, 19 ,, ,, 20 ,, ..	3 3½	3 8½	4 1	4 1	6 6½	9½	10½	1 9½
,, 18 ,, ,, 19 ,, ..	2 11½	3 4½	3 8½	3 8½	5 11½	9	10	1 8
,, 17 ,, ,, 18 ,, ..	2 6½	2 10	3 1½	3 1½	5 0½	7½	8½	1 5
,, 16 ,, ,, 17 ,, ..	2 3½	2 6½	2 10	2 10	4 6½	6½	7½	1 3½
,, 15 ,, ,, 16 ,, ..	2 0½	2 3½	2 6½	2 6½	4 1	6¼	7¼	1 2½

PROVINCIAL B AREA—FEMALE WORKERS

(2) The HOURLY minimum remuneration for female workers employed in Provincial B area (as defined in paragraph 27) who are supplied by the employer with meals whilst on duty but not with full board and lodging, is tnat set out in Columns 2 to 6 inclusive of the Table below with any additions payable under Columns 7, 8 and 9.

Grade or description of worker (see paragraph 25 for definitions)	For all time worked other than on Sunday or a rest day			For all time worked on a Sunday which is not the worker's rest day	For all time worked on a rest day	Additions to the hourly rates set out in Columns 2 to 6		
	between 7 a.m. and 7 p.m.	(*a*) between 5 a.m. and 7 a.m. (*b*) between 7 p.m. and 11 p.m.	between 11 p.m. and 5 a.m.			For all time worked in excess of 9 hours on any day other than Sunday or a rest day	For all time worked in excess of 44 hours in any week	
							For the first 6 hours	For all time after the first 6 hours
(Column 1)	(Column 2)	(Column 3)	(Column 4)	(Column 5)	(Column 6)	(Column 7)	(Column 8)	(Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Assistant Manageress—								
Aged 21 years or over ..	3 9¼	4 3	4 8½	4 8½	7 6½	11¼	1 0½	2 0½
,, 20 and under 21 years ..	3 6	3 11¼	4 4½	4 4½	7 0	10½	11½	1 11
,, 19 ,, ,, 20 ,, ..	3 3¾	3 8¾	4 1¾	4 1¾	6 7½	10	11	1 10
,, under 19 years	3 1¾	3 6½	3 11¼	3 11¼	6 3½	9½	10½	1 9
Assistant-in-Charge—								
Aged 21 years or over ..	3 7	4 0½	4 5¾	4 5¾	7 2	10¾	11¾	1 11½
,, 20 and under 21 years ..	3 3¾	3 8¾	4 1¾	4 1¾	6 7½	10	11	1 10
,, 19 ,, ,, 20 ,, ..	3 1½	3 6¼	3 11	3 11	6 3	9½	10½	1 9
,, under 19 years	2 11½	3 4	3 8½	3 8½	5 11	9	10	1 8
Floor Supervisor—								
Aged 21 years or over ..	3 2½	3 7¼	4 0½	4 0½	6 5	9¾	10¾	1 9½
,, 20 and under 21 years ..	2 11¾	3 4¼	3 8¾	3 8¾	5 11½	9	10	1 8
,, 19 ,, ,, 20 ,, ..	2 9½	3 1¾	3 6	3 6	5 7	8½	9½	1 7
,, under 19 years	2 7½	2 11½	3 3½	3 3½	5 3	8	9	1 6

Hostess, Receptionist or Seater—								
Aged 21 years or over ..	3 0½	3 5½	3 10	3 10	6 1½	9½	10½	1 8½
,, 20 and under 21 years ..	2 10	3 2½	3 6½	3 6½	5 8	8½	9½	1 7
,, 19 ,, ,, 20 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3½	8	9	1 6
,, 18 ,, ,, 19 ,, ..	2 5½	2 9½	3 1½	3 1½	4 11½	7½	8½	1 5
,, 17 ,, ,, 18 ,, ..	2 2	2 5½	2 8½	2 8½	4 4	6½	7½	1 3
,, 16 ,, ,, 17 ,, ..	2 0½	2 3½	2 6½	2 6½	4 1	6½	7½	1 2½
,, 15 ,, ,, 16 ,, ..	1 11	2 2	2 4½	2 4½	3 10	5½	6½	1 1½
Clerk—								
Aged 21 years or over ..	3 2½	3 7½	4 0½	4 0½	6 5½	9½	10¾	1 9½
,, 20 and under 21 years ..	3 0	3 4½	3 9	3 9	6 0	9	10	1 8
,, 19 ,, ,, 20 ,, ..	2 9½	3 2	3 6½	3 6½	5 7½	8½	9½	1 7
,, 18 ,, ,, 19 ,, ..	2 7½	2 11½	3 3½	3 3½	5 3½	8	9	1 6
,, 17 ,, ,, 18 ,, ..	2 4	2 7½	2 11	2 11	4 8	7	8	1 4
,, 16 ,, ,, 17 ,, ..	2 2½	2 5½	2 9½	2 9½	4 5	6½	7½	1 3½
,, 15 ,, ,, 16 ,, ..	2 1	2 4½	2 7½	2 7½	4 2	6½	7½	1 2½
Cashier or Clerical Assistant—								
Aged 21 years or over ..	3 0	3 4½	3 9	3 9	6 0	9	10	1 8
,, 20 and under 21 years ..	2 9½	3 1½	3 5½	3 5½	5 6½	8½	9½	1 6½
,, 19 ,, ,, 20 ,, ..	2 7	2 11	3 2½	3 2½	5 2	7½	8½	1 5½
,, 18 ,, ,, 19 ,, ..	2 5	2 8¾	3 0½	3 0½	4 10	7½	8½	1 4½
,, 17 ,, ,, 18 ,, ..	2 1½	2 4½	2 7½	2 7½	4 2½	6½	7½	1 2½
,, 16 ,, ,, 17 ,, ..	1 11½	2 2¾	2 5¾	2 5¾	3 11½	6	7	1 2
,, 15 ,, ,, 16 ,, ..	1 10½	2 1	2 3¾	2 3¾	3 8½	5½	6½	1 1
Refreshment Bar, Buffet or Service Attendant—								
Aged 21 years or over ..	2 11½	3 4	3 8½	3 8½	5 11	9	10	1 8
,, 20 and under 21 years ..	2 8¾	3 0¾	3 5	3 5	5 5½	8½	9½	1 6½
,, 19 ,, ,, 20 ,, ..	2 6½	2 10½	3 2½	3 2½	5 1	7½	8½	1 5½
,, 18 ,, ,, 19 ,, ..	2 4½	2 8	2 11½	2 11½	4 9	7½	8½	1 4½
,, 17 ,, ,, 18 ,, ..	2 0¾	2 3¾	2 7	2 7	4 1½	6½	7½	1 2½
,, 16 ,, ,, 17 ,, ..	1 11½	2 2½	2 5	2 5	3 10½	5¾	6¾	1 1½
,, 15 ,, ,, 16 ,, ..	1 9¾	2 0½	2 3½	2 3½	3 7½	5½	6½	1 1

PROVINCIAL B AREA—FEMALE WORKERS—(contd.)

Grade or description of worker (see paragraph 25 for definitions) (Column 1)	For all time worked other than on Sunday or a rest day: between 7 a.m. and 7 p.m. (Column 2)	For all time worked other than on Sunday or a rest day: (a) between 5 a.m. and 7 a.m. (b) between 7 p.m. and 11 p.m. (Column 3)	For all time worked other than on Sunday or a rest day: between 11 p.m. and 5 a.m. (Column 4)	For all time worked on a Sunday which is not the worker's rest day (Column 5)	For all time worked on a rest day (Column 6)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 9 hours on any day other than Sunday or a rest day (Column 7)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For the first 6 hours (Column 8)	Additions to the hourly rates set out in Columns 2 to 6: For all time worked in excess of 44 hours in any week: For all time after the first 6 hours (Column 9)
	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.	Per hour s. d.
Shop Assistant—								
Aged 21 years or over ..	3 1	3 5½	3 10½	3 10½	6 2	9½	10½	1 8½
,, 20 and under 21 years ..	2 10½	3 2½	3 6½	3 6½	5 8½	8½	9½	1 7
,, 19 ,, ,, 20 ,, ..	2 8	3 0	3 4	3 4	5 4	8	9	1 6
,, 18 ,, ,, 19 ,, ..	2 6	2 9½	3 1½	3 1½	5 0	7½	8½	1 5
,, 17 ,, ,, 18 ,, ...	2 2½	2 5½	2 8½	2 8½	4 4½	6½	7½	1 3
,, 16 ,, ,, 17 ,, ..	2 0½	2 3½	2 7	2 7	4 1½	6½	7½	1 2½
,, 15 ,, ,, 16 ,, ..	1 11½	2 2½	2 5	2 5	3 10½	5½	6½	1 1½
Waitress—								
Aged 21 years or over ..	2 9	3 1½	3 5½	3 5½	5 6	8½	9½	1 6½
,, 20 and under 21 years ..	2 6½	2 10½	3 2½	3 2½	5 1	7½	8½	1 5½
,, 19 ,, ,, 20 ,, ..	2 4½	2 8	2 11½	2 11½	4 9	7½	8½	1 4½
,, 18 ,, ,, 19 ,, ..	2 2½	2 6	2 9½	2 9½	4 5½	6½	7½	1 3½
,, 17 ,, ,, 18 ,, ..	1 11½	2 2½	2 5½	2 5½	3 11	6	7	1 2
,, 16 ,, ,, 17 ,, ..	1 9½	2 0½	2 3½	2 3½	3 7½	5½	6½	1 1
,, 15 ,, ,, 16 ,, ..	1 7½	1 9½	2 0	2 0	3 2½	4½	5½	11½
Chef	4 3½	4 10	5 4½	5 4½	8 7	1 1	1 2	2 4
Head Cook	4 0	4 6	5 0	5 0	8 0	1 0	1 1	2 2

Cook—								
Aged 21 years or over ..	3 6½	3 11½	4 4½	4 4½	7 0½	10½	11½	1 11
,, 20 and under 21 years ..	3 3	3 8	4 0½	4 0½	6 6	9½	10½	1 9½
,, 19 ,, ,, 20 ,, ..	3 0½	3 5½	3 10	3 10	6 1½	9¼	10¼	1 8½
,, under 19 years	2 10¾	3 3	3 7½	3 7½	5 9½	8¾	9¾	1 7½
Assistant Cook—								
Aged 21 years or over ..	3 2½	3 7	3 11½	3 11½	6 4½	9½	10½	1 9
,, 20 and under 21 years ..	2 11½	3 4	3 8½	3 8½	5 11	9	10	1 8
,, 19 ,, ,, 20 ,, ..	2 9¾	3 1½	3 5½	3 5½	5 6½	8½	9½	1 6½
,, 18 ,, ,, 19 ,, ..	2 7¼	2 11¼	3 3	3 3	5 2½	7¾	8¾	1 5½
,, 17 ,, ,, 18 ,, ..	2 3½	2 7	2 10½	2 10½	4 7	7	8	1 4
,, 16 ,, ,, 17 ,, ..	2 2	2 5½	2 8½	2 8½	4 4	6½	7½	1 3
,, 15 ,, ,, 16 ,, ..	2 0½	2 3½	2 6¾	2 6¾	4 1	6¼	7¼	1 2½
Service Cook—								
Aged 21 years or over ..	3 0½	3 4½	3 9½	3 9½	6 0½	9	10	1 8
,, 20 and under 21 years ..	2 9½	3 1½	3 6	3 6	5 7	8½	9½	1 7
,, 19 ,, ,, 20 ,, ..	2 7¼	2 11¼	3 3	3 3	5 2½	7¾	8¾	1 5½
,, 18 ,, ,, 19 ,, ..	2 5¼	2 9	3 0½	3 0½	4 10½	7½	8¼	1 4½
,, 17 ,, ,, 18 ,, ..	2 1½	2 4¾	2 8	2 8	4 3	6½	7½	1 3
,, 16 ,, ,, 17 ,, ..	2 0	2 3	2 6	2 6	4 0	6	7	1 2
,, 15 ,, ,, 16 ,, ..	1 10½	2 1¼	2 4¼	2 4¼	3 9	5¾	6¾	1 1½
Any other worker except a Manageress—								
Aged 21 years or over ..	2 11	3 3½	3 7¾	3 7¾	5 10	8¾	9¾	1 7½
,, 20 and under 21 years ..	2 8¼	3 0¼	3 4¼	3 4¼	5 4½	8	9	1 6
,, 19 ,, ,, 20 ,, ..	2 6	2 9¾	3 1½	3 1½	5 0	7½	8½	1 5
,, 18 ,, ,, 19 ,, ..	2 4	2 7½	2 11	2 11	4 8	7	8	1 4
,, 17 ,, ,, 18 ,, ..	2 0¼	2 3¼	2 6¼	2 6¼	4 0½	6	7	1 2
,, 16 ,, ,, 17 ,, ..	1 10¾	2 1½	2 4½	2 4½	3 9½	5¾	6¾	1 1½
,, 15 ,, ,, 16 ,, ..	1 9¼	2 0	2 2½	2 2½	3 6½	5¼	6¼	1 0½

MANAGERS AND MANAGERESSES (OTHER THAN OCCASIONAL WORKERS) SUPPLIED WITH MEALS

5. The minimum remuneration for managers and manageresses (as defined in paragraph 25) who normally work for the employer for not less than 36 hours in a week in the London, Provincial A or Provincial B area (as defined in paragraph 27) and who are supplied by the employer with meals whilst on duty but not with full board and lodging, is as follows:—

(1)

	London area	Provincial A area	Provincial B area
	Per week	Per week	Per week
	s. d.	s. d.	s. d.
Manager	*254 0*	*248 0*	*242 0*
Manageress	*203 0*	*197 0*	*191 0*

(2) (*a*) IN ADDITION for all time worked other than on a Sunday or a rest day—

(i) between 5 a.m. and 7 a.m. ... ... at the rate of ⅛th time;
(ii) between 7 p.m. and 11 p.m. ... ... at the rate of ⅛th time;
(iii) between 11 p.m. and 5 a.m. ... ... at the rate of ¼ time;
(iv) in excess of 9 hours in a day ... ... at the rate of ¼ time;

(*b*) IN ADDITION for all time worked on a Sunday which is not the worker's rest day ... ... at the rate of ¼ time.

For the purposes of this sub-paragraph "⅛th time" and "¼ time" mean respectively ⅛th and ¼ of the hourly rate, and "hourly rate" means 1/44th of the remuneration payable under sub-paragraph (1) of this paragraph.

(3) IN ADDITION for work on a rest day, one-sixth of the remuneration payable under sub-paragraph (1) of this paragraph.

WORKERS SUPPLIED WITH FULL BOARD AND LODGING

6. Where a worker is supplied by the employer with full board and lodging for seven days a week, the minimum remuneration shall be that payable under the provisions of paragraph 2, 3, 4 or 5 to a worker of the same grade or description employed in the same area for the same hours REDUCED by the appropriate amount as follows:—

Age of worker	London area		Provincial A area		Provincial B area	
	Male	Female	Male	Female	Male	Female
	Per week		Per week		Per week	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Aged 21 years or over ...	28 5	27 5	24 5	23 5	20 5	19 5
,, 20 and under 21 years	24 1	23 1	20 1	19 1	16 1	15 1
,, 19 ,, ,, 20 ,,	21 7	20 7	17 7	16 7	13 7	12 7
,, 18 ,, ,, 19 ,,	19 1	18 1	15 1	14 1	11 1	10 1
,, 17 ,, ,, 18 ,,	14 9	13 9	10 9	9 9	6 9	5 9
,, 16 ,, ,, 17 ,,	12 3	11 3	8 3	7 3	4 3	3 3
,, 15 ,, ,, 16 ,,	9 9	8 9	5 9	4 9	1 9	9

OCCASIONAL WORKERS SUPPLIED WITH MEALS

7. The HOURLY minimum remuneration for an occasional worker (not being a part-time worker) who is supplied by the employer with meals whilst on duty is, in the case of a worker other than a manager or manageress, the remuneration specified in Column 2 of the appropriate Table in paragraph 2, 3 or 4 for a worker of the same grade or description employed in the same area and, in the case of a manager or manageress, 1/44th of the appropriate weekly remuneration specified in paragraph 5 (1), INCREASED as follows:—

(1) in respect of hours of work other than on Sunday or a customary holiday—

(*a*) between 5 a.m. and 11 p.m. ... ... by 12½ per cent.;

(*b*) between 11 p.m. and 5 a.m. ... ... by 40 per cent.;

(2) for all time worked on Sunday ... ... by 25 per cent.;

(3) for all time worked on a customary holiday ... ... by 40 per cent.:

Provided that where an occasional worker works on Sunday or a customary holiday for less than four hours he shall for the purposes of this paragraph be treated as if he had worked for four hours on that day.

WORKERS (INCLUDING OCCASIONAL WORKERS) NOT SUPPLIED WITH FULL BOARD AND LODGING OR MEALS

8. Where a worker is not supplied by the employer with either full board and lodging or meals whilst on duty, the minimum remuneration shall be that payable under the provisions of paragraph 2, 3, 4, 5 or 7 to a worker of the same grade or description employed in the same area INCREASED as follows:—

(1) in the case of a worker other than a manager or manageress, by 5d. per hour for the first 44 hours worked by him in any week;

(2) in the case of a manager or manageress, by 18s. 6d. per week.

WORKERS WHO ARE NOT REQUIRED TO WORK ON A CUSTOMARY HOLIDAY

9.—(1) Where a worker, other than an occasional worker, is not required to work on a customary holiday he shall be paid for the customary holiday—

(*a*) not less than the amount to which he would have been entitled under the provisions of this Schedule had the day not been a customary holiday and had he worked for the number of hours ordinarily worked by him on that day of the week, and

(*b*) in the case of a worker who is normally supplied by his employer with either full board or meals whilst on duty, IN ADDITION to the amount payable under (*a*) above, an amount of—

3s. 4d. for a worker other than a part-time worker, or

1s. 8d. for a part-time worker:

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 rest day or half day at the hourly rate (as defined in paragraph 12) INCREASED by 5d. 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 CUSTOMARY HOLIDAY AND ARE ALLOWED A DAY OF HOLIDAY IN LIEU

10. Where a worker, other than an occasional worker, works on a customary holiday and is allowed by his employer a day of holiday in lieu of the customary holiday on a day other than a rest day or half day within the period of 42 days from the customary holiday, he shall be paid as follows:—

(1) for his work on the customary holiday	the remuneration to which he is entitled under the other provisions of this Schedule and IN ADDITION hourly remuneration at one-quarter of the hourly rate (as defined in paragraph 12) for all time worked on that day:

Provided that where the worker works on a customary holiday for less than four hours, he shall be treated as if he had worked for four hours on that day; and

(2) for the day of holiday in lieu of the customary holiday	the hourly rate (as defined in paragraph 12) INCREASED by 5d. and multiplied by 8 or, in the case of a part-time worker, by 4.

WORKERS WHO WORK ON A CUSTOMARY HOLIDAY AND ARE NOT ALLOWED A DAY OF HOLIDAY IN LIEU

11. Where a worker, other than an occasional worker, works on a customary holiday and is NOT allowed by his employer a day of holiday in lieu of the customary holiday on a day other than a rest day or half day within the period of 42 days from the customary holiday, he shall be paid as follows:—

(1) for his work on the customary holiday	the remuneration to which he is entitled under the other provisions of this Schedule and IN ADDITION hourly remuneration at one-quarter of the hourly rate (as defined in paragraph 12) for all time worked on that day:

Provided that where the worker works on a customary holiday for less than four hours, he shall be treated as if he had worked for four hours on that day; and

(2) for the working day next following the 42nd day after the customary holiday or for the last day of his employment, whichever shall first occur	(*a*) the remuneration to which he is entitled under the other provisions of this Schedule, and (*b*) the hourly rate (as defined in paragraph 12) INCREASED by 5d. and multiplied by 8 or, in the case of a part-time worker, by 4.

12. For the purposes of paragraphs 9, 10 and 11, "hourly rate" means—

(1) in the case of a worker other than a manager or manageress, the remuneration under Column 2 of the Table in paragraph 2, 3 or 4 for a worker of the same grade or description employed in the same area;

(2) in the case of a manager or manageress, 1/44th of the remuneration provided by paragraph 5 (1).

GUARANTEED WEEKLY REMUNERATION

13.—(1) Notwithstanding the other 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 (including any holiday remuneration payable under this Schedule but excluding any remuneration for work performed on a customary holiday or payable under the provisions of paragraph 11 (2) (*b*)) due to the worker in respect of that week under those provisions 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 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 normally works for the employer for not less than 36 hours a week 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 weekly remuneration payable in respect of a week to a worker is the remuneration to which the worker would have been entitled under this Schedule if he had worked the hours normally worked by him in a week, but excluding from such hours any time worked for which remuneration is payable under Columns 8 and 9 of the Tables in paragraphs 2, 3 and 4.

(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 this Schedule or on any 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 the worker, in respect of the hours normally worked by him in a week, 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 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 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 guranteed weekly remuneration reduced as aforesaid.

JEWISH UNDERTAKINGS

14. Where it is the established practice in a Jewish undertaking for the employer to require attendance on Sunday instead of Saturday the provisions of this Schedule referring to Sunday 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 members of any religious body as aforesaid.

PART II

ANNUAL HOLIDAY AND HOLIDAY REMUNERATION

DURATION OF ANNUAL HOLIDAY

15.—(1) Subject to the provisions of sub-paragraph (2) of this paragraph and paragraphs 16, 17 and 18, an employer shall, between 1st April 1968 and 31st October 1968, and in each succeeding year between 1st April and 31st October, allow a holiday (hereinafter referred to as an "annual holiday") to every worker in his employment, other than an occasional worker, to whom this Schedule applies who was employed by him during the 12 months immediately preceding the commencement of the holiday season (hereinafter referred to as the "qualifying period") for any of the periods specified below, and the duration of the annual holiday shall be related to the period of the worker's employment during the qualifying period as follows:—

Period of employment during the qualifying period (1)	Duration of annual holiday for a worker whose normal working week (as defined in paragraph 26) is				
	more than 5 days (2)	5 days (3)	4 days (4)	3 days (5)	2 days (6)
At least 8 weeks	2 days	1 day	1 day	1 day	—
,, ,, 12 ,, ...	3 ,,	2 days	2 days	1 ,,	1 day
,, ,, 16 ,, ...	4 ,,	3 ,,	2 ,,	2 days	1 ,,
,, ,, 20 ,, ...	5 ,,	4 ,,	3 ,,	2 ,,	1 ,,
,, ,, 24 ,, ...	6 ,,	5 ,,	4 ,,	3 ,,	2 days
,, ,, 28 ,, ...	7 ,,	6 ,,	4 ,,	3 ,,	2 ,,
,, ,, 32 ,, ...	8 ,,	6 ,,	5 ,,	4 ,,	2 ,,
,, ,, 36 ,, ...	9 ,,	7 ,,	5 ,,	4 ,,	3 ,,
,, ,, 40 ,, ...	10 ,,	8 ,,	6 ,,	5 ,,	3 ,,
,, ,, 44 ,, ...	11 ,,	9 ,,	7 ,,	5 ,,	3 ,,
,, ,, 48 ,, ...	12 ,,	10 ,,	8 ,,	6 ,,	4 ,,

(2) Notwithstanding the provisions of sub-paragraph (1) of this paragraph, where a worker who is normally employed on not less than four days a week and who has not been in the continuous employment of his employer during the four years immediately preceding the commencement of the holiday season has qualified under the said sub-paragraph for more days of annual holiday than the number of days on which it is normal for the worker to work in a week, the employer may require that worker to take part of his annual holiday after the end of the holiday season and before the 31st March next following.

The number of days which an employer may so require a worker to take shall be related to the period of the worker's employment during the four years immediately preceding the commencement of the holiday season in accordance with the following Table and shall not exceed the number of days specified in Column 2, 3 or 4 of that Table appropriate to the worker:—

Period of continuous employment during the four years immediately preceding the commencement of the holiday season (1)	Number of days of annual holiday which the employer may require the worker to take after the end of the holiday season for a worker whose normal working week (as defined in paragraph 26) is		
	more than 5 days (2)	5 days (3)	4 days (4)
At least 28 weeks	1 day	1 day	—
,, ,, 32 ,,	2 days	1 ,,	1 day
,, ,, 36 ,,	3 ,,	2 days	1 ,,
,, ,, 40 ,,	4 ,,	3 ,,	2 days
,, ,, 44 ,,	5 ,,	4 ,,	3 ,,
,, ,, 48 ,,	6 ,,	5 ,,	4 ,,
,, ,, 18 months	5 ,,	5 ,,	4 ,,
,, ,, 24 ,,	4 ,,	4 ,,	3 ,,
,, ,, 30 ,,	3 ,,	3 ,,	2 ,,
,, ,, 36 ,,	2 ,,	2 ,,	2 ,,
,, ,, 42 ,,	1 day	1 day	1 day
,, ,, 48 ,,	nil	nil	nil

Any days of annual holiday allowed to a worker after the end of a holiday season under the provisions of this sub-paragraph or of Order U.P.R. (34) shall be treated for the purposes of this Schedule as having been allowed during such holiday season.

(3) In this Schedule the expression "holiday season" means in relation to the year 1968 the period commencing on 1st April 1968 and ending on 31st October 1968 and in relation to each succeeding year the period commencing on 1st April and ending on 31st October in that year.

AGREEMENT TO ALLOW ANNUAL HOLIDAY OUTSIDE THE HOLIDAY SEASON

16. Notwithstanding the provisions of paragraph 15, where a worker elects to take his annual holiday, or part thereof, outside the holiday season and in pursuance of an agreement in writing with his employer that the employer will allow such holiday at a given date after the end of the holiday season and before the commencement of the next following holiday season, the days of holiday so allowed shall for the purposes of this Schedule be treated as having been allowed during the preceding holiday season.

APPLICATIONS TO VARY THE HOLIDAY SEASON

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

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

SPELLS OF ANNUAL HOLIDAY

18. Subject to the provisions of paragraphs 15 (2) and 16, an annual holiday shall be allowed on consecutive working days other than customary holidays and days of holiday shall be treated as consecutive notwithstanding that a rest day or a customary holiday or a day in lieu of a customary holiday intervenes:

Provided that where the duration of an annual holiday for which a worker has qualified and which he is to be allowed during the holiday season in any year exceeds the number of days constituting the worker's normal working week, the holiday may be allowed in two periods consisting in respect of each period of consecutive working days and in such a case one of those periods shall consist of days not less in number than the number of days constituting the worker's normal working week.

GENERAL

19. 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.

20. Where any day of annual holiday allowed to any worker under this Schedule falls upon a day of holiday or half holiday to which the worker may be entitled under any enactment other than the Wages Councils Act 1959, that holiday or half holiday may be treated as part of the annual holiday allowed under this Schedule except that holidays required to be allowed under the Shops Act 1950(a) shall be treated as follows:—

(1) in the case of establishments in which section 17 of the Shops Act 1950 applies:—

(*a*) where a worker's total annual holiday under this Schedule does not exceed the number of days constituting his normal working week, not more than one of the half holidays allowed under the said section of the Act may be treated as part of the worker's annual holiday;

(*b*) where a worker's total annual holiday exceeds the number of days constituting his normal working week, not more than two of the half holidays allowed under the said section of the Act may be treated as part of the worker's annual holiday;

(2) in the case of establishments in which section 21 of the Shops Act 1950 applies:—

(*a*) any of the six consecutive days of holiday on full pay allowed under the said section of the Act may be treated as a day of annual holiday; and

(a) 1950 c. 28.

(*b*) other holidays or half holidays allowed under the said section of the Act may be treated as part of the worker's annual holiday to the following extent:—

(i) where a worker's total annual holiday does not exceed the number of days constituting his normal working week—not more than one half holiday allowed under the said section of the Act;

(ii) where a worker's total annual holiday exceeds the number of days constituting his normal working week—not more than two half holidays or one whole holiday on a weekday allowed under the said section of the Act.

REMUNERATION FOR ANNUAL HOLIDAY

21.—(1) Subject to the provisions of paragraph 22, a worker qualified to be allowed an annual holiday under this Schedule shall be paid by his employer in respect thereof, on the last pay day preceding such annual holiday, one day's holiday pay (as defined in paragraph 26) in respect of each day thereof.

(2) Where under the provisions of paragraph 15 (2), 16 or 18 an annual holiday is allowed in more than one period the holiday remuneration shall be apportioned accordingly.

22. Where under the provisions of paragraph 23 of this Schedule or of Order U.P.R. (34) accrued holiday remuneration has been paid by the employer to the worker, in respect of any period of employment in the 12 months immediately preceding the holiday season within which an annual holiday is allowed by the employer to the worker in accordance with the provisions of this Schedule, the amount of holiday remuneration payable by the employer in respect of the said annual holiday shall be reduced by the amount of the said acrrued 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 U.P.R. (34).

ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

23. Subject to the provisions of this paragraph, where a worker, other than an occasional worker, 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 called "the termination date"), pay to the worker accrued holiday remuneration, that is to say:—

(1) in respect of employment in the 12 months up to the 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 the 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*) accrued holiday remuneration shall not be payable to a worker if he is dismissed on the grounds of gross misconduct and is so informed in writing by the employer at the time of dismissal;

(*b*) where a worker is employed under a written contract of service and terminates his employment without having given to his employer the notice of that termination required under that contract, any accrued holiday remuneration payable by the employer to the worker shall be an amount equal to that payable under the foregoing provisions of this paragraph reduced by an amount equal to one day's holiday pay multiplied by the number of days of notice required under the written contract;

(*c*) where, during the period or periods in respect of which the said accrued holiday remuneration is payable, the worker has been allowed any day or days of holiday for which he had not qualified under the provisions of this Schedule or of Order U.P.R. (34), any accrued holiday remuneration payable as aforesaid shall be reduced by the amount of any sum paid by the employer to the worker in respect of such day or days of holiday.

CALCULATION OF EMPLOYMENT

24. For the purposes of calculating any period of employment qualifying a worker for an annual holiday or for any accrued holiday remuneration under this Schedule the worker shall be treated as having been employed for a week in respect of any week in which he has worked for the employer on not less than two days and has performed some work which entitled him to statutory minimum remuneration.

For the purposes of this paragraph a worker shall be treated as having worked for the employer when absent from work in any of the following circumstances:—

(1) on days of annual holiday allowed under this Schedule, on customary holidays and days in lieu of customary holidays;

(2) during proved sickness of or accident to the worker up to and not exceeding a maximum of 12 weeks in the aggregate during—

(*a*) the period of 12 months immediately preceding the commencement of the holiday season; and

(*b*) any period commencing on the 1st April preceding the termination date and ending on the termination date:

Provided that for the purposes of paragraph 15 (2) all absences through proved sickness of or accident to the worker while in the employment of the employer, prior to the period of 12 months specified in sub-paragraph (2) (*a*) of this paragraph, shall be treated as employment;

(3) by leave of the employer.

PART III

DEFINITIONS

DEFINITIONS OF GRADES OR DESCRIPTIONS OF WORKERS

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

"ASSISTANT COOK" means 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.

"ASSISTANT-IN-CHARGE" means a worker wholly or mainly engaged in catering work 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.

"ASSISTANT MANAGER" OR "ASSISTANT MANAGERESS" means a worker wholly or mainly engaged on catering work who assists the person who is in direct control of a catering undertaking in which not less than five persons, exclusive of the person who is in direct control, are employed (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.

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

"CHEF" means a worker experienced in all departments of the kitchen 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.

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

"CLERK" means 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.

"COOK" means 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.

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

"HEAD COOK" means 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 not less than three cooks or assistant cooks are employed.

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

"MANAGER" OR "MANAGERESS" means 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.

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

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

"REFRESHMENT BAR, BUFFET OR SERVICE ATTENDANT" means 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.

"SERVICE COOK" means 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.

"SHOP ASSISTANT" means a worker who is wholly or mainly 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.

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

OTHER DEFINITIONS

26. In this Schedule, except where the context otherwise requires, the following expressions have the meanings hereby respectively assigned to them, that is to say:—

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

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

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

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

and any activities incidental or ancillary thereto.

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

"CUSTOMARY HOLIDAY" means

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

(2) In Scotland—

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

(*b*) three other weekdays 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

(3) Where in any establishment it is not the custom or practice to observe such days as are specified in (1) or (2) (*a*) above as holidays, other days,

(a) 1962 c. 46.

not fewer in number, as may be substituted for such days by agreement between the employer and the worker or his representative.

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

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

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

"NORMAL WORKING WEEK" means the average number of days worked in a week by a worker during the first four of the last five weeks in which he worked for the employer prior to

(1) the annual holiday; or

(2) where accrued holiday remuneration is payable, the termination date; and for the purposes of this definition

(*a*) a worker shall be treated as having worked for the employer on any day on which he was absent from work owing to proved illness or accident to the worker, on annual holiday, on a customary holiday or a day in lieu of a customary holiday;

(*b*) a fraction of a day shall be reckoned as a day.

"ONE DAY'S HOLIDAY PAY" means the amount obtained by dividing the total remuneration applicable to the worker for the first four of the last five weeks during which he worked for the employer prior to the holiday or the termination date, as the case may be, by the number of days on which the worker worked for the employer during the said four weeks.

In this definition the expression "remuneration applicable" means the statutory minimum remuneration to which the worker would be entitled under this Schedule if he were not supplied by the employer with either full board and lodging or meals on duty, but excluding all remuneration in respect of time worked for which remuneration is payable under Columns 8 and 9 of the Tables in paragraphs 2, 3 and 4.

"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.

"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.

"STATUTORY MINIMUM REMUNERATION" means minimum remuneration (other than holiday remuneration) fixed by a wages regulation order made by the Minister to give effect to proposals submitted to him by the Wages Council.

"UNLICENSED PLACE OF REFRESHMENT" means any place of refreshment where intoxicating liquor—

(1) 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

(2) 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.

"WAGES COUNCIL" means the Unlicensed Place of Refreshment Wages Council.

"WEEK" means pay week.

AREAS

27. 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

(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,

(a) 1963 c. 33.

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 Pagnall

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

DEVON—contd.
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

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

ENGLAND (excluding Monmouthshire)—contd.

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
Ilminster
Portishead
Shepton Mallet
Street
Watchet
Wellington

SUFFOLK
Aldeburgh
Beccles
Bungay
Eye
Hadleigh
Halesworth
Haverhill
Leiston-cum-Sizewell
Saxmundham
Southwold
Sudbury
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
Bethseda
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
Caerlon
Chepstow
Usk

MONTGOMERYSHIRE
Llanfyllin
Llanidloes
Machynlleth
Montgomery
Newtown and Llanllwchaiarn
Welshpool

PEMBROKESHIRE
Fishguard and Goodwick
Narberth
Neyland
Tenby

RADNORSHIRE
Knighton
Llandrindod Wells
Presteigne

(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.

PART IV

GENERAL

WORKERS TO WHOM THE SCHEDULE APPLIES

28. Subject to the provisions of paragraph 29, 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 any of the following work, that is to say:—

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

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

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

(*d*) work connected with the provision of living accommodation for workers employed for the purposes of any of the activities specified in sub-paragraph (1) of this paragraph;

(*e*) work in connection with any retail sale of goods on premises where the main activity is the supply of food or drink for immediate consumption;

(*f*) transport work;

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

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

29. 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 by the same employer partly in a catering undertaking and partly in some other undertaking, if their employment in the catering undertaking is confined to work specified either in sub-paragraph (*f*) or sub-paragraph (*g*) of paragraph 28 or partly to work specified in the said sub-paragraph (*f*) and partly to work specified in the said sub-paragraph (*g*), and they are mainly employed on work in or in connection with that other undertaking;

(3) 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 28 for the purpose of providing accommodation wholly or mainly for the workers mentioned in that paragraph;

(4) 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;

(5) workers who are employed by—

(*a*) a railway company or by the British Railways Board or London Transport Board for the purposes of any of the activities carried on at a railway station or in a railway train;

(*b*) the Pullman Car Company Limited;

(6) 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;

(7) 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;

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

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

(10) workers who are employed wholly or mainly on work performed at any office, unless the office forms part of or is situated in the same premises as an unlicensed place of refreshment.

30. Nothing in the provisions of this Schedule shall be construed as authorising either:—

(1) 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(a), or of any other enactment; or

(2) the giving of any remuneration to a worker in respect of any employment which is unlawful under the provisions of any enactment.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order, which has effect from 20th November 1967, sets out the statutory minimum remuneration payable and the holidays to be allowed to workers in substitution for the statutory minimum remuneration fixed, and holidays provided for, in the Wages Regulation (Unlicensed Place of Refreshment) Order 1965 (Order U.P.R. (34)), which is revoked.

New provisions are printed in italics.

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