

MINISTRY OF LABOUR AND NATIONAL SERVICE

## TIME RATES OF

 WAGES AND HOURS OF LABOUR 1st APRIL, 1957| ERTIOMAL |
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## LONDON

 HER MAJESTY'S STATIONERY OFFICE
## TIME RATES OF

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## OF LABOUR

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## INTRODUCTION

Minimum, or standard, time rates of wages of wage-earners in the great majority of industries have been fixed by voluntary collective agreements between organisations of employers and workpeople or by statutory orders under the Wages Councils Acts, the Agricultural Wages Acts and the Catering Wages Act. In a number of cases the agreements have been arrived at by Joint Industrial Councils' or similar bodies. In the Tables which follow particulars are given of the minimum, or standard, rates of wages fixed by these agreements and orders for the more important industries and occupations and of the standard working hours, exclusive of meal times, for which these rates are paid. The source of the information is given in each case and also the date from which the rates quoted became operative. In general, the particulars given relate to the position on 1st April, 1957, but in a few instances where changes in wage rates are known to have come into operation during April, 1957, the new rates have been shown in the Tables.

The extent to which rates of wages have been determined for different occupations within each industry varies considerably. In some industries the agreements or orders fix only a general minimum rate for men and women respectively. In others rates are specified for a variety of occupations and in many cases for adults and for young workers of different ages; in many cases rates vary according to area. It is not practicable to publish details of all the rates fixed, and accordingly a selection has been made. In some instances only the rates for the more important occupations are included. Rates for adults are given in the main tables and those for young workers in certain industries are set out in Appendix I. The information is restricted to a number of the more important industries; others of less importance from the point of view of numbers employed have been omitted.

In addition to the minimum time rates particulars are given, where available, of the basic rates for pieceworkers and the additional rates payable to shift workers and to night workers. Brief particulars are also given of the arrangements, where they exist, for a guaranteed weekly wage or period of employment. Information as to overtime rates of pay and brief particulars of the holidays-with-pay arrangements in the majority of industries included in the volume are given in Appendices II and III respectively.

The rates of wages quoted are generally the minima determined by collective agreements or fixed by wages regulation orders. It is probable that a considerable proportion of the workers in many of the industries referred to actually receive rates in excess of these minima. Moreover in many industries a considerable proportion of the workpeople are paid at piece rates of wages or under other systems of payment by results and their normal full-time earnings usually exceed the time rates for the same occupation.

Particulars of changes in rates of wages which are regularly published in the " Ministry of Labour Gazette" will enable a considerable amount of the information contained in the tables to be kept up to date from month to month.

Ministry of Labour and National Service,
Statistics Department.
May, 1957.
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## AGRICULTURE

## I.-England and Wales

[Orders of the Agricultural Wages Board]*

| Class of Worker | Area | Minimum Weekly Rates of Wages | Weekly Hours of Employment in respect of which the minimum weekly rates are payable |
| :---: | :---: | :---: | :---: |
| Men, 20 years and over (other than parttime and casual workers) | All areas | s. d. 141 | 47 |
| Special Classes of Men, 20 years and over $\dagger$ :- <br> Horsemen |  |  |  |
| Horsemen | Holland division of | 1940 | $\left\{\begin{array}{l} 57 \text { (summer) } \\ 61 \text { (winter) } \end{array}\right.$ |
| Cattlemen, milkmen and shepherds Tractor drivers | Lincolnshire | 1730 | 54 |
| Women, 21 years and over (other than part-time and casual workers) | Cambridge and | 141 0§ | 47 |
|  | Isle of Ely | 1000 | 44 |
|  | Yorkshire | 1000 | 44 |
|  | Other areas | 1070 | 47 |

Note.-The rates became operative from 24th September, 1956.

## Hours of Labour

The hours stated do not include mealtimes, but include any time during which, by reason of weather conditions, an employer is unable to provide work under reasonable conditions for a worker who is present at the place of employment and ready to work. A whole-time worker employed by the week or longer period is paid the full weekly minimum wage when, by agreement with his employer, he works less than the full number of hours specified in the Table.

## Pieceworkers

The wages of pieceworkers are not to be less than those applicable if the time spent on piecework had been employment at the minimum rate for time work

## Allowances in Kind

The Orders define the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash as well as the values at which they are to be so reckoned. These include the following in all areas, with the addition in some areas of other benefits such as potatoes and coal:-

Housing accommodation ... 6s. a week less any rent, rates or taxes paid by occupier.

Board including any meals but not intoxicating drink
Lodging
Milk..

Females, 21 years and over
Males, 20 years and over
42s. 6d.
5s. 0d.
$4 \frac{1}{2} \mathrm{~d}$. a pint whole and 3 d . skimmed

[^0]
## Agriculture-contd.

## II.-Scotland

[Orders of the Scottish Agricultural Wages Board]*

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men, 20 years and over (employed by the week or longer period):- | s. d. |
| Shepherds (in charge of a breeding or hill stock) | 157 9† |
| Grieves or stewards and stockmen | 1549 |
| Horsemen and | 1380 |
| Women, 21 years and over (employed by the week or longer period):- |  |
| Stockwomen, poultrywomen and dairymaids ... | 119 |
| Horsewomen and tractorwomen Unspecified occupations ... | 118 |
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Note.-The above rates became operative from 11th March, 1957.
Hours of Labour
The weekly number of hours of labour in respect of which the above rates are payable are as stated below or such lesser number as may be agreed between employer and worker:-

## Class of Worker and Period of Year

Shepherds Grieves or stewards ... ... Customary hours.
Stockmen, stockwomen, poultrywomen, dairymaids ... ...

Workers in unspecified occupations:
Last Sunday in January to last Sunday in October $\ddagger$

Last Sunday in October to last Sunday in January§

Horsemen and horsewomen, tractormen and tractorwomen weeks. before noon).

## Working hours per week

Customary hours tending sheep and grazing stock.

61 hours and 48 hours (to be worked between Sunday midnight and Saturday before noon) in alternate

48 hours ( $8 \frac{3}{2}$, Monday to Friday and $4 \frac{1}{4}$ on Saturday

44 hours (8, Monday to Friday and 4 on Saturday before noon) or from 42 to 46 (with an average of 44) in different weeks in some districts.

As for workers in unspecified occupations plus not more than 5 hours for necessary stable work or 4 hours for necessary garage work.

The hours stated do not include authorised breaks for meals, but include any time during which, by reason of weather conditions or otherwise, an employer has prevented from working a worker who was present at the place of employment and ready for work.

## Pieceworkers

Milkers are to be paid wages at not less than the following rates:-
11s. 9 d . a week for the daily hand-milking of one cow and 2 s. a week for each additional cow hand-milked daily.

[^1]
## Agriculture-contd.

II.-Scotland-contd.

## Allowances in Kind

The Orders define the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash as well as the extent and the values at which they are to be so reckoned. These include the following:-
House or house and garden-
(i) of four or more rooms with inside w.c. and inside water supply

5s. 0d. to 6s. 0d. a week ( $£ 12$ per annum in Caithness and Sutherland).
(ii) of three rooms with inside w.c. and inside water supply

4s. 0d. to 5 s. 0 d . a week ( $£ 10$ per annum in Caithness and Sutherland).
(iii) Any other house

2s. 6 d. to 3 s. 6 d. a week ( $£ 6$ per annum in Caithness and Sutherland).
In Orkney and Zetland the value of any house is $£ 7$ per annum.
Milk-not exceeding 4 pints a day ( 3 pints in Aberdeen, Banff, Kincardine, Lanark, Renfrew, Dunbarton, Stirling, Clackmannan, Bute (part) and Perth (part))-
(i) from attested herds $\ldots$... ... ... 3s. 7d. a gallon.
(ii) from other than attested herds
...

Potatoes*-up to but not exceeding one ton dressed or 30 cwts. undressed a year-


In Zetland, Orkney, Caithness and Sutherland the values are $£ 15$ 11s. 8 d., $£ 1411 \mathrm{~s}$. 8d., $£ 1411 \mathrm{~s} .8$ d., and $£ 1311 \mathrm{~s} .8$ d. a ton delivered (up to one ton dressed) respectively.

| Board and lodging- |  |  |  | Board | Lodging |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Males, 18 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 40s. 6d. | 5s. 6d. a week |
| Females, 18 years and over | $\ldots$ | $\ldots$ | $\ldots$ | 37s. 3d. | 4s. 6d. a week. |  |

Bothy accommodation (all districts except Zetland, Orkney, Caithness, Sutherland, Dumfries, Kirkcudbright, Wigtown, Bute (Islands of Arran and Cumbrae) and Ayr)-
(i) With attendance, furnishings, bed, bedding, fire and light

10s. 0d. a week.
5s. Od. a week.
Hill cows-employer providing grazing and byre only (all districts except Fife and Kinross)-

Workers' cows (not exceeding 2) ... ... ... £7 per cow per annum.
Followers (not exceeding 2) ......$\quad \ldots \quad \ldots$.... 310 s. per head per annum
Hill sheep (Zetland, Orkney, Caithness and Sutherland, Ross (part), Inverness (part), Nairn and Moray)-

Ewes and gimmers (not more than 20 with not more than 5 hoggs)

17s. 6d. per ewe or gimmer per annum.

[^2]
## III.-Northern Ireland

[Orders of the Agricultural Wages Board for Northern Ireland]*

| Class of Worker and District |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 1st April, 1957 (15th October, 1951 in the case of workers employed in flax scutch mills).

## Hours of Labour

The weekly number of hours in respect of which the above rates are payable are 48 for workers in market gardens and nursery grounds and for all other workers 48 in each week commencing in the months from October to July and 50 in the months of August and September. For workers employed in flax scutch mills the hours are 48.

The hours stated above do not include mealtimes, but include any time during which, by reason of weather conditions, an employer has prevented from working a worker who was present at the place of employment and ready to work. A whole-time worker employed by the week or longer period is paid the full weekly minimum wage when, by agreement with his employer, he works less than the number of hours specified above.

## Allowances in Kind

The benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash to workers other than those employed in flax scutch mills as well as the values at which they are to be so reckoned are defined in the Orders. These include the following:-

Housing accommodation $\ldots$ 4s. 6d. a week in the highest paid areas and 4s. 3d. in all other areas.
Board (including any meals but not intoxicating drink) and lodging

5s. 8d. a day for workers, 19 years and over.
New milk ... ... ... At producer's price for grade supplied as determined from time to time by appropriate price fixing authority.
Potatoes... ... ... ... At growers' minimum prices for variety supplied.
Land for potatoes ... ... 4s. 10d. a statute rood a week, when cultivated, tilled, seeded and crop lifted by employer and 1s. 0d. a week otherwise.

[^3]
## FORESTRY COMMISSION-GREAT BRITAIN

## [Agreements of the Forestry Commission Industrial and Trade Council for Forest Workers in the Forestry Commission]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Male forest workers (grade 3), 20 years and over ... | $\begin{array}{r\|r} \text { s. } & \text { d. } \\ 144 \end{array}$ |
| Other classes of male forest workers:Leading gangers | Minimum rate plus:220 |
| Gangers ... ... | 17 |
| Grade 1-Reliable men of outstanding skill requiring a minimum of supervision ... | 7 |
| Grade 2-Reliable men with skill above the average but requiring a reasonable amount of supervision | 3 |
| Female forest workers, 21 years and over ... | 1090 |
| Other classes of female forest workers:Grade 1-Reliable and efficient women engaged on supervisory duties over a squad of female workers | Minimum rate plus:- 70 |
| Grade 2 -Reliable women with ability above average but requiring a reasonable amount of supervision | 3 |

Note.-The rates became operative from the pay week containing 17th September, 1956.

## Hours of Labour

The normal working week is 47 hours, exclusive of mealtimes and overtime, with such variations in Scotland as are customary.

## Payment for Time Lost on account of Bad Weather and for other Stoppages of Work

Workers who attend for work but are prevented from working on account of bad weather are paid for the time they are idle, except that pieceworkers receive no payment for any idle period of less than 2 hours.

In cases where workers normally use public or official transport for getting to work and, owing to weather conditions, this transport is not available-not merely delayed-similar payments are made provided the workers have presented themselves at the normal time at the usual point of boarding the transport.

Where work comes to a standstill for other reasons beyond the control of the workers they are paid at plain time rates for the time so lost.

## Piecemorkers

Piecework rates, where piecework is mutually agreed, are to be such as to enable workers of average ability to earn in the ordinary hours at least 25 per cent. above the appropriate time rates.

## Extra Payments for Exceptional Work

Time workers working in water, e.g., in main wet drains and other abnormally wet drains, are paid 1d. an hour above their plain time rates when engaged on such work. Men working with liquid creosote or tar are paid 1d. an hour above their plain time rates, with a minimum payment as for 4 hours.

## Craftsmen

The weekly wages, hours of work and overtime payments are those operating under the relative Trade Agreement, except for certain specialised groups for whom rates have been
negotiated


Note.-The rates became operative from the beginning of the first full pay week which included 13th February, 1956, and are all inclusive rates not subject to any additions by way of bonuses, flat rates or allowances, whether national or local, temporary or permanent, except for temporary allowances in respect of men working wet, the 5 -day week bonus and rent allowances where made as an addition to wages.

## Hours of Labour

The normal working week for underground workers is one of 5 consecutive shifts, each of $7 \frac{1}{2}$ hours and one winding time as laid down in the Coal Mines Act. The normal working week for surface workers is one of $42 \frac{1}{2}$ hours, exclusive of mealtimes, to be worked in 5 consecutive shifts of $8 \frac{1}{2}$ hours.

## Guaranteed Week

It has been agreed that the guarantee provisions of the Essential Work (Coal Mining) Order of 1943 (now terminated) shall continue to be observed with certain agreed qualifications. Subject to certain conditions and qualifications workers are guaranteed a sum amounting (a) in the case of a day-wage worker to the standard grade rate applicable to the job he performs in normal working hours, and ( $b$ ) in the case of a pieceworker or task worker to the piecework or taskwork earnings for the shifts or part shifts on which he is engaged on piece or task work and wages at the standard grade rate applicable to the grade of work which he is performing in respect of the number of hours (if any) by which the time during which work was available for him during normal working hours of the week falls short of the normal working hours.

## Pieceworkers

The rates given in the Table above are time rates of wages and are not applicable to pieceworkers except in so far as they relate to the guaranteed wage, waiting time payments, and, in certain circumstances, " make-up".

## Bonus for Working 5 Shifts

Under the 5-day week agreement bonuses are granted to workers who have worked or have been deemed to have worked their 5 full shifts in any week amounting $(a)$ in the case of a daywage worker to his average day wage rate for that week, and $(b)$ in the case of a pieceworker or task worker to 16 per cent. of the aggregate earnings (excluding overtime) in respect of his qualifying shifts for that week, with a minimum of the standard grade rate applicable to the grade of work performed.

## Week-end Work

Week-end work, i.e., all work done during the period beginning with the commencement of the Saturday afternoon shift and ending with the commencement of the Sunday night shift, is paid at double the normal rate

## Grading of Occupations

## Examples of the grading of occupations are as follows:-

Underground workers:-
Grade I-Rippers, drillers, packers, timberers, coal cuttermen, face conveyor movers.
Grade II-Coal cutter assistants, shuttle car drivers, airway repairers, head horsekeepers, loco. drivers, onsetters.

Grade III-Water infusion men, supports checkers, road layers, onsetter's assistants, haulage enginemen (higher grade).
Grade IV-Conveyor loaders, supplies transporters, steel supports straighteners, horse drivers, horse keepers, steel straighteners, dust samplers, haulage enginemen (lower grade). Grade V-General workers (unskilled), timber cutters, tub manipulators, watermen.

Surface workers:-
Grade IA-Winding enginemen*.
Grade I-Slant enginemen, banksmen, loco. drivers.
Grade II-Haulage enginemen (higher grade), banksmen's assistants, washery operators, loco. firemen, train guards, shunters, platelayers, signalmen, crane drivers, lampmen stokers, motor vehicle drivers.
Grade III-Haulage enginemen (lower grade), washery attendants, steel straighteners, store attendants, baths attendants.

Grade IV-Screenhands, loco. cleaners, watchmen, general workers (unskilled).

## Craftsmen:-

Underground:-
Grade I plus-Electro mechanics*
Grade I-Fitters, electricians, blacksmiths, carpenters, shaftsmen.
Grade II-Maintenance men (mechanical appliances), pick sharpeners, woodworkers,
painters.
Surface:-
Grade I plus-Electro mechanics*.
Grade I-Sawyers, saddlers, electricians, fitters, welders, blacksmiths, carpenters, masons, motor mechanics, wagon repairers.
Grade II-Saw sharpeners, cobblers, painters, pick sharpeners, blacksmith's strikers

[^4]
# IRONSTONE AND IRON-ORE MINING 

## I.-Cleveland

[Agreements between the Cleveland Mine Owners' Association and the National Union of General and Municipal Workers]

| Class of Worker* | Minimum Shift Rate of <br> Wages |
| :---: | :---: |

Surface and underground labourers, 21 years and over
18s. 2d. plus a cost-of-living payment of $9 \mathrm{~s} .4 .8 \mathrm{~d} . \dagger$

Note.-The rates became operative from 4th March, 1957, and relate to the official index of retail prices figure for January, 1957.

## Hours of Labour

The normal working week for underground workers is one of 5 consecutive shifts of 8 hours plus one hour winding time or in the case of drift mines one hour travelling time. The normal working week for surface workers is one of 44 hours, exclusive of mealtimes, to be worked in 5 consecutive shifts of 8 hours 48 minutes.

## Bonus for Working 5 Shifts

Bonuses are granted to workers who have worked their 5 full shifts in any week amounting in the case of datal workers other than surface workers engaged in handling stone to payment for 6 full shifts for 5 shifts worked, and in the case of pieceworkers to 16 per cent. on gross piecework earnings for a normal week of 5 days plus the cost-of-living addition for 6 shifts.

Guaranteed Week
The National Joint Board for the Iron Ore Industry has agreed that a guaranteed payment up to 34 hours' pay at daywork rates shall be made, subject to certain conditions and qualifications.

## II.-Cumberland

[Agreements of the Board of Conciliation for the Cumberland Iron Ore Trade]

| Class of Worker |  | Minimum Shift Rate | Cost-ofLiving Addition $\dagger$ | Ad hoc Addition | Total Shift Rate |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Underground:- ${ }_{\text {U }}$ S. d. |  |  |  |  |  |
| Miners' bargain price ... | $\ldots$ | 14 0 | 84 | 6 3 ${ }^{1}$ | $28 \quad 7 \frac{1}{2}$ |
| ," minimum or "make-up" |  | 116 | 84 | 60 | 2510 |
| Shiftmen (1st class or leading) . | $\ldots$ | 17 0 | 84 | 60 | 314 |
| Leading labourers ... |  | 161 | 84 | 60 | 305 |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| Labourers | ... | 15 | 84 | 60 | 29 |

Note.-The rates became operative from 18th February, 1957, and relate to the official index of retail prices figure for January, 1957.

Hours of Labour
The normal working week for underground workers and for surface workers handling ore and stone is one of 40 hours, to be worked in 5 consecutive full shifts of 8 hours inclusive of 20 minutes' mealtime and one winding time. The working week of surface workers, excluding those handling ore and stone, is one of 44 hours, exclusive of mealtimes, to be worked in 5 consecutive full shifts of 8 hours 48 minutes.

Bonus for Working 5 Shifts
Datal or shift-rate employees who work 5 consecutive full shifts are entitled to a bonus of one shift's pay at their normal shift or day rate plus the cost-of-living addition for one shift.

## Guaranteed Week

Provision is made for a guaranteed payment up to 3 shifts a pay week, subject to certain conditions and qualifications.

[^5]
## LIMESTONE QUARRYING

## I.-Portland

[Agreements between the Portland Quarry Owners and the Amalgamated
Union of Building Trade Workers]

| Class of Worker |  |  |  |  |  |  |  |  |  | Hourly Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  |  |  |  |  |

Note.-The rates became operative from 4th February, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.

## II.-West Cumberland

[Agreements of the Board of Conciliation for the West Cumberland Limestone Quarry Trades]


Note.-The rates became operative from 18th February, 1957, and relate to the official index of retail prices figure for January, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Subject to certain conditions and qualifications, provision is made for a guaranteed payment up to 4 shifts a payweek and also for payment for three-quarters of the time lost by inclement weather during any week in which some work is performed.

## Output Bonus

A bonus scheme, which yields 9 s . a week on normal tonnage, is in operation.

[^6]
## GRANITE QUARRYING-CORNWALL AND DEVON

[Agreements between the Cornish and Devon Granite Masters' Association and the Amalgamated Union of Building Trade Workers and the Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  | Hourly Rates of Wages |  |

Note.-The rates became operative from 4th February, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 throughout the year, but where this is found to be impracticable during the winter period, e.g., four weeks before and two weeks after 31st December, the hours may be reduced to $41 \frac{1}{2}$. The hours are normally worked in $5 \frac{1}{2}$ days.

## ROADSTONE QUARRYING-GREAT BRITAIN

[Agreements of the National Joint Industrial Council of the Roadstone Quarrying Industry]

| Class of Worker |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
|  |  | Minimum Hourly Rate of <br> Wages |  |  |
| UNSKILLED LABOURERS, 21 years and over* | $\ldots$ | $\ldots$ | $\ldots$ | s. d. |

Note.-The rate became operative from 1st April, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.

## Guaranteed Week

Payment at half the ordinary rate is made for time not worked within the normal working hours on account of unavoidable circumstances during which a worker remains available for any alternative work offered him by his employer, subject to a minimum payment during the week of not less than 32 hours at normal time rates and to certain other conditions and qualifications.

[^7]
## FREESTONE QUARRYING

## I.-Newcastle, Northumberland and Durham

[Agreements between the Newcastle-upon-Tyne, Northumberland and Durham Freestone Quarry Owners' Association and the Amalgamated Union of Building Trade Workers of Great Britain and Northern Ireland (Newcastle Branch)]

| Class of Worker | Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Grade A Districts | Grade A1 Districts |
|  | s. d. | s. d. |
| Stone planing machinemen $\ldots$. Ouarrymen and grindstone turners | $4{ }^{4}$ | 4 3 ${ }^{2}$ |
| Quarrymen and grindstone turners | 4 3 ${ }^{2}$ | 43 |
| $\begin{array}{ll}\text { Carborundum sawyers } \\ \text { Cranemen } & \ldots\end{array}$ | 4 112 | 41 |
| Cranemen ... | $40 \frac{1}{2}$ | 40 |
| Labourers | 3 51 | 35 |

Note.-The rates became operative from 4th February, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of meal times and overtime, are 44, normally to be worked in $5 \frac{1}{2}$ days.

Guaranteed Week
Provision is made, subject to certain conditions and qualifications, for half pay for time not worked during normal working hours on account of unfavourable weather conditions, subject to a minimum payment during the week of not less than 36 hours at normal time rates.

## III.-Yorkshire

[Agreements of the Yorkshire Area Joint Industrial Council for the Freestone and Sandstone Quarrying Industry and the National Industrial Council for the Freestone Quarrying Industry]

| Class of Worker | Zone A Districts | Zone B Districts |
| :---: | :---: | :---: |
| Men, 21 years and over:- | s. d. | s. d. |
| Grade I-Delvers, hewers, wallstone dressers and scrapplers | 42 | $4 \quad 0 \frac{1}{2}$ |
| setters ... ... ... . |  | 311 |
| Grade III-Saw-frame feeders (hand-fed) | 311 | 391 |
| Labourers <br> Ordinary machinemen (after 4 years' se | 3 51 | $34^{2}$ |
| vice) | 42 |  |
| Kerb machinemen (after 1 year's service) | 41 | 41 |

Note.-The rates became operative from the first full pay week commencing on or after 4th February, 1957.

Hours of Labour
The normal working week, exclusive of mealtimes and overtime, is one of 48 hours to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
Provision is made, subject to certain conditions and qualifications, for half pay for time not worked during normal working hours on account of unfavourable weather conditions, subject to a minimum payment during the week of not less than 32 hours at normal time rates.

## Zoning of Areas

The zoning of areas is as follows:-
Zone A-Huddersfield, Crosland Moor, Bradford (including Thornton), Shipley, Idle, Queensbury, Keighley, Haworth, Halifax and Brighouse.

Zone B-Morley, Shepley and Ackworth.

[^8]
## SLATE QUARRYING-NORTH WALES

[Agreements between the North Wales Slate Quarries Association and the North Wales Quarrymen's Union]

| Class of Worker | Weekly Rates of Wages inclusive of a bonus of 59s. 3d. |  |  |
| :---: | :---: | :---: | :---: |
|  | Letting Standard | Minimum Wage for Pieceworkers | Day Wage |
| Men, 21 years and over: | s. d. | s. d. | s. d. |
| Quarrymen ... | 1400 | $125 \quad 5$ | 1518 |
| Labourers | 1355 | 12010 | 1471 |

Note.-The rates became operative from 4th February, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 for a 5 -day week.

Guaranteed Week
Subject to certain conditions and qualifications employment is to remain continuous during the normal working week.

# CHALK QUARRYING-ENGLAND* <br> [Agreements of the Chalk National Sectional Council] 

| Class of Worker |  |  |  |  |  |  | Minimum Hourly Rates <br> of Wages |
| :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative on and from 26th April, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. Differentiation may be made between the hours in winter and summer provided the average of 44 is not exceeded.

## Pieceworkers

Piecework prices are to be such as to enable a workman of average ability and under normal conditions to earn at least 25 per cent. over time rates. Where pieceworkers are on their work continuously and are unable to earn bare time rates through any cause beyond their control, they are to receive not less than their time rates.

## Shift Workers

The following differentials, not computable for overtime, are payable for all hours worked on shift work:-

> | Two-shift workers, 6 a.m. to 2 p.m. and 2 p.m. to 10 p.m. |
| :--- |
| Two-shift workers, alternating day and night <br> Three-shift workers...$\quad \ldots$ |

[^9]
## BALL CLAY INDUSTRY-CORNWALL, DEVON AND DORSET

[Agreements of the National Joint Council for the British Ball Clay Industry]

| Class of Worker |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the first pay day in the week commencing 28th January, 1957.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 47 in summer and 44 in winter ( 6 weeks before and 6 weeks after Christmas).

Guaranteed Week
It is provided that workers shall be guaranteed pay for the above number of hours, subject to certain conditions and qualifications.

## Shift Workers

Regular shift workers whether working on alternating or rotating shifts, i.e., two or three shifts a day, are paid an additional 2d. for every hour worked.

## CHINA CLAY INDUSTRY-CORNWALL AND DEVON

[Agreements between the China Clay Association, the British China Clay Producers' Federation Limited and the Transport and General Workers' Union]

| Occupational Classification | Guaranteed Basic Weekly Rates of Wages |
| :---: | :---: |
| Men, 18 years and over:- | s. d. |
| Time workers- |  |
| Washing and breaking clay, cleaning micas, winding and pumping, processing, washing mica and all other unclassified work... |  |
| Landing, maintenance men (handymen and inclines) | 142 147 |
| Contract workers- | 1629 |
| Mill operators |  |
| Stent ... ... | $1050^{*}$ |
| $\begin{array}{llll}\text { Sand, overburden } & \cdots & \cdots & \cdots \\ \end{array}$ |  |
| Drying (press kilns), loading and bagging | $120{ }^{\text {0* }}$ |
| Women, 18 years and over $\ldots$.... $\ldots$... | 130 0* |
| Wome 18 years and over | 80 per cent. of men's rate for the same work |

Note.-The rates became operative from 30th December, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 42 for dayworkers, two-shift workers and three-shift workers, to be worked in $5 \frac{1}{2}$ days.

Guaranteed Week
The rates quoted above are guaranteed to workers who are capable of and available for and willing to perform satisfactorily during working hours the work associated with their usual occupation or reasonable alternative work where their usual work is not available

## Shift Workers

Shift workers are paid an additional $3 \frac{1}{2} \mathrm{~d}$. for each hour worked. Those working on the Sunday night shift are paid double time as well as the extra $3 \frac{1}{2} \mathrm{~d}$. an hour. The working of the full afternoon shift on Saturday on a two- or three-shift system entitles a worker to an additional 12s. 6d. for that shift.

Bonus Systems
The agreement provides that bonus systems may be introduced at each pit.

[^10]
## SILICA AND MOULDING SANDS QUARRYING-GREAT BRITAIN

[Agreements of the National Joint Council for the Silica and Moulding Sands Industry]

| Class of Worker |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |

Note.-The rate became operative from the beginning of the first full pay period following 2nd June, 1956.

## Hours of Labour

The recognised normal working week is an average of 44 hours throughout the year, normally to be worked over $5 \frac{1}{2}$ days unless otherwise mutually agreed. Differentiation may be made between the hours in winter and summer, provided that the average of 44 for the year is not exceeded.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment for 4 shifts or days at the appropriate hourly daywork rate subject to a maximum period of two-thirds of the normal working week.

## BALLAST AND SAND PRODUCTION-GREAT BRITAIN*

[Agreements of the National Joint Council for the Ballast and Sand Industry]

| Class of Worker | Hourly Rates of Wages $\dagger$ |  |
| :---: | :---: | :---: |
|  | Class 1 Districts | Class 2 <br> Districts |
|  | s. d. | s. d. |
| Quarry labourers | 35 | 34 |
| Drivers of road vehicles:- |  |  |
| Under 12 tons gross laden weight Over 12 | 3 7 <br> 3 7 | 3 8 <br> 3 8 |

Note.-The rates became operative from the beginning of the first full pay period following 7th May, 1956.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over $5 \frac{1}{2}$ days or as mutually decided between the employer and employees.

## Guaranteed Week

A week of 40 hours is guaranteed, subject to certain conditions and qualifications.

## Pieceworkers

Where straight piecework systems operate, i.e., payment for the cubic yard or ton, they are to yield to the workman of average ability not less than 25 per cent. above the minimum time rates.

## Night Shifts

Where a regular night shift is engaged at any pit, the basic rate is increased by 2 d . an hour, except for night shift hours worked on Sunday when the Sunday rate of double time applies. This allowance is computable for overtime.

## Classification of Areas

The classification of localities is determined by the National Joint Council and the basic rates payable depend on the locality in which the pit is situated.

[^11]
## SHALE MINING-SCOTLAND

# [Agreements between Scottish Oils Limited and the National Union of Shale Miners and Oil Workers] 

| Class of Worker* | Rates of Wages |
| :---: | :---: |
| Men employed underground:- | s. d. Per shift |
| Shale miners-minimum make-up ... | 31 0† |
| Miners' drawers-minimum make-up | 29 0† |
| Deputy in charge of a working section | 33 5† |
| Other deputies . ... ... | $298 \frac{1}{4} \dagger$ |
| Roadsmen-minimum ... | 26 11 $\dagger$ |
| Repairers-minimum . | 27 51 $\dagger$ |
| Pit bottomers-minimum | $2511 \frac{1}{2} \dagger$ |
| Cloth hangers ... ... ... ... | $258{ }^{2} \dagger$ |
| Underground haulage motor men .... ... ... .. | 24 s . $3 \frac{1}{2} \mathrm{~d}$. to $27 \mathrm{~s} .3 \mathrm{~d} . \dagger$ (according to H.P. of motor) |
| Men employed above ground:- <br> Labourers, carters, shale inspectors, hammermen, runners, lampmen, hutch repairers, weighers, wagon trimmers and magazine attendants |  |
|  | 24 51 |
| Craftsmen employed in or about shale mines and oil works | Per week |
|  | 177 41 |

Note.-The rates became operative from 27th February, 1956.

## Hours of Labour

The hours of labour in a full week are $40 \frac{1}{2}$ (average) for underground workers and 44 for above-ground workers.

## Bonus for Working Full Time

Pieceworkers (miners and drawers) are paid 16 per cent. on gross wages and shift workers an additional shift a week as bonus if full time is worked (i.e., 5 days one week and 6 days the following week).

## Shift Workers

Workers on a two-shift system are paid an additional 8d. a shift and on a three-shift system 1s. a shift
Workers on constant back shifts or night shifts are paid an additional 8d. and 1s. a shift respectively.
Work performed by shift workers between 2 p.m. and 10 p.m. Saturday and 10 p.m. Sunday and 6 a.m. Monday is paid at the rate of time-and-a-half and between 10 p.m. Saturday and 10 p.m. Sunday at the rate of double time.

These additions are taken into account in the calculation of overtime and week-end rates of pay.
*The agreements also specify the rates for workers employed in the refineries.
$\dagger$ The rates include a cost-of-living allowance of 3 s . a shift.

## BUILDING BRICK AND CLAY GOODS MANUFACTURE

## I.-Northern, etc. Area of England and Wales*

## [Agreements of the National Joint Council for the Building Brick and Allied Industries

 and the Regional Joint Council for the Clay Industries]| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- | s. d. |
| Labourers ... ... | 3 4t |
| Other classes:- | Differential of:- |
| Shale hole and clay hole men:- |  |
| $\begin{array}{llll}\text { Shot firers } & \ldots & \ldots & \ldots \\ \text { Getters } & \ldots & \ldots & \ldots\end{array}$ | ${ }_{2}^{3} \frac{1}{2} \mathrm{~d}$ d. |
| Fillers ... $\ldots$... $\ldots$ | ${ }_{24}^{1} \mathrm{~d}$ d. |
| Fillers from shale heaps | ${ }_{21}^{1} \mathrm{~d}$. |
| Wheelers (only) ... | $1{ }_{1}^{1} \mathrm{~d}$ d. |
| Panmen, mill feeders ... | $1_{2}^{1} \mathrm{~d}$. |
| Wheelers and setters | ${ }_{21}^{2 d .}$ d. |
| Setters (only) ... | $3{ }^{3} \mathrm{~d}$ d. |
| Dumper drivers | 2 d . |
| Drivers of mechanical excavators and diggers ... $\ldots$ | $6 \mathrm{6d}$. |
| Kilnburners and boilerfiremen employed on continuous shift work (including differential of $2 \frac{1}{2} \mathrm{~d}$. and shift allowance of 2d. an hour) | Per shift of 8 hours s. d. |
| 2d. an hour) ... ... |  |
| Women, 18 years and over | 2 53 |

Note.-The rates became operative from the beginning of the first full pay period following 25th April, 1956.

Hours of Labour
The hours of labour in a full week are 44 , to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kilnburners and boilerfiremen employed on continuous shifts whose normal week is 56 hours worked in 7 shifts of 8 hours.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for payment for 4 shifts or days with a maximum of two-thirds of the normal working week at the appropriate hourly daywork rate.

## Pieceworkers

Piecework rates are to be such as to enable pieceworkers of average ability to earn a minimum of 25 per cent. above the amount they would earn during the same period if employed at their appropriate daywork rate, i.e., the basic minimum hourly rate plus the relative job differential.

## Night Shifts

Workers, other than kilnburners, boilerfiremen and other workers who are continuously and regularly employed as shift workers, are paid at the rate of time-and-a-quarter when employed on definite night shifts.

Double Day or Alternative Shift Workers
Workers, other than kilnburners, boilerfiremen and other workers who are continuously and regularly employed as three-shift workers, are paid at the rate of time-and-a-quarter for all time worked between 6 p.m. and $6 \mathrm{a} . \mathrm{m}$. when employed on double-day or alternative shifts.

## Transport Workers

Transport workers are paid in accordance with the hourly rates specified in the Road Haulage Wages Order, R.H. (18) dated 8th March, 1945, together with the wage advances amounting to 1s. $9 \frac{1}{4} \mathrm{~d}$. an hour granted to productive workers since August, 1945, and are subject to the same conditions of employment as productive workers.

[^12]
## II.-Midlands*

## [Agreements of the Midland Clay Industries Joint Council]

| Class of Worker |  |  |  |  |  |  |  |  |  |  | Minimum <br> Hourly Rates <br> of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the beginning of the first full pay period following 11th May, 1956.

## Hours of Labour

The hours of labour in a full week are 44 , to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kilnburners and boilerfiremen employed on continuous shift work whose normal week is 56 hours worked in 7 shifts of 8 hours.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for payment for 4 shifts or days with a maximum of two-thirds of the normal working week at the appropriate hourly daywork rate.

## Pieceworkers

Piecework rates are to be such as to enable pieceworkers of average ability to earn a mimimum of 25 per cent. above the amount they would earn during the same period if employed at their appropriate day-work rate.

## Night Shifts

Workers, other than kilnburners, boilermen and other continuous shift workers, are paid an additional sum at the rate of 16 s . 6 d . a week of 44 hours above their normal rate when employed on regular or rotating night shifts.

## Kilnburners and Bollerfiremen

Kilnburners and boilerfiremen employed on static day shifts are paid the following minimum rates:-

3s. $6 \frac{3}{4}$ d. an hour for all hours worked except between 2 p.m. and 10 p.m. Saturday when the rate is time-and-a-half and between 10 p.m. Saturday and 10 p.m. Sunday when the rate is double time

When employed on rotating or alternating shifts or night shifts kilnburners and boilerfiremen are paid an additional flat-rate shift allowance of 2d. an hour for all hours worked.

[^13]
# III.-Southern England* 

[Agreements of the National Joint Council for the Building Brick and Allied Industries and the Southern Counties Brick and Tile Joint Industrial Council]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- | s. d. |
| Labourers ... ... | 3 41 |
| Other classes:- | Differential $\dagger$ of:- |
| Loco. and truck drivers | 1d. |
| Hand getters and fillers ... ... ... ... . | $1 \frac{1}{2} \mathrm{~d}$. |
| Operators of mechanical shovels, dragline and ladder excavators and diggers:- |  |
| Capacity up to and including $\frac{3}{4}$ cubic yard and all multibucket excavators ... | 3 d |
| Capacity over $\frac{3}{4}$ and up to 1 cubic yard Capacity over 1 cubic yard | 4 d . |
| Hand moulders (tiles, plain) ... | 6d. |
| Hand moulders (tiles, specials) | $3 \frac{3}{4} \mathrm{~d}$. |
| Hand moulders (square bricks) | $3 \frac{1}{2} \mathrm{~d}$. |
| Hand moulders (specials) .. | $4 \frac{1}{2} \mathrm{~d}$. |
| Kilnworkers:- |  |
| Wheelers ... | $1 \frac{1}{4} \mathrm{~d}$. |
|  | $1 \frac{1}{2} \mathrm{~d}$. |
| Wheelers and setters, wheelers and drawers, setters and drawers | 3 d . |
| Kilnburners and boilerfiremen $\quad \ldots$... $\ldots$... $\ldots$ | 212d. |
| Dumper drivers (whilst working) | 2 d . |
| Road transport drivers:- |  |
| Carrying capacity up to and including 2 tons | $2 \frac{1}{8} \mathrm{~d}$. |
| Carrying capacity over 2 and up to and including $3 \frac{1}{2}$ tons | $3 \frac{3}{8} \mathrm{~d}$. |
| Carrying capacity over $3 \frac{1}{2}$ tons but gross laden weight not over 12 tons | 4d. |
| Over 12 tons gross laden weight ... ... $\ldots$... | $5 \frac{1}{4} \mathrm{~d}$. |
| All other operatives engaged on recognised piecework and |  |
| on payment by results ... ... ... ... ... | 1d. |
| Kilnburners and boilerfiremen on continuous shift work (including differential of $2 \frac{1}{2} \mathrm{~d}$. and shift allowance of 2 d . an | Per shift |
| hour):- | s. d. |
| 8-hour shifts ... | 2910 |
| 1012-hour shifts | $392 \ddagger$ |
| Women, 18 years and over | Per hour $25 \frac{3}{4}$ |

Note.-The rates became operative from the beginning of the first full pay period following 25th April, 1956.

[^14]III.-Southern England-contd.

## Hours of Labour

The hours of labour in a full week are 44, to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kilnburners and boilerfiremen and other shift workers employed on a shift basis, whose normal week is one of 63 hours worked in 6 shifts of $10 \frac{1}{2}$ hours or one of 56 hours worked in 7 shifts of 8 hours each.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for payment for 4 shifts or days with a maximum of two-thirds of the normal working week at the appropriate hourly daywork rate.

## Pieceworkers

Piecework rates are to be such as to enable pieceworkers of average ability to earn a minimum of 25 per cent. above the amount they would earn during the same period if employed at the appropriate day-work rates including the relative job differential.

## Night Shifts

Workers, other than kilnburners, boilerfiremen and other workers who are continuously and regularly employed as shift workers, are paid an additional 20 s . a week when employed on definite night shifts, i.e., on shifts commencing and finishing wholly between the hours of 6 p.m. and 6 a.m.

## IV.-Scotland

[Agreements between the Building Brick Section of the Scottish Employers' Council for the Clay Industries and the National Union of General and Municipal Workers and the Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  |  |  |  |  | Minimum Hourly <br> Rates of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the beginning of the first full pay period following 24th February, 1956.

Hours of Labour
For workers, excluding kilnburners and others on continuous shift work, the normal working week is 44 hours, to be worked over 5 days except in cases where a two- or three-shift system necessitates working on Saturday to complete a full recognised working week. Where a twoor three-shift system is worked the working week may not have the same number of hours in each shift or in each week.

For kilnburners and others on continuous shift work the normal hours are 13 shifts (or equivalent) a fortnight.

Any operative working on an 8-hour shift is given a half-hour break for a meal during the shift.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for payment of two-thirds of the normal working week at the appropriate hourly rate, with a minimum of 32 hours

## Shift Workers and Night Workers

When employed on a two- or three-shift per day system or on constant night shift, workers excluding kilnburners and others on continuous shift work, are paid an extra 3d. an hour for all hours worked on the back or night shifts. These allowances are not computable for overtime or Sunday work. All hours worked on Sunday are paid at the rate of double time.

Kilnburners and Others on Continuous Shift Work
These workers are paid double time for 2 of the 13 shifts worked each fortnight as well as an additional 2d. an hour for all hours worked

# SANDLIME BRICK MANUFACTURE-ENGLAND AND WALES 

[Agreements of the National Joint Council for the Building Brick and Allied Industries and the Joint Committee for the Sandlime Brick Manufacturing Industry]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- | s. d. |
| Autoclave (fillers and drawers) and stackers and loaders and all unspecified occupations | 4 |
| Other classes:- | Differential of: |
|  |  |
|  |  |
| Capacity $\frac{1}{2} \mathrm{yd}$. up to and incl. $\frac{3}{4} \mathrm{yd}$. | 2 d . |
| ", $\frac{3}{3}$ ad. up to and incl. 1 yd. | 4 d . |
| Boilermen above 1 yd. $\ldots$ | 6 d. |
| Boilermen | $2 \frac{1}{2} \mathrm{~d}$. |
| Women, 18 years and over | $\begin{gathered} \text { Per hour } \\ 2{ }_{53}^{3} \end{gathered}$ |

Note.- The rates became operative from the beginning of the first full pay period following 25th April, 1956.

Hours of Labour
The hours of labour in a full week are 44.
Guaranteed Week
Provision is made, subject to certain conditions and qualifications, for payment for 4 shifts or days with a maximum of two-thirds of the normal working week at the appropriate hourly daywork rate.

Night Shifts
Workers employed on recognised night shifts commencing between 6 p.m. and 6 a.m. are paid an additional 6 d . an hour for all hours worked. This allowance is not taken into account in the calculation of overtime.

## STOCK BRICK MANUFACTURE-SOUTH EAST ENGLAND

[Agreements of the National Joint Council for the Building Brick and Allied Industries and the Joint Industrial Council for the Stock Brick Manufacturing Industry]

| Class of Worker |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 26th April, 1956.

Hours of Labour
The hours of labour in a full week are 44 , to be worked in $5 \frac{1}{2}$ days unless otherwise agreed.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for payment for 4 shifts or days with a maximum of two-thirds of the normal working week at the appropriate hourly daywork rate.

## Pieceworkers

Piecework rates are to be such as to enable pieceworkers of average ability to earn a minimum of 25 per cent. above the basic piecework hourly rate of 2 s .4 d . plus the appropriate occupational differential. In addition pieceworkers receive a flat-rate allowance not exceeding $1 \mathrm{~s} .0 \frac{1}{4} \mathrm{~d}$. in respect of each hour worked.

## Shift Workers

Burners and boilerfiremen are paid in addition a shift allowance of 2 d . an hour when employed on a three 8 -hour shift system and 1 d . an hour when employed on a two 8 -hour shift system. These allowances are not compounded. Double time is paid for all hours worked on Sunday.

## SALT GLAZED WARE INDUSTRY-GREAT BRITAIN

# [Agreements of the National Joint Committee for the Salt Glazed Ware Industry incorporating the Sanitary Fireclay Wages Committee] 

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: |

Note.-The rates became operative from the beginning of the first full pay period following 23rd April, 1956.

Hours of Labour
The hours of labour in a full week are 44, to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kilnburners, kilnburners' labourers, and boilerfiremen employed on continuous shifts whose normal week is 56 hours worked in 7 shifts of 8 hours.

Guaranteed Week
Provision is made, subject to certain conditions and qualifications, for payment for 4 shifts

## Pieceworkers

Piecework rates are to be such as to enable pieceworkers of average ability to earn a minimum of 25 per cent. above the basic piecework hourly rate of $2 \mathrm{~s} .1 \frac{3}{4} \mathrm{~d}$. plus the appropriate occupational differential. In addition pieceworkers receive a flat-rate allowance not exceeding $1 \mathrm{~s} .2_{4}^{\frac{1}{4} \mathrm{~d} \text {. in respect of each hour worked. }}$

## Night Shifts

Workers, other than kilnburners, boilerfiremen and other workers who are continuously and regularly employed as shiftworkers, are paid at the rate of time-and-a-quarter when employed on definite night shifts.

## Double Day or Alternate Shift Workers

Workers, other than kilnburners, boilerfiremen and other workers who are continuously and regularly employed as three-shift workers, are paid at the rate of time-and-a-quarter for all time worked between 6 p.m. and 6 a.m. when employed on double-day or alternate shifts.

[^15]
# FLETTON BRICK MANUFACTUREBEDFORD, BUCKINGHAMSHIIRE AND PETERBOROUGH 

[Agreements of the National Conciliation Board for the Fletton Brick Industry]

| Class of Worker |  |  |  |  |  |  |  |  |  | Minimum Hourly <br> Rates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the first full pay week commencing on or after 13th February, 1956.

Hours of Labour
The recognised normal working week consists of 44 hours except for kilnburners and boilerfiremen whose normal week is 56 hours worked in 7 shifts of 8 hours.

## Guaranteed Weekly Remuneration

Provision is made, subject to certain conditions and qualifications, for payment of the normal working week at the appropriate hourly daywork rate.

## Pieceworkers

Piecework rates are such as to enable an adult male pieceworker of average ability to earn a minimum of 25 per cent. above the appropriate time rate. In addition pieceworkers receive a flat-rate allowance of 1 s .0 d . in respect of each hour worked, unless this increase has been merged in their piecework rates.

## Night Shifts

When on the night shift hourly paid workers (other than burners and boilerfiremen) receive time-and-a-quarter of their appropriate normal daywork rates and pieceworkers one quarter of their appropriate hourly rate for the hours worked in addition to their normal piecework rates. The allowances are not computable for overtime.

[^16]
## SILICA BRICK MANUFACTURE-ENGLAND AND WALES

[Agreements of the National Silica Brick Joint Wages Board]

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  | Standard Minimum <br> Hourly Rates of <br> Wages |  |

Note.-The rates became operative from the beginning of the first full pay period following 7th April, 1956.

## Hours of Labour

The recognised normal working week consists of 44 hours, to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kilnburners and boilerfiremen employed on continuous shift work whose normal week is 56 hours worked in 7 shifts of 8 hours.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for the payment of a guaranteed minimum of not less than 36 hours' pay in the case of dayworkers, pieceworkers and six-day shift workers, and 42 hours' pay in the case of kilnburners and boilerfiremen.

## Pieceworkers

Piecework rates are to be such as to enable pieceworkers of average ability to earn not less than 25 per cent. above the appropriate hourly time rate.

## Shift Workers

Workers are paid a shift allowance of 2d. an hour in respect of all hours worked on a threeshift system, and at the rate of time-and-a-quarter for all hours worked between 6 p.m. and 6 a.m. on a double-day shift or two-shift system. This does not apply to kilnburners and boilerfiremen on continuous shift work.

[^17]
# REFRACTORY GOODS MANUFACTURE 

## I.-England and Wales*

[Agreements of the National Joint Wages Board for the Refractories Industry in England and Wales]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men 21 year | s. d. |
| Labourers ... ... | 341 |
| Kilnburners and boilerfiremen employed on continuous shift work (including differential of $2 \frac{1}{2} \mathrm{~d}$. and shift allowance of 2 d . an hour) | Per shift of 8 hours $2910 \dagger$ |
| Drivers of road vehicles:- | Per hour |
| Up to and including 2 tons carrying capacity | 355 |
| Over 2 tons and up to and including $3 \frac{1}{2}$ tons carrying capacity | 3 67 |
| Over $3 \frac{1}{2}$ tons carrying capacity but gross laden weight not over 12 tons |  |
| Over 12 tons gross laden weight | 388 |
| Women, 18 years and over ... ... ... ... ... | $25 \frac{3}{4}$ |

Note.-The rates became operative from the beginning of the first full pay period following 7th April, 1956.

## Hours of Labour

The hours of labour in a full week are 44, to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kilnburners and boilerfiremen employed on continuous shifts whose normal week is 56 hours worked in 7 shifts of 8 hours.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for the payment of a guaranteed minimum of not less than 36 hours' pay in the case of dayworkers, pieceworkers and six-day shift workers, and 42 hours' pay in the case of kilnburners and boilerfiremen.

## Pieceworkers

Piecework rates are to be such as to enable a pieceworker of average ability to earn a minimum of 25 per cent. above the appropriate time rate less flat-rate advances of not exceeding $1 \mathrm{~s} .2 \frac{1}{2} \mathrm{~d}$. an hour. In addition pieceworkers receive flat-rate advances at the rate of not more than 1s. $2 \frac{1}{2} \mathrm{~d}$. for each hour worked.

## Shift Workers

Workers, other than kilnburners and boilerfiremen employed on continuous shift work, are paid a shift allowance of 2 d . an hour for all hours worked on a three-shift system, and at the rate of time-and-a-quarter for all hours worked between 6 p.m. and 6 a.m. on a double-day shift or two-shift system.

[^18]
## II.-Scotland

[Agreements between the Refractory Brick Section of the Scottish Employers' Council for the
Clay Industries and the National Union of General and Municipal Workers and the Transport and General Workers' Union]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over: | d. |
| Kiln stockers, packers, loaders and all unspecified occupations |  |
| Dry pan millmen, drawers and wheelers and brickmakers (dressers) | $3{ }^{3} 4$ |
| Dry pan millmen (leading hands) ... ... ... .. |  |
| Setters | 351 |
| Wet pan millmen, odd-stuff dressers, brickmachinemen (chargehands), mixers and steam press operators... |  |
| Setters (leading hands) $\ldots \ldots$.... $\ldots$... $\ldots$... |  |
| Boilerfiremen (continuous shift workers), kilnburners and gasproducer operators (including 3 -shift allowance of 2 d . an hour) |  |
| Boilerfiremen-dayworkers not on rotating shifts ... ... ... |  |
| Brickmakers (hand), dumper drivers, mechanical shovel operators and excavators |  |
| Women, 18 years and over:- |  |
| Stockers, setters, drawers, loaders, carriers, brickmachinemen and mixers and all unspecified occupations |  |
| Setters (leading hands), odd-stuff dressers and brickmakers (dressers) |  |
| Odd-stuff makers and brickmakers (hand) ... ... |  |

Note.-The rates became operative from the beginning of the first full pay period following 24th February, 1956.

## Hours of Labour

For workers, excluding kilnburners and others on continuous shift work, the normal working week is 44 hours, to be worked over 5 days except in cases where a two- or three-shift system necessitates working on Saturday to complete a full recognised working week. Where a twoor three-shift system is worked the working week may not have the same number of hours in each shift or in each week.

For kilnburners and others on continuous shift work the normal hours are 13 shifts (or equivalent) a fortnight.

Any operative working on an 8 -hour shift is given a half-hour break for a meal during the

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for payment of two-thirds of the normal working week at the appropriate hourly rates, with a minimum of 32 hours.

## Shift Workers and Night Workers

When employed on a two- or three-shift per day system or on constant night shift, workers, excluding kilnburners and others on continuous shift work, are paid an extra 3d. an hour for all hours worked on the back or night shifts. These allowances are not computable for overtime or Sunday work. All hours worked on Sunday are paid at the rate of double time.

## Kilnburners and Others on Continuous Shift Work

These workers are paid double time for 2 of the 13 shifts worked each fortnight as well as an additional 2d. an hour for all hours worked.

| Class of Worker | Minimum Weekly Rates of Wages* |
| :---: | :---: |
|  |  |
| Men, 21 years and over |  |
| Group M.1-Lavatory attendants, light |  |
| Group M.2-Labourers (except mill), assistants on continuous and intermittent ovens and kilns not paid as placers or setters-in, leadhouse workers, sliphouse workers (including blunger chargers) other than slipmakers and pressmen, clay carriers, ware carriers, mould carriers, dust carriers, night sweepers, marl mixers, saggar washers, saggarmakers' bottom knockers, machine saggarmakers' assistants, warehouse workers $\dagger$ | 10010 |
| Group M.3-Mechanical dippers (tiles and electrical), fritters, potters' assistants including handlemakers, pressmen (iron presses), form makers, lookers-to-ware (except electrical and china), dust grinders and sievers, glazers (fireclay), drawers on intermittent and continuous ovens and kilns* | 10010 |
| Group M. 3 A-Mill labourers, gas producer men |  |
| Group M. 4 Stokers ... ... ... |  |
| Stoker-enginemen |  |
| Enginemen $\quad . .1$ |  |
| Group M.5-Pressmen (wooden presses), tile packers, cutters and grinders, machine saggarmakers, lookers-to-ware (electrical and china), grinders (electrical, hand), extruders (electrical), saggarmakers' frame fillers, sand blasters where machinery in use gives complete protection |  |
| Group M.5C-Oven oddmen ... ... ... ... ... ... |  |
| Group M.5B-Biscuit and glost placers on continuous ovens and kilns (except china biscuit placers), enamel placers on intermittent and continuous kilns, glost placers on intermittent truck or platform kilns | 107 |
| Group M.5A-Fireclay kiln firemen ... ... ... ... ... |  |
| Group M.6-Slipmakers, handlers, platemakers, cup and bowl makers, dish makers, saucer makers, hollow-ware pressers, casters (except sanitary), printers, polishers, packers except tiles, tool filers, pressers (tiles and electrical), mechanical throwers, mechanical turners, assemblers (electrical), grinders (electrical, except hand), bowl makers (yellowware, sizes 18 s and below), sand blasters where machinery in use does not give complete protection, die setters (tiles and electrical), switchboard operators (electrical) |  |
| Group M. 7 -Saggarmakers (except machine), biscuit and glost placers on intermittent ovens (excluding china biscuit bedders and sanitary placers), fireclay kiln setters and drawers, faience workers (tiles), glaze sprayers (sanitary earthenware), china biscuit hollow-ware placers on continuous kilns |  |
| Group M.8-Scollop makers, mouldmakers (except blocking and casing), hollow-ware jiggerers and jolliers (except jolliers electrical big ware only), dippers, sanitary earthenware and sanitary fireclay casters, pressers and biscuit and glost placers on intermittent ovens, turners (hand), figure makers, decorators (not including artists), ornamenters, colour mixers, block printers, bowl makers (yellow-ware, sizes 12s and upwards) | 12111 |
| Group M.9-Throwers (china and earthenware), tile slabbers |  |
| Group M. 10 - Throwers electrical (except mechanical), china biscuit bedders, stickers-up and jolliers (electrical, big ware only, i.e., any separate part which weighs 20 lbs . or over) |  |
| Group M.10A-Mouldmakers when blocking and casing, engravers ... |  |
| Group M.12-Mouldmakers employed continuously on blocking and casing | 1650 |
| Women, 21 years and over:- |  |
| Group F.1-Glost warehouse workers including carton or similar packing, electrical biscuit warehouse workers, on-glaze decorators (except printers' transferers), polishers and grinders (except electrical porcelain) | 6710 |

[^19]
## Class of Worker

Women, 21 years and over-contd.
Group F.2-Biscuit warehouse workers and scourers (except electrical porcelain), dipping-house workers and crankers (excluding dippers and electrical ware cleaners and crankers), thimble pickers, white tile dippers (machine), sanitary earthenware glaze sprayers, sanitary fireclay glaze sprayers, glazers, bodiers and enamellers, underglaze decorators (except printers' transferers), printers' transferers' assistants and paper cutters, glost and enamel placers and drawers on continuous ovens and kilns (except electrical porcelain), scourers

## Minimum Weekly Rates of Wages*

s. d.
$69 \quad 8$
716

Group F.5-Towers, throwers' assistants, turners' assistants, fettlers (except tiles), spongers, stickers-up, lathe treaders, over-lookers and greenhouse women, lookers-to-ware (except electrical porcelain), scollopers, handlers (by hand), covermakers and spoutmakers (J. \& R.), tile pressers, electrical porcelain casters, pressers, fettlers, glazers, cleaners, turners, sanders, dust sievers and extruders (small-ware only i.e., weight of extrusion and carrying board under 20 lbs.)

Group F.6-Platemakers, saucermakers, casters (except electrical porcelain), dishmakers, cup and bowl makers, jiggerers and jolliers, turners (except electrical porcelain), tile dippers and mottlers (hand), aerographers, groundlayers, printers, ornamenters and flowermakers, tube liners, pattern gilders§
Note.-The rates became operative from 25th March, 1957.
HouRS of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, normally
be worked in $5 \frac{1}{2}$ days.

## Incentive Bonus

Operatives who work 44 hours or more in any working week are paid a bonus of $3 \frac{3}{4}$ per cent. of their total earnings including the cost-of-living payments referred to in footnote*.
All earnings are subject to a plusage of $12 \frac{1}{2}$ Increase

## Guaranteed Employment

All operatives who have been continuously employed for not less than four weeks are, subject to certain conditions and qualifications, guaranteed employment for a period of 4 days
in each " settling " week.

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker not less than 20 per cent. above the basic hourly rate appropriate to the occupation in which the operative is engaged. Pieceworkers temporarily employed on time-work in their normal occupation are to be paid at the rate of their average piecework earnings during the preceding paid at the basic hourly rate for such occupation or for their no their normal one, they are is the higher.

Under an agreement Maintenance Workers
Amalgamated Engineering Union the British Pottery Manufacturers' Federation and the factories and skilled machinists on die work in tile factorienance fitters employed in pottery engineering fitters' rate plus 8 s . a week, and die fitters in tile fare paid the South Staffordshire a week (see page 47).

[^20]
# GLASS PROCESSING-GREAT BRITAIN* 

[Agreements of the National Joint Council for the Glass Processing Industry]

| Class of Worker | Standard Hourly Rates of Wages including cost-of-living bonus $\dagger$ |  |
| :---: | :---: | :---: |
|  | London Area $\ddagger$ | Provincial Areas§ |
|  | s. d. | s. d. |
| Men, 20 years and over:Brilliant cutters | 411 | 49 |
| Writers, stainers and gilders capable of setting out | 411 | 49 |
| Embossers capable of mixing own acids and decorating in more than one tone ... | 411 | 49 |
| Sandblasters able to work in any depth, i.e., matt finish, colour depth, phantom depth and peppering | 411 | 49 |
| Kiln firers able to mix and apply colour and enamel and to complete all firing and annealing | 411 | 4 |
| Bevellers, silverers, siders and cutters ... ... | 47 |  |
| Leaded light makers and specialist fixers ... | 47 |  |
| Foil and glue paper cutters $\ldots \ldots$ | 47 |  |
| Silk screen operatives, first grade (complete process) | 4 | 4 |
| Colour sprayers-being required to mix ... | 4 |  |
| Silk screen operatives, second grade (operating screen and roller process) | 4 | 4 |
| Embossers' assistants ... ... ... ... | 4 | 41 |
| Sandblasters' assistants ... ... ... ... | 4 |  |
| Silverers' assistants, other than cleaners-up ... |  | $\begin{array}{ll}4 & 0 \\ 3 & 11\end{array}$ |
| General labourers, loaders, sand-washers and cleaners-up | $\begin{array}{ll}4 & 1 \\ 4 & 0\end{array}$ | 311 310 |

Note.-The rates became operative from the beginning of the first full pay week in February, 1957, and relate to an average index of retail prices figure of 156 (June, $1947=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Payment-by-Results Workers

Payment-by-results schemes or bonuses are to be such as may be reasonably expected to enable an operative working on an individual bonus scheme to earn at least 30 per cent. more than the appropriate time rate, and operatives working on a collective bonus scheme to receive among them as a whole at least 20 per cent. more than the wages which they would be entitled to receive among them as a whole at the appropriate time rates. No worker is to receive less than the appropriate current standard time rate.

## Night Workers

Workers on night shifts, other than those worked on a three-shift system, are paid an allowance of 6 d . an hour, which is not to be reckoned as wages for calculating overtime, payment by results, etc. This rate does not apply where night shift rules for a shipyard are applicable.

## Women

Women, 20 years and over, employed on all operations on which female labour is permitted, are paid 75 per cent. of the rate of 4 s . 4 d . an hour in the London area and of 4 s . 2d. an hour in the provincial areas.

[^21]
## GLASS CONTAINER MANUFACTURE-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Glass Container Industry]

| Class of Worker | Minimum Hourly Rates of Wages for day workers |  |
| :---: | :---: | :---: |
|  | London <br> District | Other Districts in Great Britain |
| Men, 21 years and over:- | s. d. | s. d. |
| General labourers |  |  |
| Lister or similar truck drivers ... | 3 78 <br> 8  | $3{ }^{3} 5$ |
| Batch mixers, boilermen or stokers ... | 388 | $3{ }^{3} 7$ |
| Sorters <br> Founders, gas makers and furnacemen:- | 381 |  |
| Up to 20 tons daily melting capacity |  |  |
| Over 20 ,", ", ". | 3 914 |  |
| Women, 21 years and over | $26 \frac{1}{2}$ |  |

Note.-The rates became operative from the first full pay period following 28th March, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 for day workers. The great majority of shift workers are employed on a continuous process system usually in 3 shifts of 8 hours each, operated by a rota of 4 crews or "sets " of workers. The 4 sets average 42 hours a week. Some factories operate with 3 sets averaging 56 hours a week and others with 7 half crews or $3 \frac{1}{2}$ sets averaging 48 hours a week. In the latter two cases all hours in excess of 45 are paid at overtime rates.

## Pieceworkers

For skilled male workers on semi-automatic, hand machine or mouth-blown work the piecework prices are to be sufficient to yield, to workers of ordinary ability, at least 34 s . 10 d . an 8 -hour shift ( 3 sets), 35 s . 2 d. ( $3 \frac{1}{2}$ sets) or 35 s . 10d. ( 4 sets). Workers are paid 32 s . 2 d . an 8 -hour shift ( 3 sets), 32 s . 6 d . ( $3 \frac{1}{2}$ sets) or 33 s . 2d. ( 4 sets) when, through no fault of their own, they fail to earn these amounts.
For men operating automatic machines bonus rates (where paid) are to be such as to yield together with basic rates, to workers of ordinary ability, hourly averages of at least $4 \mathrm{~s} .1 \frac{1}{4} \mathrm{~d}$. $(3$ sets $), 4 \mathrm{~s} .1 \frac{3}{4} \mathrm{~d}$. ( $3 \frac{1}{2}$ sets) and 4 s . $2 \frac{3}{4} \mathrm{~d}$. ( 4 sets) on machines with 5 moulds or more and $3 \mathrm{~s} .10 \frac{3}{4} \mathrm{~d}$. ( 3 sets), 3 s . $11 \frac{1}{4} \mathrm{~d}$. ( $3 \frac{1}{2}$ sets) and 4 s . $0 \frac{1}{4} \mathrm{~d}$. ( 4 sets) on machines with less than 5 moulds. These workers are also guaranteed minimum average hourly earnings of $3 \mathrm{~s} .10_{4}^{\frac{1}{4}} \mathrm{~d}$. ( 3 sets), $3 \mathrm{~s} .10_{\frac{3}{4} \mathrm{~d}} \mathrm{~d}$. ( $3 \frac{1}{2}$ sets) and 3 s . $11 \frac{3}{4} \mathrm{~d}$. ( 4 sets) on machines with 5 or more moulds and of $3 \mathrm{~s} .8 \frac{3}{4} \mathrm{~d}$. ( 3 sets), 3 s . $9 \frac{1}{4} \mathrm{~d}$. ( $3 \frac{1}{2}$ sets) and 3 s. $10 \frac{1}{4} \mathrm{~d}$. ( 4 sets) on machines with less than 5 moulds.
For other classes of pieceworkers piecework prices (as distinct from production bonuses) are to be sufficient to yield to workers of ordinary ability at least 25 per cent. above the appropriate basic time rates.
For factories in the London District all rates are increased by $1 \frac{1}{2} \mathrm{~d}$. an hour.
Workers employed on shift whift Workers daywork rates for the same grades of work:-

Two-shift or double-day shift system
Other shift systems (three shifts, etc.):-

$$
3 \text { sets of workers }
$$

$3 \frac{1}{2}$ sets of workers $\quad \cdots \quad \cdots \quad \cdots \quad \cdots \quad \ldots \quad . . . \quad 20$
4 sets of workers
For the five week-end shifts from Saturday afternoon to early Mond $\quad 3 \frac{1}{2} d$
systems an allowance of 75 per cont and may morning on all shift for the three Sunday shifts and cent. on basic rates, i.e., day rates plus shift allowances, is paid

## Women on Shift Work

The minimum hourly rates paid to female two-shift workers, 18 years and over, where the work was performed by women prior to September, 1939, are:-

| Lehr hands | $\ldots$ | $\ldots$ | London | 2s. 8d. |
| :---: | :---: | :---: | :---: | :---: |
| Sorters | $\ldots$ | $\ldots$ | 2s. | 2s. 6 Districts |

On the three-shift system the following additional payments are made
1d. ; 4 sets, 2d

## CEMENT MANUFACTURE-UNITED KINGDOM

## I.-Workers other than Maintenance Craftsmen

[Agreements of the National Joint Industrial Council for the Cement Manufacturing Industry]

## Class of Worker and District

Able-bodied Adult Male General Labourers:-
Group I Works-North Thames, South Thames, Devonshire, South Wales, Flintshire, Warwickshire (part), Lancashire, North Humber, Scotland
Group II Works-Lower Thames and Medway, Sussex, Suffolk, Cambridgeshire, Bedfordshire and Hertfordshire, Oxfordshire, Warwickshire (part), Rutland, Nottinghamshire, Derbyshire, South Humber, Isle of Wight, Northern Ireland
Other Classes of Able-bodied Adult Male Workers*:-
(a) Process operatives, i.e., workers employed on operations in the manufacture, packing and despatch of cement:Kiln burners (one kiln) $\dagger$ Other workers
(b) Plant operatives, i.e., workers employed on the driving and operating of machines working under power
(c) Attendants, i.e., workers who are employed at plant to do any necessary greasing, oiling, etc., incidental to its proper functioning (not including plant operatives listed under section (b) ):Ropeway attendants (aerial) Others
(d) Mates, i.e., workers who are employed as assistants or helpers to tradesmen or process and plant operatives
(e) Sundry hands, i.e., workers other than those covered in preceding sections ...

Hourly Rates
of Wages
s. d.
$3 \quad 6 \cdot 8$
36.0

Labourers' rate plus:$7 \cdot 8 \mathrm{~d}$.
$3 \cdot 1 \mathrm{~d}$. or $4 \cdot 2 \mathrm{~d}$.
$1 \cdot 6 \mathrm{~d}$. to $7 \cdot 8 \mathrm{~d}$.
2.1d.
$1 \cdot 6 \mathrm{~d}$.
$2 \cdot 1 \mathrm{~d}$.
$1 \cdot 6 \mathrm{~d}$. to $6 \cdot 6 \mathrm{~d}$.

Note.-The rates became operative from the beginning of the first full pay week commencing on or after 28th November, 1955

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. Six or seven shift workers work normal shifts of 8 hours and receive extra shift payment for all hours worked between 12 noon Saturday and 12 midnight Sunday plus overtime payment on hours worked in excess of normal shift hours.

## Pieceworkers

Piecework prices or bonuses are such as to enable a workman of average ability and under normal conditions to earn at least 25 per cent. above his time rate. When piecework is not available the agreed normal hourly rates are paid.

Guaranteed Wages
Provision is made, subject to certain specified conditions and qualifications, for all full-time day, piece and shift workers to be guaranteed an average weekly sum of 44 times the worker's normal hourly rate exclusive of bonuses, piecework earnings above time-rates, shift allowances or other extra payments.

Shift Workers
Adult male shift workers are paid additional allowances of $3 \frac{1}{2}$ d. an hour on the three rotating shift system of 8 -hour shifts, on the two rotating shift system of 12 -hour shifts and on the two rotating shift system consisting of a day shift and a night shift, and 2 d . an hour on the two rotating day-shift system of 8 -hour shifts. These allowances are paid in respect of the hours actually worked and are not compounded for week-end work or overtime.
Time-and-a-quarter is paid for all ordinary time worked by shift workers from 12 noon to 12 midnight on Saturday and double time for all ordinary time worked by shift workers on Sunday.

## Night Workers

Permanent night workers employed only at night on ordinary production and servicing jobs which also carry day rates are paid at the rate of time-and-a-fifth. This does not apply to any night worker whose weekly or hourly rate takes the fact of night work into consideration.

* The full list of "plus rates " fixed for the various operations is not reproduced for reasons of space.
$\dagger 0.5 \mathrm{~d}$. extra for each additional kiln when actually under operation by the burner.


## Cement Manufacture-contd.

## II.-Skilled and Semi-Skilled Craftsmen

[Agreements between some of the principal manufacturers and the Trade Unions concerned]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Group A* | Group B* |
| Fitters, turners, electricians, welders, blacksmiths | $\begin{array}{cc}\text { s. } \\ 4 & \text { d. }\end{array}$ | $\mathrm{s}_{4} \quad \mathrm{~d} .$ |
| Boilermakers (plating and riveting) ... ... | $410 \frac{1}{}{ }^{\dagger}$ |  |
| Riveters Holders-up $\ldots \quad \ldots \quad \ldots{ }^{\text {a }}$ | $410{ }^{+}$ | $4{ }_{4} 9 \frac{1}{2} \dagger$ |
| Holders-up Pipe fitters (fully skilled) |  | 4 $8 \dagger$ <br> 4 $7 \frac{1}{4}$ |
| Painters and body builders at Beddington | $49^{4}$ |  |
| Blacksmiths' hammermen ... | 46 | $45 \frac{1}{2}$ |
| Electricians' mates .. | $43 \frac{1}{2}$ | 43 |
|  | Per week | Per week |
| Fitters and electricians on 7-shift system | 317 31 | 314 911 |

Note.-The rates became operative from 28th January, 1957.

## Hours of Labour

The hours of labour in a full week are 44, exclusive of mealtimes, for dayworkers and an average of 48 or 56 , inclusive of mealtimes, for shift workers.

## Shift Workers

Shift workers are paid at the rate of time-and-a-quarter for all ordinary time worked on the night shift, time-and-a-quarter for all ordinary time worked from 12 noon to 12 midnight on Saturday, and double time for all ordinary time worked on Sunday.

## Night Workers

Night work, i.e., where men work throughout the night for three consecutive nights or more, is paid at the rate of time-and-one-fifth and the normal week is to be worked in 5 nights.

[^22]| Class of Worker |  |  |  |
| :--- | :--- | :--- | :---: |
|  |  |  |  |
| Skilled men who have served an apprenticeship:-- |  |  |  |
| Bigware throwers and turners over | 10 | quart sizes |  |
| General throwers over 40 oz. size | $\ldots$ | $\ldots$ |  |
| Others | $\ldots$ | $\ldots$ |  |
| Kilnfiremen, boilerfiremen, continuous | $\ldots$ | $\ldots$ |  |
| sonnel and other shift workers | $\ldots$ | $\ldots$ |  |
| Unskilled men, 21 years and over | $\ldots$ | $\ldots$ |  |
| Women, 20 years and over $\ldots$ | $\ldots$ | $\ldots$ |  |
| Wo.... |  |  |  |

Minimum Hourly Rates of Wages
s. d.
$3 \quad 9 \frac{1}{2}$
$\begin{array}{ll}3 & 6 \frac{1}{2} \\ 3 & 5 \frac{1}{4}\end{array}$
187s. 10d. for a 56-hour week, including payment for week-end work

31
21

Note.-The rates became operative from the first pay day after 4th June, 1956.
Hours of Labour
The maximum hours of labour in a full week are 45 for dayworkers, to be worked in 5 or $5 \frac{1}{2}$ days, and 56 for kilnfiremen, boilerfiremen, continuous kiln personnel and other shift workers.

Guaranteed Week
Subject to certain conditions and qualifications operatives are guaranteed a minimum period of 4 shifts in any normal working week.

## Pieceworkers

Piecework prices are to be such as to enable workers of average ability to earn at least 20 per cent. above the amount they would earn during the same period if employed at the appropriate basic daywork rate.

## CAST STONE AND CAST CONCRETE PRODUCTS MANUFACTUREENGLAND AND WALES

[Agreements of the National Joint Industrial Council for the Cast Stone and Cast Concrete Products Industry]

| Class of Worker and District |  |  |  |
| :--- | :--- | :--- | :--- |

Note.-The rates became operative from the first full pay week commencing after 12th March, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piecework rates are to be such as to afford to an average worker an average earning capacity of not less than 25 per cent. above the corresponding rate for timeworkers.

## Shift Workers

Workers employed on a two-shift system, i.e., between the hours of $6 \mathrm{a} . \mathrm{m}$. and $11 \mathrm{p} . \mathrm{m}$. , are paid a shift allowance of 2 d . an hour. Where workpeople are working on a three-shift rotary system, the shift allowance and conditions are subject to local agreement.

## Night Workers

Workers regularly employed on night work, i.e., hours worked between 9 p.m. and 6 a.m. as distinct from continuous shift hours, are paid an allowance of 6 d . an hour.

Classification of Areas
The areas included in Zones A and B are specified in agreements made by the Area Councils.

[^23]
# PRE-CAST CONCRETE PRODUCTS INDUSTRY-SCOTLAND 

## [Agreements of the Joint Industrial Council for the Scottish Pre-cast Concrete Products Industry]

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 18th March, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

A workman who presents himself for work but is prevented from working by reason of inclement weather, plant breakdowns, non-arrival of raw materials or other similar causes beyond the control of the parties, is during that week entitled to a minimum wage equivalent to 32 hours' pay at his current hourly rate, subject to certain other conditions and qualifications.

## Shift Workers

Workers on three-shift or double-shift systems are paid an additional 3d. an hour. Work between 12 noon on Saturday and 6 a.m. on Monday is paid at overtime rates, i.e., time-and-ahalf to midnight Saturday and double time thereafter.

## Night Shifts

Work on the night shift is paid at the rate of time-and-one-sixth.

## Special Rates

Additional payments are made to workers whilst engaged on special jobs:-

Continuously using oil in moulds

| 1d. an hour |  |
| :---: | :---: |
| 1d | 1d. ," |
| 1d. to | 1d. " |
|  | 1d. ", |

Loading and unloading, stacking and storing dry cement
Cranemen (according to lifting capacity)
Firemen of steam boilers (over 30 lbs . pressure) ... ... 1d. to 3d. ","
Welders

# ASBESTOS CEMENT MANUFACTURE-GREAT BRITAIN 

[Agreements of the Asbestos Cement Section of the National Joint Industrial Council of the Asbestos Manufacturing Industry]

\begin{tabular}{|c|c|c|c|}
\hline \multirow[b]{2}{*}{Class of Worker} \& \multicolumn{3}{|l|}{Minimum Hourly Rates of Wages} \\
\hline \& Group 1 (Erith, Watford, West Thurrock) \& \begin{tabular}{l}
Group 2 \\
(Dalmuir, Rhoose, Tamworth, Trafford Park, Widnes)
\end{tabular} \& Group 3 (Chalford, Higham, Meldreth) \\
\hline \begin{tabular}{l}
Men, 21 years and over, other than non able-bodied men doing light work:- \\
Grade 0
\end{tabular} \& s. d.

3 \& $\begin{array}{ll}\text { s. d. } \\ \\ 3 & 5 \frac{1}{2}\end{array}$ \& s. d.

3 <br>

\hline \[
$$
\begin{aligned}
& 1 \\
& 1 \\
& 2
\end{aligned}
$$

\] \& $\begin{array}{ll}3 & 8 \\ 3 & 8 \\ 3 & 9 \frac{1}{2}\end{array}$ \& | 3 | 7 |
| :--- | :--- |
| 3 | 81 |
| 18 |  | \& \[

$$
\begin{array}{ll}
3 & { }^{7} \\
3 & 7 \\
3 & 7 \frac{1}{2}
\end{array}
$$
\] <br>

\hline WOMEN", 18 years and over, doing recognised women's work \& $$
\begin{array}{ll}
3 & 11 \\
2 & 6
\end{array}
$$ \& \[

$$
\begin{array}{ll}
3 & 10 \\
2 & 5 \frac{1}{2}
\end{array}
$$

\] \& \[

$$
\begin{array}{ll}
3 & 9 \\
2 & 4 \frac{3}{4}
\end{array}
$$
\] <br>

\hline
\end{tabular}

Note.-The rates became operative from 18th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes for dayworkers and inclusive of mealtimes for shift workers, are 45 or 44 , according to district, to be worked in 5 or $5 \frac{1}{2}$ days. For shift workers the weekly hours are the average over a cycle of two or three weeks.

## Guaranteed Week

Subject to certain conditions and qualifications hourly paid workers who have been continuously employed for four weeks are guaranteed employment at their appropriate basic hourly rate of pay for 4 shifts or days, each of 8 hours' duration, in each pay week.

## Pieceworkers

Piecework rates shall be fixed so that a worker of average ability, skill and experience in the class of work concerned can earn at least the graded time rate plus 25 per cent.

## Grading of Occupations

The occupations included in the grades are as follows:-
Grade 1-Crate maker, cycloneman (fibre bagger), despatch checker, pipe-moulding machine feeder (magnani), right-hand cutter-off (sheeting machine), special cutting sawyer, stores checker, wagon battener, weighman (weighbridge clerk).
Grade 2-Ambulance driver, beaterman (hollanderman), fiberiser, fibre grinder, fibre treater, pipe machine controller (mazza), pipe-moulding machine man (magnani), shunter, tractor driver (forklift truck).
Grade 3-Cylinder coverer, pipe machine driver (mazza), sieve coverer, sheeting machine driver, steam crane or loco. driver, works driver (occasionally using public highway under "C" licence), laboratory staff (routine samplers).
Other occupations may be graded by local agreement.
All other occupations not graded are deemed to be Grade 0.

## Shift and Night Workers

The following percentages of the basic day rates are paid to shift workers and night workers in addition to their graded rates:-

Continuous night workers and the night shift in two-shift working ... 15 per cent.
Three-shift workers (continuous shifts)
10 , ",
Other shift workers, 6 a.m. to 2 p.m. and 2 p.m. to 10 p.m. shifts not part of a three-shift system ... ... ... ... ... ... ... 5 , "

## COKE OVENS AND BY-PRODUCT WORKS ASSOCIATED WITH COAL MINING-GREAT BRITAIN

[Agreements of the National Joint Council for the Coke and By-Products Industry of the National Coal Board]

| Grade of Worker |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| CrAFTSMEN:- |  |  |  |  |  |  | National Standard Rates of <br> Pay per Shift |
| Grade I | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| Grade II | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| Other Workers:- |  |  | 33 | 0 |  |  |  |
| Grade B | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| Grade C | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| Grade D | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| Grade E | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| Grade F | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |

Note.-The rates became operative from 20th February, 1956, and are all inclusive rates not subject to any additions by way of bonuses, flat rates or allowances, whether temporary or permanent.

## Hours of Labour

The standard working week consists of 44 hours representing $5 \frac{1}{2}$ shifts, but the hours of work for continuous shift men are 48 a week, overtime at the rate of time-and-a-third being paid for the 4 hours worked in excess of 44.

## Week-end Shifts

Week-end work performed by shift workers is paid for at enhanced rates-generally double time for a maximum period of 24 hours and time-and-a-half for the remainder.

## Grouping of Occupations

The grouping of occupations is as follows:-
Craftsmen (Grade I)-Blacksmiths, boilersmiths, bricklayers or masons, electricians, fitters, joiners or carpenters, leadburners, machinists, painters and decorators, plumbers, welders.
Craftsmen (Grade II)-Assistant bricklayers (including assistant masons), electricians' helps, assistant leadburners, assistant welders, blacksmiths' strikers, brushmen, maintenance men-mechanical appliances, pipe fitters, riggers, woodworkers.
Grade B-Benzole (refined), boilerhouse chargehands or attendants, boosters, chargers (non-mechanical), coal dryers-thermal, coke carmen, coke fillers by hand, coke guide men, concentrated ammonia liquor (semi-pure), doormen, exhausters, gas regulators or heaters, hearthmen, larry cars, levellers by hand, loco. drivers, patchers, pitch loaders, power house attendants, producer men, quenchers, ram men, sulphate plant attendants, sulphuric acid plant operators, tar plant operators, valvemen, washery chargehands, winchmen.
Grade C-Benzole (crude), benzole washers, boiler flue cleaners, bulldozer drivers, byproduct utility men, coke screeners (mechanical), concentrated ammonia liquor, crane drivers, excavator drivers, hydraulic main men, shunters, lorry drivers, mechanical dumper drivers, mechanical shovel drivers, naphthalene whizzer men, oxide burner attendants, platelayer chargehands, skilled boiler firemen, stampers.
Grade D-Coal crusher men, coal washery operators, coke screeners (non-mechanical), conveyor and bunker men, conveyor attendants, conveyor gate men, daubers, greasers, pipe cleaners in cellars, slack emptiers (mechanical), sulphate plant assistants, tank loaders (supervising stock).
Grade E-Aerial ropeway men, ash wheelers and trimmers, benchmen, coal dryers (centrifugal), coal washery attendants, first-aid men, platelayers (ordinary), pugmill attendants, pumpmen, slack emptiers (by hand), slurry ponds, standby process labourers, stores assistants, tank loaders, wagon examiners, water softener men, workmen preparing samples.
Grade F-Door cleaners, labourers.
" Attendants" are in charge of plant.
"Chargehands " are in charge of plant and/or other workmen.

## Supplementary Jobs

Specified repair work on high temperature ovens working in specified objectionable conditions or on sticker ovens entitles a workman to regrading for the shift involved. The rates for such grades are 2 s . a shift higher than the rates quoted above.

# HEAVY CHEMICALS MANUFACTURE-GREAT BRITAIN 

## I.-Firms affiliated to the Association of Chemical and Allied Employers

[Agreements of the Chemical and Allied Industries Joint Industrial Council, and in the case of maintenance craftsmen between the Association of Chemical and Allied Employers and the Trades Unions concerned]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London District | Rest of Great Britain |
| Men, 21 years and over:- | s. d. | s. d. |
| Day labourers ... ... . | 3 914* | 3 712* |
| Shift workers on a three-shift system | 4 133* | $40^{*}$ |
| Shift workers on two 8 -hour shift system between 6 a.m. and 10 p.m. | $40^{1}{ }_{4}^{1 *}$ | 3 1012* |
| Night workers on continuous night work ... | 4 914* | 4 712* |
| Women, 21 years and over, on women's work:- |  |  |
| Day workers Workers on two dayshift | $2{ }^{2} 8{ }^{\text {85 }}$ \% | $27 \frac{3}{8} *$ |
| Workers on two dayshift system ... ... | 2 115** | $210 \frac{3}{8} *$ |
| Maintenance Craftsmen:- |  |  |
| Skilled fitters, electricians, boilermakers, blacksmiths, coppersmiths, pipe fitters, etc. | $4 \quad 7 \frac{1}{2}$ | $4 \quad 61$ |
| Building trade craftsmen ... ... ... | $47 \frac{3}{4}$ or $47 \frac{1}{4}$ | $46 \frac{1}{4}$ |
| Lead burners and chemical plumbers ... ... | 2 d . above rate craf | building trade |

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 31st March, 1957.

## Hours of Labour

The hours of labour in a full week are 44 exclusive of mealtimes for dayworkers, to be worked in 5 or $5 \frac{1}{2}$ days, and an average of 44 inclusive of mealtimes for shift workers.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment equivalent to the plain time rate for the normal weekly hours of the worker concerned.

## Pieceworkers

Piece rates are to be such as to enable a worker of average ability to earn at least $33 \frac{1}{3}$ per cent. more than the rate for a timeworker employed during the same period on the same job.

## Shift and Night Workers

Adult male workers receive a differential of $4 \frac{1}{2} \mathrm{~d}$. an hour when engaged on a three-shift system or a two-shift system which includes night work, of 3d. when engaged on a two dayshift system and of 1 s . when engaged on continuous night work.

## Week-end Pay for Shift Workers

Normal week-end work for shift workers is paid at the rate of double-time for the three Sunday shifts and at the rate of time-and-a-half for the remainder of the period from 2 p.m. Saturday to 6 a.m. Monday.

## London District

Except in the case of craftsmen the London District rate applies to an area within 15 miles radius from Charing Cross. For skilled engineers, etc., the London rate is paid within 12 miles radius from Charing Cross and within the towns of Bexley Heath, Crayford, Dartford, Enfield, Erith, Hayes, Romford, Thames Ditton and Waltham. For building trade craftsmen and leadburners and chemical plumbers the higher rate quoted for the London district applies within a radius of 12 miles from Charing Cross and the lower rate between 12 and 15 miles from Charing Cross.

[^24]
## II.-Constituent Firms of Imperial Chemical Industries Ltd. (exclusive of Metals Division)

[Agreements between the Company and the Trade Unions concerned]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- | s. d. |
| Day labourers ... |  |
| Shift labourers |  |
| Women, 21 years and over, employed on women's work (except those employed in the explosives group):- |  |
| Day workers ... ... ... ... ... |  |
| Shift workers <br> Craftsmen and semi-skilled men on maintenance work:- | $3 \quad 0 \frac{1}{4}$ |
| Boilermakers, angle-iron smiths, platers, riveters, welders (platers), patternmakers, template workers, chemical plumbers | 4 71** |
| Fitters, turners, blacksmiths, sheet-metal workers, coppersmiths, brass finishers, brass moulders, moulders, welders, electricians, sheet-iron workers, building trade craftsmen $\dagger$ |  |
| Holders-up <br> Machinemen:- | 4 51 ${ }^{\text {a }}$ * |
| Borers, universal millers, turret hands | 4 61* |
| Millers (V. and H.), surface grinders, planers, slotters, shapers, radial drillers, key seaters | 4 51** |
| Cold sawyers, air, hand or pillar drillers, strikers | $4{ }^{21}{ }^{1}$ |
| Screwers, cockgrinders, cutting-off machinists | $311 \frac{1}{4}$ |

Note.-The rates became operative from 1st April, 1957.
Hours of Labour
The hours of labour in a full week are not to exceed 44, exclusive of mealtimes, for dayworkers and night workers. For two-shift workers the hours, inclusive of mealtimes, are not to exceed an average of 44, for three-shift workers (non-continuous) an average of 45, and for three-shift workers (continuous) an average of 42 .

Guaranteed Week
Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment equivalent to the plain time rate for the normal weekly hours of the worker concerned.

## Pieceworkers

Piecework prices, or basis times, are to be such as to enable a worker of average ability to earn at least $33 \frac{1}{3}$ per cent. over the basic hourly rate of the particular job. Pieceworkers are guaranteed the basic hourly rate for the particular job in respect of the hours worked, irrespective of their earnings.

## Shift Workers

An allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour computable for overtime is paid for all time worked on any rotating shift system. Work between 2 p.m. Saturday and Sunday midnight is paid at the rate

## Night Workers

Night work, other than shift work, is paid at the rate of time-and-a-quarter, calculated at the plain time rate, provided not less than three consecutive nights are worked.

## Service Pay

In addition workers are paid service bonuses which range from 1 s . a week after 5 years' aggregate service from date of engagement to 5 s . a week after 25 years.

[^25]
## DRUG AND FINE CHEMICAL MANUFACTURE-GREAT BRITAIN

[Agreements of the Drug and Fine Chemical Joint Conference, being representative of the Drug and Fine Chemical Group of the Association of Chemical and Allied Employers and the Joint Trade Union Committee for the Drug and Fine Chemical Trade]

| Class of Worker | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |  |
| Men, 21 years and over*:- <br> Class I-Chemical process workers (class I), galenical process workers (class I), countermen (class I), stock or storekeepers, goods receivers, order checkers | $1656$ | s. d.$1590$ |  |
|  |  |  |  |
| Class II-Chemical process workers (class II), galenical process workers (class II), countermen (class II), order assemblers, packers for transport, drivers of mechanically propelled trucks, lift and hoist attendants, assistants to men in class I (except those in class III) ... |  | 152 |  |
| Class III-Bottle washers, labourers, porters, loaders and unloaders, cleaners | 1516 | 145 | 0 |
| Women, 21 years and over* $\dagger$ :- <br> Class I-Workers mainly employed in filling or dealing with Poisons in Part I of the Schedule of Poisons or dealing with substances in a department or at a counter set apart for Poisons in Part I of the Schedule of Poisons, chemical process workers (class I), galenical process workers (class I), workers under sterile conditions | 1150 | 111 |  |
|  |  |  |  |
| Class II-Chemical process workers (class II), galenical process workers (class II), ampoule fillers and sealers, hand fillers, order assemblers, assistants to all workers in class I | 1110 | 107 |  |
| Class III-Machine fillers (except those in classes I and II), finishers, bottle washers, cleaners ... | 1070 | 103 | 6 |

Note.-The rates for the London area became operative from the beginning of the first full pay week following 21st September, 1956. The rates for the rest of Great Britain became operative from the beginning of the first full pay period beginning on or after 30th January, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days; for shift workers the hours are 44 , inclusive of mealtimes.

Pieceworkers
Piecework prices are to be such as to yield to workers of average ability at least 25 per cent. more than the appropriate time rates.

## Shift Workers

Shift workers on a three-shift system are paid an additional 14 s . a week.
Men and women on a two-shift system are paid an additional 10 s. a week.
These allowances are not computable for overtime purposes.

## Night Workers

Workers on continuous night work receive an additional payment of 26 s . a week which is not computable for overtime.

[^26]
# PAINT, VARNISH AND LACQUER MANUFACTUREUNITED KINGDOM 

[Agreements of the National Joint Industrial Council for the Paint, Varnish and Lacquer Industry]

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London <br> (The Metropolitan Police District) | Other Districts in the United Kingdom |
| Men, 21 years and over | s. d. | s. d. |
| Women, 21 years and over, on women's work $\ldots$ | 1083 | 154 <br> 102 |

Note.-The rates became operative from the beginning of the first full pay period following 23rd January, 1957.

## Hours of Labour

The normal working week for dayworkers or shift workers consists of 44 hours, exclusive of mealtimes and overtime, to be worked over 5 or $5 \frac{1}{2}$ days.

## Shift Workers

An additional 3d. an hour over and above the ordinary daytime rate is paid for all hours worked on a two-shift system. Where a three-shift system is in operation, the two day shifts are paid at the rate of 3d. an hour over and above the ordinary daytime rate and the night shift at 5 d . an hour above.

## Night Workers

An additional 5d. an hour over and above the ordinary daytime rate is paid to night workers as distinct from shift workers.

## Occupational Rates

The London District Council has agreed upon a grading scheme as follows:-


## BOOT AND FLOOR POLISH MANUFACTURE-GREAT BRITAIN

[Boot and Floor Polish Wages Council (Great Britain) Wages Regulation Order] *


Note.-The rates became operative from 31st August, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtimes rates are payable, are 44.

[^27]
# SOAP, CANDLE AND EDIBLE FAT MANUFACTUREGREAT BRITAIN 

[Agreements of the Joint Industrial Council for the Soap, Candle and Edible Fat Trades]

| Class of Worker | Minimum Weekly Rate of Wages |  |
| :---: | :---: | :---: |
|  | Class A Employers | Class B Employers |
| Men, 21 years and over | $\begin{array}{cc}\text { s. } & \text { d. } \\ 156 & 6\end{array}$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 146 & 6\end{array}$ |
| WOMEn, 20 years and over | 1090 | 1050 |

Note.-The rates became operative from the pay day in the week commencing 28th May, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 42 at some firms, to be worked in 5 days, and 45 at other firms, to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piece rates are to be such as to enable workers of average ability to earn $33 \frac{1}{3}$ per cent. over their day-time rates.

## Shift Workers

Workers on a continuous process worked day and night and involving a change of working hours every week are paid an allowance of 6 d . an hour in addition to their normal rate of pay for all hours worked.

## Relay Workers

Relay workers, i.e., workers engaged on a regular system of work carried out in two shifts between $6 \mathrm{a} . \mathrm{m}$. and $10 \mathrm{p} . \mathrm{m}$. or such hours as may be mutually agreed, are paid an allowance of 3d. an hour in addition to their normal rate of pay for all hours worked.

## Night Workers

Night work, other than shift work, is paid at the rate of time-and-a-third on ordinary rates. Night work is defined as when men, other than dayworkers or shift workers, work throughout the night between the hours of $6 \mathrm{p} . \mathrm{m}$. and $7 \mathrm{a} . \mathrm{m}$. for not less than three consecutive nights.

## Classification of Employers

Employers are classified by the Joint Industrial Council.

## MATCH MANUFACTURE-UNITED KINGDOM

[Agreements of the Joint Industrial Council of the Match Manufacturing Industry]


Note.-The rates became operative from the beginning of the pay week following 16th October, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.

## Service Pay

Workers with 4 years' continuous service receive an additional $\frac{1}{2} \mathrm{~d}$. an hour and after a further 3 years a further additional $\frac{1}{2} d$. an hour. This does not apply to pieceworkers or workers in receipt of production bonuses.

# SEED CRUSHING, COMPOUND AND PROVENDER MANUFACTURE-GREAT BRITAIN 

$[$ Agreements of the National Joint Industrial Council for the Seed Crushing, Compound and
Provender Manufacturing Industries]

| Class of Worker and District | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Adult Male General Labourers (dayworkers and workers on single shift production):- <br> England and Wales: |  |
|  |  |
|  |  |
| Grade 1 districts | 156 |
| " 2 | 1546 |
| " 3 | 1526 |
| Scotland ${ }^{4}$ | 1506 |
| Women, 18 years and over, employed in sack shop, packing small bags, sweeping, cleaning (machinery excepted) and messroom attendance | 70 per cent. of minimum rate for men |

Note.-The rates became operative from 30th April, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 for dayworkers and for workers on single-shift production. For two-shift workers the hours, inclusive of mealtimes, are 46 and 40 in alternate weeks and for three-shift workers, one week of 46 and two weeks of 40 . Shift workers are paid the full weekly rates of pay whether working 5 or 6 shifts in any week.

## Pieceworkers

Piecework rates are to be such as to enable a worker of average ability to earn in the ordinary working hours at least $33 \frac{1}{3}$ per cent. more than the time rate for the same period on the same job.

## Shift Workers

Workers on a three-shift system are paid an allowance of 3d. an hour in addition to their ordinary rate of pay for all hours worked, and on a two-shift system an allowance of $1 \frac{1}{2} \mathrm{~d}$. an hour. These allowances are not computable for overtime or piecework.

## Grading of Districts

The grading of districts in England and Wales, as determined by the National Joint Industrial Council, is as follows:-
Grade 1-Avonmouth, Barrow-in-Furness, Birkenhead, Blackburn, Bristol, Cardiff, Doncaster, Dunston-on-Tyne, Erith, Goole, Grimsby, Hull, Leeds, Liverpool, London, Manchester, Newcastle-on-Tyne, Newport, Oldham, Plymouth, Portsmouth, Preston, Selby, Southampton, Sowerby Bridge, Sunderland, Swansea, Thornaby-on-Tees, Wallasey, Warrington, West Bromwich.
Grade 2-Beverley, Bridgwater, Chester, Darwen, Frodsham Bridge, Gainsborough, Gloucester, Heywood, Ipswich, King's Lynn, Lincoln, Mirfield, Rishton (nr. Blackburn), Rochester, Sharpness, Wellingborough, Weybridge, Whitehaven.
Grade 3-Blackhill, Bolton-on-Dearne, Brigg, Clitheroe, Dover, Driffield, Newark, Halton (nr. Lancaster).
Grade 4 Atherstone, Bewdley, Bridgnorth, Darley Dale, Edenbridge, Exmouth, Holmes Chapel, King's Langley, South Wingfield, Tarvin (nr. Chester), Twyford.

## Electricians

Under an agreement between a Committee of Employers representing the seed crushing, compound and provender manufacturing industries and the Electrical Trades Union the rates of pay of electricians for a 44-hour week, as from 26th March, 1956, are as follows:-


These rates were increased by $2 \frac{1}{2} \mathrm{~d}$. an hour as from 29th April, 1957.

## PIG IRON MANUFACTURE-GREAT BRITAIN

[Minimum rates in operation in the industry, based partly on collective agreements and partly on information specially supplied]

| Section of Industry and District | Class of Worker | Minimum Basis Rates* | Additions to Basis Rates |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | Stabilised Percentage Additions | Fluctuating Flat-rate Additions $\dagger$ |
| Blastfurnaces-West of Scotland | Day labourers Shift labourers | s. d. <br> Per shift <br> $13 \quad 5 \cdot 6$ <br> $13 \quad 5 \cdot 6$ | Per cent. $\begin{aligned} & 44 \frac{1}{2} \\ & 44 \frac{1}{2} \end{aligned}$ | s. d. Per shift 9 1才 |
| Integrated plants - England and Wales and certain works in Scotland | Day labourershourly rated | Per week $119 \quad 0 \cdot 6$ | - | Per week $45 \quad 6 \cdot 0$ |
|  | Shift labourers working 44hour rota system | $\begin{aligned} & \text { Per shift } \\ & 21 \quad 9 \cdot 62 \end{aligned}$ | - | $\begin{gathered} \text { Per shift } \\ 7 \quad 7 \cdot 0 \end{gathered}$ |
| Merchant plants - Midlands and North Midlands | Day labourers <br> Shift labourers working 44hour rota system | $\begin{array}{cc} 120 & 7 \cdot 2 \\ \text { Per shift } \\ 20 & 6 \cdot 87 \end{array}$ | - | $\begin{array}{cr} 45 & 6 \cdot 0 \\ \text { Per shift } \\ 7 & 7 \cdot 0 \end{array}$ |

Note.-The rates became operative from the beginning of March, 1957, and relate to the official index of retail prices figure for January, 1957.

## Hours of Labour

The hours of labour are 8 a shift, inclusive of mealtimes, for shift workers and 44 a week, exclusive of mealtimes, for dayworkers. Workers employed on a rotating shift system are paid, during the five week-end shifts, at the rate of time-and-a-half between 2 p.m. Saturday and $2 \mathrm{a} . \mathrm{m}$. Sunday and between 10 p.m. Sunday and $6 \mathrm{a} . \mathrm{m}$. Monday and at the rate of doubletime between $2 \mathrm{a} . \mathrm{m}$. and 10 p.m. Sunday. In blast furnaces in Scotland the rate is time-and-ahalf from $2 \mathrm{p} . \mathrm{m}$. Saturday to $6 \mathrm{a} . \mathrm{m}$. Monday.

Shift workers employed at integrated plants (England and Wales and certain works in Scotland) and at merchant plants in the Midlands and North Midlands work 6 shifts in one week and 5 in the next, i.e., an average of 44 hours and receive on average 6.482 shifts' pay.

## Guaranteed Week

At most plants workers are guaranteed employment for 4 shifts or days during any week, subject to certain conditions and qualifications. At most blastfurnaces in the West of Scotland a full week's work is guaranteed.

[^28]
## IRON AND STEEL MANUFACTURE-GREAT BRITAIN

[Minimum rates in operation in the industry, based partly on collective agreements and partly on information specially supplied]

| Section of Industry and District | Class of Worker | Minimum Basis Rates* | Additions to Basis Rates |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | Stabilised Percentage Additions | Fluctuating Flat-rate Additions ${ }^{\dagger}$ |
|  |  | s. d. <br> Per week | Per cent. | s. d. <br> Per week |
| Steel melting shops and steel rolling mills - North-East |  |  |  |  |
| Coast, Cumberland, Lanca- | Day labourers | $68 \quad 2 \cdot 8$ | 75 | $45 \quad 6 \cdot 0$ |
| shire, South Yorkshire |  | Per shift |  | Per shift |
| (except Sheffield special steels district), Lincolnshire, | Shift labourers | 11 11.54 | 75 | $7 \quad 7 \cdot 0$ |
| 2/ 4 , |  |  |  |  |
| Iron puddling and iron and steel rolling mills-Midlands | Day labourers | $\begin{aligned} & \text { Per week } \\ & 630.422 \end{aligned}$ | 89 | Per week $45 \quad 6 \cdot 0$ |
|  |  | Per shift |  | Per shift |
|  | Shift labourers | $114 \cdot 695$ | 89 | $7 \quad 7 \cdot 0$ |
| Steel sheet rolling-Staffs., Cheshire, Tees-side, South Wales and Mon., and Glasgow district | Day labourers | Per week $55 \quad 9 \cdot 44$ | 119 | $\begin{array}{r}\text { Per week } \\ 45 \\ \hline 6.0\end{array}$ |
|  | Day labourers |  | 11 |  |
|  | Shift labourers | $5311 \cdot 28$ | 119 | $\begin{array}{cc} 40 & 5 \cdot 3 \\ \text { (for } 5 \frac{1}{3} \text { shifts) } \end{array}$ |
| Steel manufacture - SouthWest Wales | Day labourers | 811 | $57 \frac{1}{2}$ | 390 |
| Iron puddling forges and mills and sheet mills - West of Scotland | Day labourers | Per hour $15 \cdot 315$ | 80 | Per hour $1 \quad 1.04$ plus 5s. per week net war bonus |
| Steel rolling mills - South Wales and Mon. $\ddagger$ | General labourers | Per week <br> 1236 | - | Per week $41 \quad 8 \cdot 4$ |
| Tinplate manufacture-South Wales and Mon.§ | Day or shift labourers | Per day or shift $12 \quad 5 \frac{3}{4}$ | 26 | Per day or shift $7 \quad 6 \cdot 0$ |

Note.-The rates became operative from 3rd March, 1957 (24th February, 1957, in the case of iron puddling and iron and steel rolling mills in the Midlands and the pay period beginning 25th February, 1957, for iron puddling forges and mills and sheet mills in the West of Scotland) and relate to the official index of retail prices figure for January, 1957.

## Hours of Labour

The hours of labour are generally 8 a shift for shift workers and 44 a week for dayworkers. In iron puddling forges and sheet mills in the West of Scotland the hours are 44 or an average of $5 \frac{1}{2}$ shifts for shift workers.

## Guaranteed Week

Workers are guaranteed employment for 4 shifts or days during any week, subject to certain conditions and qualifications.

* The rates quoted are the minimum, or lowest, rates for labourers except in the case of steel sheet rolling (Staffs., etc.) and tinplate where they are the rates normally paid. In some districts and at some plants the minimum rate is higher.
$\dagger$ The flat-rate additions are subject to variation monthly in accordance with movements in the official index of retail prices (when taken to one decimal place and multiplied by 1.534 , except in the case of steel manufacture (South-West Wales) and tinplate manufacture).
$\ddagger$ This section applies to firms affiliated to the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.
§ In addition, male adult labourers belonging to this section receive a cost-of-living compensatory payment which is not subject to the sliding scale addition.


# LIGHT CASTINGS MANUFACTURE-GREAT BRITAIN 

[Agreements between the National Light Castings Ironfounders' Federation* and the Joint Committee of Light Metal Trade Unions]

| Class of Worker $\dagger$ | Consolidated Weekly Rates of Wages for Timeworkers |
| :---: | :---: |
|  |  |
| Men, 21 years and over:- |  |
| Pattern moulders ... | 2054 |
| Patternmakers |  |
| Fitters (heavy duty cooker) ... | 17510 |
| General moulders ... | 174 51 |
| Grinders (Falkirk) ... | 17110 |
| Polishers $\begin{gathered}\text { (England) } \\ \text {... }\end{gathered}$ | 16910 16910 |
| Blacksmiths ... .. | 16610 |
| Fitters (Glasgow), pattern filers (Glasgow) | 1664 |
| Fitters (Falkirk and England), pattern filers (Falkirk and England), sheet iron workers | 16510 |
| Box fitters (Glasgow) ... ... ... ... ... ... | 1644 |
| Berlin blackers, box fitters (Falkirk and England), dressers, filers-up | 16310 |
| Press operators ... ... | 1507 |
| Labourers Mechanised plant workpeople $\ldots$..... $\ldots$... | 146 162 7 |
| Women, 21 years and over, on women's work:- |  |
| Core makers (hand-made cores) ... |  |
| Other workers (including machine-made core makers) | 113 |

Note.-The rates became operative from 20th February, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 days.

## Guaranteed Work

All manual workers, who have been continuously employed for not less than four weeks, are guaranteed employment for 4 days or shifts during any week provided they are capable of, available for and willing to perform, satisfactorily, the work associated with their usual occupations, or reasonable alternative work where this usual work is not available.

## Pieceworkers

Basic piecework prices are subject in the case of men to the bonus addition of $17 \frac{1}{2}$ per cent. and a flat-rate bonus of 107 s . 10 d . a week for skilled workers and 101 s .7 d . a week for unskilled workers, and in the case of women on women's work to the addition of $7 \frac{1}{2}$ per cent. and 76 s .10 d . a week.

## Incentive Bonus Schemes

It has been agreed that for skilled time workers for whom piecework rates cannot be fixed by reason of the nature of their work incentive bonus schemes should be introduced. Under these schemes the times allowed for each job are fixed and the bonus payments depend on the amount of time saved. Workers receive a national bonus of $77 \mathrm{~s} .10 \mathrm{~d} . \ddagger$ a week in addition to their incentive rates.

## Night Workers

Night-shift workers are paid at the rate of time-and-a-third for all normal hours worked (double time for all hours worked on Sunday). This applies where men, other than day-shift men, work throughout the night for not less than three consecutive nights.

[^29]
# BRASS AND COPPER ROLLING AND CASTING-BIRMINGHAM, WOLVERHAMPTON AND STAFFORD 

[Agreements between the Metal Sections of the Engineering and Allied Employers' Association and the National Union of General and Municipal Workers and Transport and General Workers' Union]

| Class of Worker | Consolidated Minimum Weekly Time Rates of Wages | Pieceworkers |  |
| :---: | :---: | :---: | :---: |
|  |  | Basic Weekly Rates | Supplements for 44 hours |
| Adult Male Workers:- <br> Strip and Sheet Rolling Mills- |  |  |  |
|  |  |  |  |  |
| Rollers (all grades) | 15810 |  | 7910 |
| Annealers, finished shearers (guillotine) | 15410 | 586 | 7910 |
| Electric annealers, finished shearers (rotary), roller improvers | 15210 |  | 7910 |
| Picklers ... ... ... ... ... | 15110 | 558 | 7910 |
| Shearers (cutting to length) ... ... . | 15010 | 549 | 7910 |
| Rough shearers, roller's assistants (behinder) | 14810 | 5211 | 7910 |
|  |  |  |  |
|  |  |  |  |  |
| Annealers ... ... .. | 15410 | 586 | 7910 |
| Electric annealers, drawers (plain round tubes), taggers, swagers, shoulderers, sawyers, straighteners (hand) | 15210 |  |  |
| Picklers ...... | 15110 | 558 | 7910 |
| Straighteners (machine), doggers-up | 14810 | 5211 | 7910 |
|  |  |  |  |
|  |  |  |  |  |
| Crucible and electric furnace pourers Underhands (furnacemen, ingotmen and | 16810 |  | 8310 |
| mouldmen on billet casting) ... ... | 16010 | 623 | 7910 |

Note.-The rates became operative from 5th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 , to be worked over 5 days unless otherwise arranged on account of particular circumsiances.

## Guaranteed Week

Provision is made for a guarantee of 4 days' employment in any pay week, subject to certain conditions and qualifications.

## Pieceworkers

Piecework prices are to be such as to enable a worker of average ability to earn at least 45 per cent. over his appropriate basic rate. In addition to their piecework earnings pieceworkers receive the supplements quoted in the Table above for 44 hours worked, or proportionately.
Pieceworkers are guaranteed a minimum payment of their consolidated minimum time rate for all hours worked.

## Night Workers

Night shifts are paid at the rate of time-and-a-third calculated on the dayshift rates. This applies where men, other than dayshift men, work throughout the night for not less than three
consecutive nights. consecutive nights.

# ENGINEERING-UNITED KINGDOM 

[Consolidated Minimum District Time Rates of Wages and Basic Rates used for determining the Minimum Piecework Standard agreed upon or recognised by the Engineering and Allied Employers' National Federation and the Confederation of Shipbuilding and Engineering Unions]

| Districts | Consolidated District Weekly Time Rates of Wages |  | Basic Weekly Rates for Piecework |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Fitters | Labourers | Fitters | Labourers |
| England:- |  |  |  | s. d. |
| London (within a radius of 18 miles from |  |  |  |  |
| Charing Cross including all towns in- |  |  |  |  |
| tersected by the periphery of that area), |  |  |  |  |
| Chertsey, Epping, Hatfield, St. Albans, |  | +92 |  |  |
| Slough, Staines, Watford, Welwyn, Weybridge | $172 \quad 11 \frac{1}{2}$ | $145 \quad 5 \frac{1}{2}$ | $70 \quad 7 \frac{1}{2}$ |  |
| Accrington, Andover, Ashford (Kent) ... | 1684 | 1424 | $660^{2}$ | 510 |
| Amersham ... ... ... | 171 | 1437 | 689 | 523 |
| Aylesbury | 1720 | 1424 | 698 | 510 |
| Barnsley | 1712 | 14210 | 6810 | 516 |
| Barnstaple, Barrow, Basingstoke, Bath, |  |  |  |  |
| Batley, Battle, Bedford, Beeston, |  |  |  |  |
| Birkenhead, Birmingham, Birstall, |  |  |  |  |
| Birtley, Bishop's Stortford, Blackburn, |  |  |  |  |
| Blackpool, Bolton, Bradford, Brad-ford-on-Avon, Braunton, Bridgwater, |  |  |  |  |
| Bristol, Burnley, Burton-on-Trent, |  |  |  |  |
| Bury, Bury St. Edmunds ... ... | 1684 | 1424 | 660 | 510 |
| Beaconsfield ... .. | 1712 | 1437 | 6810 | 523 |
| Bishop Auckland | 1684 | 1434 | 660 | 520 |
| Bookham ... | $171{ }^{10 \frac{1}{4}}$ | 142 93 | $69 \quad 61$ | $51 \quad 5 \frac{3}{4}$ |
| Bournemouth | $1698 \frac{3}{4}$ | 1424 | $67 \quad 4 \frac{3}{4}$ | 510 |
| Brighton | 1708 | 1424 | 684 | 510 |
| Camberley, Camborne, Cambridge, Can- |  |  |  |  |
| Chard, Chelmsford, Cheltenham, Chester, Chichester, Chippenham, |  |  |  |  |
| Cleckheaton, Clevedon, Coalville, Col- |  |  |  |  |
| chester, Compton (Berks.), Cowley, |  |  |  |  |
| Crewe, Cumnor ... ... ... ... | 1684 | 1424 | 660 | 510 |
| Chatham, Crawley (Sussex) | 1693 | 1424 | 6611 | $51 \quad 0$ |
| Chesterfield ... ... .. | 1684 | 1433 | 660 | 5111 |
| Chorley | $170{ }^{17}$ | 1424 | 67 101 | 510 |
| Coventry | 16988 | $1457 \frac{1}{2}$ | 660 | $54 \quad 3 \frac{1}{2}$ |
| Darlington, Darwen, Derby, Dereham, |  |  |  |  |
| Dewsbury, Dobcross, Donnington, |  |  |  |  |
| Dover, Dursley, Exeter, Exmouth ... | 1684 | 142 | 66 0 |  |
| Doncaster ... | 170 |  | 6711 |  |
| Fleetwood | 1684 | 144 23 ${ }^{4}$ | 660 | $5210 \frac{3}{4}$ |
| Frome, Gainsborough, Gateshead, Gloucester, Godalming, Gomersal, Grantham, Guildford, Guisborough . | 168 4 |  |  |  |
| Gosport ... ... ... ... ... | 1702 | $\begin{array}{ll}142 & 4 \\ 144 & 6\end{array}$ | 6710 698 | 51 53 |
| Gravesend ... ... ... ... | 1720 | 1446 | 698 | 532 |
| Haddenham, Hailsham, Halifax, Hanley, |  |  |  |  |
| Hartlepool, Haslemere, Haslingden,Hayle, Hebburn-on-Tyne, Heckmond- |  |  |  |  |
|  |  |  |  |  |
| Hayle, Hebburn-on-Tyne, Heckmondwike, Henley-on-Thames, Hereford, |  |  |  |  |
| Hitchin, Horsehay, Hucknall ... | 168  <br> 169 8 <br> 8  | 1424 | $67{ }^{66}$ | 510 |
| High Wycombe | $171{ }^{17}$ | 1437 | 6810 | 523 |
| Horsham ... | 1693 | 1424 | 6611 | 510 |
| Huddersfield | 1684 | 143 | 660 | 520 |
| Hull, Immingham ... ... ... ... | 1684 | 145 | 660 | 5310 |

Note.-The rates became operative from 5th March, 1956.

|  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 5th March, 1956.
For footnotes see next page.


Note.-The rates became operative from 5th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days unless otherwise arranged on account of particular circumstances. On double-day or three-shift systems the weekly hours of labour, exclusive of half-an-hour break for meals each shift, are $37 \frac{1}{2}$ on each shift, payment being made for 44 hours on each shift.

## Guaranteed Week

All hourly-rated manual workers who have been continuously employed by a federated firm for not less than four weeks are guaranteed, subject to certain conditions and qualifications, employment for 4 days in each normal pay week. In the event of work not being available for the whole or part of the 4 days, employees covered by the guarantee are assured earnings equivalent to their consolidated time rate for 34 hours.

## Pieceworkers

Piece rates of wages and " bonus or basis times " are to be such as to enable a worker of average ability to earn at least 45 per cent. over his/her basic rate. In addition to their earnings on piece rates or bonus rates workers on systems of payment by results receive the following payments for each hour worked, 1s. 10.73 d . for skilled workers, $1 \mathrm{~s} .9 \cdot 64 \mathrm{~d}$. for intermediate grades, $1 \mathrm{~s} .8 \cdot 55 \mathrm{~d}$. for unskilled workers and $1 \mathrm{~s} .5 \cdot 52 \mathrm{~d}$. for women.

In all cases workers are guaranteed a minimum payment of their consolidated time rate for all hours worked.

## Night Workers

Night shifts are paid at the rate of time-and-a-third calculated on the dayshift rates. This applies where men, other than dayshift men, work throughout the night for not less than three consecutive nights.

[^30]
## Engineering-contd.

## Rates of Wages of Workers other than Fitters and Labourers

For some classes of skilled workpeople the recognised time rates of wages are higher than the rates for fitters, the amount of the extra payment being determined in some cases by national or local agreements. Particular classes of skilled timeworkers for whom such extra payment is defined by national agreements include the following:-

Skilled maintenance men and skilled electricians engaged on the maintenance of the firm's own plant, inspectors, setters-up and markers-off: Earnings on the basis of a 44-hour week are to be not less than 8s. above the consolidated district time rate of the skilled fitter.
Patternmakers employed on a timework basis receive supplements bringing their total remuneration to 21 s . $5 \frac{1}{2}$ d. over the consolidated time rate for fitters in the districts where the fitters' rate is 168 s . 4 d ., and 22 s . 9 d . in the London district.

Woodworkers: District time rates have been agreed upon for different grades of workers. In the case of hand workers, 1st grade, skilled (e.g., body builders, trimmers, body finishers, etc.) in coach and motor body building, the rates are in general 1d. an hour above the district fitters' rates.
For semi-skilled men various rates, intermediate between the fitters' rates and the labourers' rates, are in operation. On the basis of the 44 -hour week the differential of the foundry labourer over the engine shop labourer is not less than 5 s . $3 \frac{3}{4} \mathrm{~d}$. a week.

## Rates of Wages for Women

The national consolidated minimum time rate for women, 21 years and over, employed on women's work, as from 5th March, 1956, is 113s. Od. a week. Payment-by-results workers, 21 years and over, are to be in a position to earn not less than 118 s . 0 d . a week of 44 hours.

## MANUFACTURE, MAINTENANCE AND REPAIR OF AGRICULTURAL MACHINERY OR IMPLEMENTS-ENGLAND AND WALES*

[Agreements between the Agricultural Machinery and Tractor Dealers' Association Ltd. and the Amalgamated Engineering Union, the National Union of General and Municipal Workers, the Transport and General Workers' Union and the National Union of Stove, Grate and General Metal Workers.]


Note.- The rates became operative as from and including the first full pay period after 15 th March, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 , spread over 5 or $5 \frac{1}{2}$ days as may be mutually agreed.

## Night Workers

Night shift is where men, other than dayworkers, work throughout the night for not less than three consecutive nights, and such work is paid at the rate of time-and-one-fifth calculated on the ordinary daywork rate.

[^31]
## SHIPBUILDING AND SHIPREPAIRING-UNITED KINGDOM

[Agreements between the Shipbuilding Employers' Federation and the Confederation of Shipbuilding and Engineering Unions]


Note.- The rates became operative as from the beginning of the full pay week current at 7th March, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. Night shift hours are to be worked over 5 nights.

## Night Workers

Timeworkers and pieceworkers receive an allowance of one-third plain time rates for all hours actually worked during the normal night shift hours. A night shift is constituted when four consecutive working nights have been completed. Unless there has been a break of more than two consecutive working nights, the night shift is not deemed to have terminated.

[^32]
## BOBBIN MANUFACTURE-ENGLAND AND WALES

[Agreements of the Joint Industrial Council for the Bobbin Making Industry]


Note.-The rates became operative from the third pay day in April, 1957, and relate to the official index of retail prices figure of 104 (January, $1956=100$ ).

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

Shift Workers
Shift work performed before the normal daywork starting time and after the normal daywork finishing time is paid at the usual overtime rates.

Night Shifts
$6 \mathrm{~d}_{2}$ an hour above ordinary day rates is paid to men employed on the night shift who have not worked during the day. The starting time is 9 p.m.

SHUTTLE MANUFACTURE-LANCASHIRE AND YORKSHIRE
[Agreements between the Shuttle Manufacturers' Association and the Amalgamated Society of Shuttle Makers]


Note.-The rates became operative from the first pay day following 1st March, 1957, and relate to the official index of retail prices figure of 104 (January, $1956=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 days.

BOBBIN AND SHUTTLE MANUFACTURE-SCOTLAND
[Agreements between the Scottish Bobbin and Shuttle Manufacturers' Association and the National Union of General and Municipal Workers]


Note.-The rates became operative from the first full pay period following 1st April, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

[^33]
# CONSTRUCTIONAL ENGINEERING (OUTSIDE STEELWORK ERECTION) 

[Agreements between the Engineering and Allied Employers' National Federation and the Constructional Engineering Union]

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London Area (within 16 miles of Charing Cross) | Other Areas |
|  | s. d. | s. d. |
| Erectors ... | 4 31 ${ }^{1}$ | $4{ }^{4}$ 21 |
| Riveters .... ... ... | 4 41 | 4 31 |
| Riveters' holders-up ... | 4 31 | 4 2 ${ }^{\frac{1}{2}}$ |
| Sheeters ... ... | 4 51 | 4 31 |
| Sheeters' holders-up ... | 4 31 | $4{ }^{1}$ |
| Stagers or riggers ... | 4 31 | 4 21 |
| Crane drivers ... | 4 41 | 4 31 |
| Welders | 4 42 | 4 3年 |
| Burners-new work ... ... | 4 41 | 4 3夌 |
| ." demolition or scrap work | $43 \frac{1}{2}$ | 4 21 |
| Rivet heaters (adults) ... ... | $40^{4}$ | 3 111 |
| Erectors' helpers ... | $40^{4} 0^{\frac{3}{4}}$ | $311 \frac{3}{4}$ |
| Labourers .. | Civil engineering construction rate (see page 168) |  |

Note.-The rates became operative from 5th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. The dayshift hours are to be worked over $5 \frac{1}{2}$ days for twelve weeks, mid-November to mid-February, and over 5 days for the remaining nine months of the year. The night-shift hours are to be worked over 5 nights throughout the year. On three-shift systems the weekly hours of labour, exclusive of half-an-hour break for meals each shift, are $37 \frac{1}{2}$, payment being made for 44 hours.

## Guaranteed Week

Provision is made for a guarantee of 4 days' employment, subject to certain conditions and qualifications.

## Night Workers

Payment for work on night shift is made at the rate of time-and-a-third calculated on the dayshift rate for all hours worked. This applies where men, other than dayshift men, work throughout the night for not less than three consecutive nights.

## Radius Allowance

Daily allowances are paid in addition as compensation for travelling time and fares expended by the workers in daily travelling to and from the site on which they are working. The allowances are payable when the site is a specified distance from a central point within the area. For example, in the London area a radius allowance of 2 s .4 d . a day is payable on sites 2 to 5 miles from Charing Cross ranging up to an allowance of 7 s . a day on sites 15 to 16 miles from Charing Cross. The allowances are not payable to workers in receipt of lodging allowances or to workers, other than registered improvers, in receipt of rates of wages below those of the steelwork erector.

## Extra Payments for Exceptional Work

Extra payments are specified to be paid to workmen engaged under abnormal conditions such as on dirty work, hot work, or work at exceptional heights.

## ELECTRICAL CABLE MAKING-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Electrical Cable Making Industry]


[^34]
## Payment-by-Results Workers

Where systems of payment by results are applied to direct production workers prices and bonus times are to be such as to enable a worker of average ability in normal circumstances to earn 15 per cent. more than the time rate applicable to the grade of occupation for the work being performed. The fall-back rate for payment-by-results workers is the appropriate timeworking rate.

## Shift Rates

On double-day or three-shift systems payment for 8-hour shifts is as for 9 hours on first shift, as for $9 \frac{1}{2}$ hours on second shift, and as for $10 \frac{2}{3}$ hours on third shift.

## Night Shifts

Normal work on the night shift is paid at daytime rate-and-a-third.

## Occupational Classifications

The occupations which are included in each classification are specified in the agreements, but are too numerous to be reproduced in the above Table. Generally speaking occupational classification No. 1 for men applies to general labourers

Plumber Jointers and Plumber Jointers' Mates
As from the beginning of the first full pay period following 12th March, 1956, the hourly rates for a 44 -hour week, to be worked in 5 or $5 \frac{1}{2}$ days or 5 nights, are:-

Fully qualified plumber jointers:London area (within a radius of 18 miles of Charing Cross)
$\ldots \quad . . .4 \mathrm{~s} .9 \frac{1}{4} d$.
The rest of the country
Fully experienced plumber jointers' mat plumber jointers, namely:London area
The rest of the country $\ldots . \quad \ldots \quad \ldots \quad \ldots \quad \ldots \quad \ldots \quad \ldots \quad \ldots$.................... $0 \frac{3}{4} \mathrm{~d}$
Men, other than dayshift men, who work throughout the night for not less $9 \frac{3}{4} \mathrm{~d}$ utive nights are paid at the night-work rate of daytime rate-and for not less than three consec-

## VEHICLE BUILDING

## I.-England and Wales and Northern Ireland

[Agreements between the United Kingdom Joint Wages Board of Employers for the Vehicle Building Industry and the National Union of Vehicle Builders and the Amalgamated Society of Woodcutting Machinists, and in the case of electricians the Electrical Trades Union]


Note.-The rates became operative from the beginning of the first full pay period following 14th February, 1956 (13th April, 1956, in respect of workers employed with plastics).

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

All hourly-rated manual workers who have been continuously employed for not less than four weeks are guaranteed employment for a period of 4 days or less in any pay week, such as will enable them to earn during such period the equivalent of their inclusive hourly plain time rate for 34 hours, provided that they are capable of, and available for and willing to perform, satisfactorily, during working hours, the work associated with their usual occupations, or reasonable alternative work where their usual work is not available.

## Pieceworkers

Workers employed on piecework or other systems of payment by results are guaranteed their time rates irrespective of the amount of their earnings.

## Night Workers

Night-shift workers who normally work between 7 p.m. and $8 \mathrm{a} . \mathrm{m}$. are paid at the rate of time-and-one-sixth. Payment for overtime is calculated on this enhanced rate.

## Other Classes of Workers

An additional 3d. an hour is paid to charge hands and an additional 2d. an hour to leading, spindle and four-cutter hands.

[^35]
## II.-Scotland

[Agreements between the Scottish National Vehicle Builders' Association and the National Union of Vehicle Builders and the Amalgamated Society of Woodcutting Machinists, and in the case of electricians the Electrical Trades Union]


Note.- The rates became operative from the beginning of the first full pay period following 14th February, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

All hourly-rated manual workers who have been continuously employed for not less than four weeks are guaranteed wages equivalent to their inclusive hourly plain time rate for 34 hours in any pay week, provided that they are capable of, available for and willing to perform, satisfactorily, during working hours, the work associated with their usual occupations, or reasonable alternative work where their usual work is not available.

## Pieceworkers

Workers employed on piecework or other systems of payment by results are guaranteed their time rates irrespective of the amount of their earnings.

## Night Workers

Men, other than those employed during the day, who work throughout the night for not less than three consecutive nights are paid at the rate of time-and-one-sixth

[^36]
# MOTOR VEHICLE RETAIL AND REPAIRING TRADEUNITED KINGDOM 

[Agreements of the National Joint Industrial Council for the Motor Vehicle Retail and Repairing Trade]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) including the whole of Romford M.B. and Uxbridge U.D. | Provinces in the United Kingdom |
|  | s. d. | s. d. |
| MEN, 21 years and over:- Skilled-Men who can undertake all major and general repairs to motor vehicles without supervision | 4 0* | 3 11* |
| Semi-skilled-Men who can undertake most repairs, but under supervision | $37 \frac{1}{2}$ * |  |
| Other workers:- <br> (a) Men not specified above employed in repair shops <br> (b) Men employed outside the workshops $\ddagger$ |  |  |
| Women, 21 years and over, employed either in or outside the repair shops $\ddagger$. | 278 | 2 6§ |

Note.-The rates became operative from the first pay week commencing after 19th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. The dayshift hours are normally to be worked over $5 \frac{1}{2}$ days and the night shift hours over 5 nights.

## Guaranteed Wage

A worker who has been continuously employed in an establishment for not less than four weeks is guaranteed not less than 80 per cent. of his normal weekly wage, subject to certain conditions and qualifications.

## Night Workers

Payment for work on the night shift is made at the rate of time-and-one-fifth for all hours worked. This applies where men, other than dayshift men, work throughout the night for not less than three consecutive nights.

[^37]
## RAILWAY WAGON REPAIRING-GREAT BRITAIN*

[Agreements between the Wagon Repairing Association and the Amalgamated Engineering Union]

| Class of Worker | Consolidated Weekly Time Rates of Wages |  |
| :---: | :---: | :---: |
|  | London | Other Districts |
|  | s. d. | s. d. |
| MEN, 21 years and over:Wagon repairers, Grade 1 | 17310 | 16810 |
| ", ", Grade 1 (outstations) | $17310 \dagger$ | 168 10+ |
| " " Grade 2 | $16210 \dagger$ | 157 10† |
|  | $15210{ }^{10 \dagger}$ | 147 10† |
| Letterers, blacksmiths, riveters and/or erectors | 17310 164 | 16810 159 |
| Wheel turners ... | 16110 | 15610 |
| Holders-up, cold saw operators, lifters (fitting brasses), profile cutters | 161 |  |
| Loco., crane, tractor or traverser drivers ... | 1594 | 1544 |
| Painters, lifters, burner operators ... | 1574 | 1524 |
| Shunters $\ldots$.... $\ldots$ | 15610 | 15110 |
| Blacksmiths' strikers ... | 15410 | 14910 |
| Back sawyers ... ... | 1544 | 1494 |
| Iron carriers ${ }_{\text {Sawyers and machinists, }} \ldots$ | 14810 | 14310 |
| Sawyers and machinists, Grade 1 | $\begin{array}{r}1684 \\ 157 \\ \hline 10\end{array}$ | 1634 |
| Pun"ch and" shearer" operators, Grade 1 | 15610 | 15210 16110 |
| Punch and shearer assistants Grade 2 | 15810 | 15310 |
| Punch and shearer assistants ... | 15210 | 14710 |
| Outstation chargeman (alone) .... | 17510 | 17010 |
| " with 1 assistant | 1784 | 1734 |
| " with 2 assistants | 18010 | 17510 |
| " with 3 or 4 assistants | 18210 | 17710 |
| with 5 or 6 assistants | 185 | 1804 |

Note.-The rates became operative from 5th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. In the case of shop workers the hours are to be worked over 5 days. In the case of outstation workers the hours are to be worked over $5 \frac{1}{2}$ days until such time as a shorter working week operates on the railways.

## Guaranteed Week

Provision is made for a guarantee of 4 days' employment in any pay week, subject to certain conditions and qualifications.

## Pieceworkers

Pieceworkers are guaranteed a minimum payment of their consolidated time rate for all hours worked.

[^38]
## RAILWAY WORKSHOPS-GREAT BRITAIN*

[Agreements between the British Transport Commission and the Confederation of Shipbuilding and Engineering Unions and the National Union of Railwaymen]


[^39]For footnote see next page.

Railway Workshops-contd.

| Class of Worker |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 16th January, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 on day shift, intermediate shift or night shift.

Guaranteed Day and Week
Staff, who are available for duty on any weekday (excluding the Saturdays at those places where the normal work is performed on 5 days of the week only), are guaranteed a day's pay and, except in the two weeks in which the works are closed for annual leave, staff who are available for work throughout the week are guaranteed a week's wages on the basis in each case of the timeworker's weekday rate of pay for a 44 -hour week.

## Pieceworkers

Piecework prices are to be such as to yield to the normal worker not less than $27 \frac{1}{2}$ per cent over the worker's base rate. In addition to their piecework earnings pieceworkers receive flat-rate additions equal to the difference between the total and the base rates quoted in the Table.

## Night Shifts

All ordinary time worked between 6 p.m. and 6 a.m. whether on the night shift or intermediate shift is paid at the rate of time-and-a-third (except to men such as night watchmen specifically engaged for night work).

## Differentials and Allowances

Boilersmiths and fitters employed at running sheds receive a differential of 6 s . a week and coppersmiths, sheet metal workers, smiths and turners 2 s . a week. The agreement provides for other differentials and allowances varying from 1s. to 12 s . a week to be paid to certain classes of workers under certain circumstances.

[^40]
## SPRING MANUFACTURE-BIRMINGHAM

[Agreements between the Engineering and Allied Employers' Association (Birmingham, Wolverhampton and Stafford District) and the Amalgamated Engineering Union and the Transport and General Workers' Union]

| Class of Worker | Consolidated <br> Minimum Weekly Time Rates of Wages | Pieceworkers |  |
| :---: | :---: | :---: | :---: |
|  |  | Basic Weekly Rates | Supplements for 44 hours |
|  | s. d. | s. d. | s. d. |
| Men, 21 years and over:- |  |  |  |
| Labourers | 14210 | 510 | 7510 |
| Intermediate grade " A" workers-General hands | 1507 | $54 \quad 9$ | 7910 |
| Intermediate grade " $\mathbf{B}$ " workers-Grinders, testers, hardeners, temperers, cold spring makers, flat spring makers (all 2nd grade) | 1553 | 595 | 7910 |
| Intermediate grade " C " workers-Grinders, testers, hardeners, temperers (all 1st grade), hot spring finishers, hot spring coilers, auto coil spring machine setters, press setters (all 2nd grade), bar taperers or drawers ... | 1590 | 632 | 7910 |
| Skilled grade workers-Hot spring coilers, hot spring finishers, auto coil spring machine setters, cold spring makers, flat spring makers, press setters (all 1st grade), spring former makers ... | 16810 | 660 | 8310 |
| Fully skilled engineering toolmakers ... ... | 1702 | 6710 | 834 |

Note.-The rates became operative from 5th March, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, normally to be worked in 5 days.

## Guaranteed Week

Provision is made for a guarantee of 4 days' employment in any pay week, subject to certain conditions and qualifications.

## Pieceworkers

Basic piecework prices are to be such as to enable a worker of average ability to earn at least 45 per cent. over his basic time rate. In addition to their piecework earnings pieceworkers receive the supplements quoted in the Table above for 44 hours worked, or proportionately, and are guaranteed their consolidated time rate for all hours worked.

## Night Workers

Night shifts are paid at the rate of time-and-a-third calculated on the dayshift rates. This applies where men, other than dayshift men, work throughout the night for not less than three consecutive nights.

## LAMINATED SPRING MANUFACTURE-SHEFFIELD

[Agreements between the Laminated Railway Spring Manufacturers' Association and the Laminated and Coil Spring Workers' Union or the Associated Blacksmiths' Forge and Smithy Workers' Society]


## Note.-The rates became operative from 5th March, 1956. <br> Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, vary from 40 in the case of spring fitters and vicemen to 44 in the case of labourers, etc.

Guaranteed Week
Provision is made for a guarantee of 34 hours' pay at plain time rates in any pay week, subject to certain conditions and qualifications.

## HEAVY COIL SPRING MANUFACTURE-SHEFFIELD

[Agreements between the Coil Spring Federation (Sheffield and District Labour Group) and the Amalgamated Engineering Union and the Laminated and Coil Spring Workers' Union]

| Class of Worker | Consolidated Minimum Weekly Time Rates of Wages | Pieceworkers |  |
| :---: | :---: | :---: | :---: |
|  |  | Basic Weekly Rates | Supplements for 44 Hours |
| Men, 21 years and over:- | s. d. | s. d. |  |
| Group I-Labourers | 142 93 | 47 34 |  |
| Group II-General hands | $1497 \frac{1}{2}$ | $50{ }^{1}$ |  |
| Group III-Strikers, mates to setters-up | $1510 \frac{1}{2}$ | 516 |  |
| Group IV-Grinders ... ... | $15310 \frac{1}{4}$ | 54 33 |  |
| Group V-Testers, temperers in lead | 15588 | $56{ }^{2}$ |  |
| Group VI-(a) Rollers ... ... | 1614 | 61 91 |  |
| (b) Coilers, hammerers |  | 61 91 | 794 |
| (c) Scraggers and finishers | 1684 | 61 91 |  |
| Group VII-Setters-up and enders ... | 171 | $64 \quad 7 \frac{1}{4}$ | 834 |

Note.-The rates became operative from 5th March, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, normally to be worked in 5 days.

Guaranteed Week
Provision is made for a guarantee of 34 hours' pay at plain time rates in any pay week, subject to certain conditions and qualifications.

Pieceworkers
Basic piecework prices are to be such as to enable a worker of average ability to earn at least 45 per cent. above his basic rate. In addition to their piecework earnings pieceworkers receive the supplements quoted in the Table above for 44 hours worked, or proportionately, and are guaranteed their consolidated time rate for all hours worked.

Night Workers
Night shifts are paid at the rate of time-and-a-third calculated on the dayshift rates. This applies where men, other than dayshift men, work throughout the night for not less than three conscutive nights.

## FARRIERY, BLACKSMITH AND AGRICULTURAL ENGINEERING TRADE-GREAT BRITAIN

[Agreements of National Joint Wages Board for the Farriery, Blacksmith and Agricultural


NoTE.-The rates became operative from the beginning of the first full pay period following 18th October, 1956.
The hours of labour in a full week, exclusive Labour worked in 5 or $5 \frac{1}{2}$ days.

Grading of Areas
The industrial areas in England and Wales include the industrial towns in Lancashire, Yorkshire, Northumberland, Durham, Midlands and the Black Country, Leicester, Nottingham, Derby, Northampton, Southampton, Portsmouth, Reading, Carlisle; and in Scotland Glasgow and industrial areas in South West Scotland, Dundee, Perth, Aberdeen, Leith, Edinburgh, Galashiels and Hawick.

[^41]
## WIRE AND WIRE ROPE INDUSTRIES-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Wire and Wire Rope Industries]

| Section of Industry and Class of Worker | Minimum Weekly Basis Rates | Addition to Basis Rates* |
| :---: | :---: | :---: |
|  | s. d. | s. d. |
| Iron and Steel Wire Manufacture:- |  |  |
| Men, 21 years and over ... <br> Women, 21 years and over |  | 628 |
| Wire Rope Manufacture:- |  |  |
| Men, 21 years and over:- |  |  |
| Splicers, closers ... |  |  |
| Testers (rope) ... ... | 72 67 6 |  |
| Stranders, crane drivers $\ldots \ldots$ | 666 | 83 |
| Testers (wire) <br> Winders | 66 65 |  |
| Ancillary workers ... | 646 |  |
| Women, 21 years and over:- |  |  |
| Splicers $\ldots$$\ldots$ | 52 50 |  |
| Stranders, closers, testers (wire), crane drivers <br> Winders | 495 | 628 |
| Ancillary workers | $\begin{array}{lll}48 & 5 \\ 56 & 5\end{array}$ |  |
| Women doing recognised adult male work ... | 56 5† |  |

Note.-The rates became operative from the first full pay week in July, 1956, and relate to the index of retail prices figures of 103 to 105 inclusive (January, $1956=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 or $5 \frac{1}{2}$ days.

## Shift Workers

All normal hours worked between 6 p.m. and 6 a.m. are paid at the rate of time-and-onefifth calculated on the datal rates.

# HOLLOW-WARE MANUFACTURE-GREAT BRITAIN 

[Hollow-ware Wages Council (Great Britain) Wages Regulation Order] $\ddagger$


Note.-The rates became operative from 20th April, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44.

* The addition to basis rates which varies in accordance with the official index of retail prices is regarded as a cost-of-living bonus and does not affect piecework rates.
$\dagger$ Women who carry out the work of the men they replace with the same efficiency and without additional supervision or assistance receive the rates appropriate to the men they replace.
$\ddagger$ For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.


## TIN BOX MANUFACTURE-GREAT BRITAIN

[Tin Box Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | $\} \begin{aligned} & 15 \text { per cent. above } \\ & \text { General Minimum } \\ & \text { Time Rates } \end{aligned}$ |
| Men, 21 years and over:- |  |  |
| Knife hands or press hands | 36 |  |
| Other workers ... ... | 34 |  |
| Women, 18 years and over | 24 |  |

Note.-The rates became operative from 20th February, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## METALLIC BEDSTEAD MANUFACTUREBIRMINGHAM AND DISTRICT

## [Agreements of the Joint Industrial Council and Conciliation Board for the Metallic Bedstead Industry]



Note.-The rates became operative from 12th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, except for cupola men who work 56 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

[^42]
## BRASS WORKING AND FOUNDING

## I.-Great Britain other than Yorkshire

[Agreements between the National Brassfoundry Association and the National Society of Metal Mechanics]


Note.-The rates became operative from 5th March, 1956.
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 days.

## Guaranteed Week

All hourly-rated manual workers who have been continuously employed by a federated firm for not less than four weeks are guaranteed, subject to certain conditions and qualifications, employment for 4 days in each normal pay week. In the event of work not being available for the whole or part of the 4 days, employees covered by the guarantee are assured earnings equivalent to their consolidated time rate for 34 hours.

[^43]
## Brass Working and Founding-contd.

I.-Great Britain other than Yorkshire-contd.

Pieceworkers
Piecework prices for workers other than casters are to be arranged so as to enable a man of average ability to earn 45 per cent. above his basic rate. In addition to their piecework earnings pieceworkers receive a payment of $1 \mathrm{~s} .10 \cdot 73 \mathrm{~d}$. an hour for each hour worked. Casters on piecework are paid in accordance with an agreed price list together with a bonus of 103 s . 4 d . a week.

## Night Shifts

Payment for the night shift is at the rate of time-and-a-quarter.

## Women

The time rates of wages for women employed on women's work are the same as in the engineering industry (see page 49).

## II.-Yorkshire

[Agreements between the Northern Brassfounders' Employers' Association and the National Society of Metal Mechanics]

| Class of Worker | Consolidated Minimum Weekly Time Rates of Wages | Pieceworkers |  |
| :---: | :---: | :---: | :---: |
|  |  | Basic Weekly Rates | Supplements for 44 hours |
| Foundry:- | s. d. | s. d. | s. d. |
|  | 1790 | 768 | 834 |
| Machine moulders (operating $\mathrm{m} / \mathrm{cs}$.) | 164s. 2d. or 167s. 2 d . | 6810 | 794 |
| Coremakers (male) <br> Furnacemen (responsible for furnaces | 1724 | $70 \quad 0$ | 834 |
| , melting metal and serving to moulders for casting) | 1649 |  | 794 |
| Furnacemen (other classes) ... | 1619 | 665 | 794 |
| Foundry grinders | 15910 | 646 | 794 |
| Fettlers and dressers | 1595 | 641 | 794 |
| Other Classes:- | 149 | 58 |  |
| Brassfinishers (all classes), buffers and polishers (qualified to file, rough out, buff and polish) |  |  |  |
| Turret and capstan operators (setting |  | 660 | 83 |
| up own work)* | 163s. 8d. to 168s. 4d. | 61s. 4d. to | 83 |
| Assemblers | 1598 | 66s. 0d. |  |
| Brass shapers, millers (not universal), machinists, turret and capstan operators (not setting up), hot stampers |  |  | 79 |
| Pressure die casters |  |  | 794 |
| Extruders', levermen $\dagger$... | 1528 | 61 61 61 | 794 |
| Extruders' billet-heaters $\dagger$ | 150 |  |  |
| Packers, dispatchers, testers, extruders' helpers |  |  |  |
| Labourers, warehouse labourers | 14210 | 516 | 754 |

Note.-The rates became operative from the beginning of the first full pay period following 7th February, 1957, for foundry workers and 5th March, 1956, for other classes.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked

## Guaranteed Week

Provision is made for a guarantee of 34 hours' pay at plain time rates in any pay week, subject to certain conditions and qualifications.

## Pieceworkers

Piecework prices are to be arranged so as to enable a man of average ability to earn 45 per cent. above his basic rate. In addition to their piecework earnings pieceworkers receive the supplements quoted in the Table above for 44 hours worked, or proportionately, and are guaranteed their consolidated time rate for all hours worked.

[^44]
# LOCK, LATCH AND KEY MAKING-ENGLAND* 

[Agreements of the Joint Industrial Council for the Lock, Latch and Key Industry]

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Basic Rates $\dagger$ | Cost-of-Living Addition of 55 per cent. $\ddagger$ | Factory Efficiency Bonus of 20 per cent | Total |
|  | s. d. | s. d. | s. d. | s. d. |
| Men, $21 \frac{1}{2}$ years and over:Group P.T.-Patternmakers and toolmakers | $\begin{array}{cc} 104 & 0 \\ \text { or } \\ 98 \end{array}$ | $\begin{array}{ll} 56 & 10 \\ \text { or } \\ 54 & 1 \end{array}$ | $\begin{gathered} 2010 \\ \text { or } \\ 19 \quad 7 \end{gathered}$ | $\begin{array}{cc} 181 & 8 \\ \text { or } & 8 \\ 171 & 8 \end{array}$ |
| Group A-Experienced locksmiths and |  |  |  |  |
| work, fully qualified bobbers, polishers and toolsetters | $\begin{array}{cc} 100 & 0 \\ \text { or } \\ 95 & 0 \end{array}$ | $\begin{array}{cc} 55 & 0 \\ \text { or } & \\ 52 & 3 \end{array}$ | $\begin{array}{cc} 20 & 0 \\ \text { or } \\ 19 & 0 \end{array}$ | $\begin{array}{cc} 175 & 0 \\ \text { or } \\ 166 & \end{array}$ |
| Group B-All other workers except labourers | $\begin{array}{cc}92 & 0 \\ \text { or } \\ 88 & 0\end{array}$ | $\begin{array}{cc} 50 & 5 \\ \text { or } \\ 48 & 7 \end{array}$ | $\begin{array}{cc} 18 & 5 \\ \text { or } \\ 17 & 7 \end{array}$ | $\begin{gathered} 160 \quad 10 \\ \text { or } \\ 154 \quad 2 \end{gathered}$ |
| Labourers | 80 | 440 |  | 1400 |
| Women, 21 years and over§ ... ... | 610 | 3311 | 123 | 1072 |

Note.-The rates became operative from the first full pay week after 31st December, 1956, and relate to an average index of retail prices figure of 155 to 159 inclusive (June, $1947=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.

## Pieceworkers

Piecework prices are to be such as to enable workers of average skill and ability to earn at least $33 \frac{1}{3}$ per cent. above the basic rates applicable to their occupation. In addition to their earnings on piecework pieceworkers receive the dayworker's cost-of-living addition.

## Night Shifts

Night shifts are paid at the rate of time-and-one-fifth for all hours worked, any overtime being calculated on this rate.

## London

The basic rates are subject to an addition of 15 per cent. within the London area.

## Factory Efficiency Bonus

The factory efficiency bonus is a compensatory payment to dayworkers only and is designed to encourage them to give of their best in the matter of production. It is not payable as a right unless this requirement is satisfied.

[^45]
## NEEDLE, FISH HOOK AND FISHING TACKLE MANUFACTURING INDUSTRIES-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Needle, Fish Hook and Fishing Tackle Manufacturing Industries]


Note.-The rates became operative from the 22nd October, 1956, and relate to the index of retail prices figure of 102 (January, $1956=100$ ).

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

## Pieceworkers

The minimum piecework rates are 188s. 3d. a week of 44 hours for men and 122 s . 8 d . for women, 21 years and over.

## PENMAKING-BIRMINGHAM AND DISTRICT

## [Agreements between the Association of British Steel Penmakers and the Penworkers' Federation]

| Class of Worker | Minimum Weekly Rates of Wages $\dagger$ |
| :---: | :---: |
| Men:- s. d. |  |
| Fully apprenticed toolmakers:- |  |
| 25 years of age and over ... | 1917 |
| Over 21 and under 25 years of age | 17210 |
| Semi-skilled workers, 21 years and over | 1617 |
| Unskilled workers, 21 years and over | 1541 |
| Women, 18 years and over ... ... | 913 |

Note.-The rates became operative from 1st March, 1957, and relate to the index of retail prices figure of 104 (January, $1956=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be
orked in 5 days.

## Pieceworkers

For women, 18 years and over, piecework prices are to be such as to yield at least 102s. 6 d . for a 45 -hour week to workers of average ability.

[^46]STAMPED OR PRESSED METAL-WARES-GREAT BRITAIN
[Stamped or Pressed Metal-wares Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week | Per week |
| Men, 21 years and over:- | s. d. | s. d. |
| Polishers:- |  |  |
| Grade I workers | 151 4 $\dagger$ | 159 1 $\dagger$ |
| Grade II workers | 16010 | 1714 |
| Grade III workers | 1704 | 18110 |
| Braziers, burnishers, drop-stampers or dippers who are also bronzers:- |  |  |
| Grade I workers ... ... ... ... | 151 4 $\dagger$ | 159 1† |
| Grade II workers | 15810 | 1687 |
| Grade III workers | 1684 | 1791 |
| Dippers or annealers | $1514 \dagger$ | 159 1† |
|  | Per hour | Per hour |
| Other workers | 32 | 3 412 |
| Women:- |  |  |
| Polishers or drop-stampers (after 12 months employment after the age of 18 years) | 27 | 28 |
| Hand brush japanners, hand brush lacquerers, blow pipe braziers, solderers, dippers (after 12 months' employment after the age of 18 |  |  |
| years) | 26 | 27 |
| Other workers, 18 years and over ... ... | $24 \frac{1}{4}$ | $25 \frac{3}{4}$ |

Note.-The rates became operative from 20th June, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 . The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 44.

## Guaranteed Week

Provision is made for a guaranteed weekly payment of 34 hours to be made, subject to certain specified conditions and qualifications, to a worker who ordinarily works at least that number of hours.

KEG AND DRUM MANUFACTURE-GREAT BRITAIN
[Keg and Drum Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :---: | :---: |

Note.-The rates became operative from 18th January, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers

Regular night workers, i.e., workers whose normal hours fall between 5 p.m. and 7.30 a.m., are paid a supplemental rate of one-fifth of the appropriate general minimum time rate.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
$\dagger$ This rate applies to workers, $21 \frac{1}{2}$ years and over; lower rates are fixed for workers, 21 years and under $21 \frac{1}{2}$ years.


## IRON, STEEL AND NON-FERROUS SCRAP INDUSTRYGREAT BRITAIN*

[Agreements of the Joint Conciliation Committee for the Iron and Steel Scrap Industry]


Note.-The rates for lorry drivers became operative from the pay day in the week commencing 1st April, 1957, and for other workers from the pay day in the week commencing 11th March, 1957.

Hours of Labour
The normal weekly hours of labour, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
All hourly-rated manual workers who have been continuously employed for not less than four weeks (excluding casual or temporary workers engaged for demolition work) are guaranteed wages equivalent to their inclusive hourly plain time rate for 34 hours in any normal pay week, subject to certain conditions and qualifications.

## Pieceworkers

Piecework rates are fixed on the basis that the normal average worker shall be capable of earning at least 25 per cent. over ordinary time rates.

## ARTIFICIAL LIMB MANUFACTURE-GREAT BRITAIN

[Agreements between the Surgical Instrument Manufacturers' Association (Incorporated) and
the National Union of Furniture Trade Operatives and the National the National Union of Furniture Trade Operatives and the National Union of Sheet Metal Workers and Braziers]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
| Men, 22 years and over: <br> Artificial limb makers: <br> Artificial limb makers:- |  |  |
|  |  |  |
|  |  |  |
| " A (highly skilled) ... | 51 | cost-of-living |
| ", ${ }_{\text {\# }} \mathbf{\text { B }}$ C $\ldots$ | 411 | allowance of |
| " C | 45 | 9d. an hour $\ddagger$ |

[^47]
## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

Charge Hands
Chargehands, when on an hourly basis, are paid 2d. an hour above the basic minimum rate.

[^48]
# SURGICAL INSTRUMENT MANUFACTUREENGLAND AND WALES* 

[Agreements between the Surgical Instrument Manufacturers' Association (Incorporated) and the Amalgamated Engineering Union (Surgical Branch)]

| Class of Worker | Basic Minimum Hourly Rate for Timeworkers |
| :---: | :---: |
|  | s. d. |
| Skilled workers, 23 years and over, (surgical instrument makers and repairers, polishers and grinders, platers, etc.) |  |
| Semi-skilled workers (machine operators and workers dependent upon supervision) | 40 |
| Unskilled workers (labourers) | 351 |

Note. - The rates became operative as from 26th March, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Pieceworkers are guaranteed a minimum rate of $4 \mathrm{~s} .9 \frac{1}{2} \mathrm{~d}$. an hour.

## OPHTHALMIC OPTICAL INDUSTRY—GREAT BRITAIN $\dagger$

[Agreements of the Joint Industrial Council for the Ophthalmic Optical Industry (England, Scotland and Wales)]

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 21 years and over |
|  | s. d. | s. d. |
| Operatives on mass production, stock and stores assistants and packers ... | 1356 | 976 |
| Operatives on prescription work:- With less than 12 months' service |  |  |
| After 1 year's service ... | 1396 | 1006 |
| After 2 years' service ... ... | 1416 | 1026 |

Nore.-The rates became operative from the first pay day in the week commencing 5th December, 1955.

## Hours of Labour

The normal working week is not to exceed 44 hours.
Pieceworkers
Piecework rates for workers on mass production are to yield to the average worker their basic rate plus 20 per cent.

## Service Bonuses

Operatives on mass production and stock and stores assistants and packers, who are 21 years and over and employed on time work, are entitled to a minimum service award of 9 s . a week after three years' service in the industry.
Operatives on prescription work with three years' service on work of a similar nature after the age of 21 years are paid weekly minimum wages of 153 s .6 d . for men and 114 s .6 d . for women, and with eight years' service 156 s . 6 d . and 119s. 6 d . respectively, except in cases where workers are normally engaged on work requiring in general less than 12 months' experience to be qualified as fully trained and efficient.

[^49]
## METAL FINISHING-ENGLAND AND WALES*

[Agreements between the Metal Finishing Association (incorporated in the British Joint Association of Goldsmiths, Silversmiths, Horological and Kindred Trades) and the Joint Trades Union Committee representing the Amalgamated Engineering Union, the Transport and General Workers' Union, the National Union of General and Municipal Workers and the National Society of Metal Mechanics]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 18 miles of Charing Cross) | Other Areas in England and Wales |
| Men, 21 years and over: | s. d. | s. d. |
| Grade 1-Electro-platers and polishers with certain specified qualifications <br> Enamellers, lacquerers, grease tin- | $41 \frac{1}{2}$ | 3118 |
| ners, anodisers and dyers, and bronzers with certain specified qualifications ... | 40 |  |
| Grade 2 -Workers not covered under Grade 3 | 40 | 3104 |
| or not included or qualified under Grade 1 Grade 3-Workers performing work which could be performed by an average person without previous training or with a few hours' instruction | $\begin{array}{ll}3 & 8 \frac{1}{4} \\ & \\ 3 & 5\end{array}$ | $36 \frac{1}{2}$ |
| Women, 19 years and over, excluding those carrying out in full, and without extra or special supervision, work that is normally |  |  |
| Grade 1-As above ... |  |  |
| Grade 2-As above Grade 3-As above |  | $2{ }_{2}{ }^{\text {P }}$ |
| Grade 3-As above | 27 | ${ }_{2} 6^{\frac{1}{3}}$ |

Note. - The rates became operative from the beginning of the first full pay period following 17th October, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

## Guaranteed Week

Provision is made for the payment, subject to certain conditions and qualifications, of a guaranteed minimum of 36 hours' pay a week for dayworkers and 41 hours' pay a week for pieceworkers at the minimum hourly rate of their occupation or grade.

## Pieceworkers

Piecework rates or payment-by-results systems are to be arranged so as to yield to an average worker at least 25 per cent. over the appropriate minimum time rate. In any one payday pieceworkers are guaranteed, for the total hours they have been working piecework, earnings not less than those that would be produced for the same hours at the appropriate
minimum time rate.

## Night Shifts

Night shifts are paid at the rate of 25 per cent. above the worker's normal time rate.

[^50]
## JEWELLERY INDUSTRY-LONDON AND HOME COUNTIES

[Agreements between the Federation of Master Goldsmiths and Jewellers (incorporated in the Gold, Silver, Electro-Plate and Allied Trades Manufacturers' Federation) and the Society of Goldsmiths, Jewellers and Kindred Trades]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men:- |  |
| Diamond mounters, general mounters, ring makers, jobbers:- |  |
|  |  |
| $\begin{aligned} & \text { Lower grade } \\ & \text { Polishers } \ldots\end{aligned}$ |  |

Note.-The rates became operative from 2nd May, 1955.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 days.

## GOLD, SILVER AND JEWELLERY TRADES-BIRMINGHAM*

[Agreements between the Gold, Silver, Electro-Plate and Allied Trades Manufacturers' Federation (incorporated in the British Joint Association of Goldsmiths, Silversmiths, Horological and Kindred Trades) and the Birmingham and Walsall Districts of the National Union of Gold, Silver and Allied Trades]

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the beginning of the first full pay period following 1st January, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45, normally to be worked in 5 days.

Guaranteed Week
The agreement provides for a guaranteed period of 35 hours' work and pay in any one week.

## Pieceworkers

Piecework rates are to be arranged so as to yield to an average worker at least 25 per cent. above the minimum day rate, and pieceworkers are to receive at least the minimum day rate for all time spent upon a firm's premises at the instruction of the firm.

## Night Shifts

Night-shift work is paid at the rate of time-and-a-quarter for the normal night-shift hours.

* The trades covered by this agreement are:-Goldsmiths, jewellers, silversmiths, Britannia metal smiths, electro-plate manufacturers, pewterers, rolled gold, gilt and fancy jewellers, repairers and jobbing jewellers and silversmiths, medallists, jewel case makers, spoon and fork manufacturers, watch and clock makers and repairers, platers and gilders engaged on work for jewellers and silversmiths, and diesinkers, stampers and piercers for the above-mentioned trades.


# SILVER AND ELECTRO-PLATE TRADE-SHEFFIELD 

[Agreements of the Joint Board comprising representatives of the Master Silversmiths' Association and the National Union of Gold, Silver and Allied Trades (Sheffield Branch)]

| Class of Worker | Minimum Hourly Datal Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- | s. d. |
| Class A-Skilled-Silversmiths, spinners, hammermen, hollowware buffers, hollow-ware finishers, platers and gilders, hollow-ware stampers, embossers, chasers, engravers, etc. | 38 |
| Class B-Semi-skilled-All in skilled classes who cannot take work and finish it without overlooking or assistance | 32 |
| Class C-Unskilled-Those in occupations requiring no previous training | 31 |
| Women, 21 years and over:Warehouse work |  |
| Production work ... ... | $211 \frac{1}{2}$ |

Note.-The rates became operative from 9th February, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, normally to be worked in 5 days.

## GOLD, SILVER AND ALLIED TRADES-LONDON

[Agreements between the Manufacturing Silversmiths', Association (incorporated in the Gold, Silver, Electro-Plate and Allied Trades Manufacturers' Federation) and the National Union of Gold, Silver and Allied Trades (London District) and the London Society for Gold, Silver and Kindred Trades]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| MEn (except silver spinners) | s. d. |
|  |  |
| Skilled women employed on burnishing, sawpiercing and hand colouring:- <br> 19 years of age |  |
| 19 years of age <br> 19 | 45 per cent. $\}$ of mini- |
| $\begin{array}{cccccc}21 \\ 21 & \text { years and }{ }^{\prime \prime} \text { over } & \cdots & \cdots & \cdots & \cdots \\ \end{array}$ | ${ }_{50}^{47 \frac{1}{2} \text { per cent. }{ }^{\text {per cent. }} \text {. }{ }_{\text {mum male }} \text { rate }}$ |
| ther women, after 5 years' training ( 4 years for polishers) or at the age of 21 , whichever is the later | Minimum male rate |

Note.-The rates became operative from the first pay day following 1st January, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 (maximum).

## Pieceworkers

Piecework prices are to be based upon the minimum rate plus 25 per cent.

## PIANOFORTE MANUFACTURE-GREAT BRITAIN*

[Agreements between the Pianoforte Industries and Export Group and the Trade Unions concerned, being parties to the British Pianoforte Trade Joint Industrial Council]

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the beginning of the first full pay week in January, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 on day and night shifts, to be worked in 5 or $5 \frac{1}{2}$ days, and are not to exceed 44 on double-day or threeshift systems.

## Payment-by-Results Workers

Times or prices on individual systems of payment by results are to be such as to enable the average productive worker to earn at least 30 per cent. more than the appropriate current minimum time rate. Bonuses under collective systems of payment by results are to be such as to enable the group of workers concerned to receive among them as a whole at least 20 per cent. more than they would receive among them as a whole at the appropriate current minimum time rates. No worker under any scheme of payment by results is to receive less than the appropriate minimum hourly payment for those not working under such a scheme.

## Shift Workers

On double-day or three-shift systems workers are paid an additional $2 \frac{1}{2}$ d. an hour for all hours worked on the day shift and 6 d . on the night shift. These allowances are not computable for overtime.

## Night Workers

Workers employed on night shifts (other than night shifts worked on three-shift systems) are paid an allowance of 6 d . an hour which is not computable for overtime. Night shifts are constituted when two or more workers are employed exclusively on night work for at least four consecutive nights.

* Includes the manufacture, renovation, or repair of pianofortes, players and their parts.
$\dagger$ The total minimum hourly payment for male timeworkers, 21 years and over, is made up of the current minimum time rate, which includes a cost-of-living bonus of $8 \frac{1}{2} \mathrm{~d}$., and a supplementary cost-of-living allowance of 1s. 2d. which amount relates to the figure of 103 for the official index of retail prices published in November, 1956 (January, $1956=100$ ). The supplementary cost-of-living allowance is paid to all workers as a separate allowance (whether or not engaged on an approved Payment-by-Results Scheme) in respect of each hour worked, and is subject to variation in January, April, July and October each year in accordance with the figure of the official index of retail prices published respectively during the November, February, men calculated to the nearely preceding. The rates for women are three-quaters of those for men calculated to the nearest $\frac{1}{\frac{1}{d}}$ d. in their favour.

ORGAN BUILDING-UNITED KINGDOM
[Agreements between the Federation of Master Organ Builders and the National Union of Musical Instrument Makers]

| Class of Worker and District |  |  |  |  |  |  |  |  | Minimum Hourly Rates of Wages* |
| :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |

Note.- The rates became operative from 1st April, 1957, and relate to the January, 1957 index of retail prices figure of 104 (January, $1956=100$ ).

Hours of Labour
The normal hours of labour, exclusive of mealtimes and overtime, are a maximum of 44 , normally to be worked in $5 \frac{1}{2}$ days unless otherwise agreed.

Night Shifts
Normal night shifts of eight hours are paid at the rate of time-and-a-quarter.

## COTTON SPINNING AND WEAVING

## [Agreements between the Federation of Master Cotton Spinners' Associations Ltd. or the Cotton Spinners' and Manufacturers' Association and the Trade Unions concerned]

## Class of Worker

Cotion Rooms:-

## Head cotton room men:1st year of service

| 2nd | , | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 131 |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| 3rd |  |  |  |  |  |  |

Assid "otton "m and thereafter $\cdots \quad . . \quad \ldots \quad 158 \quad 8$
Assistant cotton room men ... ... ... ... ... 128 1

## Blowing Rooms:-

Operators in charge of machines:-
Single process lapping
Where normal complement cannot be allotted
163s. Od. or 182s. 10d.

## Labourers

Card Rooms:-
Strippers and grinders employed in the "Bolton area ":
Brush stripped or back and front type vacuum stripping
Twin nozzle stripping
Metallic wire clothing cylinder and doffer and flats
Metallic wire clothing cylinder and doffer only
Lap machine tenters (Universal Area):-
Two machines (according to weight of lap)
Three machines (all weights)
Comber tenters:-
Nasmith (according to complement of machines)
Heilman (according to complement of machines)
Draw frame tenters ( $18 / 21$ deliveries) (according to hank drawing)
Assistant draw frame or machine tenters:-
Males, 21 years and over...
Minimum Weekly Rates of
Wages inclusive of percentages and flat-rate additions


NOTE.-The rates became operative from the beginning of the first full pay period following

[^51]
## Class of Worker

## Card Rooms-contd.

Fly/speed frame tenters:-
Slubbing frames ( 90 spindles per frame):Single frames
.. Pair of frames
Intermediate frames ( 124 spindles per frame):Single frames Pair of frames
Frames of intermediate gauge fed by sliver, three or four line roller system ( 130 spindles per frame):Single frames Pair of frames
Roving and jack frames ( 164 spindles per frame):Single frames
Pair of frames
Frames of roving gauge fed by sliver ( 164 spindles per frame):-
Three or four line roller systems:-

## Single frames

Pair of frames
...
Two zone roller systems with intermediate condenser or tape or apron drafting systems:-
Single frames
Pair of frames
Ring Spinning Rooms:-
Ring jobbers
Oilers and banders, weft and bobbin carriers, layers-on and other adult male ancillary labour
Sundry labour common to all above departments (truckers, bobbin carriers, weft carriers, waste men, hoist men, male cleaners and oilers, sweepers)
mule Spinning Rooms:-
Mule spinners (productive wage) (according to the number of spindles attended)
Minder assistants/spinner piecers (productive wage) (according to the number of spindles attended)
Assistant spinners, 21 years and over (according to the number of spindles attended)
Mule cleaners
Mule assistants, 21 years and over

$$
\begin{array}{ccc}
\ldots & \ldots & \ldots \\
\ldots & \ldots & \ldots
\end{array}
$$

Ancillary staff, 21 years and over (cleaning empty bobbins, sweeping floors, fetching paste, removing waste)
Winding Rooms:-
Winders and reelers in spinning mills on day-wage rates (except in Bolton district)
Beamers and crossballers in spinning mills on day-wage rates (except in Bolton district)
Labourers
WAREhouse:-
Male packers, 21 years and over
Female packers, 18 years and over
Warehouse assistants, 21 years and over
Manufacturing Section:-
Warp drawing machine operatives-men in charge
operators (male or female)
springers and assemblers of drop
wires, 231 years" and over

Minimum Weekly Rates of Wages inclusive of percentages and flat-rate additions
s. d.

82s. 2d. to 109s. 2d.*
98s. 7d. to 131s. 0d.*
68s. 9d. to 90s. 0d.*
82s. 6d. to 108s. 0d.*

82s. 2d. to 100 s . 8 d .*
98s. 7 d . to 120 s . 10d.*
63s. 2d. to 75s. 0d.*
75s. 10d. to 90s. 0d.*

71s. 0d. to 84s. 4d.*
85s. 4d. to 101s. 3d.*

74s. 7d. to 88s. 7d.*
89s. 5d. to 106s. 3d.*
15511
12811

12811

175 s . 7 d . to 245 s . 0 d .
142s. 6d. to 198s. 0 d .
128s. 11d. to 145 s. 2 d .
1317
10910
1064


Note.-The rates became operative from the beginning of the first full pay period following 23rd April, 1956.

[^52]
## Class of Worker

## Manufacturing Section-contd.

Weavers:-
(a) on ordinary system of 4 looms...
(b) on 6 loom system
(c) on more than 6 loom system
(d) on Cotton Manufacturing Commission system

Winders (fully competent)
Warpers (beamers)-male or female
...

Clothlookers (see also note below)
Tape labourers and weftmen in charge of weft cellar
General warehousemen and loom sweepers ...
Fully competent women, 21 years and over, engaged on general warehouse work
Warp tying machine operatives-front men
" " ", "backmen ... ... ...
Reächers' (coloured work), 21 years and over (where employer pays whole of reacher's wages)
Tape sizers
Enginemen, firemen, etc., in cotton mills:-
Mill engine tenters
Enginemen/firemen
Assistant engineers
Boiler firemen
Ashwheelers, oilers and greasers
Skilled maintenance mechanics and skilled blacksmiths, turners, welders, electricians in all sections and loom fitters employed on maintenance work in cotton mills

Minimum Weekly Rates of Wages inclusive of percentages and flat-rate additions

Note.-The rates became operative from the beginning of the first full pay period following 23 rd April, 1956 (first full pay period following 31st August, 1956, for skilled maintenance mechanics, etc., and first full pay period following 2nd October, 1956, for enginemen, firemen, etc.).

## Hours of Labour

The normal working week is 45 hours consisting of 5 days (Monday to Friday) of 9 hours each. Where double day shift work on automatic looms is in operation, the average number of hours over a period of four consecutive weeks is to be not less than $38 \frac{3}{3}$ and not more than 40 excluding meal breaks of half-an-hour each shift. Where double day shifts are operated in cotton, blowing, card or ring rooms or appropriate ancillary departments, the hours in each shift are $38 \frac{3}{4}$ spread over 5 days with payment as for 45 hours.

## Guaranteed Week

Provision is made for the payment of a guaranteed weekly wage, subject to certain conditions and qualifications, of (a) 75 per cent. of average weekly wages excluding overtime in the preparing and spinning sections, and (b) three-quarters of net normal wages (i.e., gross wages less the flat-rate addition) plus the flat-rate addition in full (37s. 10d. a week for workers normally engaged on a full complement of work) in the manufacturing section. Weavers on the Cotton Manufacturing Commission system do not receive any separate flat-rate addition; the flat-rate addition is incorporated in the basic rate.

## Clothlookers

Subject to local agreement clothlookers may be paid in accordance with the following alternative system-a basic rate of 135 s . for a week of 45 hours and in addition an incentive bonus so computed and applied as to enable an average clothlooker of normal ability, working full time at reasonable speed and competence with a proper work-load, to earn a sum equal to 27 per cent. of the basic rate, i.e., 36s. 5 d . The total wage shall not be less than 152 s . 10 d . for a week of 45 hours and the total amount of bonus shall not be more than 35 per cent. of
the basic rate.

[^53]
## I.-Yorkshire (Woolcombing)

[Agreements between the Woolcombing Employers' Federation and the National Union of General and Municipal Workers]

| Class of Worker | Weekly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Night turn $\dagger$ | Day turn |
| Wool pullers and bowl feeders | s. ${ }_{\text {s. }} 152$ | $\begin{array}{ccc} \text { s. } & \text { d. } \\ 141 & 2 \end{array}$ |
| Bowl minders (with dryer) ... | 1597 | 150 |
| W" (without dryer) | 1578 | 1480 |
| Wool dryers by hand ... | 1557 | 14510 |
| Mäkers up by machinery | 152 151 | 141 136 10 |
| Breakers-off, 2 laps (women) |  | 990 |
| ," 3 laps , $\cdots$ |  | 1016 |
| ", 3 laps (men) | 151 153 | 13610 |
| 4 laps , | 151s. 3 d . or 152 s . 2 d . | 139 <br> 141 <br> 1 |
| Card feeders by hand | 1513 | 981 |
|  |  | (women) |
| Card jobbers, 7 or less | 154 | 145 148 0 |
| Shoddy men 8 or more | 157 152 15 | 148 13610 |
| Burr takers-out | 1513 | 13610 |
| Can-dodgers ... | $152 \quad 2$ 51 | 13610 |
| Backwash minders with ... | 154s. 5d. or 157s. 0d. 157s. Od or 158s. 11 d. | 1401 |
| ", " $\quad \begin{aligned} & \text { with box } \\ & \text { " backwash (women) }\end{aligned}$ | 157s.0d. or 158s. 11 d . | 99 s . 0 d. |
|  |  | or 101s. 6 d . |
| box (women) |  | or 104 s . 0 d . |
| Strong box minders, 2 boxes | 152 | $\begin{gathered} 98 \quad 1 \\ \text { (women) } \end{gathered}$ |
| 3 boxes single (women) |  | 981 |
| Punch minders, ${ }^{\prime \prime} 8$ combs or less ... ... | 152s. 2d. or 154s. 5d. | 98s. 1d. or 99s. 0 d . (women) |
| 9 combs or more | 154s. 5d. or 157s. 0d. | 100 s. 4 d . or 101 s . 6 d . |
| Comb minders, with noil, 2 combs | 159s. 7d., 163s. 2d or 168 s . 3d. | 103s. 4d., 107s. 0d. or 111s. 9 d . |
|  |  | (women) <br> 100s. 4d., 104s. 0d |
| without noil, 2 combs | or 163 s .2 d . | or 108 s . 7 d . (women) |
| (men), 2 combs with noil | - | 1488 |
| ", ", 2 combs without noil |  | 1447 |

Finishing box minders, 3 boxes long wool or medium, 4 boxes botany

Card grinders, wood cards
152 s. 2 d. or 154 s. 5 d .98 s .1 d. or 100 s. 4 d .
(women)

Note.-The rates became operative from the pay day in the week ending 1st December, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45.

## Guaranteed Week

Provision is made for the payment, subject to certain conditions and qualifications, of a guaranteed weekly wage of 75 per cent. of ordinary wages, excluding overtime.

[^54]
## II.-Yorkshire (Woollen and Worsted Spinning and Weaving)

[Agreements between the Wool (and Allied) Textile Employers' Council and the National Association of Unions in the Textile Trade, and in the case of mechanics, enginemen and firemen the Amalgamated Engineering Union or the National Union of Enginemen, Firemen, Mechanics and Electrical Workers]


Note.-The rates became operative from the pay day in the week ending 1st December, 1956.

* For coloured work the rates are 1s. a week higher.
$\dagger$ With additions of 18.79 d . or 14.09 d . a dozen or fraction of a dozen for extra spindles minded.
$\ddagger$ The rates apply to workers when not employed on piecework, whether paid as straight time rates or as rates to which any incentive payment based on production is added.
II.-Yorkshire (Woollen and Worsted Spinning and Weaving)-contd.

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the pay day in the week ending 1st December, 1956, except for mechanics whose rates became operative from the first full pay period following 27th July, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
Provision is made for the payment, subject to certain conditions and qualifications, of a guaranteed weekly wage of 75 per cent. of ordinary time work rates excluding overtime, or in the case of pieceworkers for whom there is no agreed time rate or rate of earnings, 75 per cent. of the average weekly earnings, excluding overtime, for the normal eight weeks preceding.

## Pieceworkers

Piecework prices are to be such as to enable an operative of average ability to earn, under normal conditions and with full-time working, not less than $17 \frac{1}{2}$ per cent. over the appropriate time rate. For weavers and other pieceworkers in the manufacturing section for whom no time rates are fixed, weekly "safeguard rates" are specified, which represent the minimum amounts which a piecework rate must be capable of yielding to a trained worker of average ability under normal conditions.

## Night Workers

Night workers are paid an allowance of $3 \frac{1}{2} d$. an hour for all hours actually worked.

## III.-Leicester

[Agreements between the Midland Master Spinners' Association and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Time Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Basic Rates | Additions to Basic Rates | Total |
|  | s. d. |  | s. d. |
| Men, 21 years and over:-Able-bodied skilled |  | Cost-of-living bonus of | 1485 |
| Able-bodied unskilled | 57 | $16 \mathrm{~d} . \dagger$ in the shilling and | 14110 |
|  |  | good timekeeping bonus of |  |
| Women, 18 years and over:-Able-bodied skilled | $37 \quad 6$ | 8 s . 5 d . a week (or $2 \frac{1}{4} \mathrm{~d}$. an hour) for men and 6s. 7d. (or $1 \frac{3}{4}$ d.) for women. | 941 |

Note.-The rates became operative from the first pay day in December, 1956, and relate to the index of retail prices figures of 158 to 161 inclusive (June, $1947=100$ ).

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45, to be worked in 5 days.

## Pieceworkers

Piecework rates are to be fixed so that the majority of workers can earn minimum weekly wages of 155 s . 0 d . for men and 107s. 2d. for women inclusive of the cost-of-living bonus and the good timekeeping bonus referred to in the Table.

* With extra payment for extra bobbins or extra machines.
$\dagger$ This amount is subject to variation in accordance with a sliding scale based on the official index of retail prices.


## IV.-West of England

> [Agreements of the West of England Joint Industrial Council for the Woollen and Worsted Trades]


Note.-The rates became operative from the pay day in the week ending 1st December, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45.

## Guaranteed Week

Provision is made for a guaranteed weekly payment for 45 hours or such hours as are normally worked if less than 45, subject to certain conditions and qualifications.

## Pieceworkers

Piecework rates are to be such as to yield the following group average minimum weekly rates for the class of worker concerned:-


# Wool Textile Industry-contd. 

IV.-West of England-contd.

## Night Workrrs

Timeworkers on regular night work are paid an additional $3 \frac{1}{2} \mathrm{~d}$. an hour.

## Grading of Occupations

The grading of occupations is as follows:-

## Men:-

Class A.-Cutterman (fully qualified), dropper pinner (mechanical), head yarnman, pin setter (fully qualified), pressman (in charge), spinner (having entire charge of a pair of mules), stoker (hand), twister on and drawing (mechanical), warper (fully qualified), wool sorter (fully qualified), wool warehouseman (in charge), wool washer (in charge).

Class B.-Assistant dropper pinner (mechanical), assistant twister on and drawing (mechanical), beamer, blanket bleacher or storeman, blanket room man, blanket warper, blender (in charge), blowerman (in charge), bobbin stripper (mechanical), card minder, carboniser, cloth warehouseman, cloth washer, cutter minder, damper, steamer and brusher (in charge), fettler, gig raiser (fully qualified), millman, fullerman, packer, pattern weaver, pin setter, pressman, spinner, stoker (mechanical), tenterman (in charge), tucker and willeyman (in charge), warper, warp sizer, wool sorter, yarnman.

Class C.-Assistant packer, blender's jobber, blowerman's jobber, cloth warehouseman's jobber, cloth washer's jobber, cutterman's jobber, damper's, steamer's and brusher's jobber, dyer's jobber, feeder and condenser minder, gig raiser's jobber, millman and fullerman's jobber, piecener, pressman's jobber, tenterman's jobber, tuckerman's and willeyman's jobber, tuner's jobber, or loom shed jobber, wool warehouseman's jobber, wool washer's jobber, yarnman's jobber, all other workers not otherwise classified.

Key personnel.-Carding engineer, puttee moulder, engine driver, sample maker and colour matching, maintenance storekeeper, stoker (fully qualified), pattern weaver (fully qualified).

## Women:-

Class A.-Blanket whipper, binder and labeller, botany worsted spinner (fully qualified), drawer, fancy yarn doubler, gillbox minder (fully qualified), mender, puttee knitter (fully qualified), scarf worker (fully qualified), shader, spinner, warper (fully qualified), weigh-box drawer, wool sorter (fully qualified), worsted doubler (ring), worsted spinner (flyer) over 250 spindles.

Class B-Botany worsted spinner, burler, doubler, gillbox minder, pattern weaver, picker, inker and knotter, piecener, puttee knitter, scarf worker, twister and tyer, warper, wool sorter, worsted doubler (cap), worsted drawer, worsted spinner (flyer) under 250 spindles, all other female workers.
Key personnel-Percher, passer, forewoman's assistant, puttee worker, pattern weaver (fully qualified).

## V.-Wales (Woollen Manufacture)

[Agreements between the Welsh Textile Manufacturers' Association and the
Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  |  |  |  |  |  | Minimum Weekly Rates of <br> Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the pay day in the week commencing 4th February, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

## VI.-Scotland (Border Counties)

## [Agreements between the Scottish Woollen Trade Employers' Association and the National Union of Dyers, Bleachers and Textile Workers, the National Union of General and Municipal Workers and the Transport and General Workers' Union]



Note.-The rates became operative from the beginning of the first full pay period following
November, 1956 .
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , normally to be worked in 5 days.

Guaranteed Week
Provision is made for the payment, subject to certain conditions and qualifications, of a guaranteed weekly wage of 75 per cent. of ordinary wages excluding overtime.

## Nightshift Workers

Nightshift workers receive an allowance of 3s. for each night shift worked.

[^55]
# SILK SPINNING, THROWING AND WEAVING 

I.-United Kingdom (National Agreement)
[Agreements of the Joint Industrial Council for the Silk Industry]

| Class of Worker |  |  |  |  |  | Basic Weekly Minimum Time <br> Rates* |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the pay day in the week commencing 22nd October, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtimes, are 45 which may be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Workers are guaranteed in any week payment at the appropriate time rate for 80 per cent. of the hours constituting the normal working week, subject to certain conditions and qualifications.

## Pieceworkers

The earnings of adult pieceworkers are to be such that the minimum average wage of a section shall be 15 per cent. above the appropriate minimum time rate for male and female adults. Piecework rates are the same for all ages. Where a pieceworker is, for reasons outside the control of the worker, unable to earn the appropriate minimum time rate in any week, that time rate operates as the guaranteed rate for the worker.

Night Workers
Workers normally employed on night work receive a night allowance of $12 \frac{1}{2}$ per cent. on the appropriate minimum time rate.

## II.-Leek

[Agreements between the Leek Manufacturers' and Dyers' Association and the Amalgamated Society of Textile Workers and Kindred Trades for workers covered by the Joint Industrial Council for the Silk Industry]

| Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
| Men, 21 years and over, other than learners:- |  |
| Grade 1 | 136 |
| Grade 1A-Packers | 1390 |
| Grade 2 -Knitters, warpers, spinners, throwers, etc. | 1410 |
| Grade 3 -Linkers, dressers, jacquard weavers, etc. | 145 |
| Dyers $\ldots$... $\quad .$. |  |
| Screen printers Printers' mates | 143 |
| Dyers' mixers:- |  |
| 1st year ... ... | 1430 |
|  |  |
|  | 151 |
| All-night workers:- |  |
| Screen printers ... |  |
| Printers' mates <br> Dyers | 195 |
| Others $\ldots$ | 1930 |
| Boilermen (days) ... |  |
| Boilermen (nights) ... |  |
| Oilers and greasers on shafting $\ldots$. ${ }^{\text {Oilers }}$... |  |
| Oilers and greasers on braid machines Key men | 1606 |
| Women, 18 years and over, other than learners:- |  |
| Grade 1 1 $\ldots$. $\ldots$, $\ldots$. $\ldots$... $\ldots$ |  |
| Grade 1A-Winders, pickers, reelers, tenters, etc. ... |  |
| Grade 2 -Warpers, knitters, spinners, doublers, etc. Grade 3 -Linkers, jacquard weavers, etc. | 101 |

Note.-The rates became operative from the pay day in the week commencing 22nd October, 1956.

For Hours, etc., see above.

[^56]Silk Spinning, Throwing and Weaving-contd.

## III.-Macclesfield ${ }^{*}$

[Agreements between the Macclesfield Silk Trades Employers' Association and the Amalgamated Society of Textile Workers and Kindred Trades, the National Silk Workers' and Textile Trades Association or the Hand Loom Weavers' Association]

| Section of Industry and Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
| Throwing Section:- | s. d. |
| Men, 21 years and over:- |  |
| Grade $1 . \ldots$.... ... ... | 136 |
| Grade 1a-Warehousemen and packers ...... | 139 |
| Grade 2-Cleaners, doublers, reelers, lacers, parters, ring spinners, spinners, uptwisters, winders | 141 |
| Grade 3-Throwing mill men, cone, cheese or pirn |  |
| winders | 142 |
| Women, 18 years and over:Grade 1 |  |
| Grade 2-Winders, cleaners, doublers, reelers, lacers, parters, ring spinners, spinners, uptwisters | 96 98 |
| parters, ring spinners, spinners, uptwisters Grade 3-Cone, cheese or pirn winders .... | $\begin{aligned} & 98 \\ & 99 \end{aligned}$ |
| Smallware and Narrow Fabrics Section:- |  |
| Men, 21 years and over:- |  |
| Grade 1 | 136 |
| Grade 2-Packers, webbers, binding and belting weavers and braiders, warpers, rubber coverers, | 136 |
| weavers 6 shafts and under | 140 |
| Grade 3-Elastic and jacquard harness weavers and weavers over 6 shafts |  |
| Women, 18 years and over:- | 144 |
| Grade $1 . .$. | 96 |
| Grade 2-Skein winders $\ldots$... $\ldots$... $\ldots$ |  |
| Grade 3-Warpers, weavers, braiders, knitters | 98 <br> 96 |
| Manufacturing Section:- |  |
| Men, 21 years and over, except weavers | 1366 |
| Women, 18 years and over:- | 136 |
| Grade $2-$ Cloth pickers, $\ldots$ winders | 96 |
| Grade 3-Enterers, warpers ... | 98 |
| Grade 3a-Warp twisters | 104 |
| Weavers (males and females) :- | 125 |
| 2 looms ... ... ... |  |
| 1 single-width loom and 1 double-width loom | 133 |
| 2 looms double with jacquard of not less than 48 inches... |  |
| 4 looms ... $\ldots$... $\ldots$... $\ldots$... $\ldots$... | 136 |
| 6 looms ... $\ldots$... $\ldots$ |  |
| 8 looms . $\because . .$. |  |
| Making-up Section:- | 1490 |
| Women, 18 years and over:- |  |
| Unskilled ... |  |
| Skilled | $\begin{array}{ll} 96 & 6 \\ 98 & 6 \end{array}$ |
| Embroidery Section:Men, 21 years and over:- |  |
| Menskilled Uears and over:- a |  |
| Skilled ... ... | 136 |
| Women, 18 years and over:- | 149 |
| Grade 1 $\qquad$ |  |
| Grade 2-Menders, threaders and minders | 986 |
| Men, 21 years and over ... ... | Per hour |

[^57]For Hours, etc., see previous page.

[^58]
## RAYON YARN PRODUCTION-GREAT BRITAIN

[Agreements of the Joint Labour Committee of the Rayon Producing Industry]


Note.-The rates became operative from the first pay day following 3rd February, 1956.

## Hours of Labour

The hours of labour in a full week are 44, excluding mealtimes, for day workers and night workers and an average of 44, including mealtimes, for shift workers. A minority of firms continue to work, under local agreement and as a temporary measure, a longer working week of 47 or 48 hours.

## Guaranteed Week

Workers are guaranteed, subject to certain conditions and qualifications, employment for 4 normal shifts or days in each pay week.

## Shift Workers

Minimum shift allowances of 4d. an hour on three-shift systems and 2d. an hour on twoshift systems are paid to workers in the rayon producing industry. The 24 hours on Sunday are paid at double time and the balance of 16 hours worked on Saturday afternoon or Monday morning at time-and-a-half. The calculations are made on base rates and job differentials (where appropriate), shift allowances being excluded.

## Regular Night Workers

Payment for regular night work (three or more consecutive nights except on three-shift systems) is at the rate of time-and-one-fifth for the normal hours of the standard week. For overtime during the week and for work done at week-ends there is substituted for time-and-one-fifth the overtime or week-end payment appropriate to day workers.

# FLAX AND HEMP PREPARING, SPINNING AND WEAVING-GREAT BRITAIN 

[Flax and Hemp Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men, 21 years and over:- | Per week | Per week |
| Tenters ... ... | ${ }_{160}{ }^{\text {s. }}$ d. |  |
| Under-tenters:- |  |  |
| First year of employment after the age of 21 | 12011 | - |
| Second and third years after the age of 21 | 13111 |  |
| After third year after the age of $21 \ldots$ | 1426 |  |
| Dressers, mounters, card-cutters and hacklers (hand dressers) | 1514 | - |
| Hemp-rollers on non-reciprocating machines and hemp-breakers |  |  |
| Spinners (day shift) ... ... ... | 13411 |  |
| Weävers: ${ }^{\text {(night shift) }}$ | 1370 | - |
| During first six months' employment | 13111 |  |
| Thereafter ... | 1426 |  |
| Other workers $\ldots \ldots$ Hose-pipe weavers on power or hand looms | 13311 |  |
| Hose-pipe weavers on power or hand looms ... |  | 150 |
| Women, 18 years and over:- |  |  |
| Spinners, card-cutters, weavers, winders, reelers and warpers |  |  |
| Other workers $\ldots$... $\ldots$ | $\begin{array}{r}97 \\ 89 \\ \hline\end{array}$ | $\begin{array}{ll} 98 & 10 \\ 98 & 10 \end{array}$ |

Note.-The rates became operative from 31st August, 1956.

## Hours of Labour

The general minimum time rates are payable in respect of a working week of 45 and not less than 44 hours, which may be worked in 5 or $5 \frac{1}{2}$ days. The piece work basis time rates are for a week of 45 hours. Overtime rates are payable after 45 hours.

[^59]
# FLAX SPINNING AND WEAVING-NORTHERN IRELAND 

## I.-Flax Preparing and Spinning

[Agreement between the Flax Spinners' Association Ltd. and the Amalgamated Transport and
General Workers' Union and the Flax and Other Textile Workers' Union]

## Grade of Worker

Men, 21 years and over:-
Grade 9-Floor sweepers (machine room), spinning room handle holders and cagers, flyer boys, messengers, preparing room cleaners, hoist men, combing room can boys, bundling room and reeling room ticket boys, spinning room bobbin builders, yarn store assistants..
Grade 8 -Card room can boys, spinning room roller boys, card boys, combing room noil boys, yarn storemen, tow and flax boys (machine room), preparing room flax loosers, reeling room yarn men, shell boys, fluters, general labourers, tipplers and ticket boys (machine room), carders, roller sliders and can boys (preparing room)
Grade 7-Preparing room vacuum boys, wastestore men, machine room end breakers and lapper bunchers, spinning room waste boys and band tiers, yarn to drier boys, spinning room yarn or rove drawers (hand truck), card waste drawers, flyer men...

1120

Grade 6-Internal truck drivers, breaker card boys, machine room fillers-in, yarn driers, coal trimmers, yarn packers

1160

Grade 5 -Flax, tow, line and mill furnishing store men, yarn pickers, charge hands (waste store), machine screwers, gatemen, shaft oilers, flax cutters
Grade 4 -Preparing room and card room sett boys, card room, preparing room and machine room oilers, spinning room assistant oilers, machine room sorters, bundlers, piecers out, cleaning masters
Grade 3 -Wood turners, combing room oilers, preparing room oilersett boys
Grade 2-Charge hands (tow and line stores), boiler men (coal fired), engine men
Grad 1 Spinnin ... $\quad . . \quad$... $\ldots$... $\ldots$...
Grade 1-Spinning room oilers
Weekly Basic Rates*
s. d.

1080

Women, 18 years and over:-
Grade 10 -Office and card cleaners, reeling room and gill spinning room sweepers
Grade 9-Rove bobbin cleaners, shell strippers, shells on, comb pickers, slip lifters (reeling room), preparing and spinning room sweepers, reeling room ticketters, shell examiners
$71 \quad 3$
Grade 8 -Preparing room waste girls, yarn counters and testers, bundling and reeling room clerks, packers, carding and preparing room cleaners, reeling room bobbin tiers

7311
Grade 7-Breaker card back minders, flax loosers, cheese packers, shelling mistresses
$76 \quad 7$
Grade 6 -Cleaners and wipers down (wet spinning room), yarn pickers and examiners, proof girls, spinning piecers and layers, combers
$79 \quad 2$
Grade 5-Tow and breaker carders, winders, drier attendants, back minders (gill spinning room), reelers ..

8110
Grade 4 -Rovers, doffing mistresses (gill spinning and preparing rooms), ring spinners, drawers, spreaders, gill spinners
$84 \quad 6$
Grade 2-Wet spinners ... $\ldots$... $\ldots$... ... ... ... $\quad 89$
Grade 1-Doffing mistresses (wet spinning room) $\ldots$...
Note.-The rates became operative from 23rd July, 1956.

[^60]Flax Spinning and Weaving (Northern Ireland)-contd.
I.-Flax spinning and preparing-contd.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45.

## Pieceworkers

Piece rates are to be such as will yield to the worker of average ability a weekly wage of 20 per cent. above the basic rate.

## II.-Linen Weaving

[Agreements between the Irish Power Loom Manufacturers' Association and the Amalgamated Transport and General Workers' Union and the Portadown, Banbridge and District Textile Workers' Trade Union]


Note.-The above rates were introduced at various dates. All were in operation at 18th March, 1957.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45.

## III.-Maintenance Workers

[Agreements between the Flax Spinners' Association Ltd., the Irish Power Loom Manufacturers' Association and the Amalgamated Engineering Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Skilled workers (turners, fitters, millwrights, blacksmiths, hackle setters, machinists) | s. d. |
| $\begin{array}{llllll}\text { Semi-skilled workers (smiths' helpers) } & \ldots & \ldots & \ldots & \ldots & \ldots \\ & \ldots & \ldots & \ldots & \ldots\end{array}$ | 15810 |

Note.-The rates became operative from 5th March, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

## Guaranteed Week

Workers who have been continuously employed for not less than four weeks are guaranteed weekly wages equivalent to their consolidated day-time rates for 34 hours in any pay week, subject to certain conditions and qualifications.

## Night Workers

Workers employed on the night shift, i.e., where men, other than dayshift men, work throughout the night for not less than three consecutive nights, are paid at the rate of time-and-one-fifth.

# ROPE, TWINE AND NET MAKING 

## I.-Great Britain

[Rope, Twine and Net Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 5th April, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^61]
## II.- Northern Ireland

[Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation Order]*


Note.-The rates became operative from 13th June, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days.

Classification of Areas
"Area A" comprises the County of the City of Belfast and districts situate within a radius
15 statute miles therefrom. of 15 statute miles therefrom
"Area B" comprises all areas other than Area A.

[^62]
# [Jute Wages Council (Great Britain) Wages Regulation Order]* 

| Class of Worker |  |  | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 15th April, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 and are normally to be worked in 5 days. The weekly rates specified are subject to a proportionate adjustment according as the number of hours in any week is less than 45.

# HOSIERY MANUFACTURE 

I.-Midlands
[Agreements of the National Joint Industrial Council of the Hosiery Industry]


Note.-The rates became operative from the first pay day in March, 1957, and relate to the official index of retail prices figures of 104 to 106 inclusive (January, $1956=100$ ).

## Hours of Labour

The normal hours of labour, inclusive of compulsory break periods of 10 minutes during each session of not less than 4 and not more than 6 hours' working, and 30 minutes during each session of more than 6 hours' working, are 45 on single shift systems, to be worked in 5 days, and not more than 45 averaged over 2 weeks on double shift systems. On double shift systems the working hours are between $6 \mathrm{a} . \mathrm{m}$. and 12 midnight, Monday to Friday, and $6 \mathrm{a} . \mathrm{m}$. to 12 noon Saturday.

## Guaranteed Week

Production workers who normally contract to work 36 hours or more in a working week are guaranteed employment at the rate of four-fifths of the actual normally contracted hours, subject to certain conditions and qualifications, and to an overriding minimum of four-fifths of the actual normally contracted hours at the rates quoted in the Table. The guaranteed wage is the amount earned with an overriding minimum of the above rates multiplied by the number of hours employed in the working week.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
$\dagger$ The rates of wages quoted vary according to the size of the bobbins and the number of spindles attended. The rates apply for sizes of yarn not greater than the normal size; for sizes greater than the normal the rates are subject to percentage additions.
$\ddagger$ The cost-of-living bonus of 7d. in the shilling is subject to variation in accordance with a sliding scale based on the official index of retail prices.


## II.-Scotland (except Hawick)

[Agreements between the Scottish Hosiery and Knitwear Manufacturers' Association, the Scottish Hosiery Manufacturers' Federation, and the National Union of Dyers, Bleachers and Textile Workers, the National Union of Hosiery Workers, the Transport and General Workers' Union and the National Union of General and Municipal Workers]

Note.-The rates became operative from the first full pay period following 27th February, 1956.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 45. The rates of wages quoted are subject to a proportionate reduction if the hours of employment in any week are less than 45 .

## Guaranteed Week

Provision is made for a guaranteed weekly payment equivalent to 36 hours' pay at the minimum hourly rate or at four-fifths of average hourly earnings on piecework during four consecutive weeks, subject to certain conditions and qualifications. This provision is at present suspended, but workers attending for employment on any one day are entitled to payment of a full day's wages.

## Pieceworkers

Piece rates of women are to be such as to yield in the circumstances of the case to a worker of ordinary skill and experience working diligently at least 90 s . a week of 45 hours or 2 s . 0 d . an hour with a flat-rate addition of 15 s . a week to her earnings on piecework. All pieceworkers are guaranteed their appropriate minimum time rate as a fall-back rate for all hours worked.

## III.-Hawick

[Agreements between the Hawick Hosiery Manufacturers' Association and the National Union of General and Municipal Workers and Awards of the Industrial Disputes Tribunal]

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Base Rate | Percentage Bonus* | Flat Rate Bonus* | Gross |
| Journeyment:- | s. d. | Per cent. | s. d. | s. d. |
| Timeworkers and pieceworkers Journeywomen $\dagger$ :- | $52 \quad 6$ | 102 ${ }^{\frac{1}{2}}$ | 506 | 15610 |
| Timeworkers and pieceworkers | $35 \quad 7 \frac{1}{2}$ | 102 $\frac{1}{2}$ | $36 \quad 0$ | 1082 |

Note.- The rates became operative from the pay day in the week ending 8th March, 1957, and relate to the official index of retail prices figure for January, 1957

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 days of 9 hours each day.

GUARANTEED WEEK
Provision is made for a guaranteed weekly payment equivalent to 36 hours' (based on a 45-hour working week) pay at the minimum hourly rate or at four-fifths of average hourly earnings on piecework, subject to certain conditions and qualifications.

Timeworkers employed Night Workers
payment of 15 per cent on gross wages and piecewerk 6 p.m. and $8 \mathrm{a} . \mathrm{m}$. receive an extra subject to certain provisions.

[^63]
## CARPET MANUFACTURE-GREAT BRITAIN

[Agreements of the National Joint Committee for the Carpet Industry]*


Note.-The rates became operative from the first pay day in March, 1957, and relate to the official index of retail prices figure for December, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are not to exceed 45. Shift working consists of 5 shifts weekly of 8 hours each, including one half-hour mealtime.

Guaranteed Week
A full week's work is guaranteed, subject to certain specified conditions and qualifications.

## Shift Workers

Timeworkers and pieceworkers on a system of two dayshift working are paid an addition of one-fifth of the time rate.

## Night Workers

Workers on night-shift work are paid an addition of one-fourth of the time rate.

## Pieceworkers

Many of the workpeople in this industry are paid at piece rates of wages. Apart from the hourly rate quoted above for pieceworkers who are put on time work, the agreement provides that piecework, or any other system of payment by results, is to be so devised that workers of average ability should be able to earn in a standard working week certain specified amounts, varying according to occupation or width of loom.

[^64]
## NARROW FABRICS INDUSTRY-GREAT BRITAIN*

[Agreements of the Joint Industrial Council for the Narrow Fabrics Industry]


Note.-The rates became operative in respect of the earnings of the pay week commencing 25th June, 1956.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Where in any pay week or pay fortnight a worker works for less than 75 per cent. of the normal working week or fortnight (exclusive of overtime), in respect of that week or fortnight to which the guarantee applies and during which work is available for part only of the guaranteed period the worker is to be paid, subject to certain conditions and qualifications for that part of the guaranteed period during which he was employed the appropriate time rate or piecework earnings, whichever is the greater, and for the remainder of the guaranteed period of 75 per cent. of the pay week or pay fortnight the worker is to receive the appropriate

## Pieceworkers

Piecework rates are to be the same for all ages and arranged so that the average wage of all adult pieceworkers in a class is to be not less than the specified amounts quoted in the Table

## Night Shift Workers

Workers on a night shift receive 20 per cent. on actual earnings based on day-time working

[^65]
# SURGICAL DRESSINGS MANUFACTURE-GREAT BRITAIN* 

[Agreements of the National Joint Industrial Council for the Surgical Dressings Industry]

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Minimum Weekly Rates of Wages |  |  |  |  |  |

Note.-The rates became operative from the first pay day on or after 1st April, 1957.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or 6 days. Where any firm is operating a normal week of less than 45 hours, the above minimum weekly rates are to apply to such shorter week.

## Guaranteed Week

Where in any week a worker, who is capable of and available for work, works for less than 45 hours (exclusive of overtime), such worker shall be paid in respect of each day of that week either the amount earned or the appropriate time rate, whichever is the higher.

However, if an employer is unable to provide work through reasons or circumstances outside his control, then 4 days' notice may be given to withdraw the guarantee.

## Pieceworkers

Rates for piecework, whether individual or group work, are to be such as to permit employees of average ability to earn 25 per cent. over time rates. If the earnings of any pieceworker are less than the appropriate minimum rates of wages for the time worked, the minimum rates are to be paid.

## Shift Workers

Shift workers engaged on a continuous process worked day and night are paid an allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour, and other shift workers engaged on a regular system of shifts between 6 a.m. and $10 \mathrm{p} . \mathrm{m}$. are paid an allowance of 3 d . an hour. These allowances are not computable for overtime.

## Night Workers

Permanent night workers, other than shift workers and night watchmen, engaged on a permanent system of work carried out between the hours of 6 p.m. and 6 a.m. are paid an allowance of 6 d . an hour which is not computable for overtime.

[^66]
## LINEN AND COTTON HANDKERCHIEF AND HOUSEHOLD GOODS AND LINEN PIECE GOODS

## I.-Great Britain

[Wages Council (Great Britain) Wages Regulation Order]**

| Class of Worker |  | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 4th May, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## II.-Northern Ireland

[Wages Council (Northern Ireland) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area A | Area B |
| Men:- | Per hour s. d. | Per hour s. d. | Per hour s. d. | Per hour s. d. |
| Measurers and samplemakers, after 5 years' apprenticeship | 36 | $3 \quad 3 \frac{1}{4}$ | - |  |
| Lappers, after 5 years' apprenticeship ... | 35 | 3 24 | - |  |
| Workers operating Swiss embroidery machines, after 12 months' employment |  | 21 |  |  |
| Workers operating Swiss embroidery machines:- |  |  |  |  |
| Single machines with 2 or 3 tiers ... | - | - | 33 | 33 |
| Single machines with 4 tiers or any coupled machines |  | - | $35$ |  |
| Warehouse assistants and warehouse clerks, after 5 years' apprenticeship |  | 30 |  |  |
| Other workers, 21 years and over, with not less than 2 years' employment |  |  | $211 \frac{1}{4}$ <br> Not depe age or e | $29 \frac{1}{4}$ dent on perience |
| Women:- | . d |  | s. d. |  |
| Workers (including clippers and menders) | $20 \frac{1}{2}$ |  |  |  |
| assisting at Swiss embroidery machines Other women (except learners and workers |  |  | - |  |
| under 18 years of age) ... ... | $110 \frac{1}{2}$ |  | $20 \frac{1}{2}$ |  |

Note.-The rates became operative from 20th December, 1956, for men and 18th February, 1957, for women.

Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45.

## Classification of Areas

"Area A" comprises the County of the City of Belfast and districts not more than 30 miles by rail from Belfast.
" Area B" comprises all areas other than Area A.

[^67]
# TEXTILE BLEACHING, DYEING, PRINTING AND FINISHING 

 I.-Lancashire, Yorkshire, Cheshire and Derbyshire[Agreements between the Textile Finishing Trades Association and the National Union of Dyers, Bleachers and Textile Workers]

| Class of Worker | Minimum Weekly Time Rates of Wages* |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Basic Wage Rates | Special <br> Timeworker's <br> Payment | Cost-ofLiving Payment | Total |
| Men, 21 years and over | s. ${ }^{\text {d }}$ d. | s. 10 d. | $\begin{array}{ll}\text { s. } & \text { d. } \\ 40 & 6\end{array}$ | s. 144 18. |
| Women, 18 years and over | 650 | 76 | 294 | 10110 |
| Boilerfiremen ... | $1297 \frac{1}{2}$ | - | 406 | $170 \quad 1 \frac{1}{2}$ |

Note.-The rates became operative from the second Friday or equivalent pay day in April, 1957, and relate to an average index of retail prices figure of 104 (January, $1956=100$ ) for the quarter ending February, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45, to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piecework rates are to be such as to be capable of yielding a minimum equivalent to the basic rates plus an agreed addition (Adult males 27s., adult females 18s. 4d. as at April, 1957). In addition to their piecework earnings pieceworkers receive the cost-of-living payments.

## Night Workers

All employees on the night turn are paid $4 \frac{1}{2} d$. extra an hour worked. This condition does not apply to shift workers other than ordinary day and night workers.

## Maintenance Craftsmen

## Lancashire, Cheshire and Derbyshire

Under an agreement between the employers and the Amalgamated Engineering Union the rate for maintenance millwrights, fitters, turners, blacksmiths, etc., is 194 s . 4 d . for a $44-$ hour week, as from the working week paid for in the period 23rd to 28th April, 1956.
Under an agreement between the employers and the Electrical Trades Union the rate for electricians is 198 s . 9 d . for a 45 -hour week, as from the working week paid for in the period 23rd to 28th April, 1956.

Under an agreement between the employers and the National Federation of Building Trade Operatives the rate for building trade craftsmen is $4 \mathrm{~s} .4 \frac{1}{2} \mathrm{~d}$. an hour for a 45 -hour week, as from the pay day in the week commencing 11th February, 1957.

## Yorkshire

Under an agreement between the Bradford Dyers' Association and the Amalgamated Engineering Union the rate for skilled mechanics is 197s. 9d. for a 45 -hour week, as from 18th April, 1956.

## Road Haulage Workers

Under an agreement between the employers and the Transport and General Workers' Union and the United Road Transport Workers' Association of England, the rates for road haulage workers for a guaranteed week of 44 hours, as from the working week paid for in the period 23rd to 28th April, 1956, are:-

| Drivers of horse drawn vehicles:- |  |  |  |
| :---: | :---: | :---: | :---: |
| One-horse drivers | . |  | 1450 |
| Teamsmen | .. ... |  | 1500 |
| Drivers of mechanical vehicles of carrying capacity:- 1460 |  |  |  |
| Up to and including 1 ton $\ldots$... .. |  |  | 1460 |
| Over 1 ton and up to and including 2 tons | ... | . | 1490 |
| Over 2 tons and up to and including 6 tons | . |  | 150 |
| Over 6 tons ... ... ... ... | $\ldots$ |  | 1540 |

Vehicles with trailer 1s. a day extra
Statutory attendants and mates ... ... ... ... ... ... 1440

[^68]Textile Bleaching, Dyeing, Printing and Finishing-contd.

## II.-Scotland

[Agreements between the Scottish Federation of Dyers and Bleachers (Piece Goods) and the National Union of Dyers, Bleachers and Textile Workers]

| Class of Worker | Minimum Weekly Time Rates of Wages* |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Basic Wage Rates | Special Timeworker's Payment | Cost-ofLiving Payment | Total |
| Men, 21 years and over Women, 18 years and over | $\begin{array}{lr}\text { s. } & \text { d. } \\ 94 & 0 \\ 65 & 0\end{array}$ | $\begin{array}{rr}\text { s. } & \text { d. } \\ 10 & 0 \\ 7 & 6\end{array}$ | $\begin{array}{lr}\text { s. } & \text { d. } \\ 40 & 6 \\ 29 & 4\end{array}$ | $\begin{array}{cr}\text { s. } & \text { d. } \\ 144 & 6 \\ 101 & 10\end{array}$ |

Note.- The rates became operative from the second Friday or equivalent pay day in April, 1957, and relate to an average index of retail prices figure of 104 (January, $1956=100$ ) for the quarter ending February, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piecework rates are to be such as will be capable of yielding a minimum equivalent to the basic rates plus an agreed addition (Adult males 27s., adult females 18s. 4d. as at April, 1957). In addition to their piecework earnings pieceworkers receive the cost-of-living payments.

## Night Workers

All employees on the night turn, i.e., workers who work a normal shift which commences between $6 \mathrm{p} . \mathrm{m}$. and midnight, are paid $4 \frac{1}{2} \mathrm{~d}$. extra an hour worked.

## III.- Northern Ireland

[Agreements between the Irish Bleachers' Association Ltd., the Irish Dyers Ltd. and the Hydraulic Mangle Finishers' Association and the Amalgamated Transport and General Workers' Union and the National Union of General and Municipal Workers]


Note.-The rates became operative from 15th February, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Pieceworkers of average ability who are unable, through any cause beyond their control, to earn wages equivalent to the appropriate minimum time rate are paid wages for the hours actually worked in any week at not less than the amount of the minimum time rate which would be applicable to them if employed as time workers.

## Maintenance Craftsmen

The rate for millwrights is 179s. 10d. for a week of 44 hours as from 5th March, 1956.

[^69]
# HOSIERY FINISHING INDUSTRY-MIDLANDS 

[Agreements of the Midland Joint Industrial Council of Hosiery Bleachers, Scourers, Dyers and Finishers]

| Class of Worker |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The cost-of-living addition of 4 per cent. became operative from the first pay day in March, 1957, and relates to the January, 1957 index of retail prices figure of 104 (January, $1956=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

For trimmers the piece rates are such as to yield to an average trimmer a rate of $4 \mathrm{~s} .3 \frac{1}{4} \mathrm{~d}$. an hour plus the cost-of-living addition.

For dyers, bleachers and scourers piece, bonus or incentive rates may be introduced by mutual agreement, and after agreement are not to be altered unless the average hourly earnings show a distinct rise or fall from the following time rates:-male wet workers $4 \mathrm{~s} .0 \frac{3}{4} \mathrm{~d}$. an hour plus cost-of-living addition, dry workers 3s. 10d. plus cost-of-living addition.

For female workers piece rates are to yield not less than the following rates:-female auxiliaries 2 s . $7 \frac{1}{2} \mathrm{~d}$. an hour plus cost-of-living addition, menders $2 \mathrm{~s} .10 \frac{1}{4} \mathrm{~d}$. plus cost-of-living addition.

## Shift Workers

Where double-day shifts are worked, compensatory payments of $6 \frac{1}{2} \mathrm{~d}$. and 8 d . an hour are paid for all hours worked on the first and second shifts respectively.

## Night Workers

Workers employed on night shifts, i.e., shifts commencing before midnight and ending after midnight, are paid an additional 25 per cent. on total earnings.

[^70]
# ASBESTOS TEXTLLE MANUFACTURE-GREAT BRITAIN <br> [Agreements of the Textile Section of the National Joint Industrial Council of the Asbestos Manufacturing Industry] 

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Rochdale | Hindley Green Non-Textile |
| Unskilled workers on daywork:- | s. d. | s. d. |
| Men, 21 years and over, other than non able-bodied men doing light work | $3 \quad 3 \frac{3}{8}$ | 317 |
|  | s. d. s. d. |  |
| Women, 18 years and over, doing recognised women's work | $\begin{array}{lllll}2 & 6 \frac{3}{8} & 2 & 5 \frac{7}{8}\end{array}$ | $24 \frac{7}{8}$ |

Note.-The rates became operative from 14th November, 1955.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes for dayworkers and inclusive of mealtimes for shift workers, are $43 \frac{3}{4}$, to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
Subject to certain conditions and qualifications, hourly paid workers, who have been continuously employed for four weeks, are guaranteed employment at their appropriate basic hourly rate of pay for 4 shifts or days, each of 8 hours' duration, in each pay week.

## Pieceworkers

Piecework rates shall be fixed so that a worker of average ability, skill and experience in the class of work concerned can earn at least the graded time rate plus 25 per cent. In no circumstances shall a worker be paid less than the graded time rate for the work in question.
The rate of pay for women doing men's piecework jobs shall be agreed with the Trade Union concerned.

## TEXTILE MAKING-UP AND PACKING-MANCHESTER

[Agreements between the Federation of Master Packers and the Trade Unions concerned]


Note.-The rates became operative from the pay day in the week ending 6th April, 1957, and relate to the February, 1957 index of retail prices figure of 104 (January, 1956=100).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days.

[^71]
## MADE-UP TEXTILES-GREAT BRITAIN

[Made-up Textiles Wages Council (Great Britain) Wages Regulation Order]*
$\left.\begin{array}{cc|cc|c}\hline \text { Class of Worker } & \begin{array}{c}\text { General Minimum } \\ \text { Time Rates }\end{array} & \begin{array}{c}\text { Piece Work Basis } \\ \text { Time Rates }\end{array} \\ \hline\end{array} \begin{array}{c}\text { Per hour } \\ \text { Foremen or forewomen, awl and needle stitchers } \\ \text { (leather and canvas), cutters, letter writers (other } \\ \text { than stencillers), machinists (sewing), mixers, palm }\end{array}\right)$

Note.-The rates are operative from 11th January, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days.

# COTTON WASTE RECLAMATION—GREAT BRITAIN 

[Cotton Waste Reclamation Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker |  |  |  |  |  | General Minimum <br> Time Rates |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 8th March, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 .

## PIECEWORKERS

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.


# LEATHER PRODUCING INDUSTRY (TANNING, CURRYING AND DRESSING)-GREAT BRITAIN 

[Agreements between the Leather Producers' Association for England, Scotland and Wales and the Amalgamated Society of Leatherworkers, the National Leather Trades' Federation, the National Union of General and Municipal Workers and the Transport and General Workers' Union]

| Class of Worker and District | Hourly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Skilled | Semi-skilled | Unskilled |
| Men, 21 years and over:London (within 17 miles of Charing Cross) Other districts and Scotland | s. d. | s. d. | s. d. |
|  | 3 9 <br> 3 $7 \frac{1}{2}$ <br> 1  | $\begin{array}{ll}3 & 7 \\ 3 & 5\end{array}$ | 3 3 |
| Women, 20 years and over, other than on men's work:- |  |  |  |
| London (within 17 miles of Charing Cross) <br> Other districts and Scotland | $\left\{\begin{array}{lll} 2 & 7 \\ 2 & 8 \frac{1}{2} & \text { (Unskilled) } \\ 2 & 7 \end{array}\right. \text { (Semi-skilled) }$ |  |  |

Note.-The rates became operative from the first pay day after 1st July, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 days.

## Pieceworkers

The minimum earnings of the pieceworker of average ability (i.e., earnings from piece rates and hourly bonus) are the appropriate basic rate plus 25 per cent. plus the equivalent of 2 d . an hour. In addition to earnings from piece rates, adult pieceworkers, 20 years and over, receive a bonus of $6 \frac{1}{2} \mathrm{~d}$. an hour for all hours worked on piecework.

## Shift Workers

Where two shifts are worked, the employees, both timeworkers and pieceworkers, on one shift are to be paid an extra one-sixth of the basic time rate. Where three shifts are worked, the extra rate is to be paid on the two night shifts only.

## Charge Hands

Where men work in a gang in which there is a " leading" or "charge" hand responsible to the foreman for the work of the gang, a payment of 10 s . Od. a week is made to the "charge "
hand.

# LEATHER BELTING AND STRAP BUTT CURRYINGUNITED KINGDOM 

[Agreements between the Federation of Leather Belting Manufacturers of the United Kingdom and the Amalgamated Society of Leather Workers and the National Leather Trades' Federation]


Note.-The rates became operative from the first full working week commencing on or after 18th June, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of 45 hours, to be worked in 5 days.

## Pieceworkers

Piecework prices are to be such as to enable an average worker to earn 25 per cent. over the time rate.

# MECHANICAL AND HYDRAULIC LEATHERS MANUFACTUREGREAT BRITAIN 

[Agreements between the Mechanical and Hydraulic Leathers Manufacturers' Association and the Amalgamated Society of Leather Workers and the National Leather Trades' Federation]


Note.-The rates became operative from the first full working week commencing on or after 18th June, 1956.

## Hours of Labour

The normal working week, excluding mealtimes and overtime, is one of 45 hours, to be worked in 5 days.

## Pieceworkers

Piecework prices or rates are to be such as to enable an average worker to earn 25 per cent. above the time rates.

## Shift Workers

Where shifts are worked, the day shift is paid at ordinary rates and the other shift or shifts at time-and-one-fifth, any overtime being calculated on normal daywork rate. Pieceworkers on shifts other than the day shift are paid rates which will enable the pieceworker of average ability to earn the daywork rate plus 45 per cent.

## Incentive Bonus

Workers are to be given the opportunity to earn at least 10 per cent. by the operation of a production bonus scheme by work at reasonable standards. Non-productive workers i.e., other than bench workers, are paid a bonus of 1 d . an hour.

# ROLLER LEATHER MANUFACTURE-GREAT BRITAIN 

[Agreements between the Roller Leather Manufacturers' Association and the Amalgamated Society of Leather Workers]

| Class of Worker |  |  | Minimum Hourly Base Rates <br> of Wages |
| :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the first pay day following 1st July, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of 45 hours, to be worked in 5 days.

## Pieceworkers

A bonus of $10 \frac{1}{2} \mathrm{~d}$. an hour is paid to all adult male workers and 10 d . to all adult women workers for each hour worked on piecework, if not previously merged. Women on the same work as men are paid the same piecework rates. In calculating new job rates, the basis is " the current timework rates plus 25 per cent. plus 2 d . an hour".

# BUFFALO PICKER MANUFACTURE-GREAT BRITAIN 

[Agreements between the Buffalo Picker Manufacturers' Association and the Amalgamated Society of Leather Workers]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- s. d. |  |
| Skilled ... ... ... | 3 7 ${ }^{\frac{1}{2}}$ |
| Semi-skilled ... ... | $34^{3}$ |
| Unskilled ... ... ... ... ... ... | $34^{4}$ |
| Women, 20 years and over, other than on men's work | 2 51 |

Note.-The rates became operative from the first pay day following 10th June, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of 45 hours, to be worked in 5 days.

## Pieceworkers

Piecework prices are to be fixed so as to enable an average worker to earn a minimum of 25 per cent. over his or her daywork rate. Women on the same work as men are paid the same piecework rate as men.

# FELLMONGERING (DOMESTIC SHEEPSKINS)ENGLAND AND WALES 

[Agreements between the United Kingdom Fellmongers' Association and the Amalgamated Society of Leather Workers]

| Class of Worker | Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over:- | s. d. |
| Skilled ... ... | $37 \frac{1}{2}$ |
| Semi-skilled, after 3 months' probation | 35 |
| Unskilled ... ... | 34 |
| Women, 21 years and over | $28 \text { (plus } 1 \mathrm{~d} \text {. for }$ |

Note.-The rates became operative from the first pay day after 13th May, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of 45 hours, to be worked in 5 days.

## Pieceworkers

Piecework prices are to be such as to enable an average worker to earn at least 25 per cent. over the time rate. Women on piecework are paid the rate for the job.

## SKINNING-SCOTLAND

[Agreements between the Skinners' Association of Scotland and the Amalgamated Society of Leather Workers, the National Union of General and Municipal Workers and the Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 13th May, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of 45 hours, to be worked in 5 days.

## Pieceworkers

Piecework prices are to be such as to enable an average worker to earn a minimum of 25 per cent. over the time rate. Women on piecework are paid the rate for the job.

# LEATHER GOODS, SADDLERY AND HARNESS MANUFACTUREGREAT BRITAIN* 

[Agreements of the National Joint Wages Board for the Leather Goods and Allied Trades]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (Metropolitan Police Area) | Other Districts in Great Britain |
| Leather Goods:- | s. d. | s. d. |
| Skilled men, 21 years and over ... | 371 | $36 \frac{1}{4}$ |
| Skilled women, 20 years and over | $26 \frac{1}{2}$ | 26 |
| dlery and Harness:- | and rest of | e country |
| Skilled men ... |  |  |

Note.-The rates became operative from the first full pay period following 15th October, 1956.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 days.

## Pieceworkers

Piecework rates are to be fixed to allow workers of average ability to earn at least 25 per cent. above the appropriate minimum hourly time rates quoted above.

# RETAIL SADDLERY AND LEATHER GOODS TRADEGREAT BRITAIN $\dagger$ 

[Agreements between the National Federation of Saddlers and Leather Goods Retailers and the National Union of Leather Workers]

| Class of Worker |  |  | National Basic Hourly <br> Time Rates of Wages |
| :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the week commencing 19th November, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 45.

## Pieceworkers

Piecework rates are to be fixed to allow workers of average ability to earn at least 25 per cent. above the appropriate hourly rates.

[^72]
# READY-MADE AND WHOLESALE BESPOKE TALLORING 

## I.-Great Britain

$[$ Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain)
Wages Regulation Order $]^{*}$

| Class of Worker | General Minimum Time Rates | Piẹce Work Basis Time Rates |
| :---: | :---: | :---: |
| Men:- | Per hour s. d. | Per hour s. d. |
| Measure cutters with 4 years' employment after the age of 18 years:- |  |  |
| London District $\dagger$... ... ... ... | 3 93 | $311 \frac{1}{4}$ |
| Other districts | 38 | 310 |
| Making heavy cotton clothing (all districts) | 38 | 310 |
| Cutters, trimmers, knife cutters or knifemen, with 3 years' employment after the age of 18 years:- |  |  |
| London district $\dagger$... ... ... ... | $37 \frac{3}{4}$ |  |
| Other districts $\ldots \ldots$... $\ldots$. $\ldots$ | 36 |  |
| Making heavy cotton clothing (all districts) | 36 |  |
| Fitters-up, tailors, pressers, machinists and passers, with 3 years' employment after the age of 18 years | 36 | 38 |
| Under pressers and plain machinists, with 3 years' employment after the age of 18 years | 3.3 | 3 |
| Warehousemen with 3 years' employment after the age of 18 years |  |  |
| Packers with 3 years' employment after the age of 18 years |  |  |
| Porters, 21 years and over ... ... | $\begin{array}{lll}3 & 1 \\ 1\end{array}$ | 3 32 |
| Learners, 21 years and over, after 1 year's employment | 301 | 3 312 |
| Women:- |  |  |
| Conveyor belt machinists | $25 \frac{1}{2}$ |  |
| Cutters, trimmers and fitters-up:- |  |  |
| 20 years and over |  |  |
| 19 and under 20 years | 2 41 | 26 |
| Other workers, except learners ... ... | 24 | 2 5 ${ }^{\frac{1}{2}}$ |

Note.-The rates became operative from 5th November, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^73]
## II.- Northern Ireland

[Ready-made and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| N:- | Per hour | Per hour |
| Measure cutters with 3 years' employment after the age of 19 years |  |  |
| Stock cutters, knife cutters or knifemen, fittersup, tailors, pressers, machinists and passers, with 3 years' employment after the age of 19 years |  |  |
| Under pressers and plain machinists, with 3 years' employment after the age of 19 years | $\begin{array}{ll}3 & 5 \\ 3 & 2\end{array}$ |  |
| Warehousemen, 24 years of age and over and not less than 2 years' experience after the age of 22 years | $33 \frac{3}{4}$ |  |
| Packers, 24 years of age and over and not less than 2 years' experience after the age of 22 years | $3 \quad 2 \begin{aligned} & 3 \\ & 4\end{aligned}$ | 52 |
| Porters and other male workers, 22 years of age and over | 301 |  |
| Women:- |  |  |
| Conveyor belt machinists |  |  |
| Other workers, except learners... ... ... | $2 \quad 23$ | 241 |

Note.-The rates became operative from 31st December, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in $5,5 \frac{1}{2}$ or 6 days.

## WHOLESALE MANTLE AND COSTUME MAKING-GREAT BRITAIN

[Wholesale Mantle and Costume Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |  |
| :---: | :---: | :---: | :---: | :---: |
| Me | Per hour |  | Per hour |  |
| Measure cutters with 4 years' employment after the age of 18 years |  |  | 310 |  |
| Cutters, trimmers, knife cutters, knifemen, fitters-up, tailors, pressers, machinists and passers, with not less than 3 years' employment after the age of 18 years ... ... |  |  |  |  |
| Under pressers and plain machinists, with not less than 3 years' employment after the age of 18 years | 33 |  | 3 | 8 |
| Warehousemen with not less than $\dddot{3}$ years; employment after the age of 18 years | $4 \frac{1}{4}$ |  | 3 | 5 |
| Packers with not less than 3 years' employment after the age of 18 years | 3 312 |  | 361 |  |
| Learners, 21 years and over, after 1 year's employment |  |  | 3 |  |
| Conveyor belt machinists | 2 51 |  | 2 51 |  |
| Cutters, trimmers and fitters-up:- |  |  |  |  |
| 20 years or over <br> 19 and under 20 years | 25 |  | 2 61 <br> 2 6 |  |
| Other workers, except learners |  |  |  |  |

Notr.-The rates became operative from 30th November, 1956.
Hours of Labaur
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44, which may be worked in 5 or $5 \frac{1}{2}$ days.

[^74]
# RETAIL BESPOKE TALLORING 

## I.-England and Wales

[Retail Bespoke Tailoring Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker and District | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 27th February, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Classification of Areas

"Area A" comprises over 100 specified localities, and "Area B" the remainder of England and Wales. Examples of the localities included in Area A are:-

Aberystwyth, Bath, Bristol, Cambridge, Huddersfield, Ipswich, Liverpool, London (Postal Districts E.C.1, E.C.2, E.C.3, E.C.4, W.1, W.C.1, W.C.2, S.W.1), Penzance.

## II.-Scotland

[Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order]*


Note.-The rates became operative from 11th May, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Classification of Areas

"Area A" comprises the following localities:-
Aberdeen, Airdrie, Alloa, Arbroath, Ardrossan, Ayr, Barrhead, Buckhaven and Methil, Cambuslang (Civil Parish), Clydebank, Coatbridge, Cowdenbeath, Dumbarton, Dumfries, Dundee, Dunfermline, Edinburgh, Falkirk, Glasgow, Grangemouth, Greenock, Hamilton, Hawick, Inverness, Irvine, Johnstone, Kilmarnock, Kirkcaldy, Kirkintilloch, Motherwell and Wishaw, Musselburgh, Paisley, Perth, Peterhead, Port Glasgow, Renfrew, Rutherglen, Saltcoats, Stirling, Troon.
"Area B " comprises the remainder of Scotland.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
$\dagger$ The rates are 2d. an hour higher for workers employed in the making of military dress uniforms (other than khaki), naval frock and dress uniforms, hunt coats and hunt riding breeches, frock and dress coats, and court and diplomatic garments.


# DRESSMAKING AND WOMEN'S LIGHT CLOTHING 

## I.-England and Wales

[Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker |  |  | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 15th February, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piece rates where no piece work basis time rate is fixed must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## Classification of Areas

"Area A" means rural districts and municipal boroughs or urban districts with a population of less than 10,000 in 1931.
"Area B" means all areas in England and Wales other than A and C.
"Area C" means the City of London and Metropolitan Police District as existing in 1931.

[^75]Dressmaking and Women's Light Clothing-contd.

## II.-Scotland

[Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Retail Branch:- | Per hour s. d. | Per hour |
| Men, 21 years and over, after 1 year's employment |  |  |
| Women, other than learners:- $\ldots$... ${ }^{\text {a }}$ |  | $36 \frac{1}{2}$ |
| Bodice, coat, skirt, gown or blouse hands, 20 years or over, subject to qualifications as to experience, etc.:- |  |  |
| Area A ... ... ... ... ... |  |  |
| $\underset{\text { Area B }}{\text { Other workers:- }}$ | 2 2 ${ }^{2}$ |  |
| Other wrea A $\quad$ - |  |  |
| Area B .. | ${ }^{2} 111^{1 \frac{1}{2}}$ |  |
| Wholesale Manufacturing Branch:- |  |  |
| Men, 21 years and over, after 1 year's employment |  |  |
| Women, other than learners:- | 3 2交 | 3 61 |
| Conveyor belt machinists Other workers |  |  |
| Other workers | 23 3 | 25 |

Note.-The rates became operative from 22nd February, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44.

## Pieceworkers

Piece rates where no piece work basis time rate is fixed must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## Classification of Areas

"Area A" means all burghs with a population of 10,000 or more in 1946, certain special Lighting Districts and the following burghs, viz., Armadale, Bo'ness, Brechin, Dunoon, Forfar, Gourock, Helensburgh, Kilsyth, Leven, Lochgelly, Rothesay, St. Andrews and Troon.
" Area B " means all other areas in Scotland.

[^76]
## III.-Northern Ireland

[Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Retail Bespoke Branch:Women, other than learners:- | Per hour s. d. | Per hour s. d. |
|  |  |  |
| Bodice, skirt, gown or blouse hands, 20 years and over, subject to qualifications as to experience, etc.:- |  |  |
| Area A ... ... ... ... ... | 24 |  |
| Area B .. | $2{ }^{2} 1$ | $2{ }^{2} \frac{1}{2}$ |
| $\underset{\text { Ather workers:-- }}{\text { A }}$ | 21 |  |
| Other workers:-- Area A A |  |  |
| Area A <br> Areas B and C | $\begin{array}{ll}2 & 2 \\ 2 & 1\end{array}$ | $\begin{array}{ll}2 & 3 \\ 2\end{array} 2^{\frac{3}{4}}$ |
| Factory or Wholesale Manufacturing Branch:- |  |  |
| Men:- |  |  |
| Cutters with not less than 5 years' experience | 36 | 38 |
| Other workers, 21 years and over, after 1 year's employment ... | 3 17 |  |
| Women, other than learners $\ldots$..... |  |  |
| Conveyor belt machinists |  |  |
| Other workers ... ... ... | $22^{\frac{3}{4}}$ | $24 \frac{1}{4}$ |

Note.-The rates became operative from 27th February, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 in the retail bespoke branch and 45 in the factory or wholesale manufacturing branch, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piece rates where no piece work basis time rate is fixed must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## Classification of Areas

"Area A" means the County of the Cities of Belfast and Londonderry.
"Area B" means areas with a population of 2,000 or over (as returned at the last census) administered by Borough or Urban District Councils, excluding the County of the Cities of Belfast and Londonderry.
"Area C" means all areas in Northern Ireland other than A and B.

[^77]
# WATERPROOF GARMENT MANUFACTURE- <br> LANCASHIRE AND CHESHIRE 

[Agreements between the British Rainwear Manufacturers' Federation and the Waterproof Garment Workers' Trade Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over or who have completed | s. d. |
| 3 years' apprenticeship:- <br> Makers, machinists and passers |  |
| Women, 21 years and over or who have completed |  |
| 3 years' apprenticeship:- |  |
| Makers and machinists | 10511 |
| Buttonhole machinists, passers and finishers... | 10511 |
| Button machinists, bar tackers, folders, markers, eyeletters and studders | 1022 |

Note.-The rates became operative from the first pay day in July, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 days.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment of 80 per cent. of the minimum time rate in the case of adult workers and of the full weekly minimum rate in the case of juvenile workers.

## CORSET MANUFACTURE-GREAT BRITAIN

[Corset Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hours. d. | Per hour s. d. |
|  |  |  |
| Employed in cutting, marking-out (other than process working), hand pressing, matching-up or shading, with not less than 5 years' experience after the age of 18 years | $38 \frac{1}{2}$ | 3 101 |
| Employed in folding, hand-fitting, parting, separating or making-up, with not less than 3 years' experience after the age of 18 years ... | $36$ | 38 |
| Warehousemen or packers, 21 years and over, with not less than 2 years' experience. | 3 512 | 3 71 |
| All other workers (including process workers), 21 years and over, after 1 year's employment | $\begin{array}{ll}3 & 4 \\ 2\end{array}$ | 3 5 $5 \frac{1}{2}$ |
| Women other than learners ... ... ... | 25 | 2 61 |

Note.-The rates became operative from 14th December, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44, which may be worked in 5 or $5 \frac{1}{2}$ days.

[^78]
# SHIRT, COLLAR, TIE, ETC. MAKING 

## I.-Great Britain

[Shirtmaking Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men:- | Per hour s. d. | Per hour s. d. |
| Special or measure cutters, pattern cutters or pattern takers, with 3 years' employment after the age of 18 years <br> 39 <br> 311 |  |  |
| Cutters, 21 years and over with 4 years' employment |  | 39 |
| Tie cutters:- <br> 22 years and over with 5 years' experience <br> 21 years and over with 4 years' experience ... Other workers, 21 years and over | $\begin{array}{ll} 3 & 9 \\ 3 & 7 \\ 3 & 3 \frac{1}{2} \end{array}$ | $\begin{array}{ll} 3 & 11 \\ 3 & 9 \end{array}$ |
|  |  |  |
|  |  |  |
| Women, other than learners:Conveyor belt machinists Other workers | $2 \begin{array}{ll}2 & 5 \\ 2\end{array}$ | 2 $5 \frac{1}{2}$ <br> 2 $5 \frac{1}{2}$ |
|  |  |  |

Note.-The rates became operative from 21st December, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piece rates where no piece work basis time rate is fixed are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## II.- Northern Ireland

## [Shirtmaking Wages Council (Northern Ireland) Wages Regulation Order]*



Note.-The rates became operative from 14th January, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44.

[^79]
# HAT, CAP AND MILLINERY 

## I.-England and Wales

[Hat, Cap and Millinery Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men:- | Per hour s. d. | Per hour s. d. |
| Cutters, blockers, body makers or finishers, stiffeners or shapers-other than in felt hat section (with at least 3 years' experience after the age of 18 years) | 35 | 37 |
| Employed in hardening, planking processes of barrel twisting, hand planking or hand stretching, proofing (head men), dyeing (head men), blocking (other than coning when preparatory to blocking), pressing, finishing, curling, flanging, cutting, ironing and paring, velouring-in felt hat (wool) section (with at least 3 years' experience after the age of 18 years) | 35 | 37 |
| Employed in forming, hardening, planking, proofing (head men), dyeing (head men), blocking, pressing, finishing, brushing, curling and steaming, flanging, cutting, ironing and paring, trimming, velouring-in felt hat (fur) section (with at least 3 years' experience after the age of 18 years) | 35 | 37 |
| Other workers, 21 years and over, after 1 year's employment | 3 01 | $3 \quad 2 \frac{1}{2}$ |
| Women, other than learners | 23 | 2 41 |

Note.-The rates became operative from 1st February, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.


## II.-Scotland

[Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men:- <br> Cutters, blockers, body makers or finishers, stiffeners or shapers-other than in felt hat and hood section (with at least 3 years' experience after the age of 18 years) ... | Per hour s. d. $35$ | Per hour s. d. <br> $3 \quad 2 \frac{1}{2}$ |
| Employed in hardening, planking processes of barrel twisting, hand planking or hand stretching, proofing (head men), dyeing (head men), blocking (other than coning when preparatory to blocking), pressing, finishing, curling, flanging, cutting, ironing and paring, velouring-in felt hat and hood (wool) section (with at least 3 years' experience after the age of 18 years) | 3 | 37 |
| Employed in forming, hardening, planking, proofing (head men), dyeing (head men), blocking, pressing, finishing, brushing, curling and steaming, flanging, cutting, ironing and paring, trimming, velouring-in felt hat and hood (fur) section (with at least 3 years' experience after the age of 18 years) | 3 | 37 |
| Other workers, 21 years and over, after 1 year's employment | $300 \frac{1}{2}$ | 3 2 ${ }^{\frac{1}{2}}$ |
| Women, other than learners:Wholesale cloth hat and cap making branch .. | 23 | $24 \frac{1}{2}$ |
| Felt hat and hood manufacturing branch | 23 | $24 \frac{1}{2}$ |
| Other branches:Area A Area B .. | $\begin{array}{ll}2 & 1{ }^{1 \frac{1}{2}} \\ & 0\end{array}$ | 2 2 <br> 2 1 |

Note.-The rates became operative from 3rd April, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 44 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Classification of Areas

" Area A" means all burghs with a population of 10,000 or more in 1946, certain specified Special Lighting Districts and the following burghs, viz., Armadale, Bo'ness, Brechin, Dunoon, Forfar, Gourock, Helensburgh, Kilsyth, Leven, Lochgelly, Rothesay, St. Andrews and Troon.
" Area B" means all other areas in Scotland.

[^80]
# GLOVE MANUFACTURE-ENGLAND AND WALES* 

[Agreements between the National Association of Glove Manufacturers and the National Union of General and Municipal Workers, the National Union of Glovers and the Transport and General Workers' Union, representing the two sides of the National Standing Joint Committee for Wages and Conditions in the Glove Manufacturing Industry]

| Class of Worker |  |  |  |  |  |  |  | Minimum hourly <br> Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the first pay day after 1st October, 1956.
Hours of Labour
The normal weekly hours of work, exclusive of overtime, are 45 for male workers and 44 for female workers.

Pieceworkers
Piecework basis time rates are fixed at amounts 20 per cent. above the appropriate minimum time rates.

## BOOT AND SHOE MANUFACTURE-UNITED KINGDOM $\dagger$

[Agreements between the Incorporated Federated Associations of Boot and Shoe Manufacturers of Great Britain and Ireland and the National Union of Boot and Shoe Operatives]

| Class of Worker $\ddagger$ |  |  |  |  |  |  |  | Minimum Weekly <br> Day Wage Rates§ |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the first pay day in July, 1956, and relate to the index of retail prices figures of 102 to 104 inclusive (January, $1956=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45, to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Provision is made for a guaranteed weekly payment, subject to certain specified conditions and qualifications, of 75 per cent. of the contract weekly wage rate for day workers and of 75 per cent. of the basic weekly wage for pieceworkers, the latter being assessed on the basis of four full weeks of normal productive employment.

## Pieceworkers

Piecework rates are to be such as to give to the average operative an earning capacity of 25 per cent. over the minimum wage rates for ordinary operations and $37 \frac{1}{2}$ per cent. for operations where exceptional skill or length of training is required.

[^81]
## See Kinorbesi virul, Be us

# BOOT AND SHOE REPAIRING AND BESPOKE FOOTWEAR MANUFACTURE-GREAT BRITAIN 

[Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order]*



Note.-The rates became operative from 17th April, 1957.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Day or Week

A worker, other than a casual worker, who ordinarily works for an employer for at least 36 hours weekly is, subject to certain conditions and qualifications, entitled to guaranteed weekly remuneration. If he ordinarily works for at least 45 hours weekly, the guaranteed remuneration is payment for 32 hours calculated at the appropriate general minimum time rate. If he ordinarily works for less than 45 hours, the remuneration is $32 / 45$ ths of the amount payable at the appropriate general minimum time rate for the number of hours ordinarily worked.

A casual worker, i.e., a worker who undertakes short engagements on an hourly or day-today basis, is, subject to certain conditions and qualifications, guaranteed payment for 5 hours on the weekly short day or 8 hours on any other day.

## Pieceworkers

For most classes of workers the Orders specify the minimum piece rates to be paid.

[^82]
## FLOUR MILLING-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Flour Milling Industry]

| Class of Worker | Weekly Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Class A Mills | Class AA Mills | Class B Mills | Class BB Mills | Class C Mills |
|  | s. d. | s. d. | s. d. | s. d. | s. d. |
| Men, 20 years and over:- |  |  |  |  |  |
| First rollermen on shift work | 2136 | 207 0 | 200 | 1946 | 1886 |
| Shift workers (minimum rate) | 1666 | 1626 | 1606 | 158 | 1556 |
| General labourers on day work ... | 1560 | 1536 | 1506 | 1500 | 1496 |
| Women, 20 years and over, packing small bags | 1086 | 1066 | 1046 | 1036 | 1020 |
| Other Women ... ... ... .. | 1120 | 1100 | 1080 | 1066 | 1046 |

Note.-The rates became operative from 14th May, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 for day workers, i.e., workers whose ordinary hours of labour are between 6 a.m. and 6 p.m. For shift workers on two-shift and three-shift systems the hours, including mealtimes (meals to to be taken on the job), are 42 averaged over two or three weeks.

## Guaranteed Week

The agreements contain a " security " clause, the effect of which is to guarantee a full week's wage when stoppages occur owing to slackness of trade, the operation of short time, etc. The guarantee does not operate in the event of absence of employees through illness, or absence due to their own act, or the closing of the mill for large scale alterations to plant or machinery or by reason of a strike or lock-out or other unforeseen circumstances not within the control of the mill owner.

## Classification of Mills

The classification of mills is according to locality as follows:-
Classes A and AA-Mills situated in the big milling centres or in larger towns or in principal ports.
Classes B and BB-Mills other than those included in Classes A or AA situated in towns or industrial areas.
Class C-Mills situated in small country towns or in rural areas.
The classification is settled by the Joint District Councils, with appeal if necessary to the National Joint Industrial Council.

## Rates for the Other Classes of Workers

The rates of wages for other shift workers and dayworkers intermediate between first rollermen and labourers are settled by the Joint District Councils.

Transport workers: Except in the London District the National Joint Industrial Council has agreed rates which vary according to the five classes of mills and according to the two grades of towns referred to in the Road Haulage Wages Council Wages Regulation Orders.

Mechanics: Under an agreement between the employers and the Amalgamated Engineering Union the rates of wages for a 44-hour week, as from 12th March, 1956, are as follows:-

| Class A mills | $\ldots$ | $\ldots$ | 194s. 0d. |
| :--- | :--- | :--- | :--- |
| Class B mills | $\ldots$ | $\ldots$ | 186s. 0d. |
| Class C mills | $\ldots$ | $\ldots$ | 181s. 4d. |

Electricians: Under an agreement between the employers and the Electrical Trades Union the rates of wages vary with the agreements of the electrical contracting industry (see page 171) and for a 44-hour week, as from 26th March, 1956, are as follows:-

| Class A mills (London)... | 204s. 8d. |  |  |
| :--- | :--- | :--- | :--- |
| Class B1 mills | $\ldots$ | $\ldots$ | 196s. 2d. |
| Class B2 mills | $\ldots$ | $\ldots$ | 192s. 8d. |
| Class C mills | $\ldots$ | $\ldots$ | 188s. 8d. |

These rates were increased by $2 \frac{1}{2} \mathrm{~d}$. an hour as from 29 th April, 1957.
Carpenters and joiners: The rates of pay, overtime conditions and tool allowances are as determined from time to time by the building industry (see page 164). In all other particulars the conditions of employment are those applicable to mill operatives.

CORN TRADE-GREAT BRITAIN*
[Agreements of the National Joint Industrial Council for the Corn Trade]

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area | Grade A Mills | Grade B Mills | Grade C Mills |
| Male general labourers, 21 years and over, employed on daywork in mills, warehouse or stores | $\begin{array}{cc}\text { s. } & \text { d. } \\ 158 & 6\end{array}$ | s. <br> d. <br> 156 <br> 6 | $\begin{array}{cc}\text { s. } & \text { d. } \\ 153 & 6\end{array}$ | s. d. 150 |
| Women, 18 years and over, employed in the sack shop including operating sack sewing machines, packing small bags under 60 lbs . in weight, sweeping, cleaning (except machinery), and mess room attendance | Two-thirds of the appropriate adult male rate |  |  |  |

Note.-The rates became operative from 18th June, 1956.
Hours of Labour
The hours of labour in a full week are 44, excluding mealtimes, for dayworkers. For twoshift workers the hours, including mealtimes, are 46 and 40 in alternate weeks, and for threeshift workers one week of 46 and two weeks of 40 .

## Shift Workers

Workers employed on a two-shift or three-shift system are paid an allowance of 4 s . a week which is not computable for overtime. Time worked between 12 noon and 6 p.m. Saturday, when it forms parts of the recognised hours of shift work, is paid at the rate of time-and-a-half and time worked between $6 \mathrm{p} . \mathrm{m}$. Saturday and $6 \mathrm{a} . \mathrm{m}$. Monday at the rate of double time.

## Grading of Mills

The grading of mills is according to locality as follows:-
London Area-The Metropolitan Police District, Dartford and Gravesend.
Grade A -Mills situated in large cities or large industrial towns.
Grade B -Mills situated in industrial towns not included in Grade A.
Grade C -Mills situated in country towns and in rural areas.
The allocation of mills to Grades A, B or C is determined by the Provincial Joint Industrial Councils.

## Transport Workers

The National Joint Industrial Council has agreed rates for drivers of " C " licensed vehicles which vary according to district and the type of vehicle driven.

[^83]
## BAKING

## I.-England and Wales

[Baking Wages Council (England and Wales) Wages Regulation Order]*

|  | General Minimum Time Rates |  |  |
| :---: | :---: | :---: | :---: |
| Class of Worker | All workers in London Area | All workers in Provincial Area A and workers in wholesale cake and flour confectionery branch in Provincial Area B | All workers in Provincial Area B except those in wholesale cake and flour confectionery branch |
| Men (other than night workers), 21 years and over:- | Per hour s. d. | Per hour s. d. | Per hour s. d. |
| Foremen confectioners and foremen bakers <br> First hands, single hands | $\begin{array}{ll}3 & 6 \frac{3}{4} \\ 3 & 4 \frac{1}{2} \\ \end{array}$ | $\begin{array}{ll}3 & 61 \\ 3 & 4\end{array}$ | $\begin{array}{ll}3 & 51 \\ 3 & 3\end{array}$ |
| Second hands, doughmakers, confectionery mixers, ovenmen Confectioners or table hands $\dagger$ | $\begin{array}{ll}3 & 31 \\ 3 & 2\end{array}$ | $\begin{array}{ll}3 & 3 \\ 3 & 1 \frac{1}{2}\end{array}$ | $\begin{array}{ll}3 & 2 \\ 3 & 0 \frac{1}{2}\end{array}$ |
| Chargehands (packing and despatch department) <br> Other workers | $\begin{array}{ll}3 & 1 \\ 3 & 1 \frac{1}{2} \\ \end{array}$ | 3 1 <br> 2 11 <br> 1  | $\begin{array}{lc}3 & 0 \\ 2 & 10 \frac{1}{2}\end{array}$ |
| Jobbers ... ... ... | 2d. an | our in excess of | ove rates |
| Stokers | 303 | 30 | 211 |
| WOMEN (other than substitutes for men in bread making), 21 years and over:- |  |  |  |
| Forewomen $\quad . . \quad \ldots \quad \ldots$ | $\begin{array}{ll}2 & 7 \\ 2 & 43\end{array}$ | $\begin{array}{ll}2 & 6 \frac{1}{2} \\ 2 & 4\end{array}$ | $2_{2}^{2} 3^{5 \frac{1}{4}}$ |
| Single hands | 2 4 <br> 2 3 <br>   | $\begin{array}{ll}2 & 4 \\ 2 & 31 \\ \\ 2\end{array}$ | $\begin{array}{ll}2 & 3 \\ 2\end{array}$ |
| Other workers | 22 | 2 12 | $20 \frac{1}{2}$ |
| Chargehands:- |  |  |  |
| Other than packing and despatch department | $25^{2} \quad 5 \frac{3}{4}$ |  |  |
| Packing and despatch department ... | $23$ | $2 \quad 2 \frac{1}{2}$ | $2 \quad 1 \frac{1}{2}$ |
| Jobbers ... ... ... ... ... | $1 \frac{1}{2} \mathrm{~d}$. an | hour in excess of | above rates |

## Note.-The rates became operative from 28th March, 1956. <br> Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 46 ( 52 in the case of a worker who works for less than 23 hours in the bakehouse and for the remainder of his time on delivery).

Guaranteed Weekly Remuneration
A worker (other than a jobber) who ordinarily works for at least 36 hours a week is, subject to certain conditions and qualifications, guaranteed remuneration equal to what he would have been entitled if he had worked his normal number of hours.

## Night Workers

Male night workers (working at least 3 hours a night between 7 p.m. and 7 a.m. except the night of Friday/Saturday) receive extra payment calculated at 10 per cent. of the day worker's rate.

## Classification of Areas

"London Area " means the City of London and Metropolitan Police District.
"Provincial Area A" means in England (other than the London Area and Monmouth) all areas other than those in "Provincial Area B" and in Wales and Monmouthshire certain specified county and municipal boroughs, urban districts and rural districts.
"Provincial Area B" means in England (other than the London Area and Monmouth) all areas administered by Rural District Councils on 1st January, 1939, and in Wales and Monmouthshire all areas other than those in "Provincial Area A".

[^84]
## II.-England and Wales (National Agreement)

[Agreements of the National Joint Committee of the Baking Industry in England and Wales consisting of the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland) and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers]**


Note.-The rates became operative from 12th August, 1956.

## Hours of Labour

The normal weekly hours, exclusive of mealtimes and overtime, are 45 for day and shift workers, to be worked in $5,5 \frac{1}{2}$ or 6 days.

## Guaranteed Weekly Remuneration

A worker who ordinarily works for at least 36 hours a week is, subject to certain conditions and qualifications, guaranteed remuneration equal to what he would have been entitled if he had worked his normal number of hours.

## Night Workers

Payment for night work in respect of each hour worked after 6 p.m. or before 6 a.m. is the appropriate hourly rate increased by 15 per cent.

## Shift Workers

Where a worker in the course of his normal turn of duty is employed on a shift for three or more hours after $6 \mathrm{p} . \mathrm{m}$. or two or more hours before $6 \mathrm{a} . \mathrm{m}$., he is paid his appropriate hourly rate increased by 15 per cent. for all hours worked during that shift.
Workers employed on a three-shift system are paid the appropriate hourly rate increased by 15 per cent. when working on the second and third shifts.

[^85]
## III.-Scotland

[Agreements of the National Joint Committee for the Scottish Baking Industry, representative of the Scottish Association of Master Bakers, the Co-operative Union Ltd. (Scottish Section), the Wholesale and Retail Bakers of Scotland, and the Scottish Union of Bakers and Allied Workers]

| Class of Worker | National Minimum Weekly Rates of Wages* |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Single shifts commencing |  |  |  | Alternating or Rotating Shifts |  |  |  |  |  |
|  | Before $5 \text { a.m. }$ | $\begin{array}{\|c\|} \hline \text { At or after } \\ 5 \text { a.m. but } \\ \text { before } \\ 6 \mathrm{am} . \end{array}$ | At or after 6 a.m. |  | First Shift |  | SecondShift |  | Third Shift $\dagger$ |  |
|  | s. d. | s. d. |  |  | s. |  |  |  |  |  |
| Men:- <br> Monday to Saturday working |  |  |  |  |  |  |  |  |  |  |
| week:- |  |  |  |  |  |  |  |  |  |  |
| Journeyman bakers ... ${ }^{\text {D }}$ Doughmakers and ovensmen | 2090 | 184 191 19 |  | 0 | 189 | 0 |  |  |  | 0 |
| Bread runners $\ldots$... $\ldots$ | 2060 | 1886 | 186 | 0 |  | 0 |  |  |  |  |
| Storemen, 21 years and over | 1790 | 1640 |  | 6 |  | 6 |  |  |  |  |
| Ingredient storekeeper chargehands | 1766 | $161 \quad 6$ | 159 | 0 | 159 | 0 |  | 6 |  | 6 |
| Bakery workers and ingredient storekeeper assistants, 21 years and over | 1690 | 1540 | 151 | 6 | 151 | 6 |  | 0 |  | 0 |
| Sunday to Friday working week:- |  |  |  |  |  |  |  |  |  |  |
| Journeymen bakers ... ... |  | 2020 | 199 | 6 | 199 | 6 | 204 | 6 |  | 0 |
| Doughmakers and ovensmen |  | 209 206 0 | 206 | 6 | 203 | 6 | 210 |  |  | 0 |
| Storemen, 21 years and over | 179 | 1816 | 179 | 0 | 179 | 0 | 181 |  | 179 | 0 |
| Ingredient storekeeper chargehands | 1766 | $6 \quad 1790$ |  | 6 | 176 | 6 |  | 0 | 176 | 6 |
| Bakery workers and ingredient storekeeper assistants, 21 years and over | 1690 | - 1716 |  | 0 |  | 0 |  |  | 169 | 0 |
| Women, 21 years and over:Monday to Saturday working week:- |  |  |  |  |  |  |  |  |  |  |
| Ingredient storekeeper chargehands |  |  |  | 130 | 6 |  |  |  |  |  |
| Assistant bakers and ingredient storekeeper assistants Bakery workers |  |  |  | $\begin{aligned} & 123 \\ & 107 \end{aligned}$ | $\begin{aligned} & 0 \\ & 6 \end{aligned}$ |  |  |  |  |  |

Note.-The rates became operative from the first pay day following 17th February, 1957.

## Hours of Labour

The normal hours of labour in each week of 6 days, exclusive of mealtimes and overtime are not to exceed 45 .

[^86]
## IV.-Northern Ireland

[Baking Wages Council (Northern Ireland) Wages Regulation Orders]*


Note.-The rates became operative from 12th April, 1956 (21st November, 1956, for
packers).

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 in the case of workers employed in Area A and the County of the City of Londonderry and 46 in the remainder of Area B, which may be worked in 5 or 6 days or shifts.

## Classification of Areas

"Area A" means the County of the City of Belfast and districts situated within a radius of 15 miles therefrom.
"Area B" means all other areas in Northern Ireland.

[^87]
# BISCUIT MANUFACTURE-GREAT BRITAIN 

## [Agreements of the National Joint Wages Council for the Biscuit Industry]

| Class of Worker | Minimum Weekly <br> Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over:- |  |
| Grade I-Machinemen, ovensmen (travelling ovens), hand-oven bakers, biscuit doughmen or mixers solely responsible for the operation of one or more biscuit dough-mixing machines and for the control of temperature, liquor content, time and the final satisfactory condition of the dough | 165 |
| Grade II-Biscuit doughmen or mixers responsible for the operation of one or more machines mixing ingredients preparatory to the mixing of a final dough, cream mixers, ingredient weighers, brakesmen, table hands, cocoa bean roasters, chocolate machine attendants | 161 |
| Grade III-Raw ingredient preparers, assistant brakesmen, oven stokers (travelling ovens), despatch checkers, cold storage attendants, chocolate manufacturing processors | 1550 |
| Grade IV-Receivers of raw materials, assistant dough mixers or assistant doughmen, workers in the tin washing department, solderers, cocoa bean winnowers | 151 145 0 |
|  |  |
| Wramen, I-Checkers, stocktakers ... ... ... ... ... | 113 |
| Grade II-Manufacturing (baking) hands, tin washers, moulders, machine operators, solderers, order assemblers, tin painters. Ungraded workers | $\begin{array}{ll} 110 \\ 104 & 0 \end{array}$ |

Note.-The rates became operative from the first pay day following 11th November, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45, to be worked in 55 or $5 \frac{1}{2}$ days. In the case of rotating shift workers the hours may be arranged over two or three weeks.

## Pieceworkers

Piecework rates are such as to enable a normal individual worker to earn not less than 25 per cent. above weekly rates.

## Shift Workers

Where a double-shift or rotating three-shift system is worked:-
(a) Unless other arrangements are made between the employer and his employees the working shift is one of 8 hours inclusive of a paid meal break of half-an-hour.
(b) The general minimum time rate for shift workers is the sum total of the agreed minimum hourly time rate plus $12 \frac{1}{2}$ per cent. for all hours worked. The premium of $12 \frac{1}{2}$ per cent. is not computable for overtime or piecework.

## Night Workers

The general minimum time rate for night workers, i.e., workers engaged on regular night work, is the sum total of the agreed minimum hourly time rate plus 15 per cent. for all hours worked. The premium of 15 per cent. is not computable for overtime or piecework.

## SLAUGHTERING

## I.-England and Wales

[Agreements of the Joint Industrial Council for the Slaughtering Industry]

| Class of Worker |  |  |  |  |  |  | Minimum Weekly <br> Rates of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the first full pay period following 11th December, 1956.

## Hours of Labour

The normal weekly hours of labour, excluding mealtimes, are 40 during the half-year January to June and 48 during the half-year July to December, to be worked in $5 \frac{1}{2}$ days in each period.

## Guaranteed Week (Fall-back Wage)

Full-time slaughtermen working on piecework and head rates are guaranteed a weekly minimum fall-back wage equal to three-quarters of the appropriate time rate-each week to stand by itself-provided they are available for three-quarters of the weekly hours.

## Protective Clothing

An allowance of 2 s . 6 d . a week, payable monthly, is paid to all workers for the supply, maintenance and regular weekly washing of suitable protective clothing, i.e., smocks or overalls, headwear and footwear.

## II.-Scotland <br> [Agreements of the Scottish Joint Committee for the Slaughtering Industry]

| Class of Worker |  |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the pay day in the week commencing 4th February,
Hours of Labour
The normal weekly hours of labour are 40 during the half-year January to June and 48 during the half-year July to December.

## Guaranteed Week (Fall-back Wage)

Full-time slaughtermen working on piecework and head rates are guaranteed a weekly minimum fall-back wage equal to three-quarters of the appropriate time rate-each week to stand by itself.

## BEET SUGAR MANUFACTURE-GREAT BRITAIN

## I.-Workers other than Engineering Employees

[Agreements between the British Sugar Corporation Limited and the British Sugar Industry National Trades Union Negotiating Committee]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men on day work:- |  |
| Grade 1 occupations | Basic rate of $3 \mathrm{~s} .4 \frac{1}{2} \mathrm{~d}$. Basic rate plus:- |
| " 2 " | ${ }^{\frac{3}{4} \mathrm{~d} .}$ |
| " $3 \begin{aligned} & 3 \\ & 4\end{aligned}$ | 2 d . |
| " 4 4 \# | $3 \frac{1}{2} \mathrm{~d}$. |
| " 5 6 \# $\quad$. | $4 \frac{3}{1}$ d. |
| " ${ }^{6} 7 \times$ | ${ }^{61}{ }^{1} \mathrm{~d}$. |
|  | 1s. 1 d . |
| ", 9 " | 1s. 4d. |
| Women, 21 years and over, after one month's employment, provided satisfactory ... | 90 per cent. of the men's rate for the grade |

Note.-The rates became operative from 2nd April, 1956.
Hours of Labour
The hours of labour in a full week during the campaign period (approximately end of September to end of January) are 48, payment being based on a 44-hour week. It is, however, recognised that in order to meet the exigencies of the industry during the campaign period a 56 -hour working week is normal for shift workers. Out of the campaign season, hours of labour are 44 (for all workers) worked in a 5 or $5 \frac{1}{2}$-day week depending on the hours of daylight. During refining or other off-season processing periods the hours of work may be extended by agreement.

Guaranteed Week
Subject to certain conditions and qualifications workers are guaranteed a weekly payment equivalent to their inclusive weekly plain time rate.

## Shift Workers

Workers are paid an allowance of 3d. an hour for all hours worked on a shift system. This allowance is not computable for overtime.

## Chargehands, Leading Hands and Utility Men

The agreement specifies plus rates for chargehands ranging from $6 \frac{1}{4} \mathrm{~d}$. to 1 s . 7 d . (according to occupation) above the rate for Grade 1 occupations, for leading hands ranging from $1 \frac{1}{2} \mathrm{~d}$. to $8 \frac{1}{4} \mathrm{~d}$. and for utility men ranging from 1s. 1d. to 1 s . 7 d .

Grading of Occupations
The agreement enumerates the various occupations in each grade. Grade 1 includes, among others, cleaners, whilst Grade 9 relates to senior sugar boilers and instrument controllers only.

## II.-Maintenance Engineers

[Agreements between the British Sugar Corporation Limited and the Amalgamated Engineering Union]

| Class of Worker |  |  |  |  |  |
| :--- | :---: | ---: | :--- | :--- | :--- |

Note.-The rates became operative from 2nd April, 1956.
Hours of Labour (see entry under Table I above)
Guaranteed Week (see entry under Table I above)
Shift Workers (see entry under Table I above)

## BACON CURING-GREAT BRITAIN

[Agreements of the Bacon Curing Industry National Joint Industrial Council]


Note.-The rates became operative from the pay day in the week commencing 4th June, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are not to be more than 45 . Where individual employers customarily work a normal full-time week of less than 45 hours, the hourly wage rates are to be increased so as to secure to the worker for a normal full-time working week the weekly wage quoted above. This does not apply where the week is less than 45 hours by reason of short time or other abnormal circumstances. A 5-day week may be worked.

## COCOA, CHOCOLATE AND SUGAR CONFECTIONERY MANUFACTURE-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial Group]

| Class of Worker | Minimum Weekly | Rates of Wages |
| :---: | :---: | :---: |
| Men, 21 years and over | s. | d. |
| Women, 18 years and over | 105 | 6 |

Note.-The rates became operative from 13th February, 1956.
Hours of Labour
The hours of labour in a full week are 45 exclusive of mealtimes and overtime for day workers (to be worked in 5 or $5 \frac{1}{2}$ days) and night workers, 45 or an average of 45 inclusive of mealtimes for two-shift workers, and 44 or an average of 44 inclusive of mealtimes for threeshift workers.

## Pieceworkers

Piece rates are such as to enable workers of average ability to earn at least 25 per cent. over the minimum time rate.

## Shift Workers

Additional payments of 11 s .3 d . per 45 hours are made to persons working on a two-shift system, and of $12 \mathrm{~s} .6 \mathrm{~d} ., 12 \mathrm{~s} .6 \mathrm{~d}$. and 19 s .0 d . per 44 hours for the first, second and third shifts respectively of a three-shift system.

## Night Workers

An additional payment of 27 s . 9 d . a week is made to night workers, night work being defined as hours worked at night as distinct from the continuous shift hours.

## Payment for Lost Time

Where time, amounting to not less than one hour in a day, is lost through hot weather, or through or as a result of temporary defects in or breakdown of machinery over which the workers have no control, payment is made for the time so lost at the rate of 2 s . 4 d . an hour for men, 21 years and over, and 1s. 8d. an hour for women, 18 years and over, except where suitable alternative work has been offered and refused.

[^88]
# SUGAR CONFECTIONERY AND FOOD PRESERVING 

I.-Great Britain<br>[Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation Order]*



Note.-The rates became operative from 6th June, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## II.-Northern Ireland

ISugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation Order]*


Note.-The rates became operative from 24th October, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Shift Workers

When employed on a two-shift system (alternating shift) workers are paid an additional 7 s .4 d . per week of 45 hours, and when employed on a three-shift system (rotary shift) an additional 12 s . per week of 45 hours for the night shift, i.e., a turn of duty commencing after 8 p.m. on any day, and 8 s . per week of 45 hours for the morning and afternoon shifts.

[^89]
## FOOD MANUFACTURING INDUSTRY-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Food Manufacturers' Industrial Group]

| Class of Worker |  |  | Minimum Weekly Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  | London <br> (within 15 miles <br> of Charing Cross) | Elsewhere |

Note.-The rates became operative from 26th February, 1956.

## Hours of Labour

The hours of labour in a full week are 45 exclusive of mealtimes and overtime for day workers (to be worked in 5 or $5 \frac{1}{2}$ days) and night workers, 45 or an average of 45 inclusive of mealtimes for two-shift workers, and 44 or an average of 44 inclusive of mealtime for threeshift workers.

Pieceworkers
Piece rates are such as to enable workers of average ability to earn at least 25 per cent. over the minimum time rate.

## Shift Workers

Additional payments of 11 s . 3 d . per 45 hours are made to persons working on a two-shift system, and of $12 \mathrm{~s} .6 \mathrm{~d} ., 12 \mathrm{~s}$. 6 d . and 19s. 0 d . per 44 hours for the first, second and third shifts respectively of a three-shift system.

## Night Workers

An additional payment of 27 s .9 d . a week is made to night workers, night work being defined as hours worked at night as distinct from the continuous shift hours.

## BREWING

## I.-London

[Agreements between the Court of the Brewers' Company and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Able-bodied men in breweries or bottling stores, 21 years and over | s. d. |
| Women in breweries $\ldots \ldots . \ldots$ |  |
| Women, 18 years and over, in bottling stores | 118 0 |
| Horse drivers ${ }^{\text {Drivers of motor vehicles:- }}$ | 181 0 |
| Less than 5 tons carrying capacity | 1750 |
| Stons carrying capacity or over Other transport workers ... | 180 <br> 168 |

Nore.-The rates became operative on and from the pay day in the week beginning 20th
February, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes, is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## II.-Northumberland and Durham



Note.-The rates became operative from 1st January, 1957.
Hours of Labour
The normal working week is one of 44 hours.
Guaranteed Week
Wages are guaranteed for 44 hours provided the worker is available for and willing to work. Night Workers
Workers called upon to work nights in breweries, other than shift workers, are paid 3d. an hour in addition to day rates where overtime rates do not apply.

## III.-South Lancashire and East Cheshire

[Agreements between the Manchester and District Brewers' Society and the National Union of General and Municipal Workers, the United Road Transport Workers' Association and the Transport and General Workers' Union]


NOTE.-The rates became operative from 1st January, 1957.
Hours of Labour
The working week is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.
Guaranteed Week
A week of 44 hours is guaranteed provided the worker is capable of and available for work at the recognised starting time on each of the normal days.

## Shift Workers and Night Workers

Workers working regularly outside normal working hours on alternating and rotating shifts or regular night shift work are paid $3 \frac{1}{2} \mathrm{~d}$. an hour above the day rate.

## Ostling Duties

Ostling duties are paid at the rate of 1s. a horse a visit, such duties being limited to 6 horses with a minimum payment of 3s. each visit.

[^90]
## IV.-Yorkshire (except Sheffield and District)

[Agreements between the Yorkshire Brewers' Association and the Transport and General Workers' Union and the National Union of General and Municipal Workers]

| Class of Worker |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |

Note.-The rates became operative from the week commencing 31st December, 1956.
Hours of Labour
The normal working week is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Wages are guaranteed for 44 hours provided the worker is available for and willing to work. Shift Workers
Two and three-shift workers in breweries, where it is customary to work part of the week at week-ends, work a 44 -hour week on the basis of 8 -hour shifts of which not more than 4 hours of the normal week, for which overtime rates are payable, may be worked between 1 p.m. Saturday and starting time on Monday. All shift workers are paid a shift worker's allowance of 3 s . a shift.

## Night Workers

Workers, other than shift workers, called upon to work nights are paid 4 d . an hour in addition to their day rates.

## V.-North Midlands

[Agreements between the North Midland Brewers' Association (Sheffield, Rotherham and Chesterfield districts) and the National Union of General and Municipal Workers]

| Class of Worker |  |  |  | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Brewery workers:- s. d. |  |  |  |  |  |  |
| Men, 20 years and over |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Motor drivers:- 110 |  |  |  |  |  |  |
| Under 30 cwt . ... ... ... ... ... ... 157 |  |  |  |  |  |  |
| 30 to 40 cwt. $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ 160 <br> 40 to 70 cwt. $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ 164 |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Over 240 cwt       <br> Mates $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

Note.-The rates became operative from 31st December, 1956.
Hours of Labour
The normal working week is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

> Guaranteed Week

Wages are guaranteed for 44 hours provided the worker is available for and willing to work unless circumstances are such as to make the continuance of full employment impossible.

## Shift Workers

Two and three-shift workers in breweries, where it is customary to work part of the week at week-ends, work a 44 -hour week on the basis of 8 -hour shifts and are paid overtime rates for all hours worked between 1 p.m. Saturday and starting time on Monday. All shift workers are paid a shift worker's payment of 2 s . a shift.

## Night Workers

Permanent night workers are paid 4d. an hour in addition to their day rates.

[^91]
## VI.-Burton-on-Trent

[Agreements between the Representatives of Burton Brewers and the Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 1st January, 1957.
Hours of Labour
The standard week, exclusive of mealtimes, is 44 , to be worked in 5 or $5 \frac{1}{2}$ days. Ostling Duties
The following payments are made to carters and drivers for ostling duties:-
$\begin{array}{lclllll}\text { One Saturday visit (evening) } \ldots . . . . & \ldots & \ldots & \text { 3s. } \\ \text { Three Sunday visits (morning, noon and evening) } & \ldots & \ldots & \text { 10s. }\end{array}$
VII.-Birmingham
[Agreements between certain Brewery Companies in Birmingham and district and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men:- |  |
| Brewery workers, 21 years and over an $\ldots \ldots$ | 157 |
| Horse drivers engaged in delivery and collection outside the brewery premises | 165 |
| Lorry drivers ... ... ... ... ... ... | 16910 |
| Backmen ... ... ... $\ldots$ | 1574 |
| Women, 21 years and over, in breweries or bottling and wine and spirit stores | 10411 | and wine and spirit stores

10411
Note.-The rates became operative from 31st December, 1956.
Hours of Labour
The normal working week, exclusive of mealtimes, is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
Provision is made for a guaranteed week of 44 hours provided the worker is capable of and available for work and willing to perform such services as may be reasonably required by the employer where work is not available in his usual occupation.

## Night Workers

Work on the night shift is paid at the rate of time-and-a-quarter on weekdays, time-and-ahalf from noon to midnight on Saturday and double time on Sunday.
[Agreements between the East Midlands Brewers' Association (Derby, Kimberley, Mansfield and Nottingham districts) and the National Union of General and Municipal Workers]

| Class of Worker |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :--- |
|  |  |  |  |  | Minimum Weekly Rates of Wages |

Note.-The rates became operative from the first pay day in January, 1957.
Hours of Labour
The normal working week, exclusive of mealtimes, is one of 44 hours.
IX.-Sussex
[Agreements between the Sussex Brewers' Association and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :--- |
|  |  |  | s. |

Note.-The rates became operative from 1st January, 1956, in towns with a population of 50,000 and over and from the first pay day in November, 1956, in other areas.

Hours of Labour
The normal working week, exclusive of mealtimes, is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## X.-South Wales and Monmouthshire

[Agreements between the South Wales Brewers', Association and the Monmouthshire Brewers' Society and the Transport and General Workers' Union and the National Union of General and Municipal Workers]

| Class of Worker |  | Minimum Weekly | Rates of Wages |
| :--- | :--- | :--- | :--- |
|  |  |  | s. |

Note.-The rates became operative from 1st January, 1957.
Hours of Labour
The normal working week, exclusive of mealtimes, is one of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Full-time workers are guaranteed a week of 44 hours provided the worker is capable of and available for work at the recognised starting time on each of the normal days, and is willing to perform such services as may be reasonably required by the employer when work is not available for him in his usual occupation.

## Shift Workers

* Drivers operating a vehicle with a trailer attached are paid 1s. a day extra.
[Agreements between the Brewers' Association of Scotland and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly | Rates of Wages |
| :---: | :---: | :---: |
| Men:- | s. | d. |
| Brewery labourers, 20 years and over | 150 | 4 |
| Maltmen, 21 years and over ... ... | 160 | 4 |
| Women, 18 years and over, in bottling stores | 110 | 0 |

Note.-The rates became operative from the first full working week commencing on or after 1st May, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

Shift Workers
Workers employed on regular two-or three-shift systems are paid a shift working allowance of an additional 3d. an hour.

Night Workers
Workers permanently employed on night work are paid at the rate of time-and-one-fifth.

## GRAIN DISTILLING-SCOTLAND

[Agreements between the Distillers Company Limited and the National Union of General and Municipal Workers and the Transport and General Workers' Union]


Note.-The rates became operative from the first pay day in May, 1956.
Hours of Labour
The normal hours of labour in a full week are 44, exclusive of mealtimes for dayworkers, to be worked in $5 \frac{1}{2}$ days, and an average of 44 , inclusive of a meal break of half-an-hour a shift for shift workers.

## Shift Workers

All workers employed on a two- (morning and afternoon) or three-shift system in distilleries are paid shift allowances of 2 d . or 3 d . an hour respectively.

## Night Workers

All workers employed on regular night work in distilleries are paid at the rate of time-and-one-fifth for all hours worked.

## POT STILL MALT DISTILLING-SCOTLAND

[Agreements between the Pot Still Malt Distillers' Association of Scotland and the Transport and General Workers' Union and the National Union of General and Municipal Workers]


Note.-The rates became operative from 1st October, 1956.
Hours of Labour
The hours of labour in a full week are 48.

* Stillmen, mashmen, tunmen, kilnmen and boiler firemen are paid varying rates above the minimum.


# AERATED WATERS MANUFACTURE 

## I.-England and Wales

[Aerated Waters Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| rs, other than | Per week s. d. | Per hour s. d. |
| Women, 19 years and over | 960 |  |
|  | Minimum Weekly Remuneration |  |
| Driver-salesmen (any age) | S. ${ }_{146}$ |  |
| Delivery workers (any age):- |  |  |
| One horse vehicles | 146152 |  |
| Two horse vehicles |  |  |
| Mechanically propelled vehicles with carrying capacity of:- |  |  |
| 1 ton or less (21 years and over) | 1460 |  |
| Over 1 ton and up to 2 tons | 146501520 |  |
| Over 2 tons and up to 5 tons |  |  |
| Over 5 tons and up to 8 tons ... | 158 |  |
| Over 8 tons and up to 12 tons ... | 162 |  |
| Over 12 tons ... ... |  |  |
| Mates, 21 years and over | 136 |  |

Note.-The rates became operative from 30th April, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 48.

Guaranteed Week
A driver-salesman or delivery worker is, subject to certain conditions and qualifications, guaranteed the minimum remuneration, whether he performs any work for his employer in the week or not.

## II.-Scotland

[Aerated Waters Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker |  |  |
| :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 22nd March, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 48 .

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rate applicable to the worker concerned.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.


# TOBACCO MANUFACTURE-UNITED KINGDOM 

## [Agreements of the National Joint Negotiating Committee for the Tobacco Industry]



Note.-The rates became operative from the beginning of the first full pay week following 26th April, 1956.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

## Guaranteed Week

Subject to certain conditions and qualifications, full-time tobacco workers are paid half wages at appropriate time rates for hours lost through short time, and are guaranteed in respect of each pay week 80 per cent. of their full basic weekly wages.

## Pieceworkers

Piecework rates are to be such as to enable a worker of average ability to earn 15 per cent. above the minimum time rate.

## Service Pay

After 10 years' continuous full-time service men receive an additional 2 s . 6 d . a week and women 1s. 6 d . These amounts are increased by 1s. for every additional 5 years' service up to maxima of 8 s .6 d . and 7 s . 6 d ., respectively, after 40 years' service.

[^92]
## HOME GROWN TIMBER TRADE-ENGLAND AND WALES

[Agreements of the National Joint Industrial Council for the Home Grown Timber Trade]


NoTE.-The rates became operative from the beginning of the first full pay period following 26th April, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44. On a two-shift system in sawmills the weekly hours, exclusive of mealtimes, are 44 on the first shift and 40 on the second shift, payment for 44 hours being made in each case.

## Pieceworkers

Piecework rates, where mutually agreed, are to be such as to enable a worker of average ability to earn in the ordinary hours at least 25 per cent. above the appropriate time rates.

## Night Workers

Workers employed solely on night work are paid 3d. an hour above the appropriate daywork rates.

## Road Transport Workers

The minimum weekly rates for road vehicle drivers, as from the first full pay week following 26th April, 1956, are as follows:-

Drivers, 21 years and over, according to carrying capacity of vehicle:-

| London $\dddot{1 i l l}$ | $\ldots$ | 155s. 5d. to 173s. 5d. a week |
| :--- | :--- | :--- |
| Class A Mills | $\ldots$ | 151s. 11d. to 169s. Sd. a week |
| Class B Mills | $\cdots$ | 147s. 5d. to 164s. 5d. a week |

Mates, 21 years and over:-
... 147s. 5d. to 164s. 5d. a week
London ... ... 158s. 5d. a week
Class A Mills ... 155s. 5d. a week
Class B Mills ... 150s. 5d. a week

# SAWMILLING <br> I.-England and Wales (National Agreements)* 

[Agreements between the National Sawmilling Association and the Amalgamated Society of Woodcutting Machinists or the Transport and General Workers' Union and the National Union of General and Municipal Workers]

| District | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Qualified adult male Woodcutting Machinists and Sawyers | Adult male Sawmill Labourers $\dagger$ |
|  | s. d. | s. d. |
| Blyth, Hartlepools, Humber district, Liverpool and district, London district, Preston, Tees, Tyne and Wear |  |  |
| Cardiff and district and Widnes ${ }^{\text {a }}$. | $43{ }^{\frac{1}{2}}$ |  |
| Berwick-on-Tweed ... ... ... ... | $43^{2}$ | 3 |
| Barrow-in-Furness, Coventry and district, Cumberland, |  |  |
| Devon, Dorset, East Anglia, Gloucester and district, |  |  |
| Hampshire, Leicester and district, Northampton, |  |  |
| Nottingham and district, Sheffield, Somerset (exclud- |  |  |
| ing N.E. part), South Coast, West Riding of York- |  |  |
| shire and Westmorland ... ... |  |  |
| Bristol and district | 4 21 |  |

Note.-The rates became operative from the first full pay period following 1st May, 1956. Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days at the option of the employers.

## Night Shifts

Separate men, other than those working during the day, receive 6 d . an hour above ordinary day time rates when employed on the night shift, i.e., work commencing after 9 p.m.

## Women

The rate for women labourers, 19 years of age and over, is 2 s .6 d . an hour.

## II.-England and Wales (Local Agreements)

[Agreements between the local Employers' Associations and the Trade Unions concerned]

| District | Hourly Rates of Wages |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  | Woodcutting Machinists | Labourers |

Note.-The rates for labourers in Bristol Channel ports became operative from the first pay day following 12th March, 1956, for workers in Manchester from 4th February, 1957, and for labourers in Widnes from 5th November, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 (guaranteed) at British Channel ports, $46 \frac{1}{2}$ at Manchester and 44 at Widnes.

[^93]
## III.-Scotland

[Agreements between the Scottish Timber Merchants' and Sawmillers' Association and the Amalgamated Society of Woodcutting Machinists or the National Union of General and Municipal Workers and the Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the pay day in the week ending 12th May, 1956.
Hours of Labour
The hours of labour in a full week are 44 , to be worked in 5 or $5 \frac{1}{2}$ days at the option of the employer.

## Night Shifts

Workers employed on night shifts are paid one-quarter time rate in addition to their ordinary time rate. This applies when five consecutive nights have been worked.

Double Day Shifts
Workers employed on double day shifts are paid overtime rates for all hours worked prior to or after normal daytime working hours.

## IV.-Northern Ireland

[Agreements between the Northern Ireland Timber Importers' Association and the Amalgamated Society of Woodcutting Machinists or the Amalgamated Transport and General Workers' Union]

| Class of Worker |  |  |  |  |  | Hourly Rates of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates for woodcutting machinists and sawyers became operative from 28th September, 1956, and for storemen and labourers from 9th November, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 days.

## PITWOOD TRADE-BONESS AND GRANGEMOUTH

[Agreements between the Pitwood Association of Scotland and the Transport and General Workers' Union and the National Union of General and Municipal Workers]

| Class of Worker | Hourly Rates of Wages $\dagger$ |
| :---: | :---: |
| Men, 19 years and over:- s. d. |  |
| Single bench sawyers ... | 378 |
| Double bench sawyers and saw sharpeners ... ... ... | $37^{4}$ |
| Drawers off and mill motor crosscutters ... ... ... | 3 5 ${ }^{3}$ |
| Mill loaders, tallymen and men selecting from stacks | $3{ }^{3} 515$ |
| Women, 19 years and over | $\begin{array}{ll}3 & 5 \\ 2 & 2 \frac{3}{4}\end{array}$ |

Note.-The rates became operative from the week containing 29th March, 1957. Hours of Labour
The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 46, to be worked in $5 \frac{1}{2}$ days.

Guaranteed Week
Subject to certain qualifications and conditions workers are guaranteed a weekly payment for 33 hours.

[^94]
# FURNITURE MANUFACTURE 

## I.-Great Britain*

[Agreements between the British Furniture Trade Confederation and the National Federation of Furniture Trade Unions, being respectively the employers' and workers' side of the British Furniture Trade Joint Industrial Council]

| Class of Worker | Total Minimum Hourly Payment for Time Workers $\dagger$ |  |
| :---: | :---: | :---: |
|  | London District $\ddagger$ | Rest of Great Britain |
|  | s. d. | s. d. |
| Men, 21 years and over:Journeymen | 45 | 43 |
| Qualified packers and hand sandpaperers | $40^{\frac{1}{2}}$ | 311 |
| Labourers and porters ... ... ... | $310 \frac{1}{2}$ |  |
| Women, 20 years and over:- |  |  |
| Polishers, upholstery cutters, loose cover cutters, soft furnishing cutters, carpet machinists, caners, hand sandpaperers, sewers, sewing machinists, cushion fillers, |  |  |
| and women fixing fabrics to radio cabinet frets and similar jobs (journeywomen) | $3 \quad 3{ }^{3}$ | $3 \quad 2 \begin{aligned} & 1 \\ & 4\end{aligned}$ |
| Labourers, porters and other women on non-productive work | 211 | 293 |

Note.-The rates became operative from the beginning of the first pay week in January, 1957.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 on day shifts and night shifts, to be worked over 5 or $5 \frac{1}{2}$ days, and are not to exceed 44 on double-day or three-shift systems.

## Payment-by-Results Workers

Times fixed for individual jobs are to be such as to enable an average worker by appropriate effort to earn at least 30 per cent. more than the appropriate current minimum time rate. Collective bonus schemes are to be such as to enable a group of workers to receive among them as a whole at least 20 per cent. more than they would receive among them as a whole at the appropriate current minimum time rates. No worker under any scheme of payment by results is to receive less than the appropriate minimum hourly payment for those not working under such a scheme.

## Shift Workers

On double-day shift and three-shift systems workers are paid allowances of $2 \frac{1}{2}$ d. an hour on the day shifts and 6 d . an hour on the night shift ( 10 p.m. to $6 \mathrm{a} . \mathrm{m}$.). These allowances are not computable for overtime.

## Night Shifts

Workers employed on night shifts (other than night shifts worked on three-shift systems) are paid an allowance of 6d. an hour which is not computable for overtime, etc. This is not applicable where night shift rules for a shipyard apply. Night shifts are constituted when two or more workers are employed exclusively on night work for at least four consecutive nights.

[^95]
## II.- Northern Ireland

[Agreements of the Joint Council for the Furniture Industry, Northern Ireland]

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the beginning of the first full pay period in April, 1957, and relate to the official index of retail prices figure for January, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

## Payment-by-Results Workers

Times fixed for individual jobs are to be such as to enable an average worker by appropriate effort to earn at least 25 per cent. more than the appropriate current minimum time rate. Collective bonus schemes are to be such as to enable a group of workers to receive among them as a whole at least 15 per cent. more than they would receive among them as a whole at the appropriate current minimum time rates. No worker under any scheme of payment by results is to receive less than the appropriate current minimum time rate. In addition pieceworkers are paid the supplementary cost-of-living allowance and a further payment of 2 d . an hour.

* The current minimum time rate for journeymen is made up of the basic minimum time rate of 2 s . $0 \frac{1}{2} \mathrm{~d}$. an hour and a cost-of-living bonus of $10 \frac{1}{2} \mathrm{~d}$. an hour. The aggregate minimum time rate is made up of the current minimum time rate plus a bonus of 2 d . per hour and a supplementary cost-of-living allowance for all hours worked. This allowance of 1 s . an hour for men and two-thirds of that amount for women (i.e., 8 d . an hour) is subject to variation inlJanuary, April, July and October each year in accordance with the figures of the official index of retail prices, taken to one decimal place and multiplied by $1 \cdot 534$, published respectively during the November, February, May and August immediately preceding.


# WOOD BOX, PACKING CASE AND WOODEN CONTAINER MANUFACTURE <br> I.-England and Wales 

[Agreements of the Joint Industrial Council of the Wood Box, Packing Case and Wooden Container Industry]

| Class of Worker | National Minimum Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 21 years and over |
| Sawyers and machinists | s. ${ }_{3}$ d. | s. d. |
| Box and packing case makers, printing, branding, | 3112 |  |
| handholing, dowelling, and nailing machinists | $310 \frac{1}{2}$ | 28 |
| Labourers ... | 3 51 | 2 53 |

Note.-The rates became operative on the first pay day in March, 1956.
Hours of Labour
The hours of labour in a normal week, exclusive of mealtimes and overtime, are 44 (42 $\frac{1}{2}$ when employed on night work), to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piecework rates are to yield not less than 25 per cent. over and above the appropriate hourly rate.

## Shift Workers

Day-shift workers are paid ordinary rates plus an additional 3d. an hour.

## Night Workers

Night-shift workers are paid at the rate of time-and-a-quarter, provided not less than five nights are worked.

Road Transport Workers
Drivers of " C " licensed vehicles of less than 5 tons carrying capacity are paid the rate for packing case makers.

## II.-Scotland $\dagger$

[Agreements between the Scottish National Federation of Packing Case Manufacturers and the Amalgamated Society of Woodcutting Machinists or the National Union of Packing Case Makers (Wood and Tin), Box Makers, Sawyers and Mill Workers]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Journeymen:- |  |
| Machinists ... | 41 |
| Sawyers and casemakers | 41 |
| Women casemakers, 18 years and over (after 12 months' employment) | $210 \frac{3}{4}$ |

Note.-The rates became operative from the pay day in the week ending 12th May, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.
Night Shifts
Workers employed on night shifts are paid one-quarter time rate in addition to their ordinary time rate. This applies when five consecutive nights have been worked.

## Double Day Shifts

Workers employed on double-day shifts are paid overtime rates for all hours worked prior to or after the normal day-time working hours.

[^96]
## COOPERING-GREAT BRITAIN AND BELFAST

[Agreements of the National Joint Industrial Council of the Cooperage Industry]

| Class of Worker and District |  |  |  |  |  | Minimum Hourly Rates of Wages* |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative on the first pay day following 4th February, 1957, and relate to the index of retail prices figures of 159 to 162 inclusive (June, $1947=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 or $5 \frac{1}{2}$ days.

## PIECEWORKERS

Piecework rates are to be such as to enable a worker of average ability to earn at least $33^{\frac{1}{3}}$ per cent. over the national minimum day work rates.

## BASKET MAKING INDUSTRY--UNITED KINGDOM

[Agreements of the National Joint Industrial Council for the Basket Making Industry]

| Class of Worker |  |  |  |  |  |  |  | Minimum Hourly Time Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the first pay day in June, 1956, and relate to the index of retail prices figures of 102 to 104 inclusive (January, $1956=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.

[^97]WALLPAPER MANUFACTURE-ENGLAND
[Agreements of the Wall Paper Makers' Industrial Council]

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London | Provinces |
| Men, 21 years and over:-Skilled:- |  |  |
|  |  |  |
| 20 -colour printers (surface dept.), putters-on, roller or block cutters and felters, clammers, designers, die sinkers, hand engravers, machine engravers, pentagraphers, sketch makers, colour mixers |  |  |
|  |  |  |
| 18 -colour printers (surface dept.) | 214 | 206 |
| 16 -colour printers (surface dept.), 8 -colour printers (sanitary dept.), block printers (grade 1), duplex embossers ( 6 -colour emboss and print including tipping or varnishing) | 21110 | 2029 |
| 14 -colour printers (surface dept.) ... | 2062 | 198 |
| 12 -colour printers (surface dept.), 6 -colour printers (sanitary dept.), colour mixers (grade 2), block printers (grade 2), duplex embossers (4-colour emboss and print including tipping or varnishing) | 203 | 19410 |
| 10 -colour printers (surface dept.), duplex embossers (2-colour emboss and print including tipping or varnishing) | 2006 | 1926 |
| 8 -colour printers (surface dept.), 4 -colour printers (sanitary dept), leatherette embossers (without duplex including varnishing-one process), stencillers (grade 1) | 1982 | 190 |
| 6-colour printers (surface dept.), duplex embossers (1-colour emboss and print including tipping or varnishing) | 1959 | 18610 |
| 4 -colour printers (surface dept.), 1- and 2-colour printers (sanitary dept.), relay printers |  | 184 |
| Colour mixers (grade 3) ... ... ... ... | 1900 |  |
| Stencillers (grade 2) | 1820 |  |
| Semi-skilled:- |  |  |
| Duplex embossers (1-colour emboss and print without tipping or varnishing) |  |  |
| Padders (surface grounding dept.) ... $\ldots$. ${ }^{\text {a }}$ | 178 | 1697 |
| Leading hands (colour making dept.), roller finishers... |  |  |
| 16 - and 20 -colour backtenters (surface dept.) ... Leading guillotine hands (pattern rooms) | 177 <br> 175 <br> 1 |  |
| 12 - and 14-colour backtenters (surface dept.), 6 - and 8 -colour backtenters (sanitary dept.).. | 17411 | 166 |
| White makers and/or colour grinders (surface dept.), embossers and printers | 17210 | 16311 |
| 8 -colour backtenters (surface dept.) ... ... ... | 1728 | 163 |
| Guillotine hands (pattern rooms) ... $\ldots$ | 17110 |  |
| Forwarding checkers (packing and forwarding dept.) 4 -colour backtenters (surface dept.), 1 -, 2- and 4 -colour and oil machine backtenters (sanitary dept.), white makers, mixers and grinders (sanitary dept.), duplex machine assistants, depositors, etchers, painters, polishers, punch and stipple makers, roller turners, colour makers' assistants, general stores keepers. | 1718 $170 \quad 7$ | $162 \quad 9$ $161 \quad 6$ |

Note.-The rates became operative on the pay day falling in the week beginning 2nd April, 1956.


Note. - The rates became operative on the pay day falling in the week beginning 2nd April, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 on a 5-day week basis.

## Guaranteed Week

Employees are guaranteed a full week's pay except where time is lost through bad timekeeping, absenteeism, sickness, strikes, etc.

## PAPER MAKING, PAPER COATING, PAPER BOARD AND BUILDING BOARD MAKING-UNITED KINGDOM*

[Agreements between the Employers' Federation of Papermakers and Boardmakers and the National Union of Printing, Bookbinding and Paper Workers, the Transport and General Workers' Union and the National Union of General and Municipal Workers, and in the case of skilled craftsmen the appropriate craft Trade Unions concerned]


Note.-The rates became operative from the beginning of the first full pay period following 4th May, 1956.

Hours of Labour
The hours of labour in a full week are 45 exclusive of mealtimes for dayworkers, an average of 44 inclusive of mealtimes over the cycle of three weeks for shift workers on a three-shift system, and an average of 44 inclusive of mealtimes over the cycle of two weeks for shift workers working a double-day shift between the hours of $6 \mathrm{a} . \mathrm{m}$. and 10 p.m.

Short Time Working
Provision is made, subject to certain conditions and qualifications, to safeguard a worker against being "stood off" without pay for more than 2 days or shifts, as the case may be, in any one pay week, unless he has been given at least one week's warning from any making-up day that he is liable to be "stood off" without pay for a longer period.

## Pieceworkers

Piecework prices are to be such as to yield to a worker of ordinary ability, working with reasonable diligence, not less than 25 per cent. above the minimum rate for a time worker of the same grade or age. A pieceworker is defined as a worker who is paid principally by piece rates for the work upon which he or she is engaged.

Semi-skilled Workers on Maintenance
The following classes of adult male workers employed whole-time in the maintenance departments are paid at a rate not less than 1d. an hour above the starting rate for general labourers:-fitters', electricians', carpenters' or bricklayers' mates (subject to certain conditions), heavy gang (after 6 months' continuous employment as such), engineering machinist, engineer's stores attendant, rope splicer.

## Grouping of Occupations

Examples of the grouping of occupations are as follows:-
Class 1 occupations include machinemen and beatermen in paper mills and in continuous process board and building board mills.
Class 1a occupations include (among others) machinemen and beatermen in intermittent process board and building board mills, and coating machinemen, pasting machinemen, head colour mixers and colour mixers responsible for proper shade and tints, satin white makers, guillotine men in paper coating, intermittent, continuous process and board mills, turbine drivers and leading stokers, etc.
Class 2 occupations include (among others) first beaters' assistants, cutter-men, calendermen in intermittent process board and building board mills, crane drivers, oilers and greasers, etc.
Class 3 occupations include (among others) labourers, assistant machinemen in paper coating mills, ashwheelers and gantrymen, etc.

[^98]
## PAPER BOX MAKING

## I.-Great Britain

[Paper Box Wages Council (Great Britain) Wages Regulation Order]*


Note.-The rates became operative from 9th July, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45, which may be worked in $5,5 \frac{1}{2}$ or 6 days. The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 45.

[^99][Paper Box Wages Council (Northern Ireland) Wages Regulation Order]*


Note.-The rates became operative from 16th July, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days. The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 45.

PAPER BAG MAKING-GREAT BRITAIN
[Paper Bag Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week | Per week |
| Men, 21 years and over:- |  |  |
| Machine tacklers, after $2 \frac{1}{2}$ years' experience | 1786 | $\ddagger$ |
| Paper bag cutters or slitters, after 2 years' experience | 1620 | $\ddagger$ |
| Hydraulic pressers, stock keepers, packers or despatchers, after 2 years' experience | 1530 | $\pm$ |
|  | 147.0 |  |
| Women, 18 years and over, after 1 year's employment | 1040 | 1140 |

Note.-The rates became operative from 8th February, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or $5 \frac{1}{2}$ days. The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 45.

## Shift Workers

The minimum rates of workers on a daily two-shift system are one-quarter more than the rate otherwise applicable (one-eighth more when engaged in making multi-wall paper bags of three or more ply).

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
$\dagger$ Workers employed on carton forme making or in charge of an automatic carton glueing machine or a carton cutting and creasing machine fitted with fully automatic feeder are paid an additional amount of 2 s . 6 d . a week of 45 hours.
$\ddagger$ Pieceworkers are to be paid piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rate.


# ENVELOPE MAKING AND STATIONERY MANUFACTUREENGLAND AND WALES 

[Agreements between the British Federation of Master Printers and the National Union of Printing, Bookbinding and Paper Workers]

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | s. d. |  |  |  |
| London:- Men, 21 years and over:- |  |  |  |  |
|  |  |  |  |  |
| Envelope machine adjusters, relief stampers and cutters (guillotine) | 2230 |  |  |  |
| Cutters (envelope) ... ... ... . |  |  |  |  |
| Tag machine adjusters, d'oyley machine adjusters, warehousemen (leading hands) and packers for export |  |  |  |  |
| Warehousemen and packers (ordinary, including rail), slitters and reelers (for mill reels) | 195 |  |  |  |
| Porters and general assistants ... ... ... | 1860 |  |  |  |
| Women, 18 years and over:- |  |  |  |  |
| On completion of training .. | 129 <br> 135 |  |  |  |
| With 4 years' experience after training |  |  |  |  |
|  | Grade 1 Towns |  | Grade 2 Towns |  |
| Provinces:- <br> Men, 21 years and over:- |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Envelope machine adjusters, cutters (guillotine and envelope), head stock-keepers, relief stampers-after 5 years' experience | 208 | 6 | 203 |  |
| Tag machine adjusters, d'oyley machine adjusters |  | 6 |  |  |
| Warehousemen, packers and slitters (for mill |  | 0 | 186 |  |
| reels)-after 3 years' experience ... $\ldots$... ${ }^{\text {a }}$ |  |  | 177169 |  |
| Porters and general assistants ... $\ldots$ |  |  |  |  |
| Women, 18 years and over:- |  |  |  |  |
| On completion of training ... With 4 years' experience after training |  | 39 | $\begin{array}{ll} 120 & 3 \\ 126 & 9 \end{array}$ |  |
| With 4 years' experience after training |  |  |  |  |  |

Note.- The rates became operative from the first full pay period in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

Hours of Labour
The Hours Agreement between the British Federation of Master Printers and the Printing and Kindred Trades Federation which provides for a $43 \frac{1}{2}$-hour week for day-workers applies to workers covered by this agreement.

## Pieceworkers

Piece rates, where operated, are to be fixed so as to yield to the average worker by increased production not less than $16_{3}^{2}$ per cent. above the 'stab rate on a normal working week.

## Night Workers

In London the rate for nightwork is the same as that agreed between the London Master Printers' Association and the London Printing and Kindred Trades Federation (see page 155).

Grading of Towns
The grading of areas outside London is as for general printing (see page 154).

[^100]
## PRINTING AND BOOKBINDING

## I.-England and Wales (Except London)

[Agreements between the British Federation of Master Printers, the Newspaper Society and the Trade Unions concerned for certain classes of workers]


Note. -The rates became operative from the first pay day in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

For footnotes see next page.
I.-England and Wales (except London)-contd.


Feeders on two-revolution or litho rotaries $60 \times 40$ or larger

Additional 4s. a week
Additional 6s. a week

Note.-The rates became operative from the first pay day in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

For Hours, etc., see next page.

[^101]
## Printing and Bookbinding-contd.

## I.-England and Wales (except London)-contd.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are as follows:-
Jobbing offices- $43 \frac{1}{2}$ on day work, up to 42 on double-day shifts, 41 for compositors, machine minders, linotype and monotype operators on night work, and $42 \frac{1}{2}$ for printers' assistants on night work, normally to be worked over 5 days.
Daily newspaper offices-40 on day work and $37 \frac{1}{2}$ on night work ( $36 \frac{1}{2}$ for night linotype operators and night rotary machine minders), to be worked in 5 shifts.

## Double-day Workers

For workers employed on double-day shifts in jobbing offices the hourly rates are 20 per cent. above the basic day hourly rates including any agreed machine extras.

## Night Shift Workers

For workers employed on permanent nights in jobbing offices the hourly rates are 25 per cent. above the basic day hourly rates including any agreed machine extras.

## Grading of Towns

The grading of towns is as follows:-
Grade 1-Birmingham and West Bromwich (with Smethwick and Oldbury), Bradford (with Idle and Shipley), Brighton and Hove, Bristol, Cardiff, Coventry, Derby, Hull, Leeds, Leicester, Liverpool (with Birkenhead, Bootle and Wallasey), Manchester (with Salford), New-castle-on-Tyne (with Gateshead), Norwich, Nottingham, Oxford, Potteries, Reading, St. Albans, Sheffield, Stockport, Watford.

Grade 2-All other towns.

## II.-London (General Printing)

[Agreements between the London Master Printers' Association and the Trade Unions concerned for certain classes of workers]

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |
| :---: | :---: |
|  | s. d. |
| Hand compositors:- |  |
| Books, jobbing and weekly newspapers, other than Sunday papers | 223 |
| Trade typesetting houses ... .. | 229 <br> 233 |
| Weekly periodicals |  |
| Machine operators (inter., lino or monotype):- 233 |  |
| General offices $\ldots \ldots \ldots$ | 2480 |
| Weekly periodicals (display work) Readers:- |  |
| Readers:- General offices |  |
| General offices $\ldots$.. | 2416 |
| Trade typesetting houses Weekly periodicals $\ldots \ldots$ | 2456 |
| Weekly periodicals ( $\ldots \ldots \ldots \ldots \ldots$ machine with charge responsibility) | 2230 |
| Printing machine managers <br> Male or femalet feeders on certain printing and folding |  |
| machines-Scale A:- |  |
|  |  |
| Night work male feeders, 21 years and over, on flat-bed printing machines | 257s. 10d. to 269s. $7 \frac{1}{2} \mathrm{~d} . \dagger$ |
| not covered by above scale, and on platen, litho and all other classes of machines |  |
| Female feeders, 21 years and over, on direct rotary litho and rotary offset machines | 130s. 3d. to 140 s. $3 \mathrm{~d} . \dagger$ |

For footnotes see next page.

Printing and Bookbinding-contd.
II.-London (General Printing)-contd.

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |
| :---: | :---: |
|  | s. d. |
| Assistants on letterpress rotary and intaglio machines:-Brake hands on small and slow-running rotary machines-- |  |
| Day work ... ... ... ... ... ... . |  |
| Night work $\ldots$ \% $\ldots$.... Brake hands and oilers on other machines:- | 276 412 |
| Day work ... ... ... ... | 206s. 6 d , to 212s. $6 \mathrm{~d} \dagger$ |
| Night work $\ldots . . .$. | 286s. 6d. to 294s. 11d. $\dagger$ |
| Reel hands, fly hands, etc.:- .... ... 286s. 6d. to 294s. 11d. $\dagger$ |  |
| Day work <br> Night work | 204s. 0d. to 210s. 0d. $\dagger$ |
| Linotype assistants and proof-pullers (galley and rough work):- 28s. $1_{2}$ d. to 291s. 7 d. |  |
|  |  |
| Night work... |  |
| Copyholders:- ${ }^{\text {a }}$ - ${ }^{\text {a }} 10$ |  |
| Day work ... |  |
| Night work... | 174 |
| Warehousemen and cutters:-Binders' |  |
| Binders' cutters (cloth and vellum), men in charge of trimming machines or one or more folding, stitching or wrappering machines, head stock-keepers and suillotine or wraters |  |
| Warehousemen (leading hands) and packers for export $\ldots$ |  |
| Packers for rail ... ... ... ... ... ... ... |  |
| Bench hands and packers (ordinary) ... |  |
| Bookbinders and machine rulers ... | 1860 |
| Bookbinders and machine rulers ... $\quad . . .$. | $2230 \\|$ |
| On completion of training <br> After 4 years' or more experience as an adult worker | 129 139 |

Note.-The rates became operative from the first pay day in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are $43 \frac{1}{2}$ on daywork, normally to be worked in 5 days, and $40 \frac{1}{2}$ on night work, to be worked in 4 consecutive nights.

## Payment for Regular Night Shifts

The hourly rates for night shifts are 50 per cent. above the agreed day-work hourly rates.

[^102]
## III.-London (Morning, Evening and Sunday Newspapers)*

[Agreements of the Newspaper Proprietors' Association Ltd. and the Trade Unions concerned for certain classes of workers]


Note.-The rates became operative from 1st December, 1956, and relate to the October, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

For footnotes see next page.

Printing and Bookbinding-contd.
III.-London (Morning, Evening and Sunday Newspapers)*-contd.


Note.-The rates for electricians, engineers and electricians' assistants became operative from 19th July, 1956. The rates for other workers became operative from 1st December, 1956, and relate to the October, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

## Pieceworkers

Piecework prices for compositors are specified in the agreed "London Scale of Prices for Compositor's Work "which also provides for the following minimum guaranteed rates:

| Morning papers | 2410 |  |
| :---: | :---: | :---: |
| Evening papers |  | Plus a cost-of-living bonus of 13s.0d. a |
| Sunday papers |  | d. |

[^103]
# IV.-Scotland (General Printing) 

# [Agreements between the Scottish Alliance of Master Printers and the Scottish Typographical Association and the National Union of Printing, Bookbinding and Paper Workers, Scottish District Council] 

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |
| :---: | :---: |
|  |  |
| Letterpress Department:- |  |
| Compositors and machinemen $\ldots \ldots$ | 2186 |
| Monotype keyboard operators and readers Linotype operators | 2210 |
| Female compositors ... . | 1750 |
| Auxiliary workers employed as assistants in case rooms or letterpress machine rooms, feeders, etc.§:- |  |
| Men |  |
|  |  |
| Women, with 4 years' or more experience as an adult worker | $1323 \ddagger$ |
| Bookbinding, etc., Departments :- |  |
| Bookbinders, machine rulers, guillotine cutters and qualified warehousemen (with not less than 5 years' experience) | 208 |
| Porters, packers and general assistants (over 21 years with not less than 1 year's experience) | 177 |
| Women engaged in bookbinding, stationery manufacture, machine feeding and warehousing:- |  |
| On completion of training ....... | $1223 \ddagger$ |
| With 4 or more years' experience after training ... | $1323 \ddagger$ |

Note.-The rates became operative from the first pay day in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are $43 \frac{1}{2}$ on day work and $42 \frac{1}{2}$ on night work.

## Night Workers

Work on an ordinary night shift, which includes at least a full week's work, is paid at 25 per cent. advance on the day rate, any overtime being calculated on this enhanced rate.

## Double Day Shift Workers

In 6-day week establishments the hours for double-day shifts are 44 including mealtimes with payment for $50 \frac{1}{2}$ hours at the usual hourly rates. In 5 -day week establishments the hours including mealtimes are either 40 with payments for $43 \frac{1}{2}$ hours, or $43 \frac{3}{4}$ with payment for $50 \frac{1}{2}$ hours.

* The cost-of-living bonus of 3 s . a week for men and 2 s . 3d. for women is subject to variation in January and July each year in accordance with the official index of retail prices figure relating respectively to the November and May immediately preceding and the bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.
$\dagger$ Minimum payments of up to 15 s . a week supplementary to these rates are made to journeymen in charge of certain types of machines.
$\ddagger$ Women washing up machines or rollers are paid an additional 1s. a day with a minimum addition of 3 s . a week.
§ When employed on bronzing an additional payment of 3 d . an hour is made.

Printing and Bookbinding-contd.

## V.-Scotland (Morning, Evening, Weekly and Sunday Newspapers)

[Agreements between the Scottish Daily Newspaper Society and the Scottish Typographical Society and the National Society of Operative Printers and Assistants (Scottish Branch)]

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Grade I (Aberdeen, Glasgow and Edinburgh) |  |  |  | Grade II (Greenock and Paisley) |  |  |  |
|  | Daywork |  | Nightwork |  | Daywork |  | Nightwork |  |
| Reading, Linotype, etc., Departments:- | s. d. |  | s. d. |  | s. d. |  | s. d. |  |
| Linotype operators... | 235 | 3 | 249 | 3 | 232 | 6 | 245 | 6 |
| Upmakers, readers | 233 | 9 | 246 | 9 |  | 0 | 243 | 0 |
| Compositors, Ludlow operators, and monotype casters, etc. ... | 228 | 3 | 241 | 3 | 224 | 6 | 237 | 6 |
| Copyholders | 207 | 9 | 216 | 0 | 203 | 9 | 212 | 0 |
| General assistants ... | 201 | 0 | 209 | 3 | 197 | 3 | 205 | 6 |
| Machine Department:- |  |  |  |  |  |  |  |  |
| Rotary machine minders | 235 | 3 | 249 | 3 | 232 | 6 | 245 | 6 |
| Brake and tension hands | 212 | 0 | 220 | 3 | 208 | 3 | 216 | 6 |
| Oilers, striker and rewinder hands | 207 | 9 | 216 | 0 | 203 | 9 | 212 | 0 |
| Fly reel and general hands | 201 | 0 | 209 | 3 | 197 | 3 | 205 | 6 |
| Despatch Department:- |  |  |  |  |  |  |  |  |
| Packers, despatchers and tiers-up | 207 | 9 | 216 | 0 | 203 | 9 | 212 | 0 |
| General assistants ... | 201 | 0 | 209 | 3 | 197 | 3 | 205 | 6 |

Note.-The rates became operative from the first full pay period in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

Hours of Labour
The hours of labour in a full week are 40, exclusive of mealtimes, for day workers ( 5 shifts of 8 hours) and $37 \frac{1}{2}$ for night workers ( 5 shifts of $7 \frac{1}{2}$ hours, inclusive of a half-hour meal break). The weekly hours of linotype operators are $2 \frac{1}{2}$ hours less for both day and night work.

[^104]
# LITHOGRAPHIC PRINTING AND PHOTOGRAVURE 

## I.-England and Wales

[Agreements between the British Federation of Master Printers and the Trade Unions concerned]


Note.-The rates became operative from the first pay day in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

For footnotes see next page.

Lithographic Printing and Photogravure-contd.
I.-England and Wales-contd.

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | London |  | Grade 1 Towns |  | Grade 2 Towns |  |
| Photogravure: |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Plate and cylinder production departments:Workers directly assisting in depositing, chromium plating, grinding, polishing, stripping-after 2 years' experience | 190 | 6 | 180 |  |  |  |
|  | 186 | 0 | 172 |  | - |  |
| Machine departments:- |  |  |  |  |  |  |
| Minimum rates for machine minders $\ddagger$ :- 2280 |  |  |  |  |  |  |
| Sheet-fed machines |  | 0 |  |  |  | 6 |
| Reel-fed machines ... ... ... ... | 252 | 0 |  |  | 225 | 6 |
| Minimum rates for direct assistants $\ddagger$ - $\cdots$ |  |  |  |  |  |  |
| Sheet-fed machines |  | 6 |  | 6 |  | 6 |
| Reel-fed machines General assistants not directly employed on |  | 6 |  |  | 183 | 6 |
| photogravure machines |  | 0 |  | 6 | 169 | 6 |

Note.-The rates became operative from the first pay day in January, 1957, and relate to the November, 1956 index of retail prices figure of 158 (June, $1947=100$ ).

Hours of Labour
The hours of labour and enhanced rates for shift work are as for general printing (see pages 154 or 155 ).

## Grading of Towns

The grading of towns is as follows:-
Lithographic Printing
Grade 1-Ashton-under-Lyne, Birmingham (including Kidderminster), Bradford (including Otley), Brighton and Hove, Bristol, Cardiff, Carlisle, Coventry, Derby, Hull, Leeds (including Harrogate), Leicester (including Loughborough), Liverpool (including Chester), Manchester, Newcastle-on-Tyne, Norwich, Nottingham, Oxford, Reading, St. Albans, Sheffield, Stockport, Stoke-on-Trent, Warrington, Watford, West Bromwich, York (including Scarborough).

Grade 2-All other towns.
Photogravure
Plate and cylinder production:-
Grade 1-Bristol, Derby, Dunstable, High Wycombe, Leeds, Manchester, Middlesbrough, Northampton, Watford.
Machine departments:-
The grading of areas outside London is as for general printing (see page 154).

## II.-Scotland

The agreements for lithographic printing apply equally to Scotland, but the minimum weekly rates for journeymen lithographers are 208s. 6d. in grade 1 towns (Aberdeen, Dundee, Edinburgh, Glasgow, Perth) and 205s. 6d. in grade 2 towns (Dumfries and Kilmarnock), and for qualified stone and plate preparers 180 s .6 d . and 179s. respectively. For lithographic artists, designers and engravers the rates for journeymen are as in grade 1 towns in England and Wales.

[^105][Agreements of the National Joint Industrial Council for the Rubber Manufacturing Industry]

| Class of Worker | Basic Minimum Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 21 years and over |
| Grade A-Unskilled ... | $\begin{array}{ll}\text { s. } \\ 3 & \text { di } \\ \text { 2i }\end{array}$ | s. ${ }^{2} 8$. |
| „ B-Semi-skilled ... ... ... ... ... | $\begin{array}{ll}3 & 4 \\ 3 & 51\end{array}$ |  |
|  | 3 5 ${ }^{\frac{1}{2}}$ |  |
| ,, D-Work calling for special skill or responsibility, including working chargehand |  | 2 51 |

Note.-The rates became operative from the beginning of the first full pay period falling on or after 22nd November, 1955.

## Hours of Labour

45 hours (excluding meal breaks) constitute the normal week for all operatives.
The 45 -hour week applies to day and night shift workers and double-day and three-shift workers. In the latter two systems the 45 -hour week may be an average of a cycle of two or three weeks. The normal hours of working are determined by local agreements and may extend over $5,5 \frac{1}{2}$ or 6 days.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed 4 shifts' employment at their appropriate basic time rate in any pay week.

## Payment-by-Results Workers

Piecework prices or bonus schemes in a system of payment by results are in all cases to be sufficient to yield to a worker of average ability on the operation in question or to a group of such workers, performing the same or similar operations, excluding learners, an average gross wage excluding overtime, night and shift allowances not less than the following:-

| Grade |  |  | Rate per Hour <br> Men |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | d. | Women |

## Shift Work Allowances

A shift allowance of half-an-hour at the appropriate basic minimum time rate is paid for each normal shift worked during the normal week.

## Night Work Allowance

A night allowance of 25 per cent. of the appropriate basic minimum time rate, not qualifying for overtime, is payable for each hour worked on shifts which commence between the hours of $6 \mathrm{p} . \mathrm{m}$. and $4 \mathrm{a} . \mathrm{m}$. and continue through the night.

* Minimum statutory rates are also fixed by Orders issued under the Wages Councils Act. Separate agreements are in operation for rubber reclamation and rubber floor laying.


## TOY MANUFACTURE-GREAT BRITAIN

[Toy Manufacturing Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker |  |  |
| :--- | :--- | :--- |

Note.-The rates became operative from 16th July, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

The piece work basis time rates are 10 per cent. above the appropriate general minimum time rates.

BUTTON MANUFACTURE-GREAT BRITAIN
[Button Manufacturing Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men, 21 years and over | Per hour $\begin{aligned} & \text { s. } \\ & 10 \frac{1}{2} \end{aligned}$ | Per hour $\begin{array}{ll}\text { s. } & \text { d. } \\ 3 & 4\end{array}$ |
| Women, 18 years and over, other than homeworkers | $20 \frac{1}{2}$ | 22 |

Note.-The rates became operative from 22nd June, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45.

[^106]
## BUILDING INDUSTRY

## I.-England and Wales

[Agreements of the National Joint Council for the Building Industry]

| Class of Worker and Locality | Standard Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Craftsmen | Labourers, 18 years and over |
|  | s. d. | s. d. |
| Men:- |  | $311 \frac{1}{2}$ |
| London (within 12 miles radius of Charing Cross) | 46 | $311 \frac{1}{2}$ |
| London (within 12 to 15 miles radius of Charing Cross) | 4 51 | 311 |
| Liverpool and district ... ... | 46 | $311 \frac{1}{2}$ |
| Grade A districts | 4 4 ${ }^{\frac{1}{2}}$ | 310 |
| Grade A1 districts ... | 44 | $39 \frac{1}{2}$ |
| Women, 19 years and over:- | $\begin{array}{lr}\text { s. } & \text { d. } \\ 3 & 6 \\ 3 & 2\end{array}$ |  |
| On craft processes (after 6 months' probation) |  |  |
| On other than craft processes ... ... ... |  |  |

Note.-The rates became operative from 4th February, 1957, and relate to an average index of retail prices figure of 154 and up to but not including 157 (June, 1947 = 100).

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 44 during the winter period and either 44 or $46 \frac{1}{2}$ during the summer period, according to district. In certain conditions the hours worked in the winter period may be $41 \frac{1}{2}$. The winter period is normally defined as the six weeks immediately before and the six weeks immediately following Christmas. The hours are normally worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

An operative who has kept himself available for work throughout the normal working hours of each working day of any pay week but has been prevented from working by reason of inclement weather, plant breakdown, non-arrival of materials or other similar reasons beyond the control of the parties, is paid half his hourly rate for the time so lost, subject to a minimum payment during the week of not less than 36 times the hourly wage rate and subject to certain other conditions and qualifications.

## Bonus on Output

Any employer may, in respect of work performed by an individual worker, a gang or a team of all workers on a particular site, job, shop or factory, initiate an incentive system of bonus payments on the basis of giving an operative of average ability and capacity a reasonable opportunity to achieve earnings 20 per cent. higher than those yielded by the normal prescribed rate.

## Night Gangs

Separate men from those at work during the day are paid 5 d . an hour above the ordinary rates provided that at least three nights consecutively are worked.

## Tool Money

The following workers who supply and maintain their own tools are paid tool allowances as follows:-

Carpenters and joiners, 4d. a day; repetitive process workers whose rate is determined under the "Supplementary Rules for Woodworking Factories and Shops," 2d. a day.
Plumbers, 3d. a day.
Banker masons and mason fixers, 2d. a day.
Plasterers, 2d. a day.

[^107]
## New waye rates fixed for Building Worleers

When the National Joint Council met on Thursday, 9th Januarythe Statutory Meeting-it was reported that, under the new Sliding Scale Agreement, a penny (1d.) of an hour increase was due in wages arising from an increase in the cost of living.

This penny per hour will be paid in the pay week beginning 3rd February, and brings the Grade " A " standard rate applicable to craftsmen up to 4s. 7d. per hour. The table below gives the new hourly rates applicable to craftsmen and labourers throughout the country.

|  | London |  | Grade |  | Liverpool District |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Inner | Outer | A | A1 |  |
|  | s. d. | s. d. | s. d. | s. d. | s. d. |
| Craftsmen............ Labourers .......... | $\begin{array}{lll}4 & 81 \\ 4 & 2\end{array}$ | 4 8 <br> 4 $1 \frac{1}{2}$ | $\begin{array}{ll}4 & 7 \\ 4 & 0 \frac{1}{2}\end{array}$ | $\begin{array}{ll}4 & 6 \frac{1}{2} \\ 4 & 0\end{array}$ | 4 8 <br> 4  |

It is to be noted that these increases in the standard rates of wages for Craftsmen and for Labourers require consequential adjustment of the rates for:-
(i) Apprentices
(ii) Young Male Labourers

Under the respective agreements the rates for Apprentices are a prescribed percentage of the craft rate and those of Young Male Labourers are a prescribed proportion of the Labourers' rate. The new rates of wages are as follows:-

APPRENTICES

| Age | Per cent of Craftsman's Rate | London |  | Grade |  | Liverpool District |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Inner | Outer | $A$ | A1 |  |
|  |  | s. d. | s. d. | s. d. | s. d. | s. d. |
| 16.... | 25 | $\begin{array}{ll}1 & 2 \\ 1 & 7\end{array}$ | $\begin{array}{ll}1 & 2 \\ 1 & 63\end{array}$ | $1{ }^{1} 18$ | $1 \quad 1 \frac{13}{4}$ | $1{ }^{1} \frac{1}{4}$ |
| 17..... | $5^{33}$ | 1 2 | $\begin{array}{ll}1 & 6 \\ 2 & 4 \\ 2\end{array}$ | $\begin{array}{lll}1 & 6 \frac{1}{2} \\ 2\end{array}$ | $1{ }_{1}^{1} 61$ | 17 |
| 18.... | $62 \frac{1}{2}$ | 2 111 | $\begin{array}{ll}2 & 4 \\ 2 & 11\end{array}$ | $\begin{array}{lr}2 & 31 \\ 2 & 101 \\ \\ \end{array}$ | $\begin{array}{ll}2 & 3 \frac{1}{4} \\ 2 & 10\end{array}$ | $2{ }^{2} 4 \frac{1}{4}$ |
| 19..... | 75 | 3 $6 \frac{1}{2}$ | 2 3 | 3 | $\begin{array}{ll}2 & 10 \frac{1}{4} \\ 3 & 5\end{array}$ | $\begin{array}{lll}2 & 11 \frac{1}{2} \\ 3 & 61\end{array}$ |
| 20..... | 871 $\frac{1}{2}$ | 4 1 $4 \frac{1}{2}$ |  |  | $\begin{array}{lc}3 & 5 \\ 3 & 11 \frac{3}{4}\end{array}$ | 3 61 <br> 4 $1 \frac{1}{2}$ |

YOUNG MALE LABOURERS

| Age | $\begin{gathered} \text { Per cent } \\ \text { of } \\ \text { Labourer's } \\ \text { Rate } \end{gathered}$ | London |  | Grade |  | Liverpool District |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Inner | Outer | A | A1 |  |
|  |  | $\begin{array}{cc}\text { s. d. } \\ 1 & \text { 43 }\end{array}$ |  |  |  |  |
| 16... | $33{ }^{\frac{1}{3}}{ }^{\text {a }}$ | 1 4 <br> 1 4 <br> 1 $10 \frac{1}{4}$ | $\begin{array}{lr}1 & 4 \\ 1 & 4 \\ 1 & 10 \\ 2\end{array}$ | 1 4 <br> 1 4 <br> 1  | $\begin{array}{ll}1 & 4 \\ 1 & 9\end{array}$ | $1{ }^{1} 4$ |
| 17... | 66\% ${ }^{2}$ |  | 1 <br> 2 | $\begin{array}{ll}1 \\ 2 & 10 \\ 818\end{array}$ | 1 9 <br> 2 8 | $1{ }^{1} 10 \frac{1}{2}$ |
| 18..... | 100 | $4 \quad 2{ }^{2}$ |  | $\begin{array}{ll}2 & 8 \frac{1}{2} \\ 4 & 0 \frac{1}{2}\end{array}$ |  | $\begin{array}{ll}2 & 9 \frac{1}{2} \\ 4 & 2\end{array}$ |

## 'A Gift eHeart'

out to raise more money for one ore sought for a single fund. Their is to have the money gathered zars at the most. The half-million the International Solidarity Fund on of Free Trade Unions. And ocratic trade unionism everywhere ards for all workers.

## INTERNATIONAL SOLIDARITY FUND

On their latest quarterly summons members of this Union had an appeal from Bro. G. H. Lowthian, General Secretary, for a contribution to the International Solidarity Fund. In this article the reasons for establishing such a fund are made clear. It will help our trade union brothers in other parts of the world to achieve status and dignity as human beings.


Even in the days of Britain's first industrial revolution these primitive conditions of work must have been highly unusual. Yet 150 years later we still have people working in the intolerable circumstances shown in our photograph above. If the International Solidarity Fund helps this man and his brothers to achieve status and dignity it will have fulfilled the work of those who subscribe to it

## Extra Payments

The working rules specify scales of extra payment to workmen engaged on work involving discomfort, inconvenience or risk, continuous extra skill or responsibility, intermittent responsibility or demolition work.

The following are examples of the payments:-

Discomfort, inconvenience or risk:-
Furnace or similar work up to $120^{\circ}$ Fahrenheit
Foul or dirty work
Working in swings, cradles, boats or boatswain's chairs $\ldots$
Loading, unloading, stacking or stowing dry cement (for time so employed)
Continuous extra skill or responsibility:-
Timbermen and well sinkers recognised as such
Scaffolders engaged and employed whole-time as such
Drivers or operators of mechanical plant, such as compressors, cranes, derricks, dumpers, excavators, pumps, road rollers, scrapers, shovels, tractors, winches, mechanical barrows, elevators; maintenance fitters; piling...
Intermittent responsibility:-
Operators of concrete mixers
Pile frame winch drivers when operating drop hammer
Demolition work (large-scale):-
Demolition workers and cleaners (whole-time)
Mattockmen Shorers

Per hour
3d.
2d.
2d.
1d.
Labourer's rate plus:-
2d.
3d.
$\frac{1}{2}$ d. to 6 d .
Labourer's rate plus:1 d . or 2 d . 3d.
Labourer's rate plus:1d. 3d.
5d.

The extra payments for discomfort, inconvenience or risk and intermittent responsibility are paid only for hours worked and are not taken into account for the calculation of overtime, etc. The other extra payments are additions to the plain time rate for the particular workman and are taken into account for the calculation of overtime, etc.

## anatios

## Other Classes of Workers

Trade chargehands appointed as such by their employer are paid, while so employed, not less than 2 d . an hour above the standard rate for craftsmen.
Qualified benders and fixers of bars for reinforced concrete work who provide themselves with suitable tools and qualified tubular scaffolders are paid a differential rate of 2d. an hour below the standard rate for craftsmen.

## Grading of Districts

Under the grading scheme all areas outside London and Liverpool are assigned to one of the two grades referred to in the Table.
The following are examples of the towns, districts, etc., in the different grades:-
Grade A-Bath, Bristol, Cambridge, Cardiff, Carlisle, Chester, Exeter, Leeds, Manchester, Newcastle-on-Tyne, Norwich, Nottingham, Oxford, Selby, York.

Grade A1-Amersham, Driffield, King's Lynn, Penrith, Skegness, Tonbridge, Torquay,
Isle of Wight, Yeovil.

## Road Haulage Workers

An agreement between the National Federation of Building Trade Employers and the Transport and General Workers' Union specifies rates for road haulage workers. These rates vary by 2 s . 0 d . a week in respect of every $\frac{1}{2} \mathrm{~d}$. an hour change in the rate for craftsmen in Grade A districts and, as from 4th February, 1957, are as follows:-


Drivers, according to carrying capacity of vehicle

## Mates and <br> Statutory Attendants, 18 years and over

194s. 6d.
189s. 6d.
184s. 6 d .

Grade 1 districts correspond to Grade A districts and Liverpool and district.
Grade 2 districts correspond to Grade A1 districts.
The working week is one of 461 hous. Mo Al excluding mealtimes. Subject to certain conditions and qualificationsive of garage duties but week's wage in respect of any week in which they have performed some road haulage work.

## II.-Scotland

[Agreements of the Scottish National Joint Council for the Building Industry]*

| Class of Worker |  |  | Standard Hourly <br> Rates of Wages $\dagger$ |
| :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 4th February, 1957, and relate to an average index of retail prices figure of 154 and up to but not including 157 (June, $1947=100$ ).

## Hours of Labour

The normal working week is one of 44 hours ( 8 hours a day for the first five days and 4 for Saturday), except for the period 15th November to 15th January, when it is reduced to $41 \frac{1}{2}$ hours where artificial light is not provided.

## Guaranteed Week

An operative who has kept himself available for work throughout the normal working hours of each working day of any pay week but has been prevented from working by reason of inclement weather, plant breakdown, non-arrival of materials or other similar reasons beyond the control of the parties is paid half his hourly rate for the time so lost, subject to a minimum payment during the week of not less than 32 times the hourly wage rate and subject to certain other conditions and qualifications.

## Bonus on Output

It is competent for any employer or alternatively a craft to adopt a bonus scheme on any particular work to be assessed on the output of the men employed as a whole or in gangs or squads. An individual operative working by himself may also be paid under a bonus scheme.

## Night Gangs and Shift Work

Time-and-one-eighth is paid to men for all hours of shift work where any part of the shift in which they are employed falls outside the normal working hours of the normal working day. Separate men from those at work during the normal hours are to be employed and shift work is only to be instituted if it is to continue for at least five days.

## Tool Money

Joiners and joinery apprentices providing and maintaining their own tools are paid a tool allowance of 4d. a day and masons (including marble masons) and plasterers an allowance of 2 d . a day.

* The only painters covered by the agreements are those employed by building contractors. Other painters are covered by the agreements of the Scottish Painting Council.
$\dagger$ The rates are subject to variation in February each year in accordance with the average of the figures of the official index of retail prices published during the January to December immediately preceding. The labourer's standard rate is a fixed margin of $6 \frac{1}{2} \mathrm{~d}$. below the craftsman's rate. Women on craft operations, after 6 months' probation, are paid the male labourer's rate and women on other than craft operations a rate 6 d . below the male labourer's rate.
II.-Scotland-contd.


## Extra Payments

The working rules specify scales of extra payment to workmen, engaged on exceptional kinds of work involving extra skill or responsibility or discomfort, inconvenience or risk.

| The following are examples of the payments:- | Per hour |
| :---: | :---: |
| Timbermen and wellsinkers recognised as such | 2 d . |
| Scaffolders recognised as such | 3 d . |
| Furnace or similar hot work up to $120^{\circ}$ Fahrenheit | 3 d. |
| Foul or dirty work | 1d. or 2 d . |
| Detached chimney work, silos and church spires | 2d. to 4 d . |
| Working in swings and cradles ... | 2 d . |
| Working in water where watertight boots are necessary | 2 d . |
| Loading, unloading, stacking or stowing of dry cement (for time so employed) | $1 \frac{1}{2} \mathrm{~d}$. |

Qualified benders and fixers of reinforced concrete work who provide themselves with suitable tools are paid $4 \frac{1}{2} \mathrm{~d}$. an hour above the labourer's rate. Operators of mechanical plant such as compressors, cranes, hoists and derricks, dumpers, excavators, mixers and pan mills, piling, mechanical shovels, tractors and trenching machines are paid rates up to 6 d . an hour additional to the labourer's rate.

In some cases the allowances are paid only for the hours worked and are not taken into account in the assessment of overtime, guaranteed or travelling time. In other cases the allowances are added to the labourer's rate and the consolidated rate becomes the worker's basic rate.

## DEMOLITION CONTRACTING-GREAT BRITAIN

[Agreements between the National Federation of Demolition Contractors and the National Federation of Building Trade Operatives, being parties to the Demolition Industry Wages Board]

## Rates of Wages

The agreement provides that the basic rates of wages of labourers employed on demolition shall be the basic rates as prescribed from time to time for building trade labourers by the National Joint Council for the Building Industry in respect of England and Wales, and by the Scottish National Joint Council for the Building Industry in respect of Scotland.

Building trade craftsmen employed on recovering items of value are paid the appropriate craftsmen's rates of wages.

For other classes of workers, "plus rates " are fixed, ranging from 1d. to 5d. an hour above the labourer's rates (see pages 164 and 166).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are $44 \frac{1}{2}$ during the winter period ( 6 weeks before and 6 weeks after Christmas) and $46 \frac{1}{2}$ hours for the remainder of the year, to be worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

The provisions are the same as for the building industry (see page 164).

## Night Shifts

Separate men from those at work during the day are paid 5 d . an hour above the ordinary rates, provided that at least three nights consecutively are worked.

## Grading of Districts

The gradings of districts in England and Wales are those prescribed for the building industry (see page 165).

## CIVIL ENGINEERING CONSTRUCTION-GREAT BRITAIN

[Agreements of the Civil Engineering Construction Conciliation Board]

| Class of Worker and Locality | Hourly Rates of Wages* |
| :---: | :---: |
|  | s. d. |
| Craftsmen:- |  |
| London Super Grade ... | 46 |
| Liverpool | 46 |
| Class I districts | 4 42 |
| Navvies and Labourers:- |  |
| London Super Grade ... | $311 \frac{1}{2}$ |
| Class I districts | $310$ |
| Other Classes of Workers $\dagger$ :- | rate plus:- |
| Men required to work in boots (conditions payment) | 1d. |
| Gangers ... ... ... ... ... ... . | 3 d . and upwards |
| Crane and derrick drivers | 3 d to 8 d . |
| Dumper drivers | 1d. to 6d. |
| Excavator drivers | 6d. to 8d. |
| Contractors' plant mechanics | 7 d . |
| Contractors' plant mechanics (highly skilled) | 9 d . and upwards |
| Contractors' plant mechanics' mates | 1 d. |
| Navvies and labourers using pneumatic tools | 1 d. |
| Tractor drivers | 2 d . to 7 d . |
| Scaffolders ... | $4 \frac{1}{2} \mathrm{~d}$. plus height money |
| Timbermen ... | 3d. |
| Timbermen when special degree of skill required | 7 d . |
| Timbermen's labourers . | 1 d . |
| Tunnel miners (skilled) ... | 7 d . |
| Tunnel miners' labourers | 4d. |
|  |  |
| Up to and including 15 cwt . | Adjusted between employer and employee |
| Over 15 cwt. up to and including 2 tons | 3d. |
| Over 2 tons up to and including 6 tons | $4 \frac{1}{2} \mathrm{~d}$. |
| Over 6 tons $\ldots$... $\ldots$... | $5 \frac{1}{2} \mathrm{~d}$. |

Note.-The rates became operative from 4th February, 1957, and relate to an average index of retail prices figure of 154 and up to but not including 157 (June, $1947=100$ ).

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 throughout the whole year, to be worked over 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

A man who is available for work, but is prevented from working by reasons of inclement weather, is paid at half his hourly rate for the time lost, subject to a minimum payment during the week of not less than 36 times his ordinary hourly rate including any plus rate for skill but excluding any plus rate payable in respect of conditions under which work is done.

## Night Shifts

Ordinary surface work, not in connection with tunnels or where a three-shift system is in operation, carried out at night by a separate gang of men from those working during the day is paid at the rate of time-and-one-eighth. This does not apply to shift men.

## Other Classes of Work

Provision is also made for eight-hour rotary shifts, double shifts worked in connection with tunnels and for shift men.

## Bonus on Output

The agreement permits employers and employed on any job to agree bonus on output for any operation or operations on that particular job, which bonus is to be payable in addition to the ordinary rate.

[^108]
## Tool Money

Carpenters and joiners are paid a tool allowance of 4d. a day, plumbers 3d. and masons (other than machinists, wallers, face-pitchers, paviors or operatives using automatic or other tools supplied by the employer) while manually engaged in shaping, finishing or fixing stone, including jointing and cutting holes, 2d. a day in respect of provision, maintenance and upkeep of such tools as may be required in the execution of their work.

## Classification of Areas

The London Super Grade is approximately the Metropolitan Police District and covers the County of London and the Municipal Boroughs of Acton, Barking, Barnes, Beckenham, Beddington and Wallington, Bexley, Brentford and Chiswick, Bromley, Chingford, Dagenham, Ealing, Edmonton, Epsom and Ewell, Erith, Finchley, Harrow, Hendon, Heston and Isleworth, Hornsey, Ilford, Kingston-on-Thames, Leyton, Malden and Coombe, Mitcham, Richmond, Southall, Southgate, Surbiton, Sutton and Cheam, Tottenham, Twickenham, Walthamstow, Wanstead and Woodford, Wembley, Willesden, Wimbledon and Wood Green; the County Boroughs of Croydon, East Ham and West Ham; the Urban Districts of Barnet, Carshalton, Chigwell, Chislehurst and Sidcup, Coulsdon and Purley, Crayford, East Barnet, Enfield, Feltham, Friern Barnet, Hayes and Harlington, Merton and Morden, Penge and Ruislip and Northwood; and the parish of Romford.
The Liverpool Grade covers the Municipal Boroughs of Bebington and Crosby; the County Boroughs of Birkenhead, Bootle, Liverpool and Wallasey; the Urban Districts of Ellesmere Port, Hoylake, Huyton-with-Roby, Litherland, Neston and Wirral; and the parishes of Kirkby, Knowsley, Cronton, Tarbock, Halewood and Hale in the Rural District of Whiston, of Puddington, Ledsham, Capenhurst and Shotwick in the Rural District of Chester, of Thornton, Sefton, Ford, Netherton, Aintree, Melling, Simonswood, Maghull, Altcar, Lydiate, Aughton, Bickerstaffe and Ince Blundell in the Rural District of West Lancashire.
Class I covers the remainder of England, Wales and Scotland.
In exceptional circumstances the Board may award a special classification for a particular job without prejudice to the continued operation of the agreed classification for the district.

# BUILDING AND CIVIL ENGINEERING CONSTRUCTIONNORTHERN IRELAND 

[Agreements of the Joint Council for the Building and Civil Engineering Industry, Northern Ireland]


Note.-The rates became operative from the pay period in the week commencing 4th February, 1957, and relate to an average index of retail prices figure of 154 and up to but not including 157 (June, $1947=100$ ).

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 during the period 16th January to 15 th November and 42 during the period 16 th November to 15 th January, both dates inclusive, unless artificial light is provided, normally to be worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

A man who is available for work, but is prevented from working by reasons of inclement weather, is paid at half his hourly rate for the time lost, subject to a minimum payment during the week of not less than 32 times his ordinary hourly rate including any plus rate for skill but excluding any plus rate payable in respect of conditions under which work is done.

## Extra Payments

Scales of payments are specified to be paid to workers when employed at heights, on dirty work or in other special circumstances.

Tool Money
A tool money allowance of 4d. a day is payable to joiners. Plasterers receive an allowance of 1s. a week.

## Night Shifts

Workers employed on night shifts are paid at the rate of time-and-a-quarter, provided that not less than five consecutive nights of 9 hours, excluding mealtimes, have been worked.

## Shift Workers

Workers employed on double-day or three-shift systems are paid at the rate of time-and-aquarter, Monday to Saturday inclusive, and double time on Sunday.

* The rates are subject to variation in February of each year in accordance with a sliding scale based on the official index of retail prices.


## ELECTRICAL CONTRACTING INDUSTRY

## I.-England, Wales and Northern Ireland

[Agreements of the National Joint Industrial Council for the Electrical Contracting Industry]

Class of Worker and Area


Note.-The rates became operative from 26th March, 1956, except for adult mates in certain districts whose rates became operative from 1st April, 1957. The rates were increased by $2 \frac{1}{2} \mathrm{~d}$. an hour for journeymen and 2d. for mates as from 29th April, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 on day work, to be worked in 5 or $5 \frac{1}{2}$ days, and $43 \frac{3}{4}$ on night shifts, to be worked in 5 nights.

## Night Workers

Night-shift workers are paid time-and-a-third for all hours worked up to $8 \frac{3}{4}$ hours each night, provided not less than three consecutive nights are worked.

Charge Hands
Charge hands giving instructions to two or more fully paid journeymen in any one period of not less than that of a normal working week are to receive not less than 4d. an hour above the standard rates whilst so employed.

## II.-Scotland

[Agreements between the Electrical Contractors' Association of Scotland and the Electrical Trades Union]


Note.-The rates became operative from the first full pay period following 24th March, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 on day work, to be worked in 5 or $5 \frac{1}{2}$ days at the discretion of the employer, and 44 on night shifts, to be worked in 5 nights.

Night Workers
Night-shift workers are paid plain time rate plus one-fourth for the first 9 hours each night, provided not less than five consecutive nights are worked.

Charge Hands
Charge hands in charge of 4 or more other employees (journeymen or apprentices) are to be paid not less than 3d. an hour above the standard rate while so employed, and those in charge of 8 or more other employees (journeymen or apprentices) not less than 4d. an hour.

[^109]
# HEATING, VENTILATING AND DOMESTIC ENGINEERING (INSTALLATION AND MAINTENANCE)-GREAT BRITAIN 

[Agreements between the Association of Heating, Ventilating and Domestic Engineering
Employers, the National Federation of Plumbers and Domestic Engineers (Employers), and
the National Union of Operative Heating, Domestic and Ventilating Engineers and General
Metal Workers]

| Class of Worker and District | Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| London (within 15 miles radius of Charing Cross) | 4 61 |
| All other districts ... . | $45 \frac{1}{4}$ |
| Mates, 20 years and over:- |  |
| London (within 15 miles radius of Charing Cross) ... | $311 \frac{1}{2}$ |
| All other districts | $310 \frac{1}{2}$ |

Note.-The rates became operative from 4th February, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, normally to be worked in $5 \frac{1}{2}$ days.

Guaranteed Week
Provision is made for a guaranteed weekly payment for 34 hours, subject to certain conditions and qualifications.

## Night Workers

The basic rate for men on night shifts is one-and-a-quarter times the normal rate, any overtime being calculated on this enhanced rate.

## MASTIC ASPHALT LAYING-GREAT BRITAIN

[Agreements of the National Joint Council for the Mastic Asphalt Industry]

| Class of Worker | Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | London Area (within 15 miles of Charing Cross) and Merseyside | Provincial Areas |
| Charge hands | $\begin{array}{cc}\text { s. } & \text { d. } \\ 5 & 0\end{array}$ | $\begin{array}{ll} \text { s. d. } \\ 4 \frac{1}{2} \end{array}$ |
| Spreaders ... | 47 | 4 51 |
| Mixermen ... | $4 \quad 2 \frac{1}{2}$ | $4 \quad 1 \frac{1}{2}$ |
| Potmen $\ldots \ldots$. $\ldots$. ${ }^{\text {a }}$. ${ }^{\text {a }}$, | $\begin{array}{ll}4 & 1 \frac{1}{2} \\ 4\end{array}$ | $\begin{array}{rr}4 & 0^{\frac{1}{2}} \\ 3 & 10\end{array}$ |
| Labourers, registered as "classified labourer" |  |  |

Note. -The rates became operative from 4th February, 1957, and relate to an average index of retail prices figure of 154 and up to but not including 157 (June, $1947=100$ ).

Hours of Labour
The normal weekly hours of labour, exclusive of mealtimes and overtime, are 44, to be worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

Provision is made for a guaranteed week of 44 hours on country work, i.e., on jobs over 15 miles from Charing Cross or from an agreed provincial centre, and of 32 hours on town work, i.e., on jobs within 15 miles from Charing Cross or agreed provincial centre.

## Payments for Exceptional Work

Extra payments of 1 d . to 3 d . an hour are specified for exceptional kinds of work, e.g., working in high temperatures, dirty work, etc.

Night Gangs
Men engaged in laying asphalt at night are paid 5 d . an hour over the ordinary rate, providing not less than three consecutive nights have been worked.

## Incentive Scheme

Under normal conditions operatives are able to earn additional hours at ordinary time rates for production over and above a defined schedule of production. Such extra hours are limited to a maximum of four hours a day in the case of country work, and two hours in the case of town work.

[^110]
## WATER SUPPLY-ENGLAND AND WALES

[Agreements of the National Joint Industrial Council for the Waterworks Undertakings Industry]

| Class of Worker and District | Hourly Rates of Wages |
| :---: | :---: |
|  | d. |
| A |  |
| Metropolitan Water Board area | 3 93 |
| Northern (Northumberland, Durham and part of North Riding of Yorkshire) |  |
| Yorkshire (except part of North Riding) |  |
| North-Western (Lancashire, Cheshire, Cumberland, Westmorland, Anglesey, Caernarvonshire, Denbighshire and Flintshire) | $36 \frac{3}{4}$ |
| Midlands (Derby, Notts., Staffs., Salop, Leicester, Lincs., Rutland, Northants., Warwick, Worcester and Hereford) |  |
| South Midlands (Berks., Bucks., Gloucester, Hants., Oxford, Wilts., Dorset, Somerset, Devon and Cornwall) | 363 |
| South-eastern (Beds., Cambridge, Herts., Huntingdon, Norfolk, Suffolk, East and West Sussex and parts of Essex, Kent, Middlesex and Surrey):- |  |
| Inner special area (within 12 miles radius of Charing Cross) ... |  |
| Outer special area (within 12 to 18 miles radius of Charing Cross) |  |
| Other areas |  |
| South Wales and Monmouthshire (Cardigan, Radnor, Pembroke, |  |
| Carmarthen, Brecon, Glamorgan, Merioneth, Monmouth and Montgomery |  |
| Other Grades:- | Labourers' rate plus:- |
| Trenchmen | 114. |
| Rapid gravity and pressure filter plant attendants | 2d. |
| Engine drivers (electric) $\quad .$. | 2 d . |
| Stokers ... ${ }^{\text {Tu}}$ | $2 \frac{1}{2} \mathrm{~d}$. |
| Turncocks $\quad .$. | 3d. and up |
|  | 3d. and up |
| Jointers:- |  |
| When working on mains up to 12 inches | $3 \frac{1}{2} \mathrm{~d}$. |
| When working on mains over 12 inches |  |

Note.-The rate became operative from the first full pay week commencing on or after 12th February, 1956.

Hours of Labour
The normal weekly hours of labour are 44 (spread over $5 \frac{1}{2}$ days), exclusive of mealtimes, for dayworkers, and an average of 44, inclusive of mealtimes, calculated over the normal shift cycle for shift workers. By agreement a 5 -day week of 44 hours may be introduced.

## Shift Rates

Workers employed on a three cycle rotating shift system are paid a "plus rate " of 3d. an hour, and those employed on a two-shift system a " plus rate " of 2d. an hour, for each hour "actually worked. All shift workers outside the Metropolitan Water Board area are also paid a "compensatory bonus" of 1s. 10d. a week, granted when their weekly hours were reduced in April, 1948, from 48 to 44.

## Rates of Wages of Other Classes of Workers

The differentials for other grades included in the Table are those agreed by the National Council. The district councils may agree rates for any other grades which are deemed to be necessary.

Under an interim agreement the rate for fully skilled engineering craftsmen (i.e., blacksmiths, brass finishers, coppersmiths, electricians, engine fitters or turners, motor mechanics, moulders, patternmakers, sheet-metal workers, welders) outside the Metropolitan Water Board area is 4s. $5 \frac{1}{2}$ d. an hour for a 44 -hour week as from the first full pay week commencing on or after 4th March, 1956.

Guaranteed Week for Casual Workers
The National Council have placed on record their opinion that no casual worker should be employed on such terms or for such duration as would give that worker a less sum in any one week than 34 hours' pay at the appropriate rate, subject to such worker duly presenting him-
self fir self for work.

Exceptional Rates
Scales of payment for work under exceptional circums

# GAS SUPPLY-GREAT BRITAIN 

## I.-Workers other than Maintenance Craftsmen

[Agreements of the National Joint Industrial Council for the Gas Industry and the Area Joint Industrial Councils]

| Area and Grades | Standard Rates |  |  |
| :---: | :---: | :---: | :---: |
|  | Stokers* | Gas Fitters (1st Class) $\dagger$ | Labourers |
|  | Per shift | Per hour | Per hour |
| North Thames:- | s. d. | s. d. | s. d. |
| Metropolitan area | 392 | 4103 | 41 |
| Metropolitan fringe | 386 | 493 | 40 |
| Metropolitan area | 3710 | $410 \frac{3}{4}$ |  |
| Metropolitan fringe | 372 | 498 | 40 |
| Provincial A $\ldots$ | 360 | 48 | 3101 |
| Provincial B South Eastern:-. | 350 | 4 61 | 388 |
| Metropolitan area | 3810 | $410^{\frac{3}{4}}$ |  |
| Provincial A ... | 368 | 48 | 3101 |
| Northern:- |  |  |  |
| Provincial A Provincial B |  | 48 | $310 \frac{1}{1}$ |
| Provincial B North Eastern:- | 341 | 4 61 |  |
| Provincial A |  | 48 | 3104 |
| $\xrightarrow{\text { Provincial B }}$ B ... | 343 | 4 61 | $38 \frac{3}{4}$ |
| North Western:Provincial A | 35 921 | 48 | 3104 |
| West Midlands:- |  |  |  |
| Provincial A | 356 | 48 | $310 \frac{1}{4}$ |
| East Midlands:- |  |  |  |
| Provincial A Provincial B |  |  | $310 \frac{1}{4}$ |
| South Western:- |  | $4{ }^{\frac{1}{2}}$ |  |
| Provincial A |  |  |  |
| Provincial B | 341 | 4 61 | 388 |
| Southern:Provincial A | 362 | 48 | $310 \frac{1}{1}$ |
| Wales:- |  |  |  |
| Provincial A |  |  | 3101 |
| Provincial B | 331 | 4 61 | 388 |
| Scottish:- Provincial A |  |  |  |
| Provincial B | 342 | 4 61 | 388 |

Note.-The rates became operative from 31st March, 1957.

## Hours of Labour

The hours of labour for dayworkers are 44 a week, exclusive of mealtimes and overtime, to be worked over $5 \frac{1}{2}$ days, and for shift workers are 48 a week, inclusive of mealtimes ( 6 shifts of 8 hours each). Shift workers are paid double time for work on Sunday, or, where Sunday is their rest day, double time for the shift worked on the following Saturday.

## Classification of Undertakings

In the provinces undertakings are classified into Grade " A" or Grade " B" by the Area Joint Industrial Councils.

[^111]
## II.-Skilled and Semi-skilled Craftsmen, other than Bricklayers and Masons, engaged on Maintenance of Plant

## [Agreements between the Gas Council and the Confederation of Shipbuilding and Engineering Unions]

| Class of Worker | Standard Hourly Rates of Wages inclusive of war bonus |  |  |
| :---: | :---: | :---: | :---: |
|  | Metropolitan Area | Provincial Zone " A" " | Provincial $\text { Zone " B" } \dagger$ |
|  | s. d. | s. d. | s. d. |
| Blacksmiths, brass finishers, carpenters, chemical plumbers, coachmakers, coach |  |  |  |
| painters, coppersmiths, electricians, engine-fitters, engine-turners, motor |  |  |  |
| mechanics, moulders, qualified painters, |  |  |  |
| patternmakers, platers, plumbers, |  |  |  |
| riveters, sheet-metal workers (including |  |  |  |
| tinsmiths), wagon repairers, welders, |  |  |  |
| woodcutting machinists (carpenters' and coach shops) | $48 \frac{1}{2}$ | $45 \frac{1}{2}$ | 4 41 |
| Holders-up | $47 \frac{1}{2}$ | 4 42 | $43 \frac{1}{2}$ |
| Hammermen (blacksmiths' strikers) | 4 51 | $4 \quad 2 \frac{1}{2}$ | $4 \quad 1 \frac{1}{2}$ |
| Pipefitters ... | 4 41 | $4 \quad 1 \frac{1}{2}$ | $4 \quad 0 \frac{1}{2}$ |
| Retort pipefitters | 44 | 41 | 40 |
| Drillers (machine), foundry trimmers, furnacemen (foundry) | 4 31 | $4 \quad 0 \frac{1}{2}$ | $311 \frac{1}{2}$ |

Note.-The rates became operative from 29th January, 1956.
Hours of Labour
The hours of labour in a full week, exclusive of mealtimes, are 44 for dayworkers and night workers, to be worked in $5 \frac{1}{2}$ days or 5 nights. For workers employed on rotating or alternating shifts the normal working week consists of 6 shifts of 8 hours each including half-an-hour break for meals.

## Shift Workers

Shift workers are paid at the rate of time-and-one-fifth for week-day shifts and double time for Sunday shifts.

## Night Workers

Workers, other than shift workers, who are employed on night work for not less than three consecutive nights, are paid at the rate of time-and-a-third for all hours worked and double time for Sunday duty.

## Charge Hands

A worker appointed to be a charge hand is, whilst so employed, paid an allowance of:-
(a) Not less than 2d. an hour if he is in charge of two to five skilled workers or six to ten semi-skilled or unskilled workers,
or (b) Not less than 3d. an hour if he is in charge of six or more skilled workers or eleven or more semi-skilled or unskilled workers.

Provided that if there is a foreman in charge of the gang, the charge hand is paid only an additional 2 d . an hour

## Other Classes

By arrangement with individual unions paviors, plasterers and slaters are paid the same rates as the skilled grades.

[^112]
## ELECTRICITY SUPPLY-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Electricity Supply Industry and the National Joint Building and Civil Engineering Committee for the Electricity Supply Industry]*

| Class of Worker | Hourly Rates of Wages for day work |  |
| :---: | :---: | :---: |
|  | London | Provinces |
|  | s. d. | s. d. |
| Armature winders | $411 \frac{1}{2}$ | $47 \frac{1}{2}$ |
| Assemblers of cooking and heating apparatus | 461 | 4 2 ${ }^{\frac{1}{2}}$ |
| Auxiliary plant attendants ... ... | $45 \frac{1}{4}$ | 4 11 |
| Battery attendants ... | $4{ }^{4}$ | 401 |
| Blacksmiths ${ }^{\text {Blacksmiths' }}$ strikers | $411 \frac{1}{2}$ | $47 \frac{1}{2}$ |
| Blacksmiths' strikers | 44 | 40 |
| Coal weighers |  | $4{ }^{2}$ |
| Conveyor attendants | $4{ }^{4}$ |  |
| Drivers (crane or loco.) | $45 \frac{1}{2}$ |  |
| Drivers (jetty crane, excavator or bulldozer) | 4 61 | 4 2 ${ }^{\frac{1}{2}}$ |
| Drivers (fitter) ... ... ... ... | $411 \frac{1}{2}$ | $47 \frac{1}{2}$ |
| Drivers (steam turbine) | $7 \frac{1}{2}$ to $411 \dagger$ | $43 \frac{1}{2}$ to 47 |
| Electricians ... ... | 4 1112 | $47 \frac{1}{2}$ |
| Electricians (telephone) | $411 \frac{1}{2}$ | $47 \frac{1}{2}$ |
| Electricians' mates | 44 | 40 |
| Fitters (electrical or mechanical) | $411 \frac{1}{2}$ | $47 \frac{1}{2}$ |
| Fitters' mates (electrical or mechanical) | 44 | 40 |
| Gatekeepers ... | $4 \quad 23$ | $310 \frac{3}{4}$ |
| Hatchwaymen | 44 | 40 |
| Installation inspectors | 5 21 | $410 \frac{1}{2}$ |
| Jointers (extra high tension) | 4 111 | 4 71 |
| Jointers, ... ... | 4 9 ${ }^{\frac{1}{2}}$ | $45 \frac{1}{2}$ |
| Jointers' mates | 44 | 40 |
| Labourers ... | 4 21 | $310 \frac{1}{4}$ |
| Laggers (generating station) | $48 \frac{1}{2}$ | 4 42 |
| Laggers' mates (generating station) | 44 | 40 |
| Linesmen (overhead power) over 30,000 volts | 4 111 | 4 712 |
| Linesmen (overhead power) up to 30,000 volts | 49 9 | 4 51 |
| Linesmen's mates (overhead power) ... | $4{ }^{4}$ | 40 |
| Meter fixers ... | $4.5 \frac{1}{2}$ | 4 111 |
| Meter readers | $43 \frac{3}{4}$ | $311 \frac{3}{4}$ |
| Meter readers and collectors | 4 91 | $45 \frac{1}{2}$ |
| Meter repairers (mechanicians) | $411{ }^{\frac{1}{2}}$ | $47 \frac{1}{2}$ |
| Meter testers | 4 111 | $47 \frac{1}{2}$ |
| Meter testers' assistants | 4 61 | $4{ }^{21}$ |
| Office cleaners (male) | 4 2 | $310 \frac{1}{4}$ |
| Oilers and greasers | 4 3 ${ }^{\frac{1}{2}}$ | $311{ }^{\frac{1}{2}}$ |
| Platelayers | 44 | 40 |
| Pole hole boring machine operators | 46 |  |
| Public lighting attendants ... | 44 | 40 |
| Riggers (grade 1) skilled | $411 \frac{1}{2}$ | $4{ }^{7} 1$ |
| Riggers (grade 2) semi-skilled | 47 | 43 |
| Shunters ... ... ... | $43 \frac{1}{2}$ | $311 \frac{1}{2}$ |
| Stokers | $46 \frac{1}{2}$ to $411 \dagger$ | 4 21 2 to 4 7 7 |
| Storekeepers... | $4{ }^{43}$ | $4{ }^{4} 1{ }^{13}$ |
| Storekeepers' assistants | 431 | $311 \frac{1}{4}$ |
| Sub-station attendants (rotary) | $45 \frac{1}{2}$ to $50{ }^{\circ}$ |  |
| Sub-station attendants' (rotary) assistants | $44^{4}$ to $4{ }^{61}{ }^{1} \dagger$ | $\begin{array}{lllll}4 & 0 \\ 4 & 0_{4}^{2} & \text { to } & 4 & 21 \\ 4 & 0_{3} \\ \text { to }\end{array}$ |
| Sub-station attendants (static) ${ }_{\text {S }}$ | $\begin{array}{lllll}4 & 43 \\ 4 & \text { to } \\ 4 & 4 & 4 & 9 \frac{1}{2} \dagger \\ 4\end{array}$ |  |
| Sub-station attendants' (static) assistants | $44^{4}+\frac{1}{4}$ or $4{ }^{51}{ }^{51} \dagger$ |  |
| Switchboard attendants Switchboard attendants' |  |  |
| Switchboard Tippers attendants' a | $\begin{array}{lll} 4 & 4 \frac{1}{4} \text { to } & 4 \\ 4 \frac{1}{2} & 6 \frac{5}{4} \dagger \end{array}$ | $\begin{array}{llll} 4 & 01 & \text { to } & 4 \\ & 3 & 11^{\frac{1}{2}} \end{array} 2$ |

Note.-The rates became operative from the first full pay period following 1st March, 1957

* The agreements do not cover workers employed by British Railways.
$\dagger$ According to kilowatt capacity of plant or capacity of boiler.


Note.-The rates became operative from the first full pay period following 1st March, 1957.
Hours of Labour
The hours of labour in a full week, exclusive of overtime, are 44 (excluding mealtimes) for dayworkers and night workers, to be worked over 5 days, and 44 (including mealtimes) for shift workers, averaged over the cycle of shifts.

## Shift Workers

Shift workers are paid a shift rate obtained by enhancing the day rate by 3 d . an hour and double time for all hours worked on Sunday and time-and-a-half for all hours worked on public holidays, the calculation in each case being made on the normal shift rate.

## Dayworkers on Night Work

Employees required to work exclusively during the night for not less than three consecutive nights are paid at the rate of time-and-a-third.

## Extra Payments

Scales of extra payment are specified to be paid to workers whilst performing special duties or working under abnormal conditions.

## Charge Hands

An employee appointed to be a charge hand is, whilst so employed, paid:-
(a) If in charge of two or up to five employees of skilled grades or six to ten of semiskilled or unskilled grades-not less than 3d. an hour higher than the day rate of the highest paid employee under his charge,
or (b) If in charge of six or more employees of skilled grades or eleven or more semi-skilled or unskilled grades-not less than 4d. an hour higher than the day rate of the highest paid employee under his charge.
An employee appointed to be a cable ganger, a leading driver, a leading stoker or a leading hand public lighting attendant is, whilst so employed, paid:-
(a) Not less than 3d. an hour higher than the day rate of the highest paid employee under his charge,
or (b) If he is in charge of six or more employees of skilled grades or eleven or more of semiskilled or unskilled grades-not less than 4d. an hour higher than the day rate of the highest paid employee under his charge.

[^113]
## RAILWAY SERVICE-GREAT BRITAIN

[Agreements between the British Transport Commission and the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen for some of the principal conciliation grades of workers employed on British Railways]


[^114]For footnotes see next page.

| Grade | Standard Weekly Rates of Wages* for Men, 20 years and over |  |
| :---: | :---: | :---: |
|  | London (within 10 miles of Charing Cross) | Provincial Areas |
| Signal and Telecommunications Staff:- | S. d. |  |
| Labourers (after 2 years) $\dagger$... ... | 1546 | 1516 |
| Assistant linemen:- |  |  |
| Class 3 ... . | 1686 | 1656 |
| Class 2 | 1706 | 1676 |
| Class 1 ... | 1726 | 1696 |
| Special class | 1776 | 1746 |
| Linemen:- |  |  |
| Class 3 ... | 1776 | 1746 |
| Class 2 ... ... | 1840 | 1810 |
| Class 1 ... | 1906 | 1876 |
| Special class | 2000 | 197 0 |
| Locomotive Shed Staff:- |  |  |
| Shedmen (after 2 years) $\dagger$ | 1546 | 1516 |
| Coalmen, leading shedmen | 1606 | 1576 |
| Firedroppers ... ... ... | 1626 | 1596 |
| Boiler washers, steam raisers ... ... | 1636 | 1606 |
| Locomotive Running Staff:- |  |  |
| Engine cleaners:- <br> 1 st year |  |  |
| 1st year <br> 2nd year | $\begin{array}{ll}152 & 6 \\ 154 & 6\end{array}$ | $\begin{array}{ll}149 \\ 151 & 6\end{array}$ |
| After prescribed number of firing turns |  |  |
| representing one year $\ddagger \ldots$ <br> Firemen and assistant motormen | 1630 | 1630 |
| 1st year ... ... ... ... | 1630 | 1630 |
| 2nd year ... ... | 1736 | 1736 |
| 3 rd year ... ... ... ... ... | 1846 | 1846 |
| After prescribed number of driving turns representing one year ... | 1980 | 1980 |
| Drivers and motormen $\ddagger \mathbb{T}$ :- |  |  |
| 1st year ... ... ... | 1980 | 1980 |
| 2nd year ... | 2100 | 2100 |
| 3 rd year ... ... ... | 2226 | 2226 |

Note.-The rates became operative from 4th March, 1957.
Hours of Labour
The normal weekly hours of labour, exclusive of mealtimes, Sunday duty and overtime, are 44 , to be worked in 11 turns of 8 hours each fortnight, 5 long turns and 1 short turn, 6 turns of equal length or 5 days according to grade and occupation.

Guaranteed Week
Men who are available for duty are guaranteed a full week's pay, apart from money earned by reason of overtime or Sunday duty or the enhancement in rate payable for night duty.

## Night Duty

Night duty ( 10 p.m. to 6 a.m.) is paid at the rate of time-and-a-quarter.

## Saturday Afternoon and Sunday Duty

Ordinary time worked between 2 p.m. and 10 p.m. on Saturdays is paid at the rate of time-and-a-quarter and overtime at the rate of time-and-a-half. Sunday duty is paid at the rate of time-and-three-quarters.

## Women

The rates payable to adult women, employed in conciliation grades in place of men, and women carriage cleaners, are those for the corresponding grade for men reduced by 8 s . a week for the probationary period of 3 months and by 4 s . a week thereafter.

[^115]
## ROAD PASSENGER TRANSPORT

## I.-London Transport Executive

[Agreements between the London Transport Executive and the Transport and General Workers' Union and the London Transport Joint Trades Committee]
(a) Drivers and Conductors

| Class of Worker | Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Commencing Rate | Rate after 6 months | Rate after 1 year | Maximum Rate after 2 years |
| Drivers:- | s. d. | s. d. |  | s. d. |
| Central buses and trolleybuses | 1816 | 1856 | 189 | 193 |
| Country buses | 1726 | 1766 | 1806 | 184 |
| Coaches* | 1816 |  | 1840 | 188 |
| Central buses and trolleybuses |  |  |  |  |
| Country buses ... ... | 1696 | 1726 | 1756 | 179 |
| Coaches* | 1696 | 1726 | 1756 | 179 |

Note.-The rates became operative from the pay-roll week commencing 9th January, 1957 with retrospective payment for the ten preceding weeks.
(b) Maintenance Staff in Garages and Depots

| Class of Worker |  | Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: |
|  |  | Basic Rate | Bonus Earning Rate (see next page) |
| Trolleybuses:- |  | Per week | Per hour |
|  |  | S. d. | $\begin{array}{ll} \text { s. } & d \\ \hline \end{array}$ |
| Assistant craftsmen (Group 1) | $\ldots$ | 165 | $\begin{array}{ll}1 & 4 \\ 1 & 11\end{array}$ |
| Assistant craftsmen (Group 2) | ... | 1610 | 110 |
| General hands (Group 3) |  | 15411 | 19 |
| Central buses:- |  |  |  |
| Craftsmen (leading hands) | $\ldots$ | 1882 |  |
| Assistant craftsmen ... |  | 1650 | 111 |
| General hands ... |  | 15411 |  |
| Country buses:- |  |  |  |
| Craftsmen (leading hands) |  |  | 23 |
| Assistant craftsmen ... |  | 161 | 110 |
| General hands ... | ... | 15011 | $17 \frac{1}{2}$ |

Note.-The above rates were introduced at various dates; all were in operation at 24th April, 1957.

Hours of Labour
For drivers and conductors the standard week consists of 44 hours, to be worked in 6 scheduled daily duties, each carrying not less than 7 hours 20 minutes pay at the standard hourly rate. Duties may be scheduled up to a maximum of 7 hours 40 minutes daily and 46 hours weekly

As an experiment the above working arrangements have been revised to provide for an 11-day fortnight, to be worked in 11 scheduled daily duties ( 5 or 6 duties in alternate weeks), each carrying not less than two-elevenths of the standard weekly rate of pay. The standard day is 7 hours 40 minutes but duties may be scheduled up to a maximum 8 hours 15 minutes daily and 90 hours 45 minutes fortnightly.
For maintenance staff the week consists of 44 hours, to be worked in $5,5 \frac{1}{2}$ or 6 shifts.

> Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a full week.

[^116]
## Road Passenger Transport-contd.

## I.-London Transport Executive-contd.

## Saturday Afternoon Work

Drivers, conductors and maintenance staff are paid time-and-a-quarter for all hours worked after 1 p.m. on Saturday.

## Sunday Work

Sunday work is paid at the rate of time-and-a-half for drivers, conductors and semi-skilled and unskilled maintenance staff, and at double time for craftsmen.

## Night Workers

Night work is paid at the rate of time-and-a-quarter on the rate prevailing for the day.

## Early and Late Duties or Shifts

Drivers and conductors are paid the following allowances for early starting or late finishing duties:-


Semi-skilled and unskilled maintenance staff employed on early or late shifts are paid an additional $1 \frac{1}{2} \mathrm{~d}$. an hour.

## Spreadover Duties

In the case of the 44 -hour 6 -day week, duties scheduled for 7 hours 20 minutes work or less are paid an allowance at standard rate for time in excess of 8 hours' spreadover, and duties scheduled for work between 7 hours 20 minutes and 7 hours 40 minutes an allowance in excess of 40 minutes above the total scheduled duty time.

The experimental 11-day fortnight provides for duties scheduled for 7 hours 40 minutes work or less to be paid an allowance at standard rate for time in excess of 8 hours 20 minutes spreadover, and duties scheduled for work between 7 hours 40 minutes and 8 hours 15 minutes an allowance for time in excess of 40 minutes above the total scheduled duty time.

On Sundays and Public Holidays the allowance is at one-and-a-half times the standard rate.

## Output Bonus

For maintenance staff an incentive bonus scheme is in operation whereby the staff receive a varying bonus expressed as a percentage applied to the bonus earning rates quoted in the Tables.

## Women Conductors

Women employed as conductors receive the same rates as men.

## II.-Municipal Undertakings (Tramways, Trolleybuses and Motor Omnibuses) -Great Britain

[Agreements of the National Joint Industrial Council for the Road Passenger Transport Industry (Tramways, Trolleybuses and Motor Omnibuses)]


[^117]
## Hours of Labour

The normal working hours, including signing-on and signing-off time, are 44 hours in a week of 6 days, or 88 hours in an eleven-day fortnight by way of a 48 -hour six-day week alternating with a 40 -hour five-day week.

Guaranteed Week and Guaranteed Day
Workers are guaranteed payment for a full week, subject to certain conditions and qualifications. In the case of the platform staff no schedule of daily duty is to carry less than seven hours' pay at the rate prevailing on that day.

## Saturday Afternoon Work

Work performed after 1 p.m. by drivers, conductors and day staff and night staff not in receipt of the night rate, is paid at the rate of time-and-a-quarter.

## Sunday Work

Sunday work is paid at the rate of time-and-a-half.

## Night Workers

The remuneration of drivers and conductors engaged on all-night services, or on other than normal schedule work between midnight and the recognised starting time the following morning, is settled by local negotiations, with reference to the National Council in the event of no agreement being reached. Depot and garage staff employed on permanent night work are paid 3 d . an hour in addition to the daywork rate.

## Spreadover Duties

Unless otherwise agreed, spreadover duties of $9 \frac{1}{2}$ hours or more are paid at the rate for at least $7 \frac{1}{3}$ hours with additional payments of quarter-hour when the spreadover is between $9 \frac{1}{2}$ and $10 \frac{1}{2}$ hours and of quarter-hour for each half-hour thereafter.

## Craftsmen

Under an agreement of the National Joint Council for Craftsmen in Municipal Passenger Transport Undertakings the minimum hourly rates payable to craftsmen for a 44-hour week, to be worked in 5 or $5 \frac{1}{2}$ days, as from the first full pay period following 1st November, 1956, are:-

$$
\begin{aligned}
& \text { Special Group undertakings } \\
& \text { Group I undertakings }
\end{aligned} \text {... } . . . \text { 4s. 6d. to 4s. 9d. }
$$

Night work is paid at the rate of time-and-a-third for all hours worked. Hours worked after a full night has been worked are paid at the rate of time-and-a-half.

Craftsmen are defined as men over 21 years of age who have served a 5 years' apprenticeship or its equivalent to the trade concerned and are capable without supervision of doing, and may be required to do, any manufacture, overhaul, repair or maintenance work in connection with public service vehicles, tramways and trolleybuses.

* During the period of training new entrants are paid a rate equivalent to 90 per cent. of the minimum rate; women conductors are paid the same rates as men.
$\dagger$ The grading of employees is settled by the separate undertakings in consultation with the local representatives of the employees.


## III.-Company-owned Omnibus Undertakings*-Great Britain

[Agreed recommendations of the National Council for the Omnibus Industry and Awards of Arbitration Tribunals set up by the Council]

| Class of Worker | Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Commencing Rate | Maximum Rate (after 12 months) |
|  | s. d. | s. d. |
| Drivers:- <br> Group I undertakings ${ }^{\dagger}$ |  |  |
| , ${ }^{\text {II }}$, $\dagger$ | 1570 | 1610 |
| Conductors:- |  |  |
| Group I undertakingst ... ... | 1550 | 1590 |
|  | 1530 | 157 0 |
| Semi-skilled and unskilled men in depots and garages (on daywork):- |  | d. |
| Grade 1 workers ... | 154 | . |
| , 2 " | 149 | 3 |
| " 3 " and cleaners... | 144 | 3 |

Note.-The rates became operative from the beginning of the first full pay period following 1st November, 1956.

## Hours of Labour

The normal working hours, including signing-on and signing-off time, are 44 in a week of 6 days

## Guaranteed Week and Guaranteed Day

Workers are guaranteed payment for a full week, subject to certain conditions and qualifications. In the case of the platform staff no schedule of daily duty is to carry less than seven hours' pay at the rate prevailing on that day.

## Saturday Afternoon Work

An additional payment of 10 d . an hour is payable for work performed after 1 p.m. on Saturdays to employees whose duties are scheduled on the basis of rostering of duties for 6 days in every pay-roll week.
The additional payment does not apply in those cases (1) where employees are for any reason already entitled to a higher rate, and (2) where the weekly schedules are constructed on a basis of a 5-day week or 11-day fortnight. By agreement special arrangements operate in regard to $(a)$ schedules containing a mixture of both 5-day and 6-day weeks, and $(b)$ schedules exceeding 44 hours in each week of 6 days.

## Sunday Work

Sunday work is paid at the rate of time-and-a-half.

## Night Workers

The remuneration of drivers and conductors engaged on all-night services, or on other than normal schedule work between midnight and the recognised starting time the following morning, is settled by local negotiations with reference to the National Council in the event of no agreement being reached. Depot and garage staff (semi-skilled and unskilled workers) employed on permanent night work are paid an additional 3d. an hour to the daywork rate, not computable for overtime or special rates of pay.

## Skilled Maintenance Workers

The rates of wages payable to skilled maintenance workers (as defined in section II on previous page), as from the beginning of the first full pay period following 1st November, 1956, are subject to a general minimum of 172 s . 9 d . a week of 44 hours. The conditions of employment at central workshops and at running sheds and garages are the subject of local agreement.

[^118]GOODS TRANSPORT BY ROAD

## I.-Employees of British Road Services-Great Britain <br> (a) Operating and Ancillary Grades

[Agreements of the National Joint Negotiating Committee of British Road Services
(Operating and Ancillary Grades)]

\begin{tabular}{|c|c|c|c|c|}
\hline \multirow[t]{2}{*}{Class of Worker*} \& \multicolumn{4}{|l|}{Standard Weekly Rates of Pay for Adult Men} \\
\hline \& \multicolumn{2}{|l|}{London} \& \multicolumn{2}{|l|}{Provinces} \\
\hline \multirow[t]{3}{*}{\begin{tabular}{l}
Driving Grades:- \\
Drivers of motor vehicles of carrying capacity of:- \\
1 ton or less
\end{tabular}} \& \multicolumn{2}{|l|}{s. d.} \& \multicolumn{2}{|l|}{s. d.} \\
\hline \& \& \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{\[
1470
\]}} \\
\hline \& \multicolumn{2}{|l|}{152} \& \& \\
\hline Over 11 ton and up to and incl. 5 8 tons \& \multicolumn{2}{|l|}{160 0} \& \multicolumn{2}{|l|}{150} \\
\hline ", 8 , ", " ", " 12 " \& \multicolumn{2}{|l|}{1630} \& \multicolumn{2}{|l|}{158} \\
\hline " 12 " " " " " 15 " \& \multicolumn{2}{|l|}{167 0} \& \multicolumn{2}{|l|}{162} \\
\hline "15 18 „, "...".." \#. 18 ... \& \multicolumn{2}{|l|}{171
176
0} \& \multicolumn{2}{|l|}{166
171} \\
\hline \multicolumn{5}{|l|}{Indivisible loads:- \(\begin{aligned} \& \text { O }\end{aligned}\)} \\
\hline Over 6 tons and up to and incl. 10 tons \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{\[
\begin{array}{ll}
167 \& 0 \\
174 \& 0
\end{array}
\]}} \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{\[
\begin{aligned}
\& 163 \\
\& 170 \\
\& 0
\end{aligned}
\]}} \\
\hline \multicolumn{5}{|l|}{\multirow[t]{2}{*}{Abnormal ind̉ivisible loads:"-}} \\
\hline \& \& \& \& \\
\hline Over 16 tons and up to and incl. 20 tons \& \multicolumn{2}{|l|}{180} \& \multicolumn{2}{|l|}{181} \\
\hline ", 25 ", ", ", ", 45 \& \multicolumn{2}{|l|}{185} \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{}} \\
\hline ,", 45 \& \multicolumn{2}{|l|}{2150} \& \& \\
\hline \multicolumn{5}{|l|}{General Haulage and Parcels Services:-} \\
\hline Bank foremen (general haulage) \& \multicolumn{2}{|l|}{161} \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{158}} \\
\hline Bank foremen (parcels service) \& \multicolumn{2}{|l|}{1670} \& \& \\
\hline Warehouse and yard foremen \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{1610
1550}} \& \multicolumn{2}{|l|}{158} \\
\hline Checker/loaders ... \& \& \& 150 \& \\
\hline \multirow[t]{2}{*}{\begin{tabular}{l}
Assistant yard foremen \\
Porters, labourers, warehousemen, drivers' mates, statutory attendants, vanguards
\end{tabular}} \& \multicolumn{2}{|l|}{1550} \& \multicolumn{2}{|l|}{152} \\
\hline \& \multicolumn{2}{|l|}{1490} \& \multicolumn{2}{|l|}{146} \\
\hline \multicolumn{5}{|l|}{Heavy Haulage:-} \\
\hline Senior foremen \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{219}} \& \multicolumn{2}{|l|}{215} \\
\hline Foremen ... \& \& \& 204 \& 0 \\
\hline Junior foremen \& 197 \& 0
0
0 \& \multicolumn{2}{|l|}{193} \\
\hline Steersmen-16-wheeled hydraulic suspension trailer for loads up to 130 tons \& 174 \& 0 \& 170 \& 0 \\
\hline \multicolumn{5}{|l|}{Steersmen-24-wheeled hydraulic suspension trailer for loads of:} \\
\hline Up to 140 tons \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{180}} \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{176
186
0}} \\
\hline 140 to 200 tons \& \& \& \& \\
\hline Heavy brakesmen and steersmen, leading hands \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{165
155
150
151}} \& 162 \& 0 \\
\hline General hands ... ... ... \& \& \& 152 \& \multirow[b]{2}{*}{0} \\
\hline Labourers .... ... \& \multicolumn{2}{|l|}{} \& \& \\
\hline \multirow[t]{2}{*}{\begin{tabular}{l}
Mates, indivisible load where carrying capacity of vehicle is:- \\
Over 6 tons and up to and incl. 20 tons
\end{tabular}} \& \multicolumn{2}{|l|}{151

151} \& \multirow[b]{3}{*}{$$
\begin{aligned}
& 148 \\
& 152
\end{aligned}
$$} \& \multirow[b]{3}{*}{\[

$$
\begin{aligned}
& 0 \\
& 0
\end{aligned}
$$
\]} <br>

\hline \& \& \& \& <br>
\hline \multirow[t]{2}{*}{Furniture Warehousing and Removal ${ }^{\text {a }}$ -} \& \& \& \& <br>
\hline \& \& 147 \& \multicolumn{2}{|l|}{144} <br>
\hline Porters (furniture removals)
Porters (overseas removals) \& \multicolumn{2}{|l|}{150} \& \multirow[t]{2}{*}{147
146} \& \multirow[t]{3}{*}{6
6
6} <br>
\hline Packers (furniture removals) \& 149 \& \& \& <br>
\hline Packers (overseas removals) \& \multicolumn{2}{|l|}{\multirow[b]{2}{*}{161}} \& 152 \& <br>
\hline Drivers-in-charge (furniture removals)/packers-in-charge \& \& \& 156 \& 0 <br>
\hline Depot foremen (furniture removals)/or general foremen (overseas removals) \& \multicolumn{2}{|l|}{169} \& 166 \& 0 <br>

\hline \multirow[t]{3}{*}{| Horse Cartage:- |
| :--- |
| Leading drivers, pair horse drivers, horsekeepers Loaders at docks Single horse drivers, stablemen |} \& \multicolumn{2}{|l|}{\multirow[t]{3}{*}{153

152
159
149
0}} \& \multirow[t]{3}{*}{151
148
147
147} \& <br>
\hline \& \& \& \& 0 <br>
\hline \& \& \& \& <br>
\hline
\end{tabular}

Note.-The rates became operative from 16th January, 1956.

* The agreement also specifies rates for drivers of mobile cranes and for marine staff.

Goods Transport by Road-contd.
I.-British Road Services-contd.
(a) Operating and Ancillary Grades-contd.

| Class of Worker | Standard Weekly Rates of <br> Pay for Adult Men |  |
| :--- | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 16th January, 1956.
Hours of Labour
The normal weekly hours of labour, exclusive of mealtimes, are 44, to be worked in 5 or $5 \frac{1}{2}$ days. Milk workers, i.e., regular workers who are exclusively engaged in the collection of milk from farms and its delivery to dairies, normally work 6 days of 7 hours 20 minutes each.

> Guaranteed Week

Workers are guaranteed payment for a full week provided that they report for duty at the specified times, remain available for duty within normal working hours and undertake other reasonable work temporarily if their regular work is not available.

## Night Workers

Workers whose hours of duty entail employment between 9 p.m. and 6 a.m. are paid an allowance of one-fifth the plain time rate for all time worked between these hours. This additional rate is not taken into account in calculating any overtime rates. A properly designated nightworker whose duty is scheduled to commence between 9 p.m. and $2 \mathrm{a} . \mathrm{m}$. is paid at the rate of time-and-one-fifth for the whole of his normal period of duty even if it ends after 6 a.m.

## Classification of Areas

"London " means the area within a 15 -mile radius of Charing Cross together with Dartford, Gravesend, Grays, Purfleet, Stanford-le-Hope and Tilbury.

## Women

Women drivers are paid the appropriate rate of pay for men, and women bank staff are paid 80 per cent. of the appropriate male rate of pay during the first twelve weeks of service and 90 per cent. thereafter.

## (b) Engineering Maintenance and Repair Grades

[Agreement of the National Joint Negotiating Committee of British Road Services (Maintenance and Repair Grades)]

| Class of Worker | Weekly Rates of Pay |  |
| :---: | :---: | :---: |
|  | London | Provinces |
| Men, 21 years and over:- | s. d. | s. d. |
| Skilled ${ }_{\text {Semi-skill }}$.. $\ldots$ | 1834 | 17710 |
| Semi-skilled, Grade 1 | 1688 | 163 2 |
| Unskilled ... ... | 161 152 2 | 15510 1468 |

Note.- The rates became operative from 5th March, 1956.

> Hours of Labour (as above)
> Guaranteed Week (as above)
> Night Workers

Regular night work where the normal week is worked over 5 nights is paid at the rate of time-and-a-third.

## Intermediate Shift Work

Workers employed on intermediate shifts are paid at the rate of time-and-a-quarter for all hours which are outside the normal day shift hours with a minimum payment in each shift of 2 such hours.

## Charge Hands

Charge hands who must be of no less a degree of skill than the highest grade under their direct supervision are paid an allowance of 3 d . an hour above the highest standard rate of any worker in the group supervised, and leading hands an allowance of $1 \frac{1}{2} \mathrm{~d}$. an hour.

Classification of Areas
"London" is defined as the area within 18 miles radius of Charing Cross including all towns intersected by the periphery of that area.

Goods Transport by Road-contd.

## II.-Road Haulage Workers-Great Britain*

[Road Haulage Wages Council Wages Regulation Orders] $\dagger$
(a) Regular Road Haulage Workers whose Home Depot is situated in the London Area (approximately the Metropolitan Police District)


Note.-The rates became operative from 16th April, 1956.

## (b) Regular Road Haulage Workers whose Home Depot is situated outside the London Area, including Workers who are employed on Long Distance Services ${ }^{\boldsymbol{\pi}}$

| Class of Worker | Minimum Remuneration per week |  |
| :---: | :---: | :---: |
|  | Grade 1 Areas and long distance services | Grade 2 Areas |
| Drivers of vehicles (other than the tractors referred to below) of carrying capacity of:- | s. d. | s. d. |
| 1 ton or less $\ddagger$ | 1470 | 1430 |
| Over 1 ton and up to and incl. 5 tons ... | 150 | 1460 |
| " 5 tons ", " ", 8 " $\quad$ " | $\begin{array}{ll}154 & 0 \\ 158 & 0\end{array}$ | $\begin{array}{ll}150 \\ 154 & 0\end{array}$ |
| ", 12 ", ", ", ", ", 12 " | 158 162 | 158 0 |
| " 15 ", ", ", ", ", 18 ", | 1660 | 1620 |
| " 18 ", ".. $\quad . .0$ | 1710 | 167 0 |
| Drivers of tractors not over 2 tons unladen weight used exclusively for furniture removal work | 1500 | 1460 |
| Workers, 21 years and over, employed in furniture warehousing and removing $\\|$ :- |  |  |
| Foremen | 1496 | $\begin{array}{ll}147 & 6 \\ 144 & 6\end{array}$ |
| $\begin{array}{llll}\text { Removal packers } \\ \text { Porters } & \ldots & \ldots & \ldots \\ \text { a }\end{array}$ | 1466 | 1420 |
| Porters Other road haulage workers, 21 years and over $\ldots$ | 1460 | 1420 |

Note.-The rates became operative from 16th April, 1956.
For footnotes see page 188.

## Goods Transport by Road-contd.

## II.-Road Haulage Workers (Great Britain)-contd.

(c) Workers Employed on Carriage of Indivisible Loads
(i) Workers on vehicles whilst used in connection with the movements of loads, other than live or dead cattle, which by reason of indivisibility require mechanical loading or unloading equipment carried on the vehicle and operated upon the responsibility of the driver.

| Carrying Capacity of Vehicle | London Area |  | Grade 1 and 2 Areas |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Drivers | Mates | Drivers | Mates |
|  | Per week s. d. | Per week s. d. | Per week s. d. | Per week s. d. |
| Over 6 tons and up to and including 10 tons | 1670 | 1490 | 1630 | 1460 |
| Over 10 tons and up to and including 16 tons | 1740 | 1490 | 1700 | 1460 |

(ii) Workers employed on vehicles authorised for the carriage of abnormal indivisible loads as defined in the Motor Vehicles (Authorisation of Special Types), General Order 1941.

| Over 16 tons and up to and including 20 tons | 180 | 0 | 151 | 0 | 176 | 0 | 148 | 0 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Over 20 tons and up to and including 25 tons | 185 | 0 | 155 | 0 | 181 | 0 | 152 | 0 |
| Over 25 tons and up to and including 45 tons | 190 | 0 | 155 | 0 | 186 | 0 | 152 | 0 |
| Over 45 tons ... ... ... ... ... | 215 | 0 | 155 | 0 | 211 | 0 | 152 | 0 |
|  | Per week <br> s. d. |  |  |  | Per week s. d. |  |  |  |
| Heavy brakesmen and steersmen operating braking and steering equipment of heavy |  |  |  |  |  |  |  |  |
| trailers ... |  |  | 0 |  | 1620 |  |  |  |

Note.-The rates became operative from 16th April, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable are 44 and may be worked in 5 or $5 \frac{1}{2}$ days or in the case of milk workers in 6 days.

## Guaranteed Week or Day

A regular worker, i.e., employed by the week or longer period, is to be paid a week's wages for any week in which he has performed some road haulage work for the employer. If the remuneration for time worked or deemed to have been worked (excluding overtime, night work allowance and certain other special payments) is less than 44 hours' pay, he is paid for 44 hours. The guarantee does not apply to hours during which the worker was absent without leave or on account of sickness or suspended from work after due notice on account of climatic conditions, strikes or lock-outs or restriction of fuel supply under any enactment or regulation made thereunder, nor does it apply to workers whose normal employment substantially includes other work as well as road haulage work.

A worker, other than a regular worker, is, subject to certain conditions and qualifications, guaranteed payment for 8 hours on Monday to Friday and 4 hours on Saturdays. The hourly rate for such a worker is that applicable to a regular worker with the addition of $1 \frac{1}{2}$., the minimum daily addition being 1s. for each day including Saturday.

## Night Workers

Workers whose hours of duty entail employment between 9 p.m. and 6 a.m. are paid for time worked between such hours 8d. an hour or part of an hour above the rate otherwise appropriate.

## Classification of Areas

The London area is approximately the Metropolitan Police District and the Orders specify the various towns, rural districts and other areas included in Grade 1. Grade 2 includes all other areas.

For footnotes see next page.

## III.-Bankstaffs-Great Britain

[Agreements of the National Joint Industrial Council for the Road Haulage Industry]

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Metropolitan Area |  | Grade Areas |  | Grade 2 <br> Areas |  |
| Men, 21 years and over: |  |  |  |  |  | d. |
| Unskilled workers-Porters, truckers and labourers | 149 | 0 |  | 0 | 142 | 0 |
| Semi-skilled workers-Checkers engaged in checking off, entering, checking away and stowage of loads |  | 0 | 148 | 0 |  |  |
| Fully skilled bank workers-Men who have attained special knowledge and qualification in, and can accept responsibility for accurate work in connection with, the checking off, entering, checking away and stowage of loads | 155 | 0 | 150 |  | 146 |  |

Note.-The rates became operative from 16th April, 1956.

## Conditions of Employment

To be the same as those laid down in the Wages Regulation Orders of the Road Haulage Wages Council in ṣo far as those conditions are appropriate.

## Classification of Areas

The classification of areas is as for the Road Haulage Wages Council.

[^119]
# IV.-Road Haulage Workers-Northern Ireland 

[Road Haulage Wages Council (Northern Ireland) Wages Regulation Order]*

| Class of Worker | Minimum Weekly Remuneration |  |  |
| :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area C |
|  | s. d. | s. d. | s. d. |
| Male drivers of vehicles of carrying capacity of:- |  |  | 1476 |
| 2 tons and over 1 and $\quad \ldots$ | 1536 | 1520 | 1476 |
| 1 ton and under 2 tons ${ }_{\text {Under }} 1$ ton ... $\ldots$... $\ldots$.. | 1456 | 1440 | 1400 |
|  | 1380 | 1366 | 1326 |
| Male assistants, 21 years and over, on vehicles of carrying capacity of:- |  |  |  |
| 2 tons and over ... ... ... | 1446 | 1430 | 1386 |
| 1 ton and under 2 tons | 1366 | 1350 | 1310 |
| Under 1 ton | 1290 | 1276 | 1236 |

Note.-The rates became operative from 19th November, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable are 44 and may be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers

For workers whose normal working week includes not less than 3 hours' work each night between $6 \mathrm{p} . \mathrm{m}$. and $8 \mathrm{a} . \mathrm{m}$. the rates quoted above are increased by 9s. a week. For workers who are not normally employed on night work throughout the week but are required to work on any night for not less than 3 hours between 9 p.m. and $8 \mathrm{a} . \mathrm{m}$. , the rates are increased by 1s. 6 d . for each night on which they are so required to work.

## Classification of Areas

"Area A" means the County of the City of Belfast and districts situated within a radius of 15 miles from the Belfast City Hall.
"Area B" means the County of the City of Londonderry.
"Area C" means all other areas in Northern Ireland.

## COLD STORAGE-GREAT BRITAIN

[Agreements between the Cold Storage (Wages) Panel of the National Federation of Cold Storage and Ice Trades, representing employers owning and operating cold stores in Great Britain, and the Transport and General Workers' Union, the National Union of General and Municipal Workers and the Union of Shop, Distributive and Allied Workers $] \dagger$

| Class of Worker | Minimum Weekly Rate <br> of Wages $\ddagger$ |
| :---: | :---: |
| Male cold store workers, 19 years and over (other than <br> clerical, supervisory and engineering operating staffs)$\cdots$ | s.d. |

Note.-The rate became operative from the pay day in the week commencing 1st October, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is 44 hours, to be worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

The weekly wage specified above is to be paid to workers who are capable of and available for work, and are willing to perform any service outside their usual occupation which in the circumstances they can reasonably be asked to perform during any period when work is not available for them in their usual occupations in the undertaking.

[^120]
## MERCHANT NAVY

## [Agreements of the National Maritime Board (Sailors' \& Firemen's Panel)]

Note.-The rates do not apply, except by special decision, to vessels of under 200 tons gross, nor to vessels trading within "partially smooth water limits", those sailing under the "share system ", salvage vessels, cable steamers, tugboats, etc.

|  | National Standard Rates of Pay |  |
| :---: | :---: | :---: |
| Rating | Monthly Rates (with free food in addition) | Weekly Rates (men finding own food)* $\dagger$ |
| ck and Engine-Room Ratings | £ s. d. | £ s. d. |
| Able seamen or Efficient deck hands | $2910 \quad 0$ | 71910 |
| Boatswains | £33 7s. 6d. to £39 10s.§ | 8116 |
| Boatswain's mates | £30 15s. or £32 5s.§ |  |
| Carpenters ... ... ... | $£ 3517 \mathrm{~s} .6 \mathrm{~d}$. to $£ 42 \mathrm{Os}$. § | 8116 |
| Assistant carpenters, also joiners | $£ 33$ 7s. 6d. to £36 15s.§ | 811 |
| Donkeymen ... ... ... | $\begin{array}{llll}32 & 5 & 0\end{array}$ | 8116 |
| Deck hand (uncertificated) | $2710 \quad 0$ | $\begin{array}{lrrr}7 & 9 & 4\end{array}$ |
| Firemen | - 0 | 71910 |
| ,, leading (where carried) | $3010 \quad 0$ |  |
| ", of 6 months' sea service and over as fireman or trimmer | 3000 | - |
| ," for first 6 months' sea service as firemen \|| | 2810 |  |
| Greasers ... ... ... ... | 3010 | $8 \quad 2$ |
| Junior ordinary seamen | 1900 | $6 \quad 26$ |
| Senior ordinary seamen ... ... ... | $\begin{array}{lll}22 & 2 & 6\end{array}$ | $\begin{array}{lrr}6 & 2 & 6\end{array}$ |
| Trimmers of 6 months' sea service and over... | 2910 | $\begin{array}{lll}7 & 18 & 1\end{array}$ |
| , of less than 6 months' sea service \\| | 27100 | $\begin{array}{lll}7 & 1 & 2\end{array}$ |
| Cleaners and wipers of 6 months' sea service and over | $2910 \quad 0$ | 718 |
| of less than 6 months sea service \\| ... | $2710 \quad 0$ | $7 \quad 12$ |

Note.-The rates became operative from 14th May, 1956.
Efficient Service Pay
The rates given in the Table are subject to the addition of efficient service pay for continuous service and satisfactory conduct in a grade not below (a) deck hand (uncertificated), (b) trimmer with at least six months' sea service or (c) assistant steward, as follows:-


Hours of Duty
The ordinary hours of duty at sea and on sailing and arrival days are as follows:-
Foreign-going vessels:-
Deck ratings (on vessels over 2,500 tons gross) Not more than 8 a day.
Deck ratings (on two watch system on vessels of Not more than 8 a day. 2,500 tons gross and under)
Stokehold and engine-room ratings ... ... Not more than 8 a day.
Home-trade vessels:-
Deck, stokehold and engine-room ratings
Not more than 8 a day averaged over a week.
Provision is also made for the hours of duty while vessels are in port.
For dayworkers (i.e., men whose time is not divided into watches) the ordinary hours at sea are 8 a day on Monday to Friday, 6 on Saturday, and 4 on Sunday, exclusive of mealtimes.

[^121]
## Sunday Work

Rates of pay are based on a 7-day week at sea, but it has been agreed that for every Sunday spent at sea (sailing and arrival days excepted) there shall be additional compensation by way of one day's extra leave. When a sailing day or arrival day falls on a Sunday, one half-day's leave shall be granted if not less than 6 hours are spent actually at sea on that day and a full day's extra leave if not less than 12 hours. Where the extra leave cannot be given, payment in lieu is made. Christmas Day, New Year's Day and Good Friday are treated as Sundays.

## Establishment Benefit

Established seafarers are entitled to payment of "establishment benefit" as a supplement to unemployment insurance benefit when no work is available.

## DOCK LABOUR-GREAT BRITAIN

[Agreements of the National Joint Council for the Port Transport Industry]

| Class of Worker | Minimum Daily Rates of Wages |
| :---: | :---: |
| Dock labourers and other workers (except coal tippers and trimmers at the principal coal exporting centres) employed in the actual handling of cargoes in or on ship, quay, warehouse or craft | s. d. |
|  |  |
|  | 280 |

Note.-The rates became operative from 19th March, 1956.

Hours of Labour
The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 (generally 11 half days of 4 hours).

## Pieceworkers

Pieceworkers are guaranteed a minimum of 14 s . 0 d . per half day.

## Differential Rates

At some ports agreed differential day-work rates (higher than the general minimum rates) are in operation for certain classes of men or for work on certain kinds of cargoes.

## Attendance Money and Guaranteed Weekly Payment

An agreement made in pursuance of clause 14 (1) of the Dock Workers' (Regulation of Employment) Scheme, 1947, provides that, subject to certain conditions, (1) attendance money of 6s. per turn of half-a-day shall be payable in respect of each of the normal turns in the week for which a worker reports and is available for work but is not allocated to work, and (2) a weekly payment of 121 s . 0 d . shall be guaranteed to dock workers under 65 years of age, and to dock workers 65 and under 70 years of age a weekly payment of 92 s . 7d. if required to report for work on eleven turns in the week and of 50 s . 6 d . if required to report for six turns in the week. A dock worker who is 70 years of age or over is not entitled to any guaranteed weekly payment.

# CIVIL AIR TRANSPORT-UNITED KINGDOM 

## I.-Engineering and Maintenance Grades

[Agreements of the Engineering and Maintenance and Radio National Sectional Panels of the National Joint Council for Civil Air Transport]


Note.-The rates became operative from 31st March, 1957.

## Hours of Labour

The working week normally consists of 44 hours, exclusive of mealtimes and overtime, to be worked in 5 days, nights or shifts. The normal hours of work may be rostered to be worked on all days of the week, including Sunday when operational circumstances require it. All hours worked on Sundays are paid at double time.

[^122]Civil Air Transport-contd.
I.-Engineering and Maintenance Grades-contd.

## Guaranteed Week

After four weeks' employment workers are guaranteed employment in any working week for a period equivalent to five-sixths of the normal working week of 44 hours, subject to certain conditions and qualifications.

## Time Workers’ Bonus

Workers not employed on schemes of payment by results and other incentives receive payment of a time workers' bonus of $5 \frac{1}{2} \mathrm{~d}$. an hour.

## Pieceworkers

All times, prices and calculations in respect of schemes of payment by results and other incentives are to be such as to give an operative of average ability and capacity a reasonable opportunity to achieve on such work earnings not less than 15 per cent. higher than those yielded by the normal prescribed rate excluding proficiency pay.

## Shift Workers

Workers rostered to work on double day shifts or continuous three-shift systems or morning and afternoon shifts are paid at the rate of one-and-one-sixth the basic rate whilst employed on morning and afternoon shifts, and one-and-one-quarter the basic rate whilst employed on night shifts.

## Night Workers

Workers rostered to work on night shifts are paid at the rate of time-and-one-quarter for all normal hours worked.

## II.-Surface Transport and Goods Handling Grades

[Agreements of the Surface Transport and Goods Handling Panel of the National Joint Council for Civil Air Transport]

| Class of Worker |  |  |  |  |  | Weekly Rates of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 29th April, 1956 (13th May, 1956, for motor transport drivers).

## Hours of Labour

The normal working hours, exclusive of mealtimes and overtime, are 44 a week, to be worked over 5 days between Monday and Saturday. In order to maintain services workers may be rostered for Sunday duties in addition to their normal working week, in which case double time is paid with a minimum of 4 hours' pay.

## Guaranteed Week

After four weeks' employment workers are guaranteed employment in any working week for a period equivalent to the normal working week of 44 hours, subject to certain conditions

## Shift Workers

Workers rostered to work on double day or continuous three-shift systems or morning or afternoon shifts are paid at the rate of one-and-one-eighth the basic rate whilst employed on morning and afternoon shifts, and one-and-one-quarter the basic rate whilst employed on
night shifts.

## Night Workers

Workers rostered to work on night shifts are paid at the rate of time-and-one-quarter for all normal hours worked.

Service Pay
After 4 years' satisfactory consecutive service the rates are increased by 5 s . a week.

[^123]
# POST OFFICE-UNITED KINGDOM 

[Weekly Rates of Pay and Hours of Labour for the principal rank and file Manipulative and Engineering Grades, as agreed between the General Post Office and the Staff Associations concerned]
I.-Manipulative Grades

| Grade | Weekly Rates of Pay (see note below) |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | At 21 years |  | At 25 years |  | Maximum rate and age at which it may be reached |  |
| Men:- s. d. s. d. s. |  |  |  |  |  |  |
| Postmen:- |  |  |  |  |  |  |
| London area . | 150 | 6 | 175 | 0 (24 years) | 194 | 6 (26 years) |
| Intermediate areas ... | 146 |  |  | $0$ | 189 | 6 " |
| Postmen, Higher Grade:- |  |  |  |  |  |  |
| London area ... | 15207 Minimum - 216 |  |  |  |  |  |
| Intermediate area... | 148 | 0 rates. |  |  | 210 | 0 |
| Provincial areas | 144 0 No age scale - |  |  |  | 204 | 0 |
| Telegraphists:- ${ }^{\text {a }}$ |  |  |  |  |  |  |
| Intermediate areas | 146 | 6 |  | 6 | 206 | ${ }_{0}^{0}$ (29 years) |
| Provincial areas | 142 | 6 |  | 6 | 200 |  |
| Provincial areas $\cdots$ 142 6 166 6  <br> Telephonists:-  149 0    |  |  |  |  |  |  |
| London area ... | 149 | 0 |  | 0 | 201 | 0 (29 years) |
| Intermediate areas | 145 | 0 |  | 0 | 195 | 0 |
| Postal and Telegraph Officers:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| London area ... | 150 | 6 |  | 6 | 238 | 0 (30 years) |
| Intermediate areas | 146 | 6 |  | 6 | 232 | 0 " |
| Provincial areas | 142 | 6 |  | 6 | 226 | 0 " |
| Women:- <br> Telegraphists*:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| London area | 146 |  |  | 0 |  |  |
| Intermediate areas | 148 | 6 |  | 0 |  |  |
| Telephonists*:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Intermediate areas | 140 | 6 |  | 0 | 178 | 0 " |
| Postal and Telegraph Officers:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| London area | 143 |  |  | 0 |  | 0 (30 years) |
| Intermediate areas | 139 | 6 |  | 0 | 201 | 0 " |
| Provincial areas | 135 | 6 |  | 0 | 195 | 0 " |

Note.-The rates became operative from 1st April, 1956. In the case of women the rates include the third stage of the application of the principle of equal pay with effect from 1st January, 1957.

With the exception of Postmen, Higher Grade, scales of pay for both men and women provide for age pay up to 25 years ( 24 years in the case of Postmen), and new entrants not below this age receive the highest age pay after training.

Hours of Labour
The hours of labour in a full week, excluding overtime but including mealtimes, are 48.

## Night Duty

Each hour of night duty (i.e., duty between 8 p.m. and 6 a.m.) is reckoned as equivalent to 18 hours of day duty subject to a maximum time allowance of 6 hours a week.

* Lower rates are in operation for women not accepting liability for attendance throughout the 24 hours (including Sundays).


## Provincial Differentiation

London Area-Offices within a 12 -miles radius of Charing Cross.
Intermediate Areas-Offices outside a 12 -miles radius of Charing Cross but within a 16miles radius thereof and also those situated within the boundary area of the following local authorities:-

Belfast, Birmingham (including Dudley, Oldbury, Smethwick, Tipton and West Bromwich), Bradford and Shipley, Bristol (including Filton and Kingswood), Cardiff, Coventry, Edinburgh and Musselburgh, Glasgow (including Cambuslang, Cathcart, Clydebank, Eastwood and Rutherglen), Kingston-upon-Hull, Leeds, Leicester, Liverpool (including Birkenhead, Bootle, Crosby, Litherland and Wallasey), Manchester (including Eccles, Prestwich, Salford, Stockport, Stretford, Swinton and Pendlebury), Newcastle-on-Tyne (including Felling, Gateshead, Hebburn, Jarrow, South Shields, Tynemouth and Wallsend), Nottingham (including Beeston and Stapleford), Portsmouth and Gosport, Sheffield, Stoke-on-Trent and Newcastle-under-Lyme.
Provincial Areas-All other offices in the United Kingdom.

## III.-Engineering Grades



Note.-The rates became operative from 1st April, 1956.
Hours of Labour
The hours of labour in a full week are 44 net, to be worked in 5 days.

## Shift Workers

Workers engaged on regular shift duties covering 24 hours a day for 7 days a week are not eligible for the night allowance referred to below but receive 5 s . Od. a shift in addition to normal pay and overtime.

## Night Duty

Workers (except shift workers) who work between 8 p.m. and 6 a.m. receive a night allowance of one-quarter of their normal hourly rate for each hour worked in addition to normal pay or overtime.

## COAL AND COKE DISTRIBUTION-ENGLAND AND WALES

## I.-Regions other than London

[Agreements of the Regional Joint Industrial Councils of the National Joint Industrial Council for the Distributive Coal Trade]


Note.-The rates became operative from the first full pay period commencing on or after 5th March, 1956.

[^124]
## Coal and Coke Distribution-contd.

I.-Regions other than London-contd.


Note.-The rates became operative from the first full pay period commencing on or after 5th March, 1956.

Hours of Labour
The hours of labour in a full week are 44 (guaranteed), to be worked in 5 or $5 \frac{1}{2}$ days.

## Stable Duties

Most of the agreements fix the additional rates to be paid for week-end ostling duties. The rates quoted in the Table for horse carters in the South Western district are inclusive of such payments.

[^125]
## II.-London Region

In London the workers are paid according to an agreed list of tonnage rates, with the addition of an output bonus. The agreement does not provide for time rates of wages, but earnings derived from tonnage rates and output bonus, as from 7th November, 1955, are subject to an over-riding minimum wage of 21 s . a day Monday to Friday, 10s. 6d. Saturday, or 160s. a week for drivers of mechanical vehicles, horse carmen and loaders. The minimum daily wage is payable to workers who are capable of and available for work; the minimum weekly wage is not payable if during the week a man on any one day was not entitled to the daily minimum.

## WHOLESALE GROCERY AND PROVISION TRADE

## I.-England and Wales

[Agreements of the Joint Industrial Council for the Wholesale Grocery and Provision Trade]*

| Class of Worker | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | London (within 16 miles radius of Charing Cross) | Elsewhere |  |
|  |  |  |  |
| Men, 21 years and over ... Women, 21 years and over | $\begin{array}{ll}164 & 0 \\ 120 & 0\end{array}$ |  |  |
|  |  |  |  |
|  |  | Grade 1 <br> Areas $\dagger$ | Grade 2 Areas $\dagger$ |
| Drivers (men, 21 years and over) of motor vehicles of carrying capacity of:- |  | s. d. s. d. |  |
| Less than 30 cwt. | 1660 | 1590 | 1580 |
| 30 cwt . and up to and incl. 2 tons ... | 1680 | 1620 | 160 0 |
| Over 2 tons and up to and incl. $3 \frac{1}{2}$ tons | 1730 | 1670 | 1630 |
| Over $3 \frac{1}{2}$ tons and up to and incl. 5 tons | 1750 | 1690 | 1650 |
| Over 5 tons ... ... ... | 1780 | To be ag | ed locally |

Note.-The rates became operative from the first pay day following 24th June, 1956.

## Hours of Labour

The normal hours of labour in a full week, exclusive of mealtimes and overtime, are 45 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

The rates for any system of payment by results are to be such as to yield to a normal worker not less than 20 per cent. over day-work rates.

[^126]Wholesale Grocery and Provision Trade-contd.

## II.-Scotland

[Agreements of the Joint Committee for the Wholesale Grocery Trade in Scotland]


Note.-The rates became operative from the pay day in the week commencing 17 th September, 1956.

## Hours of Labour

The normal working week, exclusive of mealtimes, is one of not more than 46 hours.

## III.-Northern Ireland

## [Agreements of the Joint Council for the Wholesale Grocery and Allied Trades (Northern Ireland)]†



Note.-The rates became operative from the beginning of the first full pay period following 17th September, 1956.

Hours of Labour
The normal working week, exclusive of mealtimes, is one of not more than 45 hours in Belfast and Londonderry, and 47 in provincial areas.

[^127]
## RETAIL FOOD TRADES

## I.-England and Wales

[Retail Food Trades Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration $\ddagger$ |  |  |
| :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |
| Clerks grade I: | s. d. | s. d. | s. d. |
| Men, 23 years and over | 1460 | 1420 | 1360 |
| Women, 23 years and over | 1086 | 1046 | 976 |
| Clerks grades I and II, shop assistants, stockmen or ordermen, canvassers, van salesmen, cashiers and central warehouse workers:- |  |  |  |
| Men, 22 years and over ... | 140 0§ | 136 0§ | 130 0§ |
| Women, 22 years and over ... ... | 104 0§ | 100 0§ | 93 0§ |
| All other workers:- ... ... ... |  |  |  |
| Men, 22 years and over... | 1340 | 1296 | 1280 |
| Women, 22 years and over ... ... ... | 980 | 936 | $90 \quad 0$ |

Note.-The rates became operative from 26th March, 1956.
Hours of Labour
The weekly rates relate to a week of 46 hours ( 48 for workers engaged not less than 80 per cent. of their time in the sale of excisable liquor in 7 -day off-licences and 47 for workers employed in shops wholly or mainly engaged in the sale of cooked meats or other cooked foods), exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than those quoted.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:-

Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day- 9 s . 9 d . or 3 s . 6 d . a week.

For workers, 21 years and over:-
Full board on Sundays and customary holidays, part board only on the other days of the week and lodging for the full week

| London <br> Area | Provincial <br> A Area <br> s. |  | d. | Provincial <br> B Area |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | d. | s. |  | d. |

Classification of Areas
"London Area " means the Metropolitan Police District, as defined in the Police Act, 1946, and the City of London.
"Provincial A Area " means areas administered by County Borough, Municipal Borough or Urban District Councils except those included in the London Area or in Provincial B Area.
"Provincial B Area" means all areas, not included in the London Area, administered by Rural District Councils and 208 specified areas administered by Municipal Borough or Urban District Councils.

A Local Government Area means that area as it was on 8th April, 1951.

[^128]
## II.-Scotland

[Retail Food Trades Wages Council (Scotland) Wages Regulation Order]*


Note.-The rates became operative from 31st March, 1956.

## Hours of Labour

The weekly rates relate to a week of 46 hours, exclusive of mealtimes, overtime and of any time worked immediately after the closing of the shop to the public not exceeding 15 minutes in any one day or 1 hour in any week, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 46.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

"Area 1 " means all burghs with a population of 10,000 or more in 1946 and certain other specified burghs and areas.
"Area 2 " means all other areas in Scotland.

[^129]
## MILK DISTRIBUTION

## I.-England and Wales

[Milk Distributive Wages Council (England and Wales) Wages Regulation Order]*


Note.-The rates became operative from 12th August, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable are 45 , or in the case of classes of workers whose customary working week is less than 45 hours but not less than 40 , the number of hours customarily worked by the class in question.

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case to an ordinary worker, at least as much as the appropriate general minimum time rate.

## Night Workers

A worker who works between 9 p.m. and $5 \mathrm{a} . \mathrm{m}$. is to be paid a minimum addition of 6 d . an hour in respect of all time worked by him between the said hours. Where a worker commences a spell of work but works for less than 4 hours between these hours, he receives a minimum payment of 2 s .

## Classification of Areas

" Area A" means rural districts and municipal boroughs or urban districts with a population not over 10,000 in 1937.
"Area B" includes all areas other than areas A and C.
"Area C" means the City of London and Metropolitan Police District as existing on 31st December, 1937.

[^130]Milk Distribution-contd.

## II.-Scotland

[Milk Distributive Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 19th March, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable are 48 , or in the case of all workers whose customary working week is less than 48 hours but not less than 40 , the number of hours customarily worked by the class in question.

## Night Workers

A worker who ordinarily works wholly or partly between the hours of 10 p.m. and 6 a.m. is to be paid an addition of 3d. in respect of each hour or part of an hour worked by him between the said hours.

## Road Transport Workers

National Arbitration Tribunal Award No. 1082 provided that for firms represented by the Scottish Milk Trade Federation the rates of wages of drivers of mechanically driven vehicles should be the appropriate rates laid down in current Wages Regulation Orders of the Road Haulage Wages Council (see page 186).

[^131]
# RETAIL BREAD AND FLOUR CONFECTIONERY TRADE 

## I.-England and Wales

[Retail Bread and Flour Confectionery Trade Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |  |
| All indoor workers, other than first assistants, after 6 months' employment:- | s. d. | s. d. |  | d. |
| Men, 22 years and over Women, 22 years and over | $\begin{array}{ll}136 \\ 101 & 6\end{array}$ | 132 97 | 126 | 0 6 |
| First assistants ...... ... | Additional 5s. a week |  |  |  |
| Roundsworkers, 21 years and over | 142 | 1386 | 132 | 6 |
| Assistant roundsworkers :- |  |  |  |  |
| Men, 21 years and over Women, 21 years and over | 1360 1096 | 1320 1056 |  | 0 6 |

Note.-The rates became operative from 31st March, 1956.

## Hours of Labour

The weekly rates relate to a week of 46 hours, exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to proportionate reduction if the number of hours worked is less than 46.

Guaranteed Week
A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:-
Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-9s. 0d. or 3s. 3d. a week.

| London | Provincial | Provincial <br> Area |
| :---: | :---: | :---: |
| A Area |  |  |
| s. d. | s. drea | d. |

For workers, 21 years and over:-
Full board on Sundays and customary holidays, part board only on other days of the week and lodging for the full week

| 28 | 0 | 24 | 0 | 20 | 6 |
| ---: | ---: | ---: | ---: | ---: | ---: |
| 37 | 3 | 33 | 3 | 29 | 9 |
| 23 | 3 | 23 | 3 | 21 | 3 |
| 14 | 0 | 10 | 0 | 8 | 6 |

## Night Workers

Workers are paid an additional 6 d . an hour for all time worked between 9 p.m. and 5 a.m.

## Classification of Areas

" London Area " means the City of London and Metropolitan Police District.
" Provincial A Area" means county and municipal boroughs and urban districts with a population of 10,000 or more in 1951 together with 159 specified municipal boroughs and urban districts with a population of less than 10,000 .
" Provincial B Area " means all other areas in England and Wales.

[^132]Retail Bread and Flour Confectionery Trade-contd.

## III.-Scotland

[Retail Bread and Flour Confectionery Trade Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |
| :---: | :---: | :---: | :---: |
|  | Area 1 | Area |  |
| Workers, other than van salesmen | s. d. | s. | d. |
| Men, 22 years and over ... ... | 1300 |  |  |
| Women, 22 years and over ... ... ... | 940 |  | 0 |
| Van saleswomen in charge of vehicle of 10 cwt . or less carrying capacity | 1100 |  | 0 |
| All other van salesmen ... | 1470 | 143 | 0 |

Note.-The rates became operative from 28th March, 1956.

## Hours of Labour

The weekly rates relate to a week of 46 hours ( 44 for transport workers and 48 for van salesmen), exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to proportionate reduction if the number of hours worked is less than 46,44 or 48 as the case may be.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

"Area 1 " means all burghs with a population of 5,000 or more in 1951 together with the Burgh of Stevenston and certain Special Lighting Districts.
"Area 2 " means all other areas in Scotland.

[^133]
## RETAIL MEAT INCLUDING PORK TRADE

## I.-England and Wales

[Agreements of the Joint Industrial Council for the Retail Meat Trade]

## Trade and Class of Worker*



| Minimum Weekly Remuneration $\dagger$ |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| London <br> Area | Provincial <br> A Area | Provincial <br> B Area |  |  |  |
| s. | d. | s. | d. | s. | d. |
| 157 | $6 \ddagger$ | 152 | $6 \ddagger$ | 145 | $6 \ddagger$ |
| 111 | $6 \ddagger$ | 107 | $6 \ddagger$ | 100 | $6 \ddagger$ |
| 115 | $6 \ddagger$ | 111 | $6 \ddagger$ | 104 | $6 \ddagger$ |
| 168 | 6 | 163 | 6 | 156 | 6 |
| 178 | 6 | 173 | 6 | 166 | 6 |
| 157 | $6 \ddagger$ | 152 | $6 \ddagger$ | 145 | $6 \ddagger$ |
| 115 | $6 \ddagger$ | 111 | $6 \ddagger$ | 104 | $6 \ddagger$ |

Note.-The rates became operative from the pay day in the week commencing 15th April, 1957.

## Hours of Labour

The weekly rates are for a working week of not exceeding 46 hours, exclusive of mealtimes and subject to a daily non-cumulative allowance of not more than 15 minutes free from overtime payment solely for the purpose of cleaning up and clearing the shop of customers.

## Classification of Areas

" London Area " means the City of London and Metropolitan Police District.
"Provincial A Area" means county and municipal boroughs and urban districts with a population of 10,000 and over according to the Registrar-General's Statistical Review and 193 other municipal boroughs and urban districts with a population of less than 10,000 but specified by reason of population and/or proximity and relation to any neighbouring larger town and/or special character, such as holiday resort, etc.
"Provincial B Area " means all other areas in England and Wales.

## II.-Scotland

[Agreements of the Joint Industrial Council for the Scottish Retail Meat Trade]


Note.-The rates became operative from 5th March, 1956.
Hours of Labour
The weekly rates are for a working week of not exceeding 48 hours, exclusive of mealtimes and subject to a daily non-cumulative allowance of not more than 30 minutes (normally 15 minutes should be sufficient) free from overtime payment solely for the purpose of cleaning up and clearing the shop of customers.

Classification of Areas
"Town" means all places which, according to the latest Registrar-General's Statistical Review, had a population of more than 10,000 , and certain other specified burghs and areas.
" Country" means all other places in Scotland.

* The agreements also specify minimum rates for shop managers and manageresses.
$\dagger$ Agreements between the Association of Multiple Retail Meat Traders and the Union of Shop, Distributive and Allied Workers provide for rates higher than those quoted.
$\ddagger$ After 6 months' employment in the case of new entrants without previous experience of this trade.
§ Van salesmen are paid an additional 5 s . a week.


## RETAIL CO-OPERATIVE SOCIETIES-GREAT BRITAIN

[Agreements between the National Wages Board of the Co-operative Union Ltd. and the Joint Trade Union Negotiating Committee for the Retail Co-operative Movement]


Note.-The rates became operative from 3rd December, 1956.

## Hours of Labour

The normal weekly hours of labour, exclusive of mealtimes and overtime, are 44, but where it is necessary to clear the shop of customers after the usual hours of closing not more than 15 minutes daily is allowed free from any overtime payment.

## Night Work for Milk Workers

Milk workers are paid an additional 6 d . an hour for all time worked between 9 p.m. and 5 a.m. Where a worker commences a spell of work but works for less than 4 hours between these hours, he receives a minimum payment of 2 s .

## Grading of Societies

Metropolitan rates apply to all societies with central premises within a 17 -mile radius of Charing Cross and which trade wholly or mainly within this area. Other societies are assigned to groups A or B by the Sectional Wages Boards of the Co-operative Union Ltd. in conjunction with the trade unions. The great majority of workers are employed in Provincial "A"

[^134]
## PETROLEUM DISTRIBUTION-UNITED KINGDOM*

[Agreements of the Oil Companies' Conciliation Committee]


Note.-The rates became fully operative from 1st April, 1957.

## Hours of Labour

Operatives, other than watchmen, watchmen/operators and airfield operatives--The normal working week, exclusive of mealtimes and rest periods, is one of 44 hours, to be worked over $5 \frac{1}{2}$ days in the case of dayworkers.

Watchmen and watchmen/operators-The working week is one of 52 hours or an average of 52 hours over the period of a rota, inclusive of mealtimes; each calendar week normally includes a recognised rest day or night.

Airfield operatives.-The normal working week, exclusive of mealtimes and rest periods, is one of 44 hours calculated as an average over the number of weeks comprising the shift cycle.

[^135]
## Guaranteed Week

Subject to availability for work, workers are guaranteed the normal working week.

## Shift Workers

Operatives, other than watchmen, watchmen/operators and airfield operatives-Payment at the rate of 4 d . an hour is made to all shift operatives who are employed on regular rotating shifts, whether on a 2 or 3 shift rota. Where the shift rota includes a Saturday shift, the hours so worked after 12.30 p.m. are paid at the rate of extra half-single time and any hours worked after the completion of the shift between 12.30 p.m. and midnight at the rate of time-and-ahalf.

Airfield operatives-An allowance of 16 s . a week is paid to all airfield operatives engaged on scheduled regular rotating shifts, subject to the regular period of duty, from the start of the first shift to the end of the last shift, exceeding 13 hours a day.

Watchmen and watchmen/operators-An allowance of 16 s . a week is paid to watchmen and watchmen/operators, including those whose duties incorporate day-work gatekeeping, who are employed on regular rotating shifts or solely outside the normal day-work hours of the premises concerned.

## Night Workers

Payment of 1s. a night is made to operatives (excluding watchmen, watchmen/operators and operatives already paid a special remuneration-including special overtime-for night work) who work not less than 2 hours between 10 p.m. and 6 a.m., that payment to be regarded as a minimum and for all hours in excess of 2 an additional 6 d . an hour.
In the case of operatives (excluding watchmen and watchmen/operators) employed solely and continuously on all night work, an allowance of 8s. a night for each night worked is paid.

## Grouping of Occupations

Group 9-Installation or rail car mechanics, electricians, motor fitters, coach builders, panel beaters/welders, turners, wood machinists.
Group 8-Greasemakers, installation chargehands, pump and tank, construction or installation fitters, rail car repairers, carpenters, painters (finishers and sign writers), tin workers, blacksmiths, trimmers, road wagon calibrators.
Group 7-Boilermen, pumpmen, tank dippers, storemen (all grade 1-at designated points), engine drivers, blenders (multi-grade lubricating oils), vehicle repairers.
Group 6 -Boilermen, pumpmen, dippers, checkers, blenders at lubricating oil and grease manufacturing plants, handymen.
Group 5-Depot hands I.
Group 4 -Assistant boilermen or pumpmen, shunters, fork-truck operators, multi-grade lubricating/grease fillers at lubricating oil and grease manufacturing plants, storemen, vehicle painters (fiatters), platelayers.
Group 3-Pump painters, bulk fillers/loaders, jetty operatives, loco. firemen, blending hands (handling ingredients for lubricating/grease blends) at lubricating oil and grease manufacturing plants.
Group 2-Installation hands, depot hands II, fitters' mates, blacksmiths' strikers, vehicle washers/greasers, brush hands, degreasing plant operatives.
Group 1-Labourers.

## London Area

The "London Area " is the Metropolitan Police District as at 1st July, 1948, and Coryton, Dartford, Gravesend, Holehaven, Purfleet, Romford, Shell Haven, Swanscombe, Thames Haven, Walton-on-Thames, Watford and Weybridge.

# RETAIL DRAPERY, OUTFITTING AND FOOTWEAR TRADES -GREAT BRITAIN 

[Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |
| :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |
| Clerks grade I:- | s. d. | s. d. |  |
| Men, 23 years and over... | 1490 |  |  |
| Women, 23 years and over ... ... | 1120 | 1076 | 1016 |
| Clerks grades I and II, sales assistants, cashiers, central warehouse workers, credit travellers and stockhands:- |  |  |  |
| Men, 22 years and over ... ... | $1430 \pm$ |  |  |
| Women, 22 years and over <br> All other workers:- | 107 6 $\ddagger$ | $1030 \ddagger$ |  |
| Men, 22 years and over ... |  |  |  |
| Women, 22 years and over ... ... ... | 1026 | 980 | 920 |

Note.-The rates became operative from 12th March, 1956.

## Hours of Work

The weekly rates relate to a week of 46 hours, exclusive of mealtimes and overtime, and except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 46.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:-
Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-9s. 9d. or 3s. 6d. a week.

| For workers, 21 years and over:- | London <br> Area <br> Full board on Sunday and customary holidays, <br> part board only on the other days of the week | Provincial <br> s. Area <br> and lodgings for the full week | s. <br> s. | Provincial <br> B Area <br> s. |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| d. |  |  |  |  |  |  |  |
| Full board and lodging for the full week | $\ldots$ | 30 | 0 | 26 | 0 | 22 | 6 |

## Classification of Areas

"London Area " means the Metropolitan Police District, as defined in the Police Act, 1946, and the City of London.
"Provincial A Area" means, in England and Wales areas administered by County Borough, Municipal Borough or Urban District Councils except those included in the London Area or in Provincial B Area, and in Scotland 45 specified Burghs.
" Provincial B Area" means, in England and Wales all areas, not included in the London Area, administered by Rural District Councils and 208 specified areas administered by Municipal Borough or Urban District Councils, and in Scotland all areas other than those included in Provincial A Area.
A Local Government Area means that area as it was on 8th April, 1951.

[^136][Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |
| :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |
|  | s. d. | s. d. | s. d. |
| Clerks grade I:- Men, 23 years and over |  |  |  |
| Women, 23 years and over $\ldots$... $\ldots$.... | 1126 | 1076 | 100 |
| Clerks grades I and II, shop assistants, cashiers, central warehouse workers, stockhands and van sales-men:- |  |  |  |
| Men, 22 years and over ... |  |  | 1320 |
| Women, 22 years and over | 1076 | 1030 | 950 |
| All other workers:- |  |  |  |
| Men, 22 years and over ... Women, 22 years and over |  |  | 1280 |
| Women, 22 years and over | 1016 | 966 | $90 \quad 0$ |

Note.-The rates became operative from 9th April, 1956.

## Hours of Labour

The weekly rates relate to a week of 46 hours, exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 46 .

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:-

Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-9s. 9d. or 3s. 6d. a week.

Board and lodging for 7 days for workers, 21 years and over-London Area 36s. 9d., Provincial A Area 32s. 9d. and Provincial B Area 27s. 9d.

## Classification of Areas

" London Area " means the Metropolitan Police District, as defined in the Police Act, 1946, and the City of London.
"Provincial A Area" means, in England and Wales areas administered by County Borough, Municipal Borough or Urban District Councils except those included in the London Area or in Provincial B Area, and in Scotland 70 specified Burghs and certain Special Lighting Districts.
"Provincial B Area" means, in England and Wales all areas, not included in the London Area, administered by Rural District Councils and 208 specified areas administered by Municipal Borough or Urban District Councils, and in Scotland all areas other than those included in Provincial A Area.

A Local Government Area means that area as it was on 8th April, 1951.

[^137]
## WHOLESALE NEWSPAPER DISTRIBUTION-OUTSIDE LONDON

## [Agreements between the Provincial Wholesale Newspaper Distributors' Association and the National Union of Printing, Bookbinding and Paper Workers]

| Class of Worker | Weekly Rates of Remuneration |  |
| :---: | :---: | :---: |
|  | Grade 1-Towns with a population of 150,000 or over | Grade 2-Towns with a population of under 150,000 |
| Qualified men and youths who commenced | s. d. | s. d. |
| under the age of 18 years and have had |  |  |
| 5 years' continuous service or 6 years' broken service after the age of 16 :- |  |  |
| Night staff ... ... ... ... | 1970 | 1886 |
| Early morning staff ... | 1970 | 1886 |
| Day staff ... ... ... ... | 1900 | 1816 |
| Qualified women ... ... ... | 1166 | 1126 |

Note-The rates became operative from 4th March, 1957.

## Hours of Labour

The normal weekly hours for night staff commencing before $4.0 \mathrm{a} . \mathrm{m}$. are 40 hours to be worked over 5 nights, for early morning staff commencing between $4.0 \mathrm{a} . \mathrm{m}$. and before $6.0 \mathrm{a} . \mathrm{m}$. 44 hours to be worked over 5 nights and for day workers commencing at $6.0 \mathrm{a} . \mathrm{m}$. or after 44 hours to be worked over 6 days.

## GENERAL WASTE MATERIALS RECLAMATION-GREAT BRITAIN

[General Waste Materials Reclamation Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men, 21 years and over | Per hour <br> s. d. <br> 210 | Per hour s. d. |
| Women, 18 years and over, after 6 months' employment:- |  |  |
| Employed in establishments engaged in sorting or grading woollen rags and woollen and worsted waste materials <br> Other women | 21 | 2 |

Note.-The rates became operative from 28th March, 1956.

## Hours of Labour

The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 46 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^138]
# RETAIL BOOKSELLING AND STATIONERY TRADESGREAT BRITAIN 

[Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation Order]*


Note.-The rates became operative from 28th March, 1956.

## Hours of Labour

The weekly rates relate to a week of 46 hours, exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 46.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

[^139][^140]
## RETAIL PHARMACY TRADE

## I.-England and Wales

[Agreements of the National Joint Industrial Council for the Retail Pharmacy Trade]

| Class of Worker* | Minimum Weekly Remuneration |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area |  | Provincial B Area |  |
| Pharmacists:- | s. d. |  | d. |  |  |
| Men:- |  |  |  |  |  |
| First year after qualifying | 2220 | 217 | 0 |  | 0 |
| Second year after qualifying | 2320 |  |  |  |  |
| Third year after qualifying Women:- | 2420 |  |  | 232 |  |
| First year after qualifying | 2150 |  |  |  | 0 |
| Second year after qualifying | 2250 |  |  |  | 0 |
| Third year after qualifying ... ... ... | 2350 | 230 | 0 |  | 0 |
| Unqualified assistants with not less than 3 years' continuous experience and wholly or mainly engaged in dispensing:- |  |  |  |  |  |
| Men, 24 years and over ... ... ... ... | 1786 |  | 6 | 166 | 6 |
| Women, 24 years and over ... ... ... | 1606 | 155 | 6 |  |  |
| Women, with Apothecaries Hall Certificate | 5 s . a week less than rate for men |  |  |  |  |
| Men, 22 years and over ... | $1436 \dagger$ |  |  |  |  |
| Women, 22 years and over | 107 6 $\dagger$ |  |  |  | ${ }^{+}{ }^{\dagger}$ |
| All other male workers, 22 years and over ... | 134 0† |  |  |  |  |

Note.-The rates became operative from the beginning of the first full pay period following 10th October, 1956 (pay day in the week commencing 15 th October, 1956, for shop assistants and all other male workers).

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of not more than 46 hours.

## Classification of Areas

"London Area" means the City of London and Metropolitan Police District.
"Provincial A Area" means places with a population of 10,000 or more in 1938 together with other places specified by reason of population, proximity and relation to any neighbouring larger town, or special character (such as holiday resort, etc.) or any other item.
"Provincial B Area" means all other places in England and Wales.

[^141]
## II.-Scotland

[Agreements between the Scottish Pharmaceutical Federation and the Union of Shop, Distributive and Allied Workers (Association of Pharmaceutical Employees Section)]


Note.-The rates became operative as from and including 29th August, 1955.

## Hours of Labour

The normal working week, exclusive of mealtimes and overtime, is one of 46 hours, the customary quarter of an hour after the shop closing hour allowed for cleaning up not to count as overtime.

* The agreements also specify minimum rates for qualified managers and manageresses.


# RETAIL NEWSAGENCY, TOBACCO AND CONFECTIONERY TRADES I.-England and Wales <br> [Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order]* 

Class of Worker $\dagger$

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | London Area |  | Provincial A Area |  | Provincial B Area |  |
| Clerks grade I:- |  | d. | s. | d. | s. | d. |
| Men, 24 years and over ... |  | 0 |  |  |  |  |
| Women, 24 years and over $\ldots$. $\ldots$. $\ldots$. |  | 6 |  | 6 |  |  |
| Clerks grades I and II and all workers, other than transport workers and street newsvendors:- |  |  |  |  |  |  |
| Men, 23 years and over ... <br> Women, 23 vears and over |  | 0 |  |  |  |  |

Note.-The rates became operative from 14th May, 1956.

## Hours of Labour

The weekly rates relate to a week of 48 hours, exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 48.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

" London Area" means the City of London and Metropolitan Police District.
"Provincial A Area" means county and municipal boroughs and urban districts with a population of 10,000 or more in 1945 together with 193 other specified municipal boroughs and urban districts with a population of less than 10,000 .
" Provincial B Area " means all other areas in England and Wales.

## II.-Scotland

[Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area 1 |  | Area 2 |  |
| Clerks grade I:- |  | d. |  | d. |
| Men, 24 years and over ... |  | 6 | 126 |  |
| Women, 24 years and over <br> Clerks grades I and II, shop assistants, central warehouse workers and all other workers, other than transport workers:- |  | 6 | 89 | 6 |
| Men, 23 years and over ... $\ldots$. ${ }^{\text {Women, } 23 \text { years and over }}$... $\ldots$... | 125 90 | 6 0 | 121 86 |  |

Note.-The rates became operative from 21st May, 1956.
Hours of Labour
The weekly rates relate to a week of 46 hours, exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 46.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

Classification of Areas
"Area 1 " means all burghs with a population of 10,000 or more in 1946 and certain other specified burghs and areas.
"Area 2 " means all other areas in Scotland.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
$\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers and in addition in England and Wales street newsvendors.


## UNITED KINGDOM ATOMIC ENERGY AUTHORITY

[Agreements of the National Joint Industrial Council for the United Kingdom Atomic Energy Authority]

| Class of Worker | National Minimum Weekly Rates of Wages |
| :---: | :---: |
|  |  |
| Men, 21 years and over:- |  |
| Craftsmen ... ... | 189 0* |
| Non-craft grades (excluding domestic worker grades) | 156 0† |
| Women, 21 years and over:- |  |
| Craftswomen (after recognised apprenticeship) | 189 0* |
| Non-craft grades (excluding domestic worker grades) | 124 9† |

Note.-The minimum rates became operative from the beginning of the pay week containing 15th December, 1955 (job leads from the beginning of the pay week containing 1st February, 1957).

## Hours of Labour

For day workers and night workers the normal working week is 44 hours exclusive of mealtimes. For shift workers the standard hours of each shift are 8, and where possible a half-hour meal break paid for at the shift rate is allowed, making the hours of attendance $8 \frac{1}{2}$. In general, shift rotas are such that the average weekly hours of attendance are not less than $42 \frac{1}{2}$.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment to day workers and night workers equivalent to 44 hours at the day work rate, and to shift workers equivalent to their rostered working hours for the particular week at the shift rate.

## Shift Workers

Workers employed on double-day shift and three-shift working are paid on the basis of a shift rate comprising their day-work rate plus 11 s . a week of 44 hours. The night shift (Mondays to Fridays) is paid at the rate of time-and-one-fifth calculated on the shift rate. For week-end shifts, payment is made at the rate of time-and-a-half the shift rate for hours of work falling between the beginning of the Saturday morning shift and Saturday midnight, at double time between midnight Saturday and midnight Sunday, and at time-and-a-half between midnight Sunday and the end of the Sunday p.m./Monday a.m. shift.

## Night Workers

Night workers, other than shiftworkers, are paid at the rate of time-and-a-third.

## Supervisory Pay

Chargehands of craftsmen are paid a rate of 12 s . a week above their own craft rate or the highest rated craftsmen in the group supervised, whichever is the greater.
Chargehands and leading hands of non-craft grades are paid 12 s . or 8 s . a week, respectively, over the highest rate paid in the group supervised.

[^142]
## GOVERNMENT INDUSTRIAL ESTABLISHMENTS

## I.-Workers in Great Britain paid at " $\mathbf{M}$ " rates

[Agreements of the Miscellaneous Trades Joint Council for Government Industrial Establishments]*

| Class of Worker | Minimum Weekly Time Rates (commonly called " M " rates) $\dagger$ |  |
| :---: | :---: | :---: |
|  | London | Provinces |
| Non-skilled workers:- | s. d. |  |
| Men, 21 years and over | 1570 | Generally 149 |
| Women, 21 years and over, employed on men's work | 13110 | Generally 125 or 127 |

Note.-The rates became operative from the beginning of the pay week containing 1st October, 1956.

For Hours, etc., see next page.

## II.-Admiralty Dockyard and Establishments

[Agreements of the Shipbuilding Trades Joint Council for Government Departments]*

| Class of Worker | Minimum Weekly Time Rates |  |  |
| :---: | :---: | :---: | :---: |
|  | London | Provinces |  |
| Men, 20 years and over:- | s. d |  |  |
| Craftsmen ... | 17310 |  |  |
| Semi-skilled§ | 154 |  |  |
| Ordinary labourers§ | 1504 |  |  |
| Women, on women's work:- |  |  |  |
| In the dockyards and aged 18 years and over... | 1140 |  | 0 |
| In establishments away from the dockyards and aged 21 years and over | 1130 |  |  |

Note.-The rates became operative from the beginning of the pay week containing 5th March, 1956.

For Hours, etc., see next page.
For footnotes see next page.

# III.-Workers paid on an engineering basis (except for those in establishments in South Wales) 

[Agreements of the Engineering Trades Joint Council for Government Industrial Establishments]*

| Class of Worker |  |  |  | Consolidated Minimum Weekly Time Rates |  |
| :--- | :--- | :--- | :--- | :--- | :---: |
|  |  |  | London | Provinces |  |

Note.- The rates became operative from the beginning of the pay week containing 5th March, 1956.

## Hours of Labour

Generally the working week of the classes specified in the Tables is one of 44 hours, spread over 5 days (Monday to Friday), but exceptions occur.

## Guaranteed Week

Subject to certain qualifications and conditions employees whose conditions of service provide for at least one week's notice of discharge are guaranteed wages equivalent to the plain time rate for the weekly hours to which they are normally conditioned.

## Other Industrial Grades

The rates quoted, which are minima, apply to the majority of government industrial employees. Work demanding greater skill or responsibility is rewarded by the payment of a "lead" over the minimum rate. In addition there are some industrial grades whose wage rates are negotiated separately by individual Government Departments.
Further some government industrial employees are paid rates corresponding to those prevailing in the trade concerned.

## London Area

The "London area" is that within a radius of 18 miles from Charing Cross including the whole of any town intersected by the periphery of that circle.

[^143]
# POLICE-ENGLAND, WALES AND SCOTLAND 

[The Police Regulations and the Police (Scotland) Regulations]*



Note.-The rates became operative from 8th September, 1955.

## Hours of Duty

The normal daily period of duty is 8 hours and in addition any time occupied in reporting at the appointed place of duty before a tour of duty begins; 45 minutes is allowed for refreshment if the duty is performed in one tour. For women the hours may be reduced to 7 or $7 \frac{1}{2}$ (excluding the time occupied in reporting for duty) if the duty is wholly or mainly patrol duty, in which case the periods for refreshment are 45 minutes and one hour respectively.

## London Allowance

Station sergeants, sergeants, acting sergeants and constables who are members of the City of London police force or the Metropolitan police force are paid a London allowance at the rate of $£ 20$ a year.

## Other Allowances

In addition to the rates quoted police authorities are required to provide free houses or quarters or to grant a rent allowance in lieu. All articles of uniform, clothing and equipment necessary for the performance of police duty are provided free of cost, except that officers of and above the rank of inspector may be paid an allowance in lieu; boots are supplied by the police authority or otherwise a boot allowance of 3s. a week is paid.
The regulations also specify the allowances which are to be paid for plain clothes and detective duties.

[^144]
## FIRE SERVICES-GREAT BRITAIN

[Agreements of the National Joint Council for Local Authorities' Fire Brigades in Great Britain, as applied by the Fire Services (Conditions of Service) Regulations in England and Wales and the Fire Services (Conditions of Service) (Scotland) Regulations in Scotland]*

| Grade and Length of Service |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 2nd November, 1956.

## London Rates of Pay

The rate of pay of a member of a fire brigade whose usual place of duty is at a station within the administrative County of London is the rate quoted in the Table increased by 17 s .6 d. a week, and where the usual place of duty is at a station within the Metropolitan Police District but outside the administrative County of London increased by 10 s. a week.

## Hours of Duty

The normal weekly hours of duty are such as the fire authority determine to be appropriate within the limits of 56 and 80 hours a week. The standard duty system requires an average period of duty of 60 hours a week, one week of 5 days' day duty being followed by one week of 5 nights' night duty. The day shift is usually 9 or 10 hours and the night shift 14 or 15 hours. Control room staff work a regular duty system not exceeding 48 hours a week.

## Extra Duty Allowance

Where the duty system provides for regular duty periods ordinarily comprising 24 hours, an extra duty allowance is paid at the rate of 30 s . a week if the normal weekly hours of duty are 80 and at a proportionately lower rate if the hours are less than 80 but in excess of 60

Where the usual place of duty is a station which is manned for some part only of each day, the extra duty allowance is 25 s . a week if the normal weekly hours of duty are 80 and at a proportionately lower rate if the hours are between 60 and 80 .

## Other Conditions

Where residential accommodation is provided to members of a fire brigade below the rank of assistant chief officer (assistant firemaster in Scotland), a charge is made but fuel and light may be provided free.

[^145]
## LOCAL AUTHORITIES' SERVICES

## I.-England and Wales

(a) Manual and Semi-skilled Engineering Workers
[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)]

| Class of Worker | Rates of Wages for Men, 21 years and over, on day work |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | London |  | Zone A |  | Zone B |  |
|  | Weekly Rate | Equivalent Hourly Rate | Weekly Rate | Equivalent Hourly Rate | Weekly Rate | Equivalent Hourly Rate |
|  |  |  |  |  |  |  |
| Group I ... | 1640 | 383 | 1530 | 3 53 | 150 |  |
| Group II | 1678 | 3 9 | 1568 | $\begin{array}{ll}3 & 6 \\ 3 & 6 \frac{4}{4}\end{array}$ | 1538 | $\begin{array}{ll}3 & 4 \frac{7}{8} \\ 3 & 5 \frac{7}{8}\end{array}$ |
| Group III | 1714 | $\begin{array}{ll}3 & 10 \\ 3 & 10 \frac{3}{4} \\ 3\end{array}$ | 1604 | $3{ }^{3} 78 \frac{4}{4}$ | 1574 | 3 6 6 |
| Group V | 1788 | 3 $111^{\frac{3}{4}}$ <br> 4 $0^{3}$ | 164 | 3 83 <br> 3 83 | 161 | $37 \frac{7}{8}$ |
| Group VI | 178 182 | 4 $0_{4}^{3}$ <br> 4 13 | 167 171 | 3 9 <br> 3 9 | 164 | 3 87 <br>   |
| Road labourers* | 1824 |  | 171 | 3 10 <br> 3 $6 \frac{3}{4}$ | 168 - | 3 97 |
| Semi-skilled engineering <br> workers $\dagger$ :- |  |  |  |  |  |  |
| Grade 1 | - | $310 \frac{5}{8}$ | - |  |  |  |
| Grade 2 | - | $4{ }^{4} 10 \frac{1}{8}$ | - | 3 $7 \frac{5}{8}$ <br> 3 91 | - | $\begin{array}{ll}3 & 6 \frac{5}{8} \\ 3 & 81\end{array}$ |
| Grade 3 Grade 4 | - | $4{ }^{4} 1{ }^{5}$ | - | 3 $10 \frac{5}{8}$ | - | 3 88 <br> 3 95 <br>   |
| Ambulance drivers $\ddagger$ | 190 | 435 |  | $4 \quad 0 \frac{5}{8}$ |  | $311 \frac{5}{8}$ |
| Ambulance attendants $\ddagger$ | $\begin{array}{ll}190 & 6 \\ 177 & 4\end{array}$ | - | 1796 | - | 1766 | - |
| Ambulance attendants $\ddagger$ | 177 | - | 1664 | - | 1634 |  |

Note.-The rates became operative from the pay day in the week commencing 12th March, 1956.

## Hours of Labour

The normal weekly hours of labour, exclusive of overtime, are 44 for dayworkers, to be worked over $5,5 \frac{1}{2}$ or 6 days according to local circumstances, and an average of 44 , over the cycle of shifts for shift workers.

## Night Workers

With certain exceptions a rate of time-and-one-fifth is paid to employees engaged on night work. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay. Providing the finishing time is later than 10 p.m. the night work rate applies after $8 \mathrm{p} . \mathrm{m}$. to day workers not working overtime.

## Shift Workers

Shift workers are paid 3d. an hour in addition to the day workers' rate for all hours worked. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay. For Sunday work the rate is time-and-a-half.

## Split Duty Payment

Workers, other than night workers or shift workers, who are required to make more than one attendance to complete a daily duty, with a break between duties of not less than two hours including any normal meal break, are paid an additional 3d. an hour for all hours worked on the day in question subject to a maximum additional payment of 2 s . a day.

## Women

Women, 18 years and over, are paid 75 per cent. of the appropriate adult male rate ( 85 per cent. for lavatory and bath attendants).

## Stand-by Duty

Ambulance drivers and attendants required to undertake stand-by duty away from the depot between the period following one day's duty and the commencement of the next day's duty are paid an allowance of 5 s . 0 d . for a period not exceeding 8 hours and a pro-rata payment in respect of any period in excess of 8 hours.

[^146]Local Authorities' Services-contd.

## I.-England and Wales-contd.

(a) Manual and Semi-skilled Engineering Workers-contd.

## Grouping of Occupations

The following are the groupings recommended by the National Joint Council. Other occupations not included in the National classification have been added to these groups by the Provincial Councils.
Group I-Bath attendant (without qualification), garden labourer (lowest grade), general and sewage farm labourers, lavatory, park, car park and chair attendants, porter (general cleaning work in public buildings), street sweeper and lamplighter. Garden and general labourers in London are placed in Group II.
Group II-Salvage picker, salvage baler (hand press), public lamp attendant, horse driver.
Group III-Bath attendant (with Bronze Medallion of Royal Life Saving Society), salvage baler (mechanical press), washing machine and gulley pump attendants, gardener (2nd class), public lamp maintenance attendant, sewage disposal works and destructor labourers, receiving hopper man (salvage plant).
Group IV-Stoker, driver of mechanically propelled vehicle under 2 tons carrying capacity, abattoir labourer, waterman (sewage works).
Group V-Destructor stoker, ashbinman, pail closet man, nightsoil man, controlled tip attendant, gardener (1st class), public lamp fitter and erector, cess pool emptier, machine attendant.
Group VI-Stationary engine driver, rodent operative, propagating gardener, grave digger, driver of mechanically propelled vehicle over 2 tons carrying capacity.

## Allocation of Authorities to Zones

The London rates apply in the Metropolitan Police District. The allocation of Authorities to Zones A and B is specified in the agreements of the Provincial Councils.

## (b) Building and Civil Engineering Workers

[Agreements of the Joint Negotiating Committee for Local Authorities' Services (Building and
Civil Engineering)]


Note.-The rates became operative from 4th February, 1957.
Hours of Labour
A normal working week consists of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers.

With certain exceptions a rate of time-and-one-fifth is paid to employees engaged on night work. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay. Provided the finishing time is later than 10 p.m. the night work rate applies after 8 p.m. to day workers not working overtime.

## Additional Payments

Tool allowances and extra payment for work in discomfort, inconvenience or risk are payable in accordance with the national working rules of the building industry (see pages 164 and 165).

Chargehand Craftsmen
A chargehand craftsman, whilst so employed, is paid a minimum plus rate of 2 d . an hour Classification of Areas
The grading of districts is in accordance with that for the building industry (see page 165).

## Local Authorities' Services-contd.

I.-England and Wales-contd.

## (c) Engineering Craftsmen*

[Agreements of the Joint Negotiating Committee for Local Authorities' Services (Engineering Craftsmen)]

| Class of Worker and District | Hourly Rates of Wages |
| :---: | :---: |
| Skilled engineering craftsmen (blacksmiths, brass | s. d. |
| coach body makers, coach painters, coach trimmers, coppersmiths, electricians $\dagger$, engine fitters, engine turners, mill- |  |
| wrights, motor mechanics (able to undertake without super- |  |
| vision all major and general repairs), patternmakers, platers, |  |
| riveters, sheet metal workers, welders and wheelwrights):- |  |
| London |  |
| Zone A |  |
| Zone B |  |

Note.-The rates became operative from the pay day in the week commencing 12th March, 1956.

## Hours of Labour

The normal working week consists of 44 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers

With certain exceptions a rate of time-and-one-fifth is paid to employees engaged on night work, i.e., work carried on throughout the night for not less than 3 consecutive nights. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay. Provided the finishing time is later than 10 p.m. the night work rate applies after $8 \mathrm{p} . \mathrm{m}$. to day workers not working overtime.

## Classification of Areas

The zoning of local authorities is in accordance with the zoning arrangements for manual workers (see previous page).

## II.-Glamorganshire and Monmouthshire

[Agreement of the Joint Wages Board for Local Authorities of Glamorganshire and Monmouth-
shire Non-Trading Services (Manual Workers)] shire Non-Trading Services (Manual Workers)]

| Class of Worker | Minimum Hourly <br> Rates of Wages |  |
| :---: | :---: | :---: |
|  |  | s. <br> 3 |
| Ad. |  |  |

Note.-The rates became operative from 28th January, 1957.

## Hours of Labour

The normal weekly hours of labour, exclusive of mealtimes, are 44, to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
Workers are guaranteed payment for the normal working week, subject to certain conditions and qualifications.

[^147]Local Authorities' Services-contd.

## III.-Scotland

[Agreements of the National Joint Industrial Council for Local Authority Services (Scotland) Manual Workers in Non-Trading Departments]

Class of Worker

Weekly Rates of Wages

| Class of Worker | Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Group 1 Authorities | Group 2 <br> Authorities |
| Full-time able-bodied men, 20 years and over:- | s. d. |  |
| Private bath or park attendants, street or court sweepers, lamp lighters, general labourers (basic rate) | $\begin{aligned} & 158 \quad 7 \quad 155 \quad 7 \\ & \text { Basic rate plus:- } \end{aligned}$ $\text { 3s. } 8 \mathrm{~d} .$ <br> 5s. 6d. |  |
| Gully emptiers or public lamp attendants, salvage sorters or balers (hand), skilled garden labourers, beaters |  |  |
| Washhouse, swimming pond, receiving hopper or tip or coup attendants, salvage balers (mechanical), refuse collectors (kerbside), pedestrian controlled vehicle drivers, operators of pneumatic breakers |  |  |
| Destructor firemen, public lamp maintenance attendants, bowling or golf green keepers, tractor drivers, road roller drivers (not over 5 tons), pipe layers (sewage dept.), pipe jointers | 5s. 6d. |  |
| Stokers (baths dept.), road roller drivers (over 5 tons), pipe |  |  |
| Journeymen gardeners ... ... ... ... ... | 11s. Od. |  |
| Rat catchers | 167 | 164 |
| Drivers of motor vehicles used for carriage by road, unladen weight of vehicle:- |  |  |
| Not over 2 tons $\ldots \ldots$ |  |  |
| Over 2 tons and not over 5 tons Over 5 tons |  | 164 7* |
|  | To be adjusted locally |  |
| Full-time able-bodied women, 20 years and over:Cleaners, maids and general assistants |  |  |
| Assistant cooks ... ... ... | 125 |  |
| Cooks |  |  |

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 1st April, 1957.

## Hours of Labour

The normal weekly hours of labour, exclusive of overtime, are 44, to be worked in not more than 6 days in the case of dayworkers and in not more than 6 shifts averaged over the cycle in the case of shift workers. The weekly number of hours may exceed 44 at certain periods provided the weekly average for the year does not exceed 44.

## Pay during Inclement Weather

Workers, who have reported for duty and have been instructed not to commence work on account of inclement weather or having commenced work to cease, are guaranteed payment for the whole day, subject to certain qualifications and conditions.

## Dayworkers on Night Work

Workers, other than night watchmen, engaged continuously on night work for three or more nights (i.e., normal periods of duty wholly worked between 8 p.m. and 8 a.m.) are paid an allowance of 7 d . an hour for all hours worked in addition to their daywork rate.

## Shift Workers

Shift workers are paid 3d. an hour for all hours worked in addition to their daywork rate. Where not normally required to work on Sunday, shift workers are paid at the rate of double time for Sunday work, and where normally required to work on Sunday at the rate

## Dirty or Dangerous Work

Workers temporarily employed on dirty or dangerous work are paid an additional allowance of not less than 1d. an hour above their ordinary rate. Payment is not to apply where the dirty or dangerous work is a normal part of the job for which a grade rate has been fixed.

Grouping of Local Authorities
Group 1 consists of 47 specified cities or burghs and 12 counties and Group 2 consists of all other Authorities not included in Group 1.

[^148]
# COUNTY COUNCIL ROADMEN-ENGLAND AND WALES* 

[Agreements of the National and Regional Joint Councils for County Council Roadmen]


Note.-The rates became operative from the pay day in the week commencing 2nd April, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44 or an average of 44 over the year.

## Other Classes of Workers

The National Joint Council has agreed " plus rates" on a national basis ranging from 1d. to 6 d . an hour for certain classes of workers, e.g., roller and dumper drivers, plant operators, etc., and of 1d. an hour for dirty, dangerous and arduous work, e.g., loading dry cement, working in water, trench digging ( 4 feet), tar spraying.

Regional Councils may agree "plus rates" for other classes of workers on special duties.

## Allocation of County Councils to Zones

Zone A-Bedfordshire, Caernarvonshire, Cumberland, Denbighshire, Derbyshire, Essex (outside London area), Flintshire, Gloucestershire, Hertfordshire (outside London area), Kent (outside London area), Leicestershire, Lincolnshire (Holland), Northumberland, Nottinghamshire, Surrey (outside London area), Westmorland, Worcestershire, Yorkshire (East and North Ridings).

Zone B-Anglesey, Berkshire, Buckinghamshire, Cambridgeshire, Cornwall, Devon, Dorset, Hampshire, Herefordshire, Huntingdonshire, Isle of Ely, Isle of Wight, Lincolnshire (Kesteven and Lindsey), Merioneth, Montgomeryshire, Norfolk, Northamptonshire, Oxfordshire, Rutland, Shropshire, Soke of Peterborough, Somerset, Suffolk, Sussex, Wiltshire.

The above list does not include the County Councils of Breconshire, Cardiganshire, Carmarthenshire, Cheshire, Durham, Glamorgan, Lancashire, Middlesex, Monmouthshire, Pembrokeshire, Radnorshire, Staffordshire, Warwickshire and the West Riding of Yorkshire, which do not come within the purview of the National Joint Council. In these areas roadmen are covered by the Provincial Councils for Local Authorities' Services (see page 222).

[^149]
## RIVER AUTHORITIES-ENGLAND AND WALES

[Agreements of the National Joint Industrial Council for River Authorities]

| Class of Worker and Area |  |  |  |  |  | Minimum Hourly Rates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |

Note.-The rates became operative from the commencement of the first full pay period following 29th May, 1956, but include some increases to plus rates operative from the first pay day on or after 1st February, 1957.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 45 (guaranteed), to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

The National Joint Industrial Council have agreed that the requirement of a guaranteed week of 45 hours may be met by either (a) working not less than the standard week throughout the year, or (b) making equated weekly payments throughout the year of amounts not less than those payable for the standard working week, if less hours than the standard are worked for any period during the year.

## Night Workers

Where men are required to work at night as part of their normal working week, men so working are paid at the rate of time-and-one-fifth.

## Leading Hands

A leading hand, i.e., a man in charge of not more than six men where no ganger is in charge or engaged on work requiring additional skill and ability, is paid 2d. to 3d. an hour above the highest paid man in his charge excluding any in receipt of a plus rate in excess of 3d. an hour according to the nature of the work.

## Extra Payment for Exceptional Work

Additional payments of 2 d . to 3 d . an hour at the discretion of the employing authority are made for work under special conditions, dirty (including loading and unloading dry cement) and foul work and 3d. an hour for tide work involving split shifts and not merely an alteration in the hours of a complete shift.

[^150]
# HEALTH SERVICES-GREAT BRITAIN* 

[Agreements of the Ancillary Staffs Council of the Whitley Council for the Health Services (Great Britain)]

| Class of Worker | Standard Weekly Rates of Pay |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Men, 21 years and over |  | Women, 18 years and over |  |
|  | London Zone | Elsewhere | London Zone | Elsewhere |
| Group 1 | s. <br> 162 <br> 168 <br> 1 | $\begin{array}{cc}\text { s. } & \text { d. } \\ 154 & 0\end{array}$ | s. d. <br> 123 6 |  |
| ," 2 | 1660 | 1580 | 1276 | 1156 |
| $\#$ | 1680 170 | 1600 | 1296 | 1216 |
| ", 4 | 170 172 0 | 1620 164 | 1316 | 1236 |
| „, 6 | 1740 | 1660 | 1356 | 1256 |
| " 7 | 1780 | 170 | 1396 | 1276 |
| " 8 | 1820 | 1740 | 1436 | 1356 |
| ", $\quad 10$ | 1860 | 1780 | 1476 | 1396 |
| " 10 |  | 1820 | 1516 | 1436 |

Note.- The rates became payable from various dates but all were in operation on 19th October, 1956.

## Hours of Labour

The standard working week is 48 hours, exclusive of mealtimes unless the worker is required to be available during such time, to be worked within 6 days, but local agreements may be made for a 96 -hour fortnight to be worked where this is of mutual advantage. Workers who by reason of local circumstances are required to work less than the standard week of 48 hours receive the full weekly rate of wages provided that the hours worked are not less than 44 ; such workers may be required to work additional hours up to 48 without additional payment.

## Provision of Board, Lodging and Laundry

The standard rates quoted above are, in the case of resident workers, subject to a deduction of 46 s . 3d. a week of 7 days for men (board 32s. 1d., lodging 10s. 5d., laundry 3s. 9d.) and 45 s .3 d . for women (board 32s. 1d., lodging 9s. 5d., laundry 3s. 9d.).

## Shift Workers

Workers on rotary shifts are paid an additional 3d. an hour and workers on alternating shifts (i.e., two-shift systems where the second shift finishes at or after 7 p.m.) an additional 2d. an hour. In the case of regular shift workers these allowances are taken into account in the calculation of overtime rates of pay.

## Night Workers

Night duty between $10 \mathrm{p} . \mathrm{m}$. and $6 \mathrm{a} . \mathrm{m}$. is paid at the rate of time-and-one-fifth for all hours worked. This is not applicable to shift workers, night watchmen or to workers who receive overtime payments for duty during the hours in question, and is not to be included in the calculation of overtime rates of pay. As an exception payment of night duty allowance is made for a whole shift worked between 8 p.m. and 8 a.m., subject to a maximum of 8 hours' payment a shift.

## Split Duty Workers

Workers, other than part-time workers, who are required to make more than one attendance to complete a daily duty with a break between duties of not less than two hours including any normal meal break, are paid an additional 2s. for each day on which such split duty is performed. The payment for part-time workers who satisfy the above condition is at the rate of an additional 3d. an hour for all hours worked on the day in question, subject to a maximum additional daily payment of 2 s .

## Stand-by Allowances

Those workers required to undertake stand-by duties away from the depot (i.e., the normal place of employment) between the period following one day's duty and the commencement of the next day's duty are paid an allowance of 6 d . an hour for each hour of the stand-by period excluding any hours between 12 midnight and 8.0 a .m. subject to a minimum payment of 5 s. for each occasion. Any work performed during the stand-by period is paid for in addition at overtime rates.

## Payment for Sundays and Rest Days

Work performed on Sunday where Sunday is part of the normal working week is paid at a rate of time-and-a-half; all hours beyond those normally worked on a Sunday and all hours worked on a rest day are paid at the rate of double time.

[^151]The following are examples of the classes of workers included in each of the groups:-

Group 1 Men general or maintenance labourer, general or kitchen porter, messenger.
Group $2 \ldots$ Farm worker, hospital porter (class II), messman.
Group $3 \ldots$ Ambulance attendant, gardener (class II), hospital porter (class I), laundryman, ward orderly.
Group $4 \ldots$ Bath attendant, gate porter (class III), senior messman, storesman.
Group $5 \ldots$ Assistant cook, gate porter (class II), chauffeur, steriliser attendant.
Group 6 ... Laundry machine operator, stoker (steam).
Group $6 \ldots$ Ambulance driver, gardener (class I), (plus 2 s .) reception centre attendant.
Group $7 \ldots$ Gate porter (class I), leading stoker in charge of 1 to 3 stokers.
Group 7 ... Propagating gardener.
(plus 2s.)
Group 8 ... Hairdresser, leading stoker in charge of 4 or more stokers.
Group 9 ... Butcher, cook, telephone switchboard operator.
Group $10 \ldots$ Cook-in-charge.
Group $10 \ldots$ Operating theatre attendant (class I).

## Women

Cleaner, domestic assistant, dining-room, general, house, kitchen, messroom or ward maid.
Doctor's or matron's maid, senior housemaid, waitress.
Laundrywoman, linenwoman, seamstress, ward orderly.

Bath attendant, senior messroom maid, senior waitress.
Assistant cook, chauffeuse.
Chargehand laundrywoman (6 to 10 staff supervised).
Reception centre attendant.
Dressmaker.

Hairdresser.
Cook, telephone switchboard operator.
Cook-in-charge.

## Exceptional Payments

Cooks and assistant cooks holding recognised diplomas in cooking, and ambulance drivers and attendants and ward orderlies if required to be qualified in first aid and holding recognised first aid certificates, are paid an additional $1 \frac{1}{2} \mathrm{~d}$. an hour.

An allowance of 6 d . a day or part thereof is paid to workers whilst handling foul linen. This payment is made to ward orderlies and other workers who rough wash this foul linen, as well as the laundry staff subsequently required to handle it.

Workers, other than steriliser attendants, responsible for stoving plant disinfecting clothing, bedding, books, etc., are paid an additional 2 d . an hour whilst so engaged.

Workers in mental hospitals or mental deficiency institutions who are not in receipt of instructional pay are paid an additional 1d. an hour for all hours during which they have care of patients.

Workers employed on boiler scaling and boiler and flue cleaning which involves entering boilers are paid an additional 3d. an hour when so employed.

As an interim arrangement, a stoker or leading stoker who has normally had a minimum of six months' experience of stoking (or less if he satisfies the employing authority as to his proficiency on the plant he is firing) is paid 8 s . above his grade rate. A further 8 s . is payable to a stoker who holds a recognised Boiler Operators' certificate and to ex-Royal Navy stokers who attained specified ratings.

## Other Classes of Workers

Rates of pay are also fixed for other classes of workers, e.g., head porters, head and assistant head 'cooks, kitchen superintendents, laundry superintendents, workroom or needleroom mistresses.

Committees of the Ancillary Staffs Council fix the rates for building trade craftsmen and labourers and for semi-skilled engineering workers.

## London Zone

The " London Zone" comprises the City of London, the Metropolitan Police District as defined in the Police Act, 1946, Dartford and Romford M.Bs., Caterham and Warlingham, Chorleywood, Epping, Hornchurch and Rickmansworth U.D.C.s., and Epping and Ongar R.D.Cs. together with certain hospitals in Dartford R.D.

# CINEMA THEATRES-GREAT BRITAIN 

[Agreement between the Cinematograph Exhibitors' Association of Great Britain and Ireland and the National Association of Theatrical and Kine Employees]
I.-London and Home Counties

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Grade AA Theatres | Grade A Theatres | Grade A1 Theatres | Grade B Theatres | Grade C <br> Theatres |
| 1st projectionists. | $\begin{array}{cc}\text { s. } & \text { d. } \\ 207 & 6\end{array}$ | s. d. | s. d. | s. d. | s. d. |
| 2nd projectionists (over 20 years) | 1576 | 183 150 |  |  | 1396 |
| 3 rd projectionists (over 20 years) | 1330 | 1120 | 1050 | 135 91 | 81 |
| 4th projectionists (over 20 years) | 1026 | 960 | 936 | - |  |
| House engineers ... ... ... | 2076 | 1836 |  | - | - |
| Assistant house engineers | 1576 | 1506 | - |  |  |
| Head attendants or foremen ... | 1530 | 1416 | 1320 | 1220 |  |
| Utilitymen, doormen, assistant foremen and boilermen | 1306 | 1236 | 1180 | 1220 |  |
| Night watchmen/cleaners (male) | 1266 | 1200 | 1146 |  |  |
| Male attendants (over 20 years) | 1266 | 1200 | 1146 | 1090 | 1056 |
| Chief cashiers | 1130 | 1006 | 920 | 816 | 726 |
| Cashiers ... ... .. | 1036 | $90 \quad 0$ | 860 |  |  |
| Usherettes/relief cashiers Female attendants | 986 | 896 | 830 |  | $70 \quad 0$ |
| Female attendants | 936 | 856 | 806 | $74 \quad 0$ | $67 \quad 6$ |
| Women cleaners | 596 | $54 \quad 6$ | 546 | 54 | 49 |

Note.-The rates became operative from 26th December, 1955
For Hours, etc., see next page.

## II.-Other Districts in Great Britain

Minimum rates of wages are fixed for 8 other zones covering the rest of Great Britain. The general range of the rates so fixed for the principal classes of workers are given below. In some zones there may be no rate for a particular class of worker whilst the top rates or the bottom rates of the ranges quoted for any class of worker or any grade of theatre do not necessarily relate to the same zone.

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Grade AA Theatres | Grade A <br> Theatres | Grade B <br> Theatres | Grade C <br> Theatres |
| 1st projectionists | $\begin{aligned} & \text { 204s. 6d. to } \\ & \text { 208s. } \end{aligned}$ | 180s. 6d. to 186s. | 156s. to 160s. | 137s. 6d. to 142s. |
| 2 nd projectionists (over 20 years)... | 157s. 6d. to | 148s. 6d. to | 132s. to | 110s. 6d. to |
|  | 163s. | 153s. 6d. | 142s. 6d. |  |
| 3 rd projectionists (over 20 years)... | $\begin{gathered} \text { 119s. 6d. to } \\ \text { 133s. } \end{gathered}$ | $\begin{aligned} & 109 \mathrm{~s} \text {. to } \\ & 111 \mathrm{~s} \text {. } \end{aligned}$ | 98 s. to 104 s . | 87s. 6d. to 93s. 6d. |
| 4th projectionists (over 20 years)... | 102s. 6d. to 107s. | 88s. to 99s. 6d. | 83s. to 87 s . |  |
| Foremen/head attendants (over 20 | 142s. 6d to | 134s. to | 125 s . to | 115s. 6d. to |
| years) ... ... | 148s. 6d. | 141s. 6d. | 129s. | 122s. 6d. |
| Night watchmen/cleaners | $129 \mathrm{~s} \text {. } 6 \mathrm{~d} . \text { to }$ | $124 \mathrm{~s} \text {. to }$ | 117s. 6d. to | $107 \mathrm{~s} .6 \mathrm{~d} \text {. to }$ |
| Utilitymen/doormen (over 20 years) | 145s. 130s. to | 134 s .6 d 122 s . to | 131s. 118 s . to | 121s. 6d. 111s. 6d. to |
|  | 135 s . | 128s. 6d. | 128 s . | 122s. 6d. |
| Boilermen (over 20 years) ... ... | $\begin{aligned} & 130 \mathrm{~s} . \text { to } \\ & 135 \mathrm{~s} \text {. } \end{aligned}$ | 122s. to 128s. 6d. | 118s. 6d. to 128s. | 112s. to |
| Male attendants/receptionists (over | 126s. to | 120 s . 6 d . to | 115s. 6d. to | 122s. 6d. |
| 20 years) ... ... ... | 135s. 6d. | 128s. 6d. | 128s. | 122s. 6d. |
| 1st cashiers ... | 98 s . to 101 s . | 88s. 6d. to 97s. 6d. | 72s. to 85s. 6d. | 64s. 6d. to 80s. 6d. |
| 2nd cashiers (other cashiers in Scotland) | 91s 6d. to 98 s . 6d. | 83s. to 88s. | 66s. to 75 s . | 60s. 6d to 72s. |
| 3rd cashiers ... ... ... | 85 s . to 90 s. | 75 s .6 d . to 79 s | 67s. 6d. to | 55 s .6 d . to |
| Female usherettes | 80s. to | 71 s 6 d . to | 63 s . to 69 s . | 57s. 62s. to |
|  | $82 \mathrm{~s} .6 \mathrm{~d} \text {. }$ | $77 \mathrm{~s} .$ |  | 61s. |
| Women cleaners | 57 s .6 d . to 62s. | 54s. to 59s. | $\begin{aligned} & 52 \mathrm{~s} . \text { to } \\ & 58 \mathrm{~s} .6 \mathrm{~d} . \end{aligned}$ | $\begin{aligned} & 46 \mathrm{~s} . \text { to } \\ & 58 \mathrm{~s} .6 \mathrm{~d} \text {. } \end{aligned}$ |

[^152]In cinemas not regularly open on Sundays for cinematograph performances:-

| Full-time staff | $\ldots$ | $\ldots$ | Normal working week, Monday to Saturday inclusive, not <br> to exceed 46 working hours for projectionists, 48 for other <br> male staff and 44 for female staff other than cleaners. |
| :--- | :--- | :--- | :--- |
| Part-time staff | $\ldots$ | ...Working week, Monday to Saturday inclusive, not to exceed <br> 27t hours for evening employment, of which not more <br> than 6 hours in the week is to take place before 6 p.m., <br> provided that in cases where employes are not prepared <br> to do a full working week the nightly or matine rate as <br> the case may be, is paid proportionately for such per- <br> formances as are actually worked. |  |
| Women cleaners ... | ...Working week not to exceed 24 hours except in cases where <br> an hourly rate of remuneration has been adopted.* |  |  |
| Usherette cleaners | $\ldots$ Working week not to exceed 44 hours. |  |  |

In cinemas with regular Sunday performances:-

Projectionists and other | Normal working week, including hours worked on Sundays, |
| :--- |
| male staff |
| not to exceed 46 working hours for projectionists and |
|  |
| 48 for other male staff. Time worked on Sundays is |
| deemed part of the working week and counts towards |
| the total number of hours it is permissible to work |
| employees before overtime is deemed to commence. |

Full-time female staff, other than cleaners:Continuous cinemas

Normal working week, including hours worked on Sundays, not to exceed 44 hours.

Non-continuous cinemas (evening performances only and not more than three matinees a week)
Part-time staff

Normal working week, including hours worked on Sundays not to exceed 40 hours ( 44 for usherette cleaners).

Working week, including hours worked on Sundays, not to exceed $27 \frac{1}{2}$ hours for evening employment, of which not more than 6 hours in the week are to be worked before 6 p.m., provided that in cases where employees are not prepared to do a full working week the nightly or matinee rate, as the case may be, is paid proportionately for such performances as are actually worked.
Women cleaners ... ... Working week, including hours worked on Sundays, not to exceed 24 hours except in cases where an hourly rate of remuneration has been adopted.*

## Sunday Work

One clear day off is given in lieu of each Sunday worked on a Sunday performance.
Time worked on regular Sunday performances is paid by an addition to standard rates for each hour worked of a sum equal to the normal hourly rate of the employee, notwithstanding that the maximum hours it is permissible to work employees have not actually been worked during the week. Any time exceeding an hour but less than half an hour is paid at half hourly rates. Any time exceeding half an hour but not exceeding one hour is paid at the full hourly
rate.

All work done on Sunday in a cinema not regularly open for public performances on that day is paid at double time rates.

## Night Workers

All night work between half an hour after the termination of the performance and 8 a.m. is paid at double time rates, except to regular night staff workers whose duties do not commence before $10 \mathrm{p} . \mathrm{m}$.

## Grading of Cinemas

Cinemas are classified by agreement between the respective branches of the Cinematograph Exhibitors' Association and the National Association of Theatrical and Kine Employees.

[^153]
## UNLICENSED PLACES OF REFRESHMENT-GREAT BRITAIN

[Unlicensed Place of Refreshment Wages Board Wages Regulation Order]*

| Class of Worker | Minimum Remuneration per week of 47 hours where the employer supplies the worker with |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | (a) Full board and lodging for 7 days a week |  |  |  |  |  | (b) Neither full board nor lodging but with meals of good and sufficient quality and quantity whilst on duty |  |  |  |  |  |
|  | LondonArea |  | Provincial A Area |  | Provincial B Area |  | LondonArea |  | $\begin{gathered} \text { Pro- } \\ \text { vincial } \\ \text { A Area } \end{gathered}$ |  | Provincial B Area |  |
| 21 years and overt:- |  |  |  |  |  |  |  |  |  |  |  |  |
| Assistant managers§ .. |  |  |  |  |  |  | 138 |  | 133 |  | 128 |  |
| Assistants-in-charge | 108 | 9 | 107 |  | 106 |  | 133 | 6 | 128 |  | 123 |  |
| Floor supervisors |  | 3 | 98 |  | 97 |  | 124 |  | 119 |  | 114 |  |
| ${ }_{\text {Cashiers }} \ldots$ |  |  | 100 |  | 99 94 |  | 126 |  | 121 |  | 116 |  |
| Refreshment bar, buffet or service attendants |  | 3 | 93 | 3 |  |  | 119 |  |  |  | 111 |  |
| Waiters ... ... ... |  | 9 | 78 | 9 | 77 |  | 102 |  |  |  | 97 |  |
| Chefs \\| $\ldots$ |  |  | 140 |  | 139 | 9 | 166 |  | 161 |  | 156 |  |
| Head cooks \|| | 127 | 3 | 126 | 3 | 125 | 3 | 152 |  | 147 |  | 142 |  |
| Cooks ... |  |  |  |  | 110 |  | 137 |  | 132 |  | 127 |  |
| Service cooks |  | 9 |  | 9 | 99 |  | 126 |  | 121 |  | 116 |  |
| Drivers of vehicles of carrying capacity of:- |  |  |  |  |  |  |  |  |  |  |  |  |
| 1 ton or less ... ... | 110 | 6 | 109 | 6 | 108 | 6 | 135 |  | 129 |  | 125 |  |
| Over 1 ton $\\| \ldots \ldots$ | 113 | 9 | 112 | 9 | 111 | 9 | 138 |  | 133 |  | 128 |  |
| managers $\ldots \ldots$... ${ }^{\text {m }}$ |  | 9 | 90 | 9 | 89 | 9 | 116 | 6 |  |  |  |  |
|  |  |  |  |  |  | 9 |  | 6 |  |  | 106 |  |
| Assistant manageresses§ ... |  | 3 | 87 | 3 | 86 | 3 | 112 | 0 | 107 | 0 | 102 | 0 |
| Assistants-in-charge ... ... |  | 3 | 81 | 3 | 80 | 3 | 106 | 0 | 101 |  | 96 |  |
| Floor supervisors <br> Hostesses, receptionists or seaters |  | 9 |  | 9 |  | 9 |  | 6 |  | 6 | 87 | 6 |
|  |  | 9 |  | 9 |  | 9 |  | 6 |  |  |  |  |
| Cashiers, clerical or shop assistants |  |  |  | 9 | 72 | 9 |  |  |  |  | 88 |  |
|  |  | 9 |  | 9 | 61 | 9 | 88 | 6 |  |  | 77 | 6 |
| Refreshment bar, buffet or service attendants |  |  |  | 9 |  | 9 |  |  |  |  |  |  |
| Waitresses |  |  | 52 | 9 | 51 | 9 |  |  |  |  | 69 |  |
| Chefs \|| | 113 | 3 | 112 | 3 | 111 | 3 | 137 | 0 | 132 | 0 | 127 | 0 |
| Head cooks \|| |  |  | 98 | 9 | 97 | 9 | 123 | 6 |  | 6 | 113 | 6 |
| Cooks ... | 79 | 3 | 78 | 3 | 77 | 3 | 103 | 0 | 98 |  | 93 |  |
| Assistant cooks |  |  | 68 | 3 | 67 | 3 |  | 0 |  | 0 | 83 | 0 |
| Service cooks |  |  | 64 | 3 | 62 | 3 |  | 0 |  | 0 | 78 | 0 |
| Any other workers except manageresses .. |  |  | 59 | 3 | 57 | 3 | 84 | 0 | 79 | 0 | 73 | 0 |

Note.-The rates became operative from 11th June, 1956.
Hours of Labour
The weekly rates relate to a week of 47 hours, excluding mealtimes, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 47.

## Guaranteed Week

A worker who normally works for not less than 36 hours a week is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours including hours for which special time is payable but excluding hours of overtime.

For footnotes see next page.

## Unlicensed Places of Refreshment-contd.

## Provision of Full Board and Lodging and Meals

The minimum rates quoted on the previous page are payable where the employer supplies the worker ( $a$ ) with full board and lodging for 7 days a week or ( $b$ ) with neither full board nor lodging but with meals of good and sufficient quality and quantity whilst on duty. When these circumstances do not apply, the minimum rates are as follows:-

Where lodging is supplied but not full board or meals whilst on duty
Where lodging is supplied and meals whilst on duty but not full board
Where neither meals nor lodging are supplied
Where full board is supplied but not lodging

21 s . Od. a week of 7 days more than the rates applicable to (a) above.
7 s . 0 d . a week of 7 days more than the rates applicable to (a) above.
15 s . Od. a week of 7 days more than the rates applicable to (b) above.
7 s . 0 d . a week of 7 days less than the rates applicable to (b) above.

## Provision of Laundry

Where overalls or uniform are worn by the worker (other than an occasional worker) when at work and no provision is made by the employer for laundering or cleaning them free of charge, the minimum rates are increased by 1s. 0d. a week.

## Benefits and Advantages

The provision of uniform or overalls by the employer is allowed to be reckoned as payment of remuneration in lieu of payment in cash, and the values at which these benefits or advantages are to be so reckoned are specified in the Orders.

## Special Time

Special time is payable in addition to the remuneration otherwise payable to all workers, other than occasional workers, in respect of all hours as follows:-
On any day other than Sunday, the rest day or day of customary holiday:-

| All time worked between 5 a.m. and 7 a.m. | $\cdots$ | $\cdots$ | $\cdots$ | One-eighth time |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| All time worked between 7 p.m. and 11 p.m. | $\cdots$ | $\cdots$ | $\cdots$ | One-eighth time |  |
| All time worked between 11 p.m. and 5 a.m. | $\cdots$ | $\cdots$ | $\cdots$ | Onequarter time |  |
| All time worked in excess of $9 \frac{1}{2}$ hours | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | One-quarter time |
| All time worked on Sunday | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ |
| All time worked on rest day | $\cdots$ | $\cdots$ | $\cdots$ | $O_{0}$ Onequarter time |  |

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

## Classification of Areas

"London Area " means the Metropolitan Police District, as defined in the Police Act, 1946, and the City of London.
"Provincial A Area" means, in England and Wales areas administered by County Borough, Municipal Borough or Urban District Councils except those included in the London Area or in Provincial B Area, and in Scotland 50 specified Burghs.
"Provincial B Area" means, in England and Wales all areas, not included in the London Area, administered by Rural District Councils and 208 specified areas administered by Municipal Borough or Urban District Councils, and in Scotland all areas other than those included in Provincial A Area.
A Local Government Area means that area as it was on 8th April, 1951.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
$\dagger$ For occasional workers, i.e., workers, other than part-time workers, who undertake engagements on either an hourly or a day-to-day basis, the hourly minimum remuneration is the weekly remuneration quoted at (b) for the corresponding description of workers in the same area divided by 47 and increased by $12 \frac{1}{2}$ per cent. for hours worked between 5 a.m. and 11 p.m. and by 40 per cent. between 11 p.m. and $5 \mathrm{a} . \mathrm{m}$. on any day other than a Sunday or customary holiday, by 25 per cent. on Sundays and 40 per cent. on customary holidays with a minimum payment as for 4 hours' work in the latter two cases.
$\pm$ For late entrants with less than 3 months' experience in the catering trade, the weekly minimum remuneration is the appropriate rate less 10 per cent. or the rate for "any other
worker ", whichever is the greater
§ Rates are also fixed for managers and manageresses.
|| The rates in these cases are fixed without reference to age.



## Hours of Labour

The weekly rates relate to a week of 45 hours, excluding mealtimes, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 45 . In the case of workers other than full-time workers the weekly rates relate to a week of 47 hours.

## Guaranteed Week

A full-time worker, i.e., one whose usual weekly hours amount to 36 or more, is, subject to certain conditions and qualifications, guaranteed weekly remuneration for 45 hours if he normally works for 40 hours or more a week, or for 40 hours if he normally works for less than 40 hours a week.

Provision of Meals, Overalls and Headgear, and Full Board and Lodging The minimum rates quoted above are conditional upon the provision by the employer of such meals as are available when the worker is on duty and of a reasonable supply in good repair of clean overalls and headgear if supplies are available. If meals are not provided, the minimum remuneration is 15 s . a week higher, and if overalls and headgear are not provided, it is 2 s . 6 d . a week higher.

Where full board and lodging are provided a different scale of rates of remuneration is applicable. The rates are lower than those quoted above by 23s. 4 d . a week in London and 20s. 10d. a week in other areas. If lodging is provided but not full board, the rates where full board and lodging are provided are increased by 23s. 11d. a week of 7 days, or if full board and not lodging by 12 s . 10 d . a week of 7 days.

## Shift Workers

The minimum remuneration for workers on a two- or three-shift system is 1 d . an hour more than the rates quoted. This allowance is paid for all hours worked and is not computable for
overtime rates of pay.

## Night Workers

The minimum remuneration for night workers, i.e., workers whose usual hours fall between 7.30 p.m. and $7.30 \mathrm{a} . \mathrm{m}$. and who are not shift or split duty workers, is one-fifth higher than the rates quoted. This allowance is paid for all hours worked and is not computable for overtime
rates of pay. rates of pay.

## Split Duty

The minimum remuneration for split duty workers, i.e., workers who are provided with full board and lodging for 7 days a week and whose normal hours of daily duty are spread over a period exceeding 10 hours inclusive of mealtimes but not exceeding 14 hours inclusive of mealtimes, is 2 d . an hour more than the rates quoted. This allowance is paid for all hours worked and is not computable for overtime rates of pay.

## Classification of Areas

" London Area" means the City of London and Metropolitan Police District.
"Other Areas " means all other areas in Great Britain.

[^154]
# SCHOOL MEALS SERVICE AND CIVIC RESTAURANTSENGLAND AND WALES* 

[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)]


Note.-The rates for workers in the School Meals Service and Staff Canteens became operative from the pay day in the week commencing 12th March, 1956, and for workers in Civic Restaurants from 11th June, 1956.

## Hours of Labour

The hours of labour in a full week, exclusive of mealtimes and overtime, are 44.

## Meals

No deduction is made from wages and no charge made in respect of meals available during the period of duty.

## Laundering

Protective clothing, where provided by the local authority, is laundered at the cost of the local authority.

## Special Payment during School Holidays

Subject to certain conditions workers engaged on school meal services are allowed a special payment at the rate of one-half of their normal weekly wage while the schools are closed for the holidays.

## Additional Payments

In the School Meals Service, cooks and cook supervisors who hold recognised diplomas in cooking are paid an additional $1 \frac{1}{2} \mathrm{~d}$. an hour.

## Classification of Areas

The zoning is the same as that for manual workers of Local Authorities (see page 223).

[^155]
# LICENSED RESIDENTIAL ESTABLISHMENTS AND LICENSED RESTAURANTS-GREAT BRITAIN 

## [Licensed Residential Establishment and Licensed Restaurant Wages Board Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Remuneration per week of 48 hours where the employer does not supply any board, meals or lodging to the worker |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Men, <br> 21 years and over |  |  | Women, <br> 21 years and over |  |  |
|  | Area A | Area B | Area C | Area A | Area B | Area C |
| Railway refreshment establishment attendants | s. d. | s. d. | s. d. | s. d. | s. d. |  |
| Public barmen or barmaids ... | 1290 |  | 1240 | 112 108 10 | $\begin{array}{ll}110 \\ 106 & 0\end{array}$ | $\begin{array}{ll} 107 & 0 \\ 103 & 0 \end{array}$ |
| Head barmen or barmaids | 139 | 1370 | 1340 | 118 | 1160 | 1130 |
| cashiers, linen or sewing maids |  |  |  |  |  |  |
| Chambermaids ... |  |  |  | 106 98 1 0 |  | 101 |
| Chefs or head cooks Chefs de cuisine | 1890 | 187 | 1840 | 1510 | 1490 |  |
| Cleaners, housemaids, kitchen, scullery or vegetable maids, staff maids or attendants | 269 | 267 | 2640 |  |  |  |
| Clerks or receptionists $\ldots$ | 1490 | 147 | 144 | 121 | 1190 | 116 |
| Head clerks or receptionists Cloakroom and toilet attendants $\ddagger$ | 169 119 0 | 1670 | 164 | 141 | 1390 | 1360 |
| Cooks ... ... $\ldots$... $\ldots$ | 1590 |  |  |  |  |  |
| Assistant cooks | 1390 | 137 | 134 |  | 129 |  |
| Lift attendants ... | 1290 | 1270 | 1240 |  |  |  |
| Stillroom men or maids ... | 1340 | 1320 | 1290 | 1036 | 101 |  |
| House, basement, cellar, store or kitchen porters |  | 1270 | 124 | 1036 | 1016 |  |
| Hall or floor porters, " boots" $\ddagger$ |  | 1170 |  |  |  |  |
| Night porters $\ddagger$... ... | 1340 | 1320 | 1290 | - | - | 析 |
| Plate and pantry or crockery attendants |  | 1270 | 1240 | 98 |  |  |
| Salad hands ... ... | 1390 | 1370 | 1340 | 111 | 1090 | 106 |
| Service dispensers ... | 1340 | 1320 | 129 | 1036 | 1016 | 98 |
| Telephone operators | 1340 | 132 | 129 | 1136 | 1116 | 108 |
| Waiters or waitressest¢ § ... | 1290 | 127 | 124 | 1030 | 1010 | 98 |
| Head waiters or waitresses $\ddagger$ | 1690 | 167 | 164 | 1180 | 1160 | 113 |
| Second head waiters or waitresses $\ddagger$ | 1490 | 147 | 144 | 1130 | 1110 | 108 |
| Other workers (not specified) | 129 | 127 | 124 | 98 | 96 | 93 |

Note.-The rates became operative from 5th March, 1956.
Hours of Labour
The weekly rates relate to a week of 48 hours, excluding mealtimes, and, except as provided under the terms of the guaranteed remuneration, are subject to a proportionate increase or reduction according as the number of hours worked, not being overtime, is more or less than 48.

[^156]
## Licensed Residential Establishments and Licensed Restaurants-contd.

## Guaranteed Remuneration

A worker, who ordinarily works for his employer for not less than 36 hours in a week, is guaranteed remuneration for the number of hours normally worked by him, subject to a maximum of 48 and a minimum of 44 and to certain conditions and qualifications. In the case of fortnightly workers the figures are 72,96 and 88 respectively.

Provision of Meals and Board and Lodging
The minimum rates of remuneration quoted on the previous page are payable where no lodging or meals are supplied by the employer to the worker. Where the worker is supplied with such meals as are normally available in an establishment during the time the worker is on duty, the rates quoted are generally reduced by 17 s . a week and where full board and lodging on 7 days a week are supplied the rates quoted are generally reduced by 44s. 0d. a week for men and 42 s .0 d . for women in Area A, 43s. 0d. and 41s. 0d. in Area B and 42s. 0d. and 40 s .0 d . in Area C.

For certain classes of workers, e.g., chambermaids, cloakroom attendants, night porters, hall porters or "boots", waiters and waitresses, these amounts are $15 \mathrm{~s} .0 \mathrm{~d} ., 39 \mathrm{~s}$. 0 d . for men and 38s. Od. for women in Area A, 38s. 0d. and 37s. Od. in Area B and 37s. 0d. and 36s. 0d. in Area C respectively.

## Provision of Uniform, Protective Clothing or Laundering

Additional payments of 1 s . a week are made to full-time workers for laundering or cleaning protective clothing or uniform when this is not undertaken at the employer's expense, of 5 s . a week to workers required to wear uniform or 2 s .6 d . to those required to wear protective clothing of a character distinctive to the establishment when these are not provided free of charge by the employer.

## Night Work, Emergency Duty, Intervals for Rest

For night work, i.e., all time worked by a worker other than a night porter on any turn of duty which includes not less than three hours' work between midnight and 6 a.m., the worker's remuneration is increased by 25 per cent. of the rate fixed for the corresponding grade of worker who does not receive lodging or meals.

For emergency duty, i.e., work for not more than one hour involving the interruption of an interval for rest between two turns of duty, a worker, other than an extra head waiter, an extra waiter or an extra waitress, is paid 1s. 6d. if half an hour or less is worked and 3s. 0d. if more than half an hour.

For all time worked on the weekly day of rest remuneration is at the rate of double time.
The amount of time by which a workers' interval of rest is reduced, other than by emergency duty, below 8 consecutive hours in the case of workers supplied with full board and lodging and 9 in the case of other workers is paid at the minimum rate with an addition of double time.

## Spreadover of Hours

When hours of duty (excluding hours of emergency duty) on any one day of a worker, other than a worker employed in a seasonal establishment or in a licensed residential establishment containing not more than 35 rooms ordinarily available as sleeping accommodation for guests or lodgers, are spread over more than 12 hours but not more than 14 hours, the worker is paid as follows:-

More than 12 and not more than 13 hours-minimum remuneration plus an additional hourly payment of 2 d . for men and $1 \frac{1}{2} \mathrm{~d}$. for women for all time worked.

More than 13 and not more than 14 hours-minimum remuneration for not less than 8 hours plus an additional payment of 2 d . an hour for men and $1 \frac{1}{2} \mathrm{~d}$. for women for all time worked, or 1 s .4 d . and 1 s . respectively, whichever is the greater.
When the hours of duty (other than emergency duty) of a worker on any day are spread over more than 14 hours, irrespective of the number of bedrooms of the establishment in which he is employed, the worker is paid as follows:-

More than 14 and not more than 15 hours-minimum remuneration for not less than
8 hours plus an additional payment of 3 d . an hour for men and $2 \frac{1}{2} \mathrm{~d}$. for women for all
time worked, or 2 s .6 d . and 2 s . 1d. respectively, whichever is the greater.
More than 15 hours-minimum remuneration for not less than 8 hours plus an additional payment of 6 d . an hour for men and 5 d . for women for all time worked, or 5 s . and 4 s .2 d . respectively, whichever is the greater.
The latter provisions do not apply during the off-season to a worker employed in a seasonal establishment.

Classification of Areas
"Area A" means the City of London and the Metropolitan Police District.
"Area B" means in England and Wales all other county and municipal boroughs and urban districts with a population of 250,000 or more in 1941 and in Scotland burghs with a population of 250,000 or more in 1943 .
"Area C" means all other areas in Great Britain.

## LICENSED NON-RESIDENTIAL ESTABLISHMENTS-GREAT BRITAIN

[Licensed Non-Residential Establishment Wages Board Wages Regulation Order]*


Note.-The rates became operative from 20th May, 1956.
Hours of Labour
The weekly rates relate to a week of 48 hours, exclusive of overtime.

## Guaranteed Week

A regular worker who ordinarily works for not less than 34 hours a week is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Provision of Meals and Board and Lodging

The minimum rates of remuneration quoted above are payable where the employer does not supply any board, meals or lodging to the worker. Different rates are specified where the employer supplies board, meals or lodging for 7 days a week which are lower by the following amounts than the rates quoted above:-

| One meal a day and no lodging |  |  | s. | d. |  |
| :--- | :--- | :--- | :--- | ---: | :--- |
| Two meals a day and no lodging | $\ldots$ | $\ldots$ | 9 | 0 |  |
| Full board and no lodging ... | $\ldots$ | $\ldots$ | 16 | 6 |  |
| One meal a day and lodging | $\ldots$ | $\ldots$ | 23 | 6 |  |
| Two meals a day and lodging | $\ldots$ | $\ldots$ | 30 | 6 |  |
| Full board and lodging | $\ldots$ | $\ldots$ | $\ldots$ | 37 | 6 |
| Lodging but with no meals | $\ldots$ | $\ldots$ | 14 | 0 |  |

"Area A", means the City of London and the Metropolitan Police District.
"Area B" means all other areas in Great Britain.

## Managers and Club Stewards

The Licensed Non-Residential Establishment (Managers and Club Stewards) Order fixes the minimum remuneration for managers, manageresses, relief managers, relief manageresses, club stewards, club stewardesses and the wives of managers, relief managers and club stewards where such wives are required by the employer to assist in the work of the establishment.

[^157]
## LAUNDERING

## I.-Great Britain

| Class of Worker | General Minimum Time Rates $\dagger$ | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Men, 21 years and over, including transport workers but excluding enginemen and stokers | 30 | $\ddagger$ |
| Women, 19 years and over, with 3 months' employment, other than transport workers or substitutes for male workers for whom higher rates are specified | 2 21 | $24 \frac{1}{4}$ |

Note.-The rates became operative from 4th March, 1957.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45.

## Guaranteed Week

When a worker, who ordinarily works for the employer at least 40 hours weekly, works for less than 40 hours in any week, he shall be paid, subject to certain conditions and qualifications, a guaranteed payment equivalent to 40 hours' pay calculated at the hourly general minimum time rate ordinarily applicable to the worker concerned. In the case of laundries affected to a specified extent by seasonal work the guaranteed payment is equivalent to 35 hours' pay.

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the hourly piece work basis time rate applicable to the worker concerned.

## Payment-by-Results Workers

Workers, other than pieceworkers, regularly remunerated on a system of payment by results are paid such time rates with the addition of bonus rates as will yield to the ordinary worker in the circumstances of the case at least the same amount as one-and-one-eighth times the appropriate hourly general minimum time rate which would be applicable if the worker were a time worker.

## Shift Workers

Shift workers employed on a daily two-shift system are paid an additional 2d. an hour.

## Night Workers

Workers employed on night work are paid a supplemental rate of one-fifth of the appropriate hourly general minimum time rate for any time worked between $10 \mathrm{p} . \mathrm{m}$. and $6 \mathrm{a} . \mathrm{m}$.

## III.-Northern Ireland

[Laundry Wages Council (Northern Ireland) Wages Regulation Order]*

| Class of Worker |  | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :---: | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 28th May, 1956.
Hours of Labour
The weekly hours of labour in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , which may be worked in 5 or 6 days.

## Guaranteed Week

When a worker, who ordinarily works for the employer at least 40 hours weekly, works for less than 40 hours in any week, he shall be paid, subject to certain conditions and qualifications, a guaranteed payment equivalent to 40 hours' pay calculated at the hourly general minimum rate ordinarily applicable to the worker concerned.

## Pieceworkers

For female workers piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the hourly piece work basis time rate applicable to the worker concerned.

[^158]
## HAIRDRESSING-GREAT BRITAIN

[Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | Minimum Weekly Remuneration |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | London Area |  | Provincial A Area |  | Provincial B Area |  |
| Ladies' Saloonst:- <br> Operative hairdessers:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Operative hairdessers:-First year of employment:- |  |  |  |  |  |  |
| Males |  |  | 85 | 0 | 85 |  |
| Females $\ldots \ldots$.... |  | 6 | 80 |  | 80 |  |
| Second year of employment: $<$ |  |  |  |  |  |  |
| Females |  | 0 | 110 | 0 | 110 | 0 |
| After 2 years' employment:- $\begin{aligned} & \text { - }\end{aligned}$ |  |  |  |  |  |  |
| Males |  | 0 | 140 | 0 | 140 |  |
| Females |  |  | 121 |  | 121 |  |
| Chargehands:- |  |  |  |  |  |  |
| Females |  | ${ }_{0}^{6}$ |  |  | 151 | ${ }^{6}$ |
| Managers |  | 6 | 166 |  | 164 |  |
| Manageresses ... ... ... ... |  |  | 149 | 0 | 149 | 0 |
| Gentlemen's Saloons $\dagger$ :- <br> Operative hairdressers (males or females):- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| First year's employment |  | 0 | 105 | 0 | 105 | 0 |
| After one year's employment. |  |  | 135 | 0 | 135 |  |
| Chargehands Managers and manageresses May |  | 6 | 146 |  | 146 |  |
| Managers and manageresses $\ldots . . .$. |  |  | 161 | 6 | 161 | 6 |
| Ladies' and/or Gentlemen's Saloons:- |  |  |  |  |  |  |
| Clerks, receptionists, manicurists:-Men, 24 years and overM |  |  |  |  |  |  |
| Men, 24 years and over Women, 24 years and over $\ldots$ |  | 0 |  | 0 | 135 | 6 |
| Sales assistants, cashiers, clerical assistants:- ${ }_{\text {a }}$ |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Men, 23 years and over |  | 0 |  | 0 | 129 | 6 |
| All other workers:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Men, 23 years and over Women, 23 years and over $\ldots$ |  | 0 |  | 0 | 125 |  |
| Women, 23 years and over ... ... ... |  | 6 |  | 0 | 87 | 0 |

Note.-The rates became operative from 7th May, 1956.
Hours of Labour
The weekly minimum rates relate to a week of 46 hours, exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than 46.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

" London Area " means the Metropolitan Police District, as defined in the Police Act, 1946, and the City of London.
"Provincial A Area " means, in England and Wales areas administered by County Borough, Municipal Borough or Urban District Councils except those included in the London Area or in Provincial B Area, and in Scotland 45 specified Burghs.
"Provincial B Area" means, in England and Wales all areas, not included in the London Area, administered by Rural District Councils and 208 specified areas administered by Municipal Borough or Urban District Councils, and in Scotland all areas other than those included in Provincial A Area.

A Local Government Area means that area as it was on 8th April, 1951.

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
$\dagger$ Where a worker may at any time be required to do hairdressing for both ladies and gentlemen, the appropriate rate is the higher of the rates for ladies' or gentlemen's saloons.


## INDUSTRIES COVERED BY WAGES REGULATION ORDERS

[Minimum Rates of Wages fixed by Wages Regulation Orders issued under the Wages Councils Acts, the Agricultural Wages Acts and the Catering Wages Act for the lowest-rated grades of adult workers employed on time work]
Notes.-
(1) For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service (the Minister of Labour and National Insurance in the case of Northern Ireland) and the Agricultural Wages Boards, copies of which are on sale at H.M. Stationery Office or in the case of agriculture may be obtained from the Secretaries of the Agricultural Wages Boards.
(2) In cases where the Orders specify hourly rates, the weekly rates have been obtained by multiplying the hourly rates by the normal weekly hours.

## I.-Great Brita in


Industries covered by Wages Regulation Orders-contd.
I.-Great Britain-contd.

| Industry | General Minimum Time Rates as at 1st April, 1957 |  | Weekly Hours of Labour in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
|  | Per week s. d. $132 \quad 2 \frac{1}{4}$ | Per week <br> s. d. |  |
| Hair, bass and fibre Hairdressing undertakings | $13100(e)(f)$ | ${ }_{97} 6^{1}(e)(f)$ | 46 |
|  | $1270(e)(f)$ | 9300 (e)(f) | 46 |
|  | $1250(e)(f)$ | 870 (e)(f) |  |
| Hat, cap and millinery (England and Wales) | 13310 | 990 | 44 |
| Hat, cap and millinery (Scotland):- |  |  |  |
| Felt hat and hood branch | 12210 | 91 | 44 |
| Other branches ... ... ... | 12210 | 918 | 44 |
|  | 12210 | 80 <br> 86 <br> 86 | 44 |
| Hollow-ware | 1266 | 918 | 44 |
| Industrial and staff canteen undertakings | $\left.\begin{array}{ll}128 & 6 \\ 126 & (f)(h) \\ 12 & 0\end{array}\right)(h)$ | $\begin{array}{ll}95 & 6(f)(h) \\ 93 & 0(f)(h)\end{array}$ | 45 |
| Jute ... | 13311 | 920 | 45 |
| Keg and drum ... | 1468 | 1028 (c) | 44 |
| Lace finishing | $\square^{(i)}$ | 676 | 45 |
| Laundry $\ldots \ldots$. $\ldots \ldots \ldots$ | 1350 | $98 \quad 5 \frac{1}{4}(a)$ | 45 |
| Licensed non-residential establishments | $\begin{array}{ll}123 & 0 \\ 126 & (f)(h) \\ 12 & (f)(h)\end{array}$ | 920 (h) | 48 |
| Licensed residential establishments and licensed restaurants | $1240(f)(h)(m)$ | $936(c)(f)(h)(m)$ | 48 |
|  | $1270(f)(h)(m)$ | $966(c)(f)(h)(m)$ |  |
| Linen and cotton handkerchief and | $\begin{array}{ll}129 & 0 \\ 129 & 0\end{array}$ | $\begin{array}{ll}98 & 6(c)(f)(h)(m) \\ 85 & 0\end{array}$ | 45 |
| household goods and linen piece goods |  |  | 45 |
| Made-up textiles | 133 112 | 976 | 45 |
| Milk distributive (England and Wales) | $1420(f)$ | 1076 (c) (f) | 45 |
|  | 1446 ( $f$ ) | $10900(c)(f)$ |  |
| Milk distributive (Scotland) | 1330 | 1000 (c) | 48 |
| Ostrich and fancy feather and artificial flower | 1200 | 826 | 45 |
| Paper bag | 1470 | 1040 | 45 |
| Paper box | 1450 | 1033 | 45 |
| Perambulator and invalid carriage ... |  | 972 (c) | 44 |
| Pin, hook and eye and snap fastener | 1421 | 972 | 44 |
| Ready-made and wholesale bespoke tailoring | 13310 | 1028 | 44 |
| Retail bespoke tailoring (England and Wales) | $\begin{array}{ll}149 & 5(f)(j) \\ 154 & 11\end{array}$ | $\begin{array}{ll} 109 & 1(f)(j) \\ 110 & 0(f)(j) \end{array}$ | 44 |
| Retail bespoke tailoring (Scotland) | $1275(f)(j)$ | $8910(f)(j)$ | 44 |
|  | $13110{ }^{1}(f)(j)$ | $945(f)(j)$ |  |
| Retail bookselling and stationerytrades | $\begin{array}{ll}135 & 0 \\ 131 & (d)(f) \\ 13 & 0(f)(f)\end{array}$ | $\begin{array}{cc}100 & 6(d)(f) \\ 96 & 6(d)(f)\end{array}$ | 46 |
|  | 1250 (d) (f) | 906 (d) (f) |  |
| Retail bread and flour confectionery trade (England and Wales) | $13600(d)(f)(h)$ | $1016 \begin{aligned} & \\ & 6\end{aligned}$ | 46 |
|  | $13200(d)(f)(h)$ | $976(d)(f)(h)$ |  |
| Retail bread and flour confectionery trade (Scotland) | $\begin{array}{ll}126 & 0(d)(f)(h) \\ 130 & 0(d)(f)\end{array}$ | 90 94 94 0 | 46 |
|  | 1260 (d) (f) | 900 (d) (f) |  |

For footnotes see next page.

Industries Covered by Wages Regulation Orders-contd.
I.-Great Britain-contd.

| Industry | General Minimum Time Rates as at 1st April, 1957 |  | Weekly Hours of Labour in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
| Retail drapery, outfitting and footwear trades | Per week <br> s. d. | Per week <br> s. d. | 46 |
|  |  |  |  |
|  | $\begin{array}{ll}131 & 0(d)(f)(h) \\ 129 & 0(d)(f)(h)\end{array}$ | $98 \quad 0(d)(f)(h)$ <br> $920(d)(f)(h)$ |  |
| Retail food trades (England and Wales) | 1340 (d) (f) $(h)$ | 98000 (d) (f) (h) | 46 (k) |
|  | 1296 (d) (f) $(h)$ | $936(d)(f)(h)$ |  |
|  | $1280(d)(f)(h)$ | $9000(d)(f)(h)$ |  |
| Retail food trades (Scotland) | $\begin{array}{ll}135 & 6(d)(f) \\ 131 & 6(d)(f)\end{array}$ | $9868(d)(f)$ | 46 |
| Retail furnishing and allied trades | $\begin{array}{ll}131 & 6(d)(f) \\ 134 & 0(d)(f)(h)\end{array}$ | $\begin{array}{rl}94 & 6(d)(f) \\ 101 & 6(d)(f)(h)\end{array}$ | 46 |
|  | 1296 6 $d$ )(f)(h) | $966(d)(f)(h)$ |  |
|  | $1280(d)(f)(h)$ | $9000(d)(f)(h)$ |  |
| Retail newsagency, tobacco and confectionery trades (England and | $\begin{array}{ll}134 & 0(e)(f) \\ 130 & 0(e)(f)\end{array}$ | $\begin{array}{ll}98 & 0(e)(f) \\ 94 & 0(e)(f)\end{array}$ | 48 |
| Wales) | $1240(e)(f)$ | 880 (e) (f) |  |
| Retail newsagency, tobacco and con- | 1256 (e)( $f$ ) | $9000(e)(f)$ | 46 |
| tionery trades (Scotland) Road haulage ... | 1216 (e) ( $f$ ) | $8600(e)(f)$ |  |
| Road haulage ... | $\begin{array}{ll}142 & 0(f)(l) \\ 146 & 0(f)(l)\end{array}$ |  | 44 |
|  | $1490(f)(l)$ |  |  |
| Rope, twine and net:- ${ }^{\text {a }}$ |  |  | 45 |
| Net section | 1313 | 9298 |  |
| Other sections . | $1331 \frac{1}{2}$ | 9488 |  |
| Rubber manufacturing | 144 4 ${ }^{\frac{1}{3}}$ | 1050 (c) | 45 |
| Sack and bag $\ldots$... $\ldots$... ${ }_{\text {Shirtmaking }} \ldots$ |  |  |  |
| $\begin{array}{llcc}\text { Shirtmaking } & \ldots & \ldots & \ldots \\ \text { Stamped } & \text { or pressed metal wares } & \ldots\end{array}$ | 14410 139 | 102 103 | 44 |
| Sugar confectionery and food preserving | $\begin{array}{ll}139 & 4 \\ 138 & 6\end{array}$ | 9860 | $\begin{aligned} & 44 \\ & 45 \\ & 47 \end{aligned}$ |
|  | 138 <br> 146 |  |  |
|  |  |  |  |
| Unlicensed places of refreshment |  | $\begin{array}{ll}99 & 4 \frac{1}{2}(b) \\ 88 & 0(f)(h)(m)\end{array}$ |  |
|  | $\begin{array}{ll}121 & 6(f)(h)(m) \\ 126 & 6(f)(h)(m)\end{array}$ | $\begin{array}{ll}88 & 0(f)(h)(m) \\ 94 & 0(f)(h)(m)\end{array}$ |  |
|  | 1316 (f) $(\mathrm{h})(\mathrm{m})$ | $990(f)(h)(m)$ |  |
| Wholesale mantle and costume | 13310 | 1028 | 44 |

(a) At 19 years of age. (b) At 20 years of age. (c) At 21 years of age.
(d) At 22 years of age. (e) At 23 years of age.
( $f$ ) Dependent on area as graded by the Wages Board or Council.
(g) Dependent on shift worked.
(h) Lower rates apply if board, lodging or meals are supplied.
(i) The minimum rates are not fixed by reference to sex, but are believed to apply to females only.
(j) Payable on completion of 5 years' employment in the trade.
(k) 48 for 7 -day off-licences and 47 for shops wholly or mainly engaged in sale of cooked meats or other cooked foods.
( $l$ ) The minimum rates are not fixed by reference to sex and the rates quoted apply to "Other road haulage workers ".
( $m$ ) The rates quoted apply to "Any other worker ".

Industries Covered by Wages Regulation Orders-contd.

## II.-Northern Ireland

| Industry | General Minimum Time Rates as at 1st April, 1957 |  | Weekly Hours of Labour in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
| Aerated waters | Per week s. d. 131 2 $\frac{1}{2}$ | Per week s. d. $92 \quad 0 \frac{1}{2}(b)$ | $\begin{gathered} 45 \text { (47 June } \\ \text { to August) } \\ 48 \text { (50 August } \\ \text { and September) } \\ 45 \\ 45 \text { or } 46 \text { (a) } \\ 45 \\ 45 \end{gathered}$ |
|  |  |  |  |
| Agriculture | $\begin{array}{ll} 127 & 0 \text { to } \\ 134 & 0(a)(c) \end{array}$ |  |  |
| Baking | 1440 (a) | $97 \quad 6(a)(d)$ |  |
|  | 1369 (a) | $929(a)(d)$ |  |
| Boot and shoe repairing Brush and broom | $\begin{array}{ccc}135 & 0 \\ 136 & 10\end{array}$ | $\begin{array}{ll}95 & 0 \\ 88 & (d) \\ \text { d }\end{array}$ |  |
| Brush and broom Dressmaking and women's light cloth-ing:- | $13610 \frac{1}{2}$ | 88 1 $\frac{1}{2}$ (b) |  |
| Retail bespoke branch ... ... | - | $98 \quad 1(a)$ | 44 |
| Factory branch | 13988 | $\begin{array}{rl}91 & 8(a) \\ 100 & 3\end{array}$ |  |
| General waste materials reclamation | $141 \quad 2$ | 100 55 | 45 44 |
| Hat, cap and millinery:- <br> Retail branch |  |  |  |
|  |  |  |  |  |
|  | - | $97 \quad 0$ (a) |  |
| Factory branch | 1293 | 945 | 44 |
| Laundry $\ldots . . . .{ }^{\text {and }}$.... | 1276 | $863(c)(f)$ | 45 |
| Linen and cotton handkerchief and | $1313(a)(g)$ | 84 41 | 45 |
| household goods and linen piece goods | 123 9 (a) (g) |  |  |
| Paper box | 1416 (h) | $97 \quad 9$ | 45 |
| Ready-made and wholesale bespoke tailoring <br> Retail bespoke tailoring | 13310 (e) | 981 | 44 |
|  | 1089 (a)(e) | $698(a)$ | 44 |
|  | 1059 (a)(e) | $66 \quad 0(a)$ |  |
| Road haulage ... | 129 0 (a)(i) |  | 44 |
|  | 1276 (a)(i) |  |  |
|  | 1236 (a)(i) |  |  |
| Rope, twine and net | 1313 (a) | $863(a)$ | 45 |
|  | 129 41 (a) | 84 4 1 2 $(a)$ |  |
|  | 14410 (e) | 990 | 44 |
| Sugar confectionery and food preserving <br> Wholesale mantle and costume | $13610 \frac{1}{2}$ | $93 \quad 9$ | 45 |
|  | 13310 | 98 | 44 |

(a) Dependent on area as graded by the Wages Board or Council.
(b) At 19 years of age.
(c) At 20 years of age.
(d) At 21 years of age.
(e) At 22 years of age.
( $f$ ) After 6 months' employment in the trade.
$(g)$ With not less than 2 years' employment in the trade.
(h) With 1 year's employment after the age of 21 years.
(i) For vehicles with a carrying capacity of under 1 ton.

## APPENDIX I

## YOUNG WORKERS IN CERTAIN INDUSTRIES

Time Rates of Wages as agreed upon between organisations of employers and workpeople or laid down as minimum rates in Wages Regulation Orders and operative from the dates shown in the preceding Tables, unless otherwise stated.
[Hours of Labour are the same as those shown in preceding Tables for adults, but the weekly hours of young persons under the age of 16 years are limited to 44 in industries covered by the Factories Act]
Notes.-(1) The scales of rates shown are those which apply during the period of employment before the full rate applicable to adult workers (shown in the preceding Tables) has been attained. In some cases the full rate does not become payable as soon as the worker reaches the age of 21 years, while in many cases the full rate for female workers becomes payable before the age of 21 years is reached.
(2) Owing to considerations of space a number of scales of rates have been omitted.
(3) Where the rates fixed are on an hourly basis, they have been converted to the equivalent rates for a full normal week.
(4) Where two rates are quoted in a column, the lower rate is paid during the first half-year of age and the higher rate during the second half-year.

## I.-MALES



Young Workers in Certain Industries-contd.
I.-MALes-contd.


For explanatory notes see page 259

## Young Workers in Certain Industries-contd.

I.-MALES-contd.


For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
I.-Males-contd.


Young Workers in Certain Industries-contd
I.-MALES-contd.


Wood box, packing case
and wooden container and wooden


England and Wales-
Sawyers and box maker
grades
nabers
Labourers

| $35 \%$ | $40 \%$ | $50 \%$ | $60 \%$ | $70 \%$ | $85 \%$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
| $40 \%$ | $42 \frac{1}{2} \%$ | $52 \frac{1}{2} \%$ | $62 \frac{1}{2} \%$ | $72 \frac{1}{2} \%$ | $85 \%$ |

Proportion of journeyman's rate
Scotland-
Apprentices $(c)$
Paper and paper board manufacture:
Day workers other than on maintenance work ...

Apprentices to maintenance craftsmen ..

General printing including newspaper printing and bookbinding:
England and Wales-
Apprentices (compositors,
$\begin{array}{lll}65 & \text { years }(i) & \cdots \\ \text { years } & (c) & \cdots\end{array}$ 5 years (c) ... ...

London-
Feeders on flat bed, platen, litho and certain other machines
Provinces in England and Wales
Learners in general printing offices (cutters, folding machine minders, packers, warehousemen, feeders, general assistants, etc.):-
Grade 1 towns
Grade 2 towns

Scotland-
Apprentices (compositors,
etc.) $(i) \quad \ldots$
Rubber manufacture


For journeyman's
rates see page 143.
Apprenticeship to
be started before 18
Remarks

For abourer's or appropriate adult bedt

For adult rates see page 144

For journeyman's rates see page 144

Minimum rates are also specified for shift work

For craftsman's rates see page 148

For journeyman's rates see pages 152 to 155

These rates are based on six-monthly periods of service and apply to learners entering the trade at 16 years. Scales are also fixed for learners commencing at $17,18,19$ and 20 years. For grado ing of towns see page 154

For journeyman's rates see page 158
J.I.C. rates

For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
I.-MALES-contd.


For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
I.-MALES-contd.


For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
I.-Males-contd.


For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
II.-FEMALES


For explanatory notes see page 259.

## Young Workers in Certain Industries-contd.

II.-Females-contd.


For explanatory notes see page 259.

## Young Workers in Certain Industries-co td.

II.-Females-contd.


Young Workers in Certain Industries-contd.
II.-Females-contd.


For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
II.-Females-contd.


For explanatory notes see page 259.

Young Workers in Certain Industries-contd.
II.-Females-contd.


For explanatory notes see page 259.

## Explanatory Notes

(a) See footnote $\dagger$ on page 2.
(b) Apprentices who commence at ages later than 16 are paid the rate applicable to the next lower year for a period of one year, at the end of which the apprentice age rate applies.
(c) In this case the rates are based on years of service and not upon age. The rates quoted are on the assumption that entry is at 16 years of age.
(d) Apprentices who are 21 years or over but have not yet completed their apprenticeship are paid the appropriate journeyman's rate less 10 s . a week during their last six months of apprenticeship, 20s. a week during previous six months of apprenticeship and so on (where applicable) in steps of 10 s. a week for each six months' period. For journeyman's rates see page 50.
(e) Special rates are also fixed for pattern weavers-Huddersfield method. For creelers, if not qualifying for upgrading to piecer, the rate from 18 years of age is 90 s . 5 d . a week, and for piecers and creelers qualifying for upgrading to piecers, if not qualifying for upgrading to minder, the rate from 18 is 91 s .6 d .
( $f$ ) New entrants starting at an age above the commencing ages are paid for the first four months the rate one year below their age, the difference in rates being made up by two increases in the fourth and eighth months so that the workers are receiving the correct rates for their age after 12 months' service.
(g) The rates quoted apply to single shift working commencing at or after 6 a.m. when the normal working week is from Monday to Saturday. Rates are also specified for single shifts commencing earlier than 6 a.m. and for the first, second and third shifts in the case of systems of alternating or rotating shifts, whilst in many cases rates are also specified when the normal working week is from Sunday to Friday.
(h) In this case the rates are based on years of service and not upon age. The rates quoted are on the assumption that entry is at 15 years of age. Different rates are specified for apprenticeships commencing between the ages of 18 and 19 .
(i) In this case the rates are based on years of service and not upon age. The rates quoted are on the assumption that entry is at 15 years of age.
(j) In the case of "service workers" 18 to 20 years of age (see footnote $\ddagger$ on page 236) the rates are lower by 15 s . 0 d . a week for male workers and 10 s . 0 d . for female workers. In the case of waiters, 16 to 20 years of age, who have less than 12 months' experience in the trade, the rates are those applicable to waiters one year their junior.
(k) In this case the rates are based on periods of employment as an apprentice and not upon age. The rates quoted are on the assumption that employment as an apprentice commenced at 15 years of age.
(l) For a period of 2 years from 1st January, 1956, learners, 15 and under 16 years of age, are paid, for the first 6 months, the rate applicable to the second 6 months.

## APPENDIX II

OVERTIME RATES OF PAY
Overtime Rates of Pay as agreed upon or recognised by organisations of employers and workpeople or as laid down in Wages Regulation Orders.

Notes.-(1) $1 \frac{1}{4}=$ time-and-a-quarter; $1 \frac{1}{2}=$ time-and-a-half; $2=$ double time, etc.
(2) Where a rate is given as applying " after 2 hours ", " after 4 hours", etc., it means, unless otherwise stated, that the rate is payable after 2 or 4 hours' overtime work in the day.
(3) The overtime rates quoted for Saturday apply, except where otherwise stated, to work done after the normal stopping time. Where special rates are fixed for all Saturday work in 5 -day establishments, they are indicated separately.
(4) For Sunday work, when performed by operatives who are not normally required to work during the week-end, the rate is, with a few exceptions, double time.

| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on:- |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) above) |
| Agriculture, Forestry, Fishing |  |  |
| Agriculture (a): <br> England and Wales- |  |  |
|  |  |  |
| Men (ordinary workers). Women | 4s. 6d. an hour in week <br> 3s. 5 d . an hour in week | \} As for weekdays after[12,noon |
| Scotland- ${ }^{\text {- }}$ - ${ }^{\text {M }}$ |  |  |
| Men <br> Women | 4s. $4 \frac{1}{1} \mathrm{~d}$. an hour in week 3s. $3 \frac{1}{\mathrm{~d}} \mathrm{~d}$ an hour in week | As for weekdays after 12 noon |
| Northern Ireland (Men)- ${ }^{\text {M }}$ - ${ }^{\text {a }}$ | 3s. $3 \frac{1}{2} \mathrm{~d}$. an hour in week | As for weekdays after 12 noon |
| Workers in market gardens and nursery grounds all year round and all other workers during October to July | 4s. 0 d . to 4 s . 2 d . an hour in week (according to area) | As for weekdays |
| All other workers during August and September | 3s. 10d. to 4 s . 0 d . an hour in week (according to area) | As for weekdays |
| Forestry Commission (Great Britain) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) | 112 |
| Mining and Quarrying |  |  |
| Coal mining (Great Britain) | $1 \frac{1}{2}$ (c) | $1 \frac{1}{2} ; 2$ after commencement of afternoon shift ( 5 -day week) |
| Ironstone and iron ore mining: Cleveland | 113 | afternoon shift ( 5 -day week) |
| Cumberland ... | 14 | week) <br> As for weekdays (5-day week) |
| Limestone quarrying (West Cumberland) | 11 | As for weekdays |
| Granite quarrying (Cornwall and Devon) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | As for weekdays |
| Roadstone quarrying (Great Britain) | 11: $1 \frac{1}{2}$ after 2 hours (in week in some areas) | As for weekdays |
| Freestone quarrying (England) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $1 \frac{1}{2} ; 2$ after 4 p.m. (after 4 hours for maintenance workers) |
| Slate quarrying (North Wales) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours | As for weekdays (5-day week) |
| Ball clay industry (Cornwall, Devon and Dorset) | $1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours in week | As for weekdays |
| China clay industry (Cornwall and Devon) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week (plus 1s. $1 \frac{1}{2} \mathrm{~d}$. an hour in case of contract workers) | As for weekdays |
| Silica and moulding sands quarrying (Great Britain) | 14; $1 \frac{1}{2}$ after 2 hours (d) | $1^{1 \frac{1}{2}}$ |
| Ballast and sand production (Great Britain) | 11; $1 \frac{1}{2}$ after 2 hours | As for weekdays |
| Chalk quarrying (England) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d) | As for weekdays |
| Shale mining (Scotland) ... | 112 | As for weekdays |

Overtime Rates of Pay-contd.
Industry, Class of Worker
and Locality

Building brick and clay goods manufacture: Northern, North-Eastern and NorthWestern England, North and East Midlands, North Staffs. (Stoke), Gloucester and Wales-
Shit 56 Kilnburners and boilerfiremen
44 Other workers
Shropshire, Staffs. (except Stoke), Warwickshire and Worcestershire44 Other workers

Eastern, Southern, South-Eastern and South-Western England-
Ch/ $156 \times 63$ Kilnburners and boilerfiremen 44 Other workers

Scotland-
Kilnburners and other continuous shift workers
44 Other workers

Fletton brick manufacture (Bedford, Buckinghamshire and Peterborough): Kilnburners and boilerfiremen ... Other workers

Sandlime brick manufacture (workers on 44 production) (England and Wales)
14 Stock brick manufacture (South-East England)

Salt glazed ware industry (Great Britain): Kilnburners and boilerfiremen Other workers

Silica brick manufacture (England and Wales):
Kilnburners and boilerfiremen
Other workers

Refractory goods manufacture:
England and Wales-
56 Kilnburners and boilerfiremen ..
44 Other workers

Scotland-
Kilnburners and other continuous shift workers
44 Other workers

General stoneware manufacture (except
45 kilnfiremen, etc., and other shift workers) (Great Britain)

44 Pottery manufacture (Great Britain)

44 Glass processing (Great Britain)

Glass container manufacture (Great Britain):
Day workers ... ... ... ...
Shift workers

| Rates of Pay fonday to Friday |
| :---: |
| Monder |
|  |
| $1 \frac{1}{1} ; 1 \frac{1}{2}$ after 2 hours $(d)(e)$ |
| $1 \frac{1}{2} ; 1$ after 2 hours $(b)(d)$ |

$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (d)

11 $; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 5 hours in week (b)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)

1電; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours

11: $1 \frac{1}{2}$ after 2 hours (b)
1 $\frac{1}{2} ; 1 \frac{1}{8}$ after 2 hours (b)

Saturday or Weekly Short
Day (see Note (3) page 260)
$1 \frac{1}{2}$ after 2 p.m.; 2 after 10 p.m.
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal
stopping time
5-day week-As for weekdays

51 -day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays

1 $\frac{1}{2}$ after 2 p.m.; 2 after 10 p.m.
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays
As for weekdays
11 ; 1 $\frac{1}{2}$ after 2 hours' work or after 12 noon (5-day week)
$1 \frac{1}{2}$ after 2 p.m.; 2 after 10 p.m. $1 \frac{1}{2}$
As for weekdays

As for weekdays
$1 \frac{1}{2}$ after 2 p.m.; 2 after 10 p.m.
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays
$1 \frac{1}{2}$ after 2 p.m.; 2 after 10 p.m.
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays
$1_{5}^{1}$ after 2 p.m.; 2 after 10 p.m. $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays
As for weekdays
$1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours' work or after 12 noon (5-day week)
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week- $1 \frac{1}{2}$ (all hours)
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week- $1 \frac{1}{2}$ after 6 a.m.
$5 \frac{1}{2}$-day week-1 $\frac{1}{2}$; 2 after 2 hours
5 -day week- $1 \frac{1}{2} ; 2$ after 4 hours

As for weekdays
As for weekdays


Overtime Rates of Pay-contd.

$\longrightarrow$| Industry, Class of Worker |
| :---: |
| and Locality |

Engineering, Shipbuilding and Elbctrical GOODS-contd.

Engineering (United Kingdom):
44 Day workers
$\operatorname{Sif} f 037 \frac{1}{2}$ Night workers
Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales):
44 Day workers
Night workers
45 Shuttle manufacture (Lancashire and Yorkshire)
44 Bobbin manufacture (England and Wales)
44 Bobbin and shuttle manufacture (Scotland)
Constructional engineering-outside steelwork erection
Electrical cable making (Great Britain):
44 Day workers Night workers
Double-day and three-shift workers1 st shift 2nd shift
3rd shift
Plumber jointers and mates-
Day workers
Night workers

## VII Vehicles

44 Vehicle building ( $j$ ):
England, Wales and Northern Ireland
44 Scotland
$44 \begin{gathered}\text { Motor vehicle retail and repairing trade } \\ \text { (United Kingdom) }\end{gathered}$ (United Kingdom)

Railway workshops (Great Britain):
44 Dayworkers Night workers
44 Railway wagon repairing (private firms in Great Britain)
VIII Metal Goods not Elsewhere Specified
44 Spring manufacture (Birmingham) ...
40-44 Laminated spring manufacture (Sheffield) ..
44 Heavy coil spring manufacture (Sheffield) ...
44 Farriery, blacksmith and agricultural engineering trade (Great Britain)

44 Wire and wire rope industries (Great Britain)
44 Hollow-ware manufacture (Great Britain) (h):

Fusers' helpers, dippers, annealers and scalers in enamel-ware section
Other workers
44 Tin box manufacture (Great Britain) ( $h$ )

Keg and drum manufacture (Great Britain) (h)

Rates of Pay for Overtime worked on:-

| Monday to Friday | Saturday or Weekly Short <br> Day (see Note (3) page 260) |
| :--- | :--- |

$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{2}$ (on day rate)
${ }_{1 \frac{1}{3}}^{1 \frac{1}{3}} ; 1 \frac{1}{2}$ after 2 hours $\left.\} \begin{array}{c}\text { (on day } \\ \text { rate) }\end{array}\right\}$ As for weekdays
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 8 p.m.; 2 after midnight

11 $\frac{1}{2} \frac{1}{2}$ after 2 hours; 2 after 4 hours until $6.30 \mathrm{a} . \mathrm{m}$.
$1 \ddagger$
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{1} ; 1 \frac{1}{2}$ after 2 hours $\}$ (on day 1⿺辶 ; $1 \frac{1}{5}$ after 2 hours $\}$ rate)

11: $1 \frac{1}{2}$ after 2 hours (on day
$1 \frac{1}{2} ; 1 \frac{2}{5}$ after 2 hours $\}$ rate)
$1 \frac{1}{2} ; 1 \frac{4}{5}$ after 2 hours
$1 \frac{1}{2} ; 2$ after midnight
$1 \frac{\mathrm{~g}}{3}$ (on day rate)
$1 \frac{1}{3}$; $1 \frac{1}{3}$ after 2 hours (b) (on night rate for nightworkers) 11
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours

11 ; $1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{2}$ (b)
$1 \frac{1}{8} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{2} ; 2$ in afternoon ( 5 lay week)
$1 \frac{1}{2}$ (5-day week)
11 $\frac{1}{2}$ (5-day week)
As for weekdays

11 $\frac{1}{2}$ (5-day week)
As for weekdays ( 5 -day week)
$1 \frac{1}{2}$ (5-day week)
$1 \frac{1}{2}$ (5-day week)
As for weekdays (5-day week)
\}As for weekdays

1 $\frac{1}{2}$
As for weekdays
As for weekdays
\} As for weekdays
$5 \frac{1}{2}$-day week-As for weekdays. 5-day week-1 $\frac{1}{2}$ (all hours)

As for engineering (see above)
As for engineering (see above)
As for engineering (see above)

11; $1 \frac{1}{2}$ after 8 p.m.; 2 after midnight (d)
$5 \frac{1}{2}$-day week $-1 \frac{1}{2}$ in afternoon
5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 12. noon

No national agreement
$1 \frac{1}{4}$ in week
$1 \frac{1}{4}$ in week
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (b) ( $k$ )
$1 \frac{1}{6} ; 1 \frac{1}{2}$ after 2 hours (b) ( $l$ )

As for weekdays
$1 \frac{1}{2}$ after 4 hours' work
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 4 hours' work
5-day week-As for weekdays
As for weekdays after 5 hours' work

## Overtime Rates of Pay-contd.

Industry, Class of Worker
and Locality

## Metal Goods not elsewhere specified-contd.

Brass working and founding:
Great Britain other than Yorkshire
44 Yorkshire
L/4 Metallic bedstead manufacture (Birmingham and District)

44 Lock, latch and key making (England)

LH Needle, fish hook and fishing tackle manufacturing industries (Great Britain)

L4 $\begin{gathered}\text { Stamped } \\ \text { Britain) } \\ \text { or } \\ (h)\end{gathered}$ pressed metal-wares (Great
44 Iron, steel and non-ferrous scrap industry (Great Britain)
Precision Instruments, Jewellery, etc.
Ophthalmic optical industry (Great Britain)
L4 Surgical instrument manufacture (England and Wales except Sheffield)
Artificial limb manufacture (Great Britain)

Metal finishing (England and Wales):
Day workers
Night workers $\quad \ldots \quad \ldots \quad \ldots$
Jewellery industry (London and Home Counties)

44 Gold, silver and allied trades (London)
45 Gold, silver and jewellery trades (Birmingham)
44 Silver and electro-plate trade (Sheffield)
Pianoforte manufacture (Great Britain) ...

## $44 \begin{gathered}\text { Organ building (United Kingdom): } \\ \text { Day workers- }\end{gathered}$ <br> Factory workers .. <br> Workers outside factory <br> Night workers

## Textiles

Cotton spinning and weaving:
Mule room employees (other than spinners)
Clothlookers and warehousemen
Twisters, drawers, machine men and tape sizers
Enginemen, firemen, etc.
Skilled maintenance mechanics, etc.
Other workers (cardroom workers, spinners, loom overlookers, weavers, etc.)

Wool textile:
Leicester
West of England
Yorkshire-
Woolsorting:
Workers paid day rates
Workers paid pack rates

Rates of Pay for Overtime worked on:-
Saturday or Weekly Short
Day (see Note (3) page 260)

As for weekdays
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours As for engineering (see previous page
$1 ; 1 \frac{1}{4}$ after 3 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week (on night rate for nightworkers) (b)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week (b)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after midnight (b)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (d)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{2}$ (on day rate)
$1 \frac{1}{4}$ after 9 hours' work
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)
11 $; 1 \frac{1}{2}$ after midnight (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after midnight (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after midnight
$1 ; 1 \frac{1}{4}$ after 2 hours; $1 \frac{1}{2}$ after 4 hours; 2 after midnight
2 (on day rate)
$1 \frac{1}{2}, ~$
$1 \frac{1}{4} ;{ }^{\frac{1}{2}}$ after 5 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after $7 \frac{1}{2}$ hours in week
14; $1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
No general agreement

14; $1 \frac{1}{2}$ after 2 hours (b) (d)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)
Additional 1s. $1 \frac{1}{2} \mathrm{~d}$. an hour;
2 s . 3d. after 2 hours (b)
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon 5 -day week-1这; $1 \frac{1}{2}$ after 12 noon
$1 \frac{1}{2}$ in afternoon; $1 \frac{1}{2}$ in morning (for maintenance staff who completed normal 44 hours)

## 11 $\frac{1}{2}$ (5-day week)

1 $\frac{1}{2}$ after $4 \frac{1}{2}$ hours' work

As for weekdays
$1 \frac{1}{2} ; 2$ after 5.30 p.m.
As for weekdays
As for weekdays
$1 \frac{1}{2}$ (5-day week)
2 (5-day week)
$5 \frac{1}{2}$-day-week- $1 \frac{1}{2}$ for afternoon
$5-$ day-week- $1 \frac{1}{2}$ (all hours)
$1 \frac{1}{2}$ for afternoon
$1 \frac{1}{2}$ for afternoon
$5 \frac{1}{2}$-day week-As for weekdays
5-day week-As for weekdays if at least 4 hours' work is available, otherwise $1 \frac{1}{2}$
$1 \frac{1}{2} ; 2$ after 3 hours

11 (5-day week)
As for weekdays

11; $1 \frac{1}{2}$ after 2 hours or 12 noon Addition 1 s . $1 \frac{1}{2} \mathrm{~d}$. an hour; 2 s . 3d. after 2 hours or 12 noon

Overtime Rates of Pay-contd.


Overtime Rates of Pay－contd．
Industry，Class of Worker
and Locality

Textiles－contd．
45 Narrow fabrics industry（Great Britain）．．．
$45 \underset{\text { Britain）}}{\text { Surgical }}$ dressings manufacture（Great

Made－up textiles（Great Britain）（h）
$42 \frac{1}{2}$ Textile making－up and packing（Manchester）
45 Linen and cotton handkerchief and house－
hold goods and linen piece goods：
45
Great Britain $(h)$
$45 \begin{array}{ccccc}\text { Northern Ireland }(h)- & & & \\ \text { Time workers } \ldots & \ldots & \ldots & \ldots \\ \text { Pieceworkers } & \ldots & \ldots & \ldots & \cdots\end{array}$
Textile bleaching，dyeing，printing and finishing：
$45 \quad \begin{gathered}\text { Lancashire and Yorkshire－} \\ \text { Production workers }\end{gathered}$ Production workers ．．
45

45 Northern Ireland－ Productive workers ．．．．．．．．． Maintenance workers ．．．
／／5 Hosiery finishing industry（Midlands）： Time workers Pieceworkers－ Males

Females
$\times 43 \frac{3}{4}$ Asbestos textile manufacture（Great Britain）
45 Cotton waste reclamation（Great Britain） （h）
$x 1$
Leather，Leather Goods and Fur
$45 \quad \begin{aligned} & \text { Leather producing industry－tanning，} \\ & \text { currying and dressing（Great Britain）}\end{aligned}$
Leather belting and strap butt currying
（United Kingdom）： （United Kingdom）：

Time workers

Pieceworkers ．．．．．．．．．．．．
Mechanical and hydraulic leathers manu－ facture（Great Britain）
45 Roller leather manufacture（Great Britain）

45 Buffalo picker manufacture（Great Britain）

45 Fellmongering－domestic sheepskins（Eng－ land and Wales）

Rates of Pay for Overtime worked on：－
1 $141 \frac{1}{2}$
$1 \frac{1}{2}(b)$

14；1 $\frac{1}{2}$ after 2 hours（b）（k）

1電； $1 \frac{1}{2}$ after 2 hours； 2 between 10 p．m．and 8 a．m．
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（b）
$1 \frac{1}{2}(b)$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（b）
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（b）
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3}$
$1 \frac{1}{3}$（d）
Additional 1s． $2 \frac{1}{2} \mathrm{~d}$ ．an hour （leggers or strippers $8 \frac{1}{2} \mathrm{~d}$ ．） （d）（o）
Additional $8 \frac{1}{2} \mathrm{~d}$ ．an hour （ 6 d ．for juveniles）（d）（o）
$1 \frac{1}{4}: 1 \frac{1}{2}$ after 2 hours（b）
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week（b）
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（b）
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（d）
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（b）（d）

Saturday or Weekly Short
Day（see Note（3）page 260）
Day（see Note（3）page 260）
$5 \frac{1}{2}$－day week $-1 \frac{1}{2}$ after normal stopping time
5－day week－11； $1 \frac{1}{2}$ after nor－ mal stopping time

As for weekdays
As for weekdays after 4 hours＇ work
$1 \frac{1}{2}$ from 8 a．m．to 12 noon（5－day
week） week）
$5 \frac{1}{2}$－day week－ $1 \frac{1}{4}$ after $3 \frac{3}{4}$ hours＇ work； $1 \frac{1}{2}$ after 2 hours＇over－ time（or $1 \frac{1}{2}$ after normal stopping time）
5－day week－As for weekdays
As for weekdays
As for weekdays
$5 \frac{1}{2}$－day week－ $1 \frac{1}{2}$ after 12 noon 5－day week－ $1 \frac{1}{2}$（all hours）
As for weekdays
$5 \frac{1}{2}$－day week－ $1 \frac{1}{2}$ after 12 noon 5－day week－ $1 \frac{1}{2}$（all hours）
As for weekdays
As for weekdays

As for weekdays
Additional $2 \mathrm{~s} .6 \frac{1}{4} \mathrm{~d}$ ．an hour after 12 noon（o）

Not specified

As for weekdays
As for weekdays
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 12 noon or after 6 hours＇overtime in week at $1 \frac{1}{4}$ （5－day week）

14； $1 \frac{1}{2}$ after 12 noon or after ＇ 6 hours＇overtime in week （5－day week）
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours or 12 noon （5－day week）

As for leather belting and strap butt currying（see above）

17； $1 \frac{1}{2}$ after 2 hours（b）（d）

1才； $1 \frac{1}{3}$ after 2 hours（d）

14； $1 \frac{1}{2}$ after 4 hours in week

11： $1 \frac{1}{2}$ afier 12 noon or after
6 hours＇overtime in week
（5－day week） （5－day week）
1才； $1 \frac{1}{2}$ after 12 noon or 10 hours＇overtime in week （5－day week）
As for weekdays


Overtime Rates of Pay-contd.
Industry, Class of Worker
and Locality
excluding Rossendale Valley)
5 Boot and shoe repairing and bespoke footwear manufacture (Great Britain) (h)

| XIII | Food, |
| :---: | :---: |
| $\begin{gathered} 44 \\ 425157 \end{gathered}$ | Flour milling (Great Britain): <br> Millworkers and transport workers |
|  | Mechanics Electricians |
| $\begin{aligned} & 44 \\ & \text { sijt } 40.46 \end{aligned}$ | Corn trade (Great Britain): Millworkers |
|  | Transport workers |
| +46 | Baking: <br> England and Wales- |
|  | Wages Regulation Order <br> National agreement for wholesale and multiple bakers |
| 45 Scotland <br> $450 r 46$ Northern Ireland $(\underset{h}{ })$ - |  |
|  |  |
|  | Men (day workers) ... |

Women

Transport workers
45 Biscuit manufacture (Great Britain)

| 40 Vab. Vue $48 \hat{8}$ - Dec | Slaughtering: <br> $\left\{\begin{array}{l}\text { England and Wales... } \\ \text { Scotland }\end{array}\right.$ <br> Bacon curing (Great Britain) |
| :---: | :---: |
|  | Beet sugar manufacture (Great Britain) |
| enbe $45 / 4,51$ | Cocoa, chocolate and sugar confectionery manufacture (Great Britain) |
| 45 | Sugar confectionery and food preserving: Great Britain ( $h$ ) |
|  | Northern Ireland ( $h$ ) |
| $45 / 44 \quad 35 h i l$ | Food manufacturing industry (Great Britain) |
|  | Brewing: |
|  | Northumberland and Durham, Yorkshire (except Sheffield and district), North |
|  | South Lancashire and East Cheshire ... |
|  | Burton-on-Trent |
|  | BirminghamDay workers |
|  | Night workers Nigh |
|  | Eassex Midlands |
|  | South Wales and Monmouthshire |


| Rates of Pay for Overt |
| :---: |
| Monday to Friday |

$14(c)(d)$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (s)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{3}$; $1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{8} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week
${ }_{1}^{1 \frac{1}{2}} ; 1 \frac{1}{2}$ after 2 hours $(b)(t)$
$1 \frac{1}{2}$
$1 \frac{1}{2}$
4s. $3 \frac{1}{2} \mathrm{~d}$. to 5 s .8 d . an hour (according to area and occupation)
3s. $0 \frac{1}{2} \mathrm{~d}$. to 3 s .10 d . an hour (according to area and occupation)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)
${ }_{1 \frac{1}{2}}^{1 \frac{1}{2}}$ (d)
14; $1 \frac{1}{2}$ aftel 1 hour
$1 \frac{1}{2}(f)$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) ( $u$ )
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (k)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)

14; $1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 8 hours in week with $1 \frac{1}{2}$ after 2 hours on any one day
$1 \frac{1}{1} ; 1 \frac{1}{2}$ after 2 hours
${ }_{1 \frac{1}{2}}^{1 \frac{1}{2}}$ (on day rate)
14, $1 \frac{1}{2}$ after 8 hours in week
1; ; $1 \frac{1}{2}$ after 2 hours

Saturday or Weekly Short
Day (see Note (3) page 260)
$1 \frac{1}{2}$ after 12 noon
Weekly short day-1 $1 \neq$ after 5 hours' work; $1 \frac{1}{2}$ after 2 hours' overtime

As for weekdays; $1 \frac{1}{2}$ after 12 noon; 2 after 6 p.m.
As for weekdays
As for weekdays; 2 after 6 p.m.

As for weekdays; $1 \frac{1}{2}$ after 12
noon; 2 after 6 p.m.
As for weekdays

As for weekdays
As for weekdays
As for weekdays
Sixth shift-1 $\frac{1}{2} ; 2$ after 2 hours
As for weekdays
As for weekdays
As for weekdays
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 1 p.m. 5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 1 p.m.

As for weekdays
As for weekdays
$1 \frac{1}{2}$ after 1 p.m.; 2 after 6 p.m.
As for weekdays
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon or normal stopping time
$5-$ day week- $1 \frac{1}{2}$ (all hours)
$5 \frac{1}{2}$-day week- $1 \frac{1}{1}$ after 5 hours' work; $1 \frac{1}{2}$ after 2 hours' overtime
5 day week- $1 \frac{1}{2}$ (all hours)
As for weekdays
$5 \frac{1}{2}$-day week- $1 \frac{1}{4}$ after 5 hours'
work; $1 \frac{1}{2}$ after 2 hours' overtime
5-day week- $1 \frac{1}{2}$ (all hours)
As for weekdays
$1_{\frac{1}{2}}$ after 1 p.m.; $1_{\frac{3}{4}}$ after 10 p.m.
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon 5-day week- $1 \frac{1}{2}$ with minimum of 2 hours' work
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 12 noon
11 $\frac{1}{4}$ : $1 \frac{1}{2}$ after 12 noon
As for weekdays
$1 \frac{1}{2}$ after 12 noon
As for weekdays
As for weekdays

Overtime Rates of Pay-contd.


For explanatory notes see pages 274/6.

Overtime Rates of Pay-contd.

> Industry, Class of Worker and Locality
PAPER AND PRINTING-contd.

Paper box making:
$45 \quad$ Great Britain ( $h$ )

45 Northern Ireland ( $h$ )
Envelope making and stationery manufactare:

$$
43 \frac{1}{2} \quad \begin{aligned}
& \text { London } \\
& \text { Provinces (England and } \not \ldots \text { Wales) }
\end{aligned}
$$

Newspaper printing:
London and Manchester (Members of the
Newspaper Proprietors' Association Ltd.)
England and Wales (Members of the Newspaper Society)


Scotland
General printing, bookbinding, etc.:
London-
Day workers
$40 \frac{1}{2}$
Night workers
England and Wales (except London)

## $\left.43 \frac{1}{2} d a>1\right)^{42 \frac{1}{2}}$ Scotland

Other Manufacturing Industries
LeS Rubber manufacture (Great Britain)
45 Toy manufacture (Great Britain) (h)
45 Button manufacture (Great Britain) ( $h$ ):
Time workers
Pieceworkers (females)

## BUILDING and Contracting

Building industry:
England and WalesBuilding trade workers

Road haulage workers


Scotland
Building and civil engineering construction (Northern Ireland):

Day workers
Night workers
... ... ... ...
$\left.44 \frac{1}{2} 1\right)$ Gu fer Demolition contracting (Great Britain) $46 \frac{1}{2}$ rot $\theta$ year

Heating, ventilating and domestic engineering - installation and maintenance (Great Britain)

$1 \frac{1}{4}$ in week
Additional id. an hour (in week)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
14; $1 \frac{1}{2}$ after 2 hours; 2 after hours
$1 \frac{1}{2} ; 2$ after 10.30 p.m.

14; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{2}$ (on day rate)
14; $1 \frac{1}{3}$ after 2 hours; 2 after 4 hours
11; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours

11; 2 after midnight $(y)$ (on day rate)
$1 \frac{1}{2} ; 2$ after 12 hours (5-day week)

2 (on day rate); 2 (on night rate) after 6.0 p.m. (5-day week)
2
$5 \frac{1}{2}$-day week- $1 \frac{1}{2} ; 2$ after 3 hours
5-day week -1 $1 \frac{1}{2} ; 2$ after 4 hours with minimum of 4 hours' work
2 (on day rate)
51 $\frac{1}{2}$-day week -1 $\frac{1}{2}$; 2 after 5 hours
5-day week -11 ; 2 after 4 hours with minimum of 4 hours' work
2

As for weekdays
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after $3 \frac{1}{4}$ hours' work
5-day week -1 $\frac{1}{2}$ (all hours)
$1 \nmid$ after 5 hours' work
As for weekdays
$1 \frac{1}{2} ; 2$ after 4 p.m.
$1 \frac{1}{3}$ after 4 hours' work or
2 p.m.; 2 after 4 p.m.
$1 \frac{1}{2} ; 2$ after 4 pom.

2
As for weekdays
$1 \frac{1}{2} ; 2$ after 4 p.m.
$1 \frac{1}{2} ; 2$ after 4 pom.
$1 \frac{1}{2}(y)$
As for weekdays
As for weekdays

For explanatory notes see pages 274/6.

Industry, Class of Worker
and Locality

Building and Contracting-contd.
$44 \underset{\text { Civil engineering construction (Great }}{\text { Britain) }}$

44 Mastic asphalt laying (Great Britain)

## $\overline{X V(0)}$ Gas, Electricity and Water

44 Gas supply (Great Britain):
Dayworkers and shift workers
Maintenance workers on night work

$4 \begin{aligned} & \text { Northern } \quad \ldots \\ & \text { Yorkshire } \ldots \\ & \text { North Western- } \\ & \text { Day or }\end{aligned}$
Day or shift workers
Night workers
East
Midlands, South Eastern ..
South Midlands
South Wales and Monmouthshire
$\bar{X} \times$ Transport and Communication
Li $\underset{\text { Britain) }}{\text { Railway service (British Railways) (Great }}$
44 Road passenger transport:
London Transport Executive
Municipal undertakings (Great Britain)-
44 Drivers and conductors and semiskilled and unskilled men in depots and garages
Craftsmen.
44
Company-owned omnibus undertakings (other than craftsmen) (Great Britain)

Goods transport by road:
Wages Regulation Order-
Great Britain:Regular workers

Other workers
Northern Ireland
British Road Services (Great Britain)44 Operating and ancillary grades

44 Engineering maintenance and repair grades

## Bankstaffs (Great Britain)



Rates of Pay for Overtime worked on:-
Saturday or Weekly Short
Day (see Note (3) page 260)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours

14; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week (d) $(z)$
$1 \frac{1}{2}$ (d)
$1 \frac{1}{2} ; 2$ after midnight
$1 \frac{2}{3}$ (on day rate)
$1 \frac{1}{2} ; 2$ after 4 hours ( $z$ )
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after midnight (for dayworkers only)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week $1 \frac{1}{2}$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 6 hours
$1 \frac{1}{2}$ (on day rate)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)

1) $1 \frac{1}{2}$ after 3 hours
$1 \frac{1}{4}\left(1 \frac{1}{2}\right.$ between 10 p.m. and 6 a.m.)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week if unscheduled
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{2}$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week (aa)
$1 \frac{1}{4}(a a)$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week
$1 \frac{1}{3}$; $1 \frac{1}{2}$ after 2 hours
As in Wages Regulation Order (see above)
\(\left.\begin{array}{l}is. 9d. an hour <br>
2s. 9d. an hour <br>
is. 9d. an hour <br>

is. Od. an hour\end{array}\right\}\)| except |
| :--- |
| in emer- |
| agencies |

$1 \frac{1}{2}$ ( $1 \frac{1}{3}$ if mealtimes paid for)
$1 \frac{1}{2}(c c)$

As for weekdays
$1 \frac{1}{2}$ after 1 p.m.; 2 after 5 p.m.
As for weekdays (5-day week)

Overtime Rates of Pay-contd.


For explanatory notes see pages 274/6.
Industry, Class of Worker
and Locality

## Distributive Trades-contd.

Retail Co-operative Societies (Great Britain) General distributive workers
Milk workers
Transpoit workers

## 40 wight work

44 downolesale newspaper distribution (outside 7 London)
Petroleum distribution (United Kingdom): 44 Operatives in receipt of consolidated
overtime allowance ( $j j$
52 Watchmen and watchmen/operators ...
44 Airfield operatives ... ... ... ... Others
... $\quad$.
Retail drapery, outfitting and footwear 46 trades (Great Britain) (h)

Retail furnishing and allied trades (Great $46 \quad$ Britain) ( $h$ )
4 Retail bookselling and stationery trades (Great Britain) ( $h$ )

46 Retail pharmacy:

46 Scotland

Retail newsagency, tobacco and confectionery trades:
48 England and Wales (other than street
$46 \quad$ Scotland (h)
XXXI Public Administration and Defence
United Kingdom Atomic Energy Authority (kk):
44 Dayworkers...$\quad$... ... ...
42 Night workers
...
$41 / 2$ Shift workers $\qquad$

Government Industrial Establishments Workers paid on-
44 Miscellaneous basis
$\ldots$
$\ldots$
Shipbuilding basis
Police (England and Wales and Scotland) (ll):

Fire service (Great Britain) (mm):
Firemen and leading firemen
Local Authorities' services:
England and Wales-
44 Day workers

## 4 Shift workers

$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{2}$ (on day rate)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (on shift rate)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (b)
$1 \frac{1}{2}$ (on day rate) (b)
$1 \frac{2}{2}$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week
$1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{2}(e e)$
$1 \frac{1}{2}$ in week or after $8 \frac{1}{2}$ hours' work on any one day (ff) $1 \frac{1}{2}$ in week or after specified number of hours' work on any one day
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 5 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 1 hour
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week
$1 \frac{1}{2}(e e)$

7 s .10 d . an hour
6 s .9 d . an hour
7s. 1s. an hour
6 s .2 d . an hour

5s. an hour
6 s . an hour
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (in week for craftsmen) (d)
$1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week
p.m. (dd)

Weekly short day-As for weekdays (dd)
$1 \frac{1}{3}$ (5-day week)
As for weekdays (5-day week)
$1 \frac{1}{2}$ (on shift rate) (5-day week)

As for weekdays; $1 \frac{1}{2}$ after 2 p.m. (with minimum of 2 hours if Saturday is not normal working day)
$1 \frac{1}{2}$ (5-day week)
As for weekdays (5-day week)
As for weekdays
Saturday or Weekly Short
Day (see Note (3) page 260)

Weekly short day - $1 \frac{1}{2}$ after 1 p.m
$1 \frac{1}{2}$ after $3 \mathrm{p} . \mathrm{m}$.
Weekly short day ( $5 \frac{1}{2}$-day week)
$-1 \frac{1}{2}$ after 4 hours' work ( 5 in case of bakery roundsmen) 5 -day week- $1 \frac{1}{2}$ (all hours)
$1 \frac{1}{2}$ after 12 noon

## $1 \frac{1}{2}$ after 12.30 p.m.

As for weekdays
As for weekdays
$1 \frac{1}{2}$ after 12.30 p.m.
Weekly short day- $1 \frac{1}{2}$ after,2 1.30 p.m. (dd)

Weekly short day- $1 \frac{1}{2}$ after 1.30 p.m. (dd)

Weekly short day- $1 \frac{1}{2}$ after 1.30 p.m. (dd)

Weekly short day- $1 \frac{1}{2}$ after 1.30 peekly short day - $1 \frac{1}{2}$ after 1.30 p.m.

Teekly short day-1 $1 \frac{1}{2}$ after 1.30

As for weekdays

As for weekdays

1 $\frac{1}{2}$
As for weekdays
As for weekdays
As for weekdays

Overtime Rates of Pay-contd.


47 Unlicensed places of refreshment (Great
11; $1 \frac{1}{2}$ after 6 hours in week (or 12 in fortnight) with $1 \frac{1}{4}$ after $9 \frac{1}{2}$ hours' work on any one day
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours ( $k$ )
As for weekdays

Industrial and staff canteens (Great Britain) ( $n n$ ): Other than shift workers or split duty
workers

Split duty workers
11; $1 \frac{1}{2}$ after 4 hours in week
11 $; 1 \frac{1}{2}$ after 2 hours ( $k$ )
As for other workers (see above)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
As for Local Authorities' services (see previous page)

Any week- $1 \frac{1}{2}$ after 56 hours' work
Second week- $1 \frac{1}{4}$ after 96 hours' work in fortnight; 12 $\frac{1}{2}$ after further 12 hours
14; $1 \frac{1}{2}$ after 6 hours in week
11 $\frac{1}{6} ; 1 \frac{1}{2}$ after 1 hour
$1 \frac{1}{2}$ after 10 hours' work (b) (oo)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (b) (pp)
As for weekdays
Other workers
48 Licensed non-residential establishments (Great Britain) (nn)

Laundering:
Great Britain ( $h$ )
...
45 Northern Ireland ( $h$ )

Hairdressing (Great Britain) (h)

## Overtime Rates of Pay-contd.

## Explanatory Notes-contd

( $f$ ) In the case of a shift worker continuing at work in the absence of his relief, the first two hours' work are paid for at plain time rates.
(g) In the case of a shift worker continuing at work in the absence of his relief for less than two hours the rate is the ordinary time rate, but if for more than two hours ordinary overtime rates are payable for the whole of the extra time.
(h) In this case the conditions are as specified in Wages Regulation Orders made under the Wages Councils Acts.
The rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first two hours worked in excess of the normal weekly hours (44), the rate is time-and-a-quarter, for the next two hours time-and-a-half and thereafter double time.
(j) This entry relates only to firms which are members of the United Kingdom Joint Board of Employers for the Vehicle Building Industry. For firms which are members of the Engineering and Allied Employers' National Federation, the entry under " Engineering" applies
(k) These rates relate to all hours worked in excess of a specified number on any one day. For all other hours worked in excess of the normal weekly hours the rate is time-and-aquarter.
( $l$ ) The rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first two hours worked in excess of the normal weekly hours (44), the rate is time-and-a-quarter and thereafter time-and-a-half.
( $m$ ) Calculated on the hourly gross rate in the case of time workers and the average hourly gross earnings over immediately preceding 12 weeks' reassessment period in the case of pieceworkers.
( $n$ ) In accordance with a sliding scale agreement based on the official index of retail prices these rates were subject at 1st April, 1957, to an additional 60 per cent.
(o) In accordance with a sliding scale agreement based on the official index of retail prices these rates were subject at 1st April, 1957, to an additional 4 per cent.
( $p$ ) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise the rate is time-and-a-quarter for all hours worked in excess of the normal weekly hours (44) or, in the case of workers who are normally required to attend on alternate Saturdays, 46 in the week in which Saturday attendance is normally required.
(q) In the case of workers who normally attend on alternate Saturdays the rates apply to all hours worked in excess of 46 instead of 44 in the week in which Saturday attendance is required. In the week in which Saturday attendance is not required, the rates are time-and-a-quarter for the first three hours in excess of 42 and thereafter time-and-a-half.
( $r$ ) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise the rate is time-and-a-quarter for all hours worked in excess of the normal weekly hours (45) or, in the case of workers who are not required to attend every Saturday, 47 in those weeks when Saturday attendance is required.
(s) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first three hours worked in excess of the normal weekly hours (45), the rate is time-and-a-quarter and thereafter time-and-a-half.
( $t$ ) These rates apply to all hours worked in excess of 10 on any one day. In the case of delivery workers who are employed in the bakery for less than 23 hours each week, the rate is time-and-a-quarter for all other hours worked in excess of 52, and in the case of other workers the rate is time-and-a-quarter for the first four hours in excess of 46 and thereafter time-and-a-half. For other workers the rate of time-and-a-quarter is paid for a maximum of four hours in the week.
(u) These rates relate to hours worked in excess of a specified number on any one day. Otherwise the rate is time-and-a-quarter for all hours worked in excess of the normal weekly hours (45) or, in the case of workers who are normally required to attend on alternate Saturdays, 48 in any week and 90 hours' work in the fortnight or, in the case of workers required to attend on not more than two Saturdays in a cycle of three weeks, 48 in any week and 132 hours' work within the cycle.

## Overtime Rates of Pay-contd.

Explanatory Notes-contd.
(v) In the case of a shift worker continuing at work in the unauthorised absence of his relief the first shift is paid for at plain time rates.
(w) These rates are not applicable when men on shifts are kept beyond their normal stopping time owing to late arrival of their relief.
( $x$ ) Plus 6 d . an hour for each consecutive hour worked after the first three hours' overtime in any day, and where the overtime worked is five hours continuous the succeeding day's work is paid for at 3d. an hour extra.
(y) Time-and-a-third for all overtime on battery charging.
(z) In this case the agreement provides that, if a shift worker is detained for a period not exceeding two hours due to the unauthorised absence of his relief, this period does not count as overtime.
(aa) Plus 8d. for each hour or part of an hour worked between 9 p.m. and 6 a.m.
(bb) Carpenters, assistant carpenters, boatswains, donkeymen, engineer assistants, engineroom storekeepers and pumpmen.
(cc) Double time after midnight for workers who have completed a full turn of duty and are required to work beyond that time.
(dd) On the weekly short day in any week during which, under the Shops Act, the employer is relieved of his obligation to allow the worker a weekly half holiday, the rate for all time worked after $1.30 \mathrm{p} . \mathrm{m}$. is double time.
(ee) Time worked up to a specified extent each day for the purpose of cleaning up and clearing the shop of customers is not subject to overtime payment.
(ff) Plus 6d. an hour for all hours worked between $9 \mathrm{p} . \mathrm{m}$. and $5 \mathrm{a} . \mathrm{m}$.
(gg) Plus 6 d . for each hour or part of an hour worked between 9 p.m. and 6 a.m.
( $h h$ ) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first four hours worked in excess of the normal weekly hours (46), the rate is time-and-a-quarter and thereafter time-and-a-half.
(ii) On the weekly short day in any week during which, under the Shops Act, the employer is relieved of his obligation to allow the worker a weekly half holiday, the rate for all time worked after $1 \mathrm{p} . \mathrm{m}$. is double time.
(jj) Drivers, vehicle mates and the following categories, if "travelling ", pump and tank construction fitters, their mates and pump painters are paid a consolidated overtime allowance, whether overtime is worked or not. This allowance is deducted from total overtime earnings, Monday to 12.30 p.m. Saturday.
( $k k$ ) Special conditions apply to watchmen (night custodians), watchkeepers, fire brigademen and hostel workers, also messengers at Woolwich Common.
(ll) In this case the conditions are specified in the Police Regulations. Normally a member of a police force who works overtime is granted an equal period of time off and, in addition, for each three-quarters of an hour in any week an additional quarter of an hour time off. For duty on the weekly days of rest time off equal to one-and-a-half times the period of duty is granted.
( mm ) In this case the conditions are specified in the Fire Services (Conditions of Service) Regulations. A member of a fire brigade engaged in operational duties who has performed overtime duty is only entitled to overtime pay if he has not been granted an equal period of time off before the end of the following month.
( $n n$ ) In this case the conditions are as specified in Wages Regulation Orders made under the Catering Wages Act.
(oo) Otherwise for the first five hours in excess of the normal weekly hours (45), the rate is time-and-a-quarter and thereafter time-and-a-half.
( $p$ p) The rates relate to all hours worked in excess of a specified number or after 6.30 p.m. on any one day. Otherwise for the first two hours worked in excess of the normal weekly hours (45), the rate is time-and-a-quarter and thereafter time-and-a-half.

# APPENDIX III HOLIDAYS WITH PAY 

Number of paid holidays granted and length of qualifying service as provided under the terms of collective agreements or statutory orders.


Holidays with Pay-contd.

| Industry, Class of Worker and Locality | Holidays paid for per annum (P.H. = Public Helidays) | Qualifying Service (a) for Holidays other than Public Holidays |
| :---: | :---: | :---: |
| Treatment of Non-Metalliferous Mining Products OTHER THAN COAL-contd. |  |  |
| General stoneware manufacture (Great Britain): |  |  |
| 7-day workers Others | 14 days and 6 P. P H. | 12 months |
| Pottery manufacture (Great Britain) | 12 days (plus Saturday before annual holiday) and 4 P.H. | 12 months |
| Glass processing (Great Britain) | 2 weeks and 6 P.H. | 42 weeks |
| Glass container manufacture (Great Britain) | 2 weeks and 6 P.H. | 12 months |
| Cement manufacture (United Kingdom) | 2 weeks and 6 P.H. | 12 months |
| Cast stone and cast concrete products manufacture (England and Wales) | 12 days and 6 P.H. | 49 weeks |
| Pre-cast concrete products manufacture (Scotland) | 3 holiday weeks of 44 hours each incl. P.H. | 48 weeks |
| Asbestos cement manufacture (Great Britain) | 2 weeks and 6 P.H. | 12 months |
| Chemicals and Allied Trades |  |  |
| Coke ovens and by-product works associated with coal mining (Great Britain) | 2 weeks and 6 P.H. | Not specified |
| Heavy chemicals manufacture (Great Britain): <br> Agreement of Joint Industrial Council | 2 weeks and 6 P.H. | 12 months |
| Imperial Chemical Industries Limited | 2 weeks and 6 P.H. | 12 months |
| Drug and fine chemical manufacture (Great Britain) ... | 2 weeks and 6 P.H. | 12 months |
| Paint, varnish and lacquer manufacture (United Kingdom) | 2 weeks and 6 P.H. | 12 months |
| Soap, candle and edible fat manufacture (Great Britain) ... | 2 weeks and 6 P.H. | 12 months |
| Boot and floor polish manufacture (Great Britain) (b) ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Match manufacture (United Kingdom) | 2 weeks and 6 P.H. and Xmas Eve (New Year's Eve in Scotland) | 12 months |
| Seed crushing compound and provender manufacture (Great Britain) | 12 days and P.H. | 12 months |
| Metal Manufacture |  |  |
| Pig iron manufacture (blastfurnaces) (Great Britain) ... | 18 days ( $f$ ) | 46 weeks |
| Heavy steel manufacture (N.E. Coast, etc.) ... ... | 18 days ( $f$ ) | 46 weeks |
| Iron puddling and iron and steel rolling (Midlands) ... | 2 weeks and 6 P.H. | 12 months |
| Steel sheet rolling (Staffs., Cheshire, Tees-side, etc.) | 18 days | 44 weeks |
| Siemens steel manufacture (South-West Wales) ... ... | 12 days ( 13 days paid for) and 5 P.H. | 48 weeks |
| Iron puddling forges and mills and sheet mills (West of Scotland) | 13 days and 5 days at New Year | 49 weeks |
| Steel rolling mills (South Wales and Mon.) ... ... | 2 weeks and 6 P.H. | 12 months |
| Tinplate manufacture (South Wales and Mon.) ... ... | 17 days incl. P.H. (18 days paid for) | 1 year |
| Light castings manufacture (Great Britain) ... ... | 2 weeks (g) and 6 P.H. | (g) |
| Brass and copper rolling and casting (Birmingham, Wolverhampton and Stafford) | 2 weeks (g) and 6 P.H. | (g) |
| Enginerring, Shipbuilding and Electrical Goods |  |  |
| Shipbuilding and shiprepairing (United Kingdom) ... | 2 weeks (g) and 6 P.H. | (g) |
| Engineering and allied industries (Great Britain) ... ... | 2 weeks (g) and 6 P.H. | (g) |

For explanatory notes see pages 286/8.

Engineering, Shipbuilding and Electrical Goods-contd.
Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales)
Shuttle manufacture (Lancashire and Yorkshire)
Bobbin manufacture (England and Wales)
Bobbin and shuttle manufacture (Scotland)
Constructional engineering (outside steelwork erection)
Electrical cable making (Great Britain)

## Vehicles

Vehicle building (England and Wales and Northern Ireland and Scotland)
Motor vehicle retail and repairing trade (United Kingdom) Railways workshops (British Railways) (Great Britain) ...
Railway wagon repairing (private firms in Great Britain)
Metal Goods not Elsewhere Spectified
Spring manufacture (Birmingham) ...
Laminated spring manufacture (Sheffield)
Heavy coil spring manufacture (Sheffield) ..
Farriery, blacksmith and agricultural engineering trade (Great Britain)
Wire and wire rope industries (Great Britain)
Hollow-ware manufacture (Great Britain) (b)

Tin box manufacture (Great Britain) (b)

Keg and drum manufacture (Great Britain) (b) ... ...

Brass working and founding (Great Britain) ... ...
Metallic bedstead manufaciure (Birmingham) ... ...
Lock, latch and key making (England) ... ... ...
Needle, fish hook and fishing tackle manufacturing industries (Great Britain)

Penmaking (Birmingham and district)
Stamped or pressed metal-wares (Great Britain) (b)

Iron, steel and non-ferrous scrap industry (Great Britain) ...
Precision Instruments, Jewellery, Etc.

| Surgical instrument manufacture (England and except Sheffield) | Wales |
| :---: | :---: |
| Artificial limb manufacture (Great Britain) |  |
| Metal finishing (England and Wales) |  |
| Jewellery industry (London and Home Counties) |  |
| Gold, silver and allied trades (London) |  |

Holidays paid for per annum (P.H. $=$ Public Holidays)

Qualifying Service (a)
for Holidays other
than Public Holidays

2 weeks and 6 P.H.
10 days and 6 P.H.
2 weeks and 6 P.H.
11 days incl. P.H.
2 weeks (g) and 6 P.H.
2 weeks and 6 P.H.

2 weeks (g) and 6 P.H.
2 weeks and 6 P.H.
2 weeks and 6 P.H.
2 weeks (g) and 6 P.H.

2 weeks (g) and 6 P.H.
2 weeks ( $j$ ) and 6 P.H.
2 weeks ( $g$ ) and 6 P.H.
12 days and 6 P.H.
2 weeks and 6 P.H.
12 days (or twice the normal working week) and P.H.

12 days (or twice the normal working week) and 6 P.H.
12 days (or twice the normal working week) and 6 P.H.
2 weeks ( $g$ ) and 6 P.H.
2 weeks (g) and 6 P.H.
2 weeks $(g)$ and 6 P.H.
2 weeks $(g)$ and 6 P.H.
2 weeks and 6 P.H.
12 days (or twice the normal working week) and 6 P.H.
2 weeks and 6 P.H.

2 weeks and 6 P.H.
2 weeks and 6 P.H.
2 weeks and P.H.
2 weeks and 6 P.H.
2 weeks and 6 P.H.
2 weeks and 6 P.H.

12 months
(h)

12 months
(i)
(g)

12 months
(g)

12 months
12 months
(g)
(g)
(j)
(g)

12 months

Not specified
48 weeks

48 weeks

48 weeks
(g)
(g)
(g)
(g)
(k)

48 weeks

12 months

12 months
45 weeks

12 months
(e)

12 months
12 months

## Holidays with Pay-contd.



Holidays with Pay-contd.

| Industry, Class of Worker and Locality | Holidays paid for per annum (P.H. = Public Holidays) | Qualifying Service (a) for Holidays other than Public Holidays |
| :---: | :---: | :---: |
| Textiles-contd. |  |  |
| Cotton waste reclamation (Great Britain) (b) ... ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Leather, Leather Goods and Fur |  |  |
| Leather producing industry-tanning, currying and dressing (Great Britain) | 2 weeks and 6 P.H. | 12 months |
| Leather belting and strap butt currying (United Kingdom) | 2 weeks and 6 P.H. | 12 months |
| Mechanical and hydraulic leathers manufacture (Great Britain) | 2 weeks and 6 P.H. | 12 months |
| Roller leather manufacture (Great Britain)... ... ... | 2 weeks and 6 P.H. | 12 months |
| Buffalo picker manufacture (Great Britain) ... ... | 2 weeks and 6 P.H. | 12 months |
| Fellmongering (domestic sheepskins) (England and Wales) | 2 weeks and 6 P.H. | 12 months |
| Skinning (Scotland) | 2 weeks and 6 P.H. | 12 months |
| Leather goods, saddlery and harness manufacture (Great Britain) | 2 weeks and 6 P.H. | 12 months |
| Retail saddlery and leather goods trade (Great Britain) ... | 2 weeks and 6 P.H. | 12 months |
| Clothing |  |  |
| Waterproof garment manufacture (Lancashire and Cheshire) | 2 weeks and 6 P.H. | 48 weeks |
| Ready-made and wholesale bespoke tailoring (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Retail bespoke tailoring (England and Wales and Scotland) (b) | 12 days (or twice the normal working week and 6 P.H. | 48 weeks |
| Dressmaking and women's light clothing (England and Wales, Scotland and Northern Ireland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Wholesale mantle and costume (Great Britain) (b) ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Shirt, collar, tie, etc., making (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Hat, cap and millinery (England and Wales and Scotland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Glove manufacture (England and Wales) ... ... | 2 weeks and 6 P.H. | 12 months |
| Corset making (Great Brivain) (b) ... ... ... ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Boot and shoe manufacture (Great Britain excluding Rossendale Valley) | 2 weeks and 6 P.H. | 48 weeks |
| Boot and shoe repairing and bespoke footwear manufacture (Great Britain) (b) | 12 days (or twice the normal working week and 6 P.H. | 48 weeks |
| Food, Drink and Tobacco |  |  |
| Flour milling (Great Britain)... ... ... ... ... | 12 days and 6 P.H. | 12 months |
| Corn trade (Great Britain) ... | 2 weeks and 6 P.H. | 12 months |
| Baking (England and Wales, Scotland and Northern Ireland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |

Holidays with Pay-contd.

| Industry, Class of Worker and Locality | Holidays paid for per annum (P.H. = Public Holidays) | Qualifying Service (a) for Holidays other than Public Holidays |
| :---: | :---: | :---: |
| Food, Drink and Tobacco-contd. |  |  |
| Baking (England and Wales) (national agreement) | 12 days and 6 P.H. | 48 weeks |
| Biscuit manufacture (Great Britain): $5 \frac{1}{2}$-day establishments 5-day establishments | 12 days and 6 P.H. <br> 10 days and 6 P.H. | 48 weeks 50 weeks |
| Slaughtering: <br> England and Wales <br> Scotland | 12 days and 6 P.H. 2 weeks and 6 P.H. | 12 months Not specified |
| Bacon curing (Great Britain)... | 12 days and 6 P.H. | 12 months |
| Beet sugar manufacture (Great Britain) | 12 days and 6 P.H. ( $t$ ) | 12 months (e) |
| Cocoa, chocolate and sugar confectionery manufacture (Great Britain) | 2 weeks and 6 P.H. | 48 weeks ( $u$ ) |
| Food manufacturing industry (Great Britain) | 2 weeks and 6 P.H. | 48 weeks |
| Sugar confectionery and food preserving (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Brewing: |  |  |
| London, North Midlands, Burton-on-Trent, Birmingham, East Midlands | 2 weeks and 6 P.H. | 12 months |
| Northumberland and Durham, Yorkshire (except Sheffield and district), Sussex, South Wales and Monmouthshire | 2 weeks and P.H. | 12 months |
| South Lancashire and East Cheshire Scotland | 2 weeks and 6 P.H. 2 weeks and P.H. | 1 day for every 4 weeks 12 months (one malting season for maltmen) |
| Grain distilling (The Distillers Co. Ltd.) (Scotland) ... | 2 weeks and 6 P.H. | 12 months |
| Pot still malt distilling (Scotland) | 2 weeks and 6 P.H. | 12 months |
| Aerated waters manufacture (England and Wales and Scotland) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Tobacco manufacture (United Kingdom) .. | 2 weeks and 6 P.H. | 12 months |
| Manufactures of Wood and Cork |  |  |
| Home grown timber trade (England and Wales) ... ... | 2 weeks and 6 P.H. | 12 months |
| Sawmilling: |  |  |
| England and Wales Scotland- | 2 weeks and 6 P.H. | 12 months |
| Woodcutting machinists | 2 weeks and 6 P.H. | 12 months |
| Labourers $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ <br> Northern Ireland $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ | 2 weeks and 6 Peeks and 6 P.H. |  |
| Northern Ireland | 2 weeks and 6 P.H. |  |
| Pitwood trade (Bo'ness and Grangemouth) ... ... | 2 weeks and 6 P.H. | (w) |
| Furniture manufacture: <br> Great Britain <br> Northern Ireland | 2 weeks and 6 P.H. 2 weeks and 6 P.H. | 40 weeks <br> (v) |
| Coopering (Great Britain and Belfast) ... ... ... | 2 weeks ( 88 hours) and 6 P.H. | 12 months |
| Wood box, packing case and wooden container manufacture: |  |  |
| England and Wales | 2 weeks and 6 P.H. | 12 months |
| Packing case makers <br> Machinists | 2 weeks and 6 P.H. ${ }_{2}$ weeks and 6 P.H. | $(x)$ |
| Basket making industry (United Kingdom) | 2 weeks and 6 P.H. | (h) |
| Paper and Printing |  |  |
| Paper making, paper coating, paper board and building board making (United Kingdom) | 12 days and 6 P.H. | 12 months |
| Wallpaper manufacture (England) \& .... ... ... | 2 weeks ( 90 hours) and 6 P.H. | Not specified |


| Industry, Class of Worker and Locality | Holidays paid for per annum <br> (P.H. = Public Holidays) | Qualifying Service (a) for Holidays other than Public Holidays |
| :---: | :---: | :---: |
| Paper and Printing-contd. |  |  |
| Paper box making (b): Great Britain | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks (s) |
| Northern Ireland | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Paper bag making (Great Britain) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks (s) |
| Envelope making and stationery manufacture (England and Wales) | 2 weeks and 6 P.H. | 12 months |
| Printing and bookbinding: <br> England and Wales (except London) | 2 weeks and 6 P.H. | 12 months |
|  | 2 weeks and 6 P.H. | 12 months |
| London (morning, evening and Sunday newspapers) ... | 2 weeks and 6 P.H. | 6 months |
| Scotland (general printing) <br> Scotland (morning, evening, weekly and Sunday newspapers) |  | 12 months |
| Other Manufacturing Industries |  |  |
| Rubber manufacture (Great Britain) | 2 weeks and 6 P.H. | ( $y$ ) |
| Toy manufacture (Great Britain) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Button manufacture (Great Britain) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Building and Contracting |  |  |
| Building industry (England and Wales and Scotland) ... | 2 weeks and P.H. (z) | (l) |
| Building and civil engineering construction (Northern Ireland) | 2 weeks and 4 P.H. | (l) |
| Demolition contracting (Great Brıtain) ... ... ... | 2 weeks and P.H. (z) | (l) |
| Heating, ventilating and domestic engineering-installation and maintenance (Great Britain) | 2 weeks and 6 P.H. | (e) |
| Electrical contracting industry: <br> England, Wales and Northern Ireland Scotland | 2 weeks and 6 P.H. <br> 2 weeks and first 3 days in the year and the recognised spring and autumn holidays | (e) $(e)$ |
| Civil engineering construction (Great Britain) | 2 weeks and P.H. (z) | (l) |
| Mastic asphalt laying (Great Britain) | 2 weeks and P.H. (z) | (aa) |
| Gas, Electricity and Water |  |  |
| Gas supply (Great Britain) ... ... ... ... ... | 2 weeks and 6 P.H. | 12 months |
| Electricity supply (Great Britain): <br> Day workers.. <br> Shift workers | 2 weeks and 6 P.H. <br> 3 weeks plus an additional shift of 8 hours | 10 months 10 months |
| Water supply (England and Wales): Day workers... <br> Shift workers | 2 weeks and 6 P.H. 3 weeks | 12 months 12 months |

For explanatory notes see pages 286/8.

Holidays with Pay-contd.


Holidays with Pay-contd.


| Industry, Class of Worker and Locality | Holidays paid for per annum <br> (P.H. = Public Holidays) | Qualifying Service (a) for Holidays other than Public Holidays |
| :---: | :---: | :---: |
| Public Administration-contd. |  |  |
| Local Authorities' services: |  |  |
| England and Wales (excl. Glamorgan and Monmouthshire) | 2 weeks and 6 P.H. | 12 months |
| Glamorgan and Monmouthshire Scotland | 2 weeks and P.H. 3 weeks including P.H. | 12 months 12 months |
| County Council roadmen (regional agreements in England and Wales) | 12 days and P.H. (usually 6 ) | 12 months |
| River authorities (England and Wales) ... | 12 days and 6 P.H. | 12 months |
| Miscellaneous Services |  |  |
| Health Services (Great Britain) | 2 calendar weeks and 6 P.H. | 12 months |
| Cinema theatres (Great Britain) | 2 weeks and 3 days in lieu of P.H. | 12 months |
| Unlicensed places of refreshment (Great Britain) (b) ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Industrial and staff canteens (Great Britain) (b) ... ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| School meals service and civic restaurants (England and Wales) | 2 weeks and 6 P.H. | 12 months |
| Licensed residential establishments and licensed restaurants (Great Britain) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Licensed non-residential establishments (Great Britain) (b) | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Laundering (b): |  |  |
| Great Britain $\quad$. | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks (ee) |
| Northern Ireland ... | 12 days (or twice the normal working week) and 6 P.H. | 48 weeks |
| Hairdressing (Great Britain) (b) ... ... ... ... | 12 days (or twice the normal working week) and 6 P.H. | 12 months |

## Explanatory Notes

(a) Most agreements and orders provide for a shorter holiday or reduced holiday payments for workpeople with less than the full qualifying period of service stated in this column.
(b) In this case the conditions are as specified in statutory orders.
(c) Workers other than shepherds, milkers or workers paid by the hour, who are required to work on 6 specified days during the year, are entitled to overtime payment for such work.
(d) Payment for holidays other than public holidays is provided by a weekly "credit" related to a worker's normal time rate for every week or part thereof he has been employed.
(e) In this case payment for holidays other than public holidays is provided by the accumulation of a weekly "credit" for each week's work done during the 12 months preceding the holiday.
( $f$ ) In addition to the 18 days' holiday pay a maximum payment of 3 extra shifts is made to men called upon to work on certain agreed days.
(g) In this case the payment for holidays other than public holidays amounts to one twentyfifth of the appropriate time rate for each full week's work performed in the year.

## Holidays with Pay-contd.

Explanatory Notes-contd.
(h) In this case payment for holidays including public holidays is calculated on the basis of 6 per cent. of each employee's earnings in the period from the pay day before the preceding annual summer holiday up to and including the pay day but one preceding the current holiday.
(i) In this case payment for holidays other than public holidays is calculated on the basis of one fiftieth of the total number of hours worked in ordinary time during the year ending 30th June, with a maximum of a full work's week. The rate of payment is that earned in the last week in June.
( $j$ ) In this case the payment for holidays other than public holidays to male adult pieceworkers is calculated on the basis of a percentage of each man's actual earnings for the year, subject to prescribed maximum amounts according to occupation.
(k) In this case the basic wages of each worker are increased by 4 per cent., this amount being retained to cover the summer holiday payment. The calculation excludes bonus and overtime payments.
( $l$ ) In this case payment for holidays including public holidays is provided by the accumulation of a weekly "credit " for each week's work done during a period of 12 months preceding the holiday.
(m) One fiftieth of an agreed holiday payment accumulates weekly to each worker during the period from conclusion of one annual holiday to the commencement of the next.
(n) In this case the payment for holidays other than public holidays is one twenty-fifth of wages earned between the end of the holiday in one year and the beginning of the holiday period in the next year.
(o) The amount payable at the summer holiday period is to be 4.06 per cent. of gross wages, including overtime, earned during the year.
(p) In this case payment for the annual summer holidays is calculated on the basis of 4 per cent. of the worker's gross earnings in the year. Payment for public holidays is calculated on the basis of 2 per cent. of the worker's gross earnings.
(q) In this industry payment for holidays including public holidays is provided by a " credit " of 4 per cent. of the worker's gross earnings over the year, and in addition a weekly " credit" of a fixed amount for a maximum of 50 weeks in the year.
$(r)$ In this industry there are alternative methods of providing payment for holidays:
(1) Payment at normal time rates for one week's annual holiday, subject to a qualifying period of 48 weeks, and for statutory holidays (the method of payment for annual holidays in excess of one week to be agreed locally), or
(2) Payment for holidays including public holidays by the accumulation of a weekly "credit" equal to $6 \frac{1}{2}$ per cent. of the worker's gross wages including overtime.
(s) 24 weeks for a worker who is under 18 years of age when he enters employment and who is under 19 years of age at the commencement of his first annual holiday.
( $t$ ) All employees, except packeting plant employees, remaining in the employ of the British Sugar Corporation Ltd. after the end of the campaign break are granted 2 days' holiday at off-season rates of pay. Saturdays are not counted as part of the two days' holiday.
(u) 6 months for a worker who is under 18 years of age when he enters employment and who is under 19 years of age at the commencement of his first annual holiday.
(v) In this case payment for holidays other than public holidays is calculated on the basis of one twenty-fifth of the worker's earnings in the 12 months preceding the holiday.
(w) Payment for holidays other than public holidays is to be one twenty-fifth of the worker's earnings in the year ending in the last pay week in the preceding March.
(x) In this case payment for holidays other than public holidays is calculated on the basis of two fifty-firsts of the year's earnings, including 6 days with pay.
(y) In this case payment for holidays other than public holidays is calculated by multiplying the number of weeks not exceeding 50 in which the worker has been employed during the 12 months immediately preceding the last Saturday in June by 1.8 times the basic time rate for a worker with less than 12 months' service and 1.8 times the average hourly rate for a worker with 10 years' service; workers with 12 months' but less than 10 years' service receiving scaled proportions at basic time rate and average hourly rate.

## Holidays with Pay-contd.

Explanatory Notes-contd.
(z) The national agreement provides that in addition to Christmas Day not less than five other days of public holiday are to be agreed and paid for in each locality.
(aa) In this industry there are alternative methods of providing payment for holidays:
(1) Payment in respect of annual and public holidays is provided by the accumulation of a weekly "credit" for each week's work done during a period of 12 months preceding the holiday, or
(2) Payment is made at the standard rate of wages on the basis of one day's pay for each complete month of service with a maximum of 2 normal working weeks. In addition, 8 hours' pay is given for each public holiday.
(bb) A considerable proportion of the staff are required to work on Bank or Public Holidays and, for each such day worked, receive an additional day's leave with pay at ordinary rates.
(cc) Where the exigencies of the service do not permit of the public (or local) holidays being arranged, days off in lieu are substituted. Where such substitution takes place, these days are aggregated wherever possible and taken as one week's holiday of 44 hours with pay.
(dd) One extra day is granted (or pay in lieu thereof) for every Sunday spent at sea, Christmas Day, New Year's Day and Good Friday being treated as Sundays.
(ee) 24 weeks for workers who are under 17 years of age when they enter employment and who are under 18 years of age at the commencement of their first annual holiday.
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[^0]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which may be obtained from the Secretary of the Board, $5 / 8$ St. Andrew's Place, Regent's Park, London,
    N.W.1.
    $\dagger$ In areas other than that specified in the Table the employment of men engaged wholly or mainly in attendance upon animals is subject to the general weekly minimum rate of 141s. with overtime rates for any additional time involved in the performance of their particular
    duties.
    $\ddagger$ During the lambing season the following additional payments are made to shepherds:not less than 90 s. for flocks of $50-100$ sheep plus a bonus of not less than 45 s . for each additional 100 sheep.
    $\S$ Tractor drivers receive an additional payment of 1 s . 9 d . a day in respect of any day on which they are wholly or mainly employed in driving or operating a tractor.

[^1]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which may be obtained from the Secretary of the Board, Broomhouse Drive, Edinburgh, 11.
    $\dagger$ This rate is increased by 4s. 6d. a week for each dog kept and fed up to a maximum of two dogs.
    $\ddagger$ Second Sunday in February to second Sunday in November in East Lothian, West Lothian, Midlothian, Fife and Kinross.
    § Second Sunday in November to second Sunday in February in East Lothian, West Lothian, Midlothian, Fife and Kinross.

[^2]:    * Grade A potatoes mean Golden Wonder, King Edward, Red King, Gladstone, Kerr's Pink and Redskin. Grade B mean any other variety. Dressed potatoes mean sound ware in accordance with the definition applied for the purposes of the Government guarantee for the

[^3]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders themselves, copies of which are on sale at H.M. Stationery Office.

[^4]:    * This is the sole occupation in the Grade.

[^5]:    * The agreement also specifies rates for other classes of workers.
    $\dagger$ The cost-of-living payment or addition varies monthly in accordance with the movement in the official index of retail prices when taken to one decimal place and multiplied by 1.534 .

[^6]:    * Rates are specified for other categories of workers.
    $\dagger$ The cost-of-living addition varies monthly in accordance with the movement in the official index of retail prices when taken to one decimal place and multiplied by 1.534 .

[^7]:    * Area agreements specify higher rates for various skilled and semi-skilled occupations.

[^8]:    * The rates are governed by decisions of the National Joint Council for the Building

[^9]:    * Including the production of lime and whiting from chalk but excluding the manufacture of cement.

[^10]:    *Contract workers are paid a bonus of 38s. 9d. if they work for 36 but less than 42 hours 47 s . 9 d . if they work for 42 hours, and 1 s . $1 \frac{1}{2} \mathrm{~d}$. an hour for all hours in excess of 42 .

[^11]:    *The agreements apply to the production of ballast, sand (other than moulding and refractory sand) and gravel aggregates for use in concrete and in building construction and roadmaking.
    $\dagger$ Occupational differential rates ranging from 1d. to 7d. in excess of the labourers' rates have been fixed for other classes of workers, as well as rates of wages of watchmen.

[^12]:    *These agreements cover the manufacture of building and engineering bricks (other than glazed bricks), hollow clay blocks, roofing and flooring tiles (unglazed), terra cotta (unglazed), agricultural drain pipes (unglazed), chimney pots and finials in the North of England (Northumberland and Durham), North East (Yorkshire), North West (Cumberland, Westmorland, Lancashire and Cheshire), North and East Midlands (Derbyshire, Leicestershire, Lincolnshire, Nottinghamshire), Northamptonshire (except Fletton bricks), North Staffordshire (Stoke-onTrent district), Gloucestershire and Wales.
    $\dagger$ Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday, but these additions do not apply to the shift allowance of 2d. an hour which is included in the shift rate quoted.

[^13]:    *These agreements cover undertakings which are members of the Midland Federation of Brick and Tile Manufacturers and are engaged in the manufacture of building and engineering bricks and roofing tiles in Shropshire, Staffordshire (other than Stoke-on-Trent), Warwickshire and Worcestershire.

[^14]:    *These agreements are applicable to all undertakings in the Eastern, Southern, South Eastern, and South Western counties of England engaged in the manufacture of building bricks (other than glazed bricks), roofing and flooring tiles (unglazed), terra cotta (unglazed), agricultural drain pipes (unglazed), chimney pots and finials, other than those which are parties to the settlements of the Regional Joint Council for the Clay Industries (see page 16) and those engaged in the manufacture of stock bricks (see page 20), sandlime and concrete bricks (see page 20) and Fletton bricks (see page 22).
    $\dagger$ The differentials apply as regards those of 1 d . or less to workers having not less than 3 months' experience of the job, and as regards differentials of more than 1 d . a differential of 1 d . applies when the worker is put on the job and the full differential after 3 months' experience.
    $\ddagger$ Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday, but these additions do not apply to the shift allowance of 2d. an hour which is included in the shift rate quoted.

[^15]:    *Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday, but these additions do not apply to the shift allowance of 2 d . an hour which is included in the shift rate quoted.

[^16]:    *Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday, but these additions do not apply to the shift allowance of 3 d . an hour which is included in the shift rate quoted. Qualified burners tending more than 2 fires on separate kilns are paid 3s. 4d. extra a shift ( 23 s .4 d . a week) regardless of chamber capacity.

[^17]:    * Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday, but these additions do not apply to the shift allowance of 2 d . an hour which is included in the shift rate quoted.

[^18]:    * These agreements apply to all undertakings engaged in the manufacture of fireclay refractories except those undertakings which are parties to the agreements of the Swadlincote District Joint Wages Board of the National Joint Committee for the Salt Glazed Ware Industry (see page 21) or those composite undertakings which are parties to the agreements of other Joint Councils or Joint Wages Boards.
    $\dagger$ Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday, but these additions do not apply to the shift allowance of 2d. an hour which is included in the shift rate quoted.

[^19]:    Note.-The rates became operative from 25th March, 1957
    For footnotes see next page.

[^20]:    * The rates are exclusive of cost-of-living payments of $5 \frac{3}{4} \mathrm{~d}$. an hour for men and 3d. for women, of the incentive bonus of $3 \frac{3}{4}$ per cent. and the general increase of $12 \frac{1}{2}$ per cent. referred
    to below the Table.
    $\dagger$ Warehouse workers having control of books and orders are paid 7s. 6d. a week extra.
    $\ddagger$ If the normal hours were 48 prior to June, 1949, the rate is group M.3A.
    § Freehand gilding in gold only.

[^21]:    * Defined as including operations used in the conversion of plate glass and other flat glasses or substitutes into mirrors, shelves, decorative glass and similar products, including (in those areas where it is customary) the specialist fixing of such products.
    $\dagger$ The cost-of-living bonus is subject to variation in February and August each year in accordance with the average of the figures of the official index of retail prices respectively for the periods July to December and January to June immediately preceding.
    $\ddagger$ The whole of the area within a circle having a radius of 25 miles from Charing Cross including the whole of any towns intersected by this circle.
    § The London rates apply in the Liverpool Area to all classes of operatives except general labourers, loaders, sand-washers and cleaners-up.

[^22]:    * The grouping of works is the same as that for productive workers (see previous page).
    $\dagger$ When employed on burning these workers are paid at the normal rate, and when on welding 1d. an hour above the normal rate.

[^23]:    * The area agreements specify rates for other grades of workers.

[^24]:    * These rates also apply to the chemical manufacturing side of the plastics industry and to Class I firms engaged in the manufacture of fertilisers. The rates for Class II firms are lower by $\frac{3}{4} \mathrm{~d}$. an hour for men and $\frac{1}{2} \mathrm{~d}$. for women.

[^25]:    * These rates are subject, at the Company's discretion, to augmentation under a Bonus Grading Scheme. This scheme provides for the payment of merit bonuses as supplements to the appropriate hourly rates ranging in accordance with a fixed scale from $1 \frac{1}{2} \mathrm{~d}$. an hour for Grade 1 to 9d. an hour for Grade 6.
    $\dagger$ Woodworkers who provide and maintain their own tools are paid an allowance of 2 s .0 d . a week.

[^26]:    * Mercurial workers and their assistants receive 1d. an hour above the class rate.
    $\dagger$ Women engaged on heavy stone-ware and drum washing receive 2 s . a week above the class rate.

[^27]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.

[^28]:    * The rates quoted are the minimum or lowest rates of wages for labourers. In some districts and at some plants the minimum rate is higher.
    $\dagger$ The flat-rate additions are subject to variation monthly in accordance with movements in the official index of retail prices when taken to one decimal place and multiplied by 1.534 .
    $\ddagger$ Including two special stabilised additions of 9 d . a shift as well as a fluctuating addition of 7s. 7d. a shift.

[^29]:    * Some firms in the industry are members of the Engineering and Allied Employers' National Federation and observe rates of wages obtaining in the engineering industry for those of their workpeople engaged on engineering work (see pages 46 to 49)
    $\dagger$ Rates of pay are also fixed for workers engaged on vitreous enamelling processes.
    $\ddagger$ Patternmakers receive an additional bonus of 5 s . 3 d . a week.

[^30]:    * The rates of wages agreed upon by the Welsh Engineers' and Founders' Conciliation Board for time workers employed in the Port Talbot, Neath, Swansea and Llanelly area, as from the beginning of the pay week commencing on or after 29th March, 1957, are 201s. 8d. for craftsmen and 165 s . 0d. for labourers for a week of 44 hours.
    $\dagger$ Including the special South Wales bonus of 3 s .6 d . a week for fitters and 1s. 8 d . a week for labourers.

[^31]:    * This agreement covers firms primarily and mainly engaged on the repair and maintenance of agricultural machinery or implements. Many of the firms engaged in the manufacture of machinery and implements are members of the Engineering and Allied Employers' National Federation and observe the engineering rates (see previous pages).

[^32]:    * In one or two districts, where work consists mainly of shiprepairing, e.g., Thames and Bristol Channel, higher rates are in operation based in part upon local agreements made before the local associations of employers in these districts became affiliated to the Shipbuilding Employers' Federation.

[^33]:    * The rates are subject to variation in January, April, July and October, in accordance with the official index of retail prices published in December, March, June and September immediately preceding.
    $\dagger$ The rates are subject to variation in accordance with a sliding scale based on the official index of retail prices.

[^34]:    Note.- The rates became operative from the beginning of the first full pay period following 4th February, 1956.

    ## Hours of Labour

    The hours of labour in a full week, exclusive of mealtimes and overtime, are 44, to be worked over 5 days or nights. On double-day shifts or three-shift systems, the normal week consists of 5 shifts of 8 hours, including a break of half-an-hour for meals.

    ## Guaranteed Week

    All full-time employees, after four weeks' continuous service, are guaranteed 4 days' employment in any pay week such as will enable them to earn, during such period, the equivalent of their respective day-time rates for 34 hours, subject to certain conditions and qualifications.

[^35]:    * These rates also apply to Scotland.

[^36]:    * The East of Scotland comprises the counties of West Lothian, Midlothian, East Lothian and Fife south of a line drawn from Kinross to Leven. The West of Scotland comprises the counties of Lanarkshire, Dunbartonshire, Stirlingshire, Renfrewshire and Ayrshire.
    $\dagger$ An additional $\frac{1}{2} \mathrm{~d}$. an hour is paid when employed on passenger-carrying vehicles.

[^37]:    * In establishments where work is spread over seven days a week (each worker being allowed one day off a week) the minimum rate of wages for those engaged on such working is 3d. an hour above the rates quoted.
    $\dagger$ In Northern Ireland outside the City of Belfast the rate is $3 \mathrm{~s} .0 \frac{3}{4} \mathrm{~d}$. when employed in repair shops and 3 s . $0 \frac{1}{4} \mathrm{~d}$. outside the workshops.
    $\ddagger$ e.g., petrol pump and garage attendants, store keepers, but with the exception of night watchmen, night attendants, clerical workers and salesmen or saleswomen.
    $\S$ Women employed in repair workshops who show individual merit are to receive, over and above the minimum wage rates, reasonable merit increments in keeping with the principle that a female worker in comparison with a male worker should receive equal pay for equal work and ability. To be eligible for such increment, a woman need not necessarily be able to undertake all male semi-skilled or skilled work. Women employed outside the workshops are to receive rates higher than the minimum rates in accordance with their individual merit and ability.

[^38]:    * For the rates of railway wagon repairers employed in the workshops of British Railways (see pages 58 and 59).
    $\dagger$ Outstation repairers working in open sidings receive an additional allowance of 1 s . for each day worked

[^39]:    Note.-The rates became operative from 16th January, 1956.

[^40]:    * The rates of wages quoted relate to employees of British Railways excluding the Great Central Section of the former L.N.E. Railway where the engineering rates (see pages 46 to 49) apply. The rates for employees of the London Transport Executive are higher. Workers employed in marine workshops are paid flat-rate differentials varying from 4 s . to 12 s . a week
    according to occupation.

[^41]:    * The rates actually paid are 4s. $3 \frac{1}{2} \mathrm{~d}$. for firemen and 4 s . $2 \frac{1}{2} \mathrm{~d}$. for doormen, as arranged
    $\dagger$ A stated number of shoes constitutes a day's work.

[^42]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The bonuses amount to 7 d . an hour for casters and cupola men, $8 \frac{3}{4} \mathrm{~d}$. for other men and $4 \frac{1}{2} \mathrm{~d}$. for women.
    \$ These rates do not apply to painting and dipping.

[^43]:    * If, in any arrangement made, a separate moulder is employed, the moulder's rate would then be 159s. 10d. (basic rate for piecework 66s.).

[^44]:    * The skilled rate is applicable when engaged on short runs.
    $\dagger 4 \mathrm{~s}$. 0 d . of the bonus is included in the base rate.

[^45]:    * Principally Birmingham, Wolverhampton, Willenhall and Walsall districts, Liverpool, Wigan and London.
    $\dagger$ The rates vary according to ability or speed of worker.
    $\ddagger$ The cost-of-living addition on basic rates is subject to variation in January each year in accordance with the average of the figures of the official index of retail prices published during the period January to December immediately preceding.
    § Women workers of more than ordinary skill and ability or engaged on special work may be remunerated by an extra payment of up to 5 s . a week. Such workers include those engaged on keys or differing wards, piecework checkers and similar employees on other processes not susceptible to piecework arrangements. In a like category are women of 20 years and over engaged on power pressing, varnishing, emery wheeling, on capstan lathes, polishing and burnishing, plating and lacquering.

[^46]:    * The rate for the unskilled adult male time worker is regarded as the national standard wage and the rates for all other time workers are expressed as percentages thereof, i.e., skilled men $116 \cdot 216$, semi-skilled $105 \cdot 405$ and women $76 \cdot 651$.
    $\dagger$ The rates are subject to variation in accordance with a sliding scale based on the official index of retail prices.

[^47]:    Note.-The rates became operative from the first pay day in the week commencing 4th March, 1957, and relate to an average index of retail prices figure of $103 \cdot 9$ (January, $1956=100$ ).

[^48]:    * Including demolition, dismantlement and shipbreaking, but excluding machinery dismantlement for re-use as machinery.
    $\dagger$ These rates are in excess of the statutory minimum rates fixed for General Waste Materials Reclamation (see page 212).
    $\ddagger$ The cost-of-living allowance which is not computable for overtime purposes is subject to variation in January, March, May, July, September and November each year in accordance with the average of the official index of retail prices taken to one decimal place for the two months commencing October, December, February, April, June and August immediately
    preceding.

[^49]:    * This agreement does not apply to Sheffield.
    $\dagger$ The manufacture, assembling or distribution, other than retailing to the public, of spectacle frames and lenses (including those to prescription) and cases.

[^50]:    * The agreement applies to all workers, other than foremen and charge hands, employed as anodisers, bronzers, burnishers, dippers, electro-platers, enamellers, grease tinners, lacquerers, metal colourers, metal sprayers, phosphate processors, polishers, sandblasters, scratchbrushers, and other workers associated with these processes. It does not apply to workers engaged in composite establishments (i.e., where metal finishing is an ancillary activity) covered by collective agreements made with other employers' associations, e.g., those referred to on pages 72 and 73 .

[^51]:    * The rates are subject to variation in April and October each year in accordance with the figures of the official index of retail prices for the January and July immediately preceding as published in February and August respectively.
    $\dagger$ Most of the operatives employed in these occupations are paid at piece rates of wages, and piece rates are calculated so as to yield stated amounts which are 20 per cent. in excess of the

[^52]:    * Most of the operatives employed in these occupations are paid piece rates of wages, and piece rates are calculated so as to yield stated amounts which are 20 per cent. in excess of the basic time rates quoted.
    $\dagger$ An additional 7s. 0d. a week is paid where a male operator does his own lifting of beams.

[^53]:    * These minimum rates apply to pieceworkers, who are paid the usual piece price rates or the stated minimum rates, whichever are the higher.
    $\dagger$ Plus one-fifih of earnings from all looms calculated upon the piece rate for the 6 loom system.
    $\ddagger$ For the first three months of employment women clothlookers are paid 75 per cent. of this minimum rate and thereafter 80 per cent., but where a woman clothlooker is actually performing the full duties of a male clothlooker and is responsible for examining the cloths from at least as many looms as a man would normally do, she is paid the full minimum rate.

[^54]:    * Where more than one rate is quoted, the different rates apply to different kinds of wool (long wool, medium dna botany).
    $\dagger$ A night work allowance of $1_{4}^{1} \mathrm{~d}$. an hour for all hours actually worked is payable in addition to the rates quoted in this column.

[^55]:    * Spinners in charge of more than one pair of mules receive additional responsibility pay of 3s. 6d. a week for each mule in excess of two, up to a maximum of three pairs.

    | $\dagger$ Tuners are paid 2 s . a loom (on time rates) or 2 s . plus 10 per cent. (on piecework) for each |
    | :--- |
    |  | loom above 10 in section.

[^56]:    * The minimum rates do not apply to (a) workers in the service of certain employers in the spinning section of the industry in the West Riding of Yorkshire where the minimum rates are regulated by the wool textile agreements (see pages 79 and 80 ), and (b) workers engaged in the maintenance or upkeep of premises, machinery or plant.

[^57]:    Note.-The rates became operative from the pay day in the week commencing 22nd October,

[^58]:    * In the dyeing and finishing section the rates are the same as those paid in the textile bleaching, dyeing, printing and finishing industry in Lancashire and Yorkshire (see page 98).

[^59]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.

[^60]:    * The basic rates for any occupation are derived from the points assessed for that occupation by job evaluation. For the following occupations minimum rates for time workers have been agreed:-

    Men, 21 years and over:-

    Grade 9 (except preparing room cleaners and hoist men)
    Preparing room cleaners, hoist men and yarn storemen General labourers
    Women, 18 years and over:-
    Grades 10 and 9
    Ring spinners
    $\begin{array}{ll}\text { 112s. } & \text { 0d. } \\ \text { 116s. } & \text { 0d. } \\ \text { 120s. } & \text { 0d. }\end{array}$
    73s. 11d.
    88s. 9d.

[^61]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.

[^62]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale
    at H.M. Stationery Office

[^63]:    * The percentage bonus and flat-rate bonus are both subject to variation in accordance with a sliding scale based on the official index of retail prices.
    $\dagger$ The period of apprenticeship is 3 years.

[^64]:    * The manufacture of jute carpets is not covered by this agreement
    $\dagger$ This rate includes the general base rate (81s. for men and 52 s . for women) and a "lieu bonus allowance" of 12 s . a week for men and 10 s . for women, which is paid to any timeworker over 18 years of age who has not been put on to a piecework job.
    $\ddagger$ These rates include (in addition to the general base rates and the lieu bonuses referred to in the footnote $\dagger$ ) " merit bonuses " which are paid to operatives with the experience specified who are not employed on systems of payments by results.
    § The cost-of-living bonus is subject to variation in accordance with a sliding scale based on the figures of the official index of retail prices, taken to one decimal place and multiplied by 1.534 , and is applied as a percentage to earnings. The bonus on earnings in excess of $£ 615 \mathrm{~s}$. for men and $£ 410 \mathrm{~s}$. for women is 50 per cent.

[^65]:    * Including solid woven belting, elastic web, textile small wares, trimmings, webbings and

[^66]:    * Including bleaching and finishing, carding, linting, medicating, dyeing and all forms of making-up of prepared surgical dressings, surgical plasters and sanitary towels.

[^67]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rate.

[^68]:    * The rates are subject to variation in January, April, July and October each year in accordance with the average of the official index of retail prices during the quarters ending November, February, May and August immediately preceding.

[^69]:    * The rates are subject to variation in January, April, July and October each year in accordance with the average of the official index of retail prices during the quarters ending November, February, May and August immediately preceding.

[^70]:    * Productive workers are those who assist in the production of the finished article.
    $\dagger$ The cost-of-living addition varies in accordance with a sliding scale based on the official index of retail prices.

[^71]:    * Composite hourly rates are fixed for male and female jobbers working in each occupation.
    $\dagger$ The cost-of-living addition is subject to variation in January, April, July and October each year in accordance with the official index of retail prices published in the December, March, June and September immediately preceding.

[^72]:    * The manufacture of goods (whether of leather, fabric (including plastic), wood or fibre) including the making of travelling trunks, bags, ladies' handbags, suit and attache cases, fancy and general goods, sports goods, etc.; also such saddlery and harness as is made in the factories covered by the agreement.
    $\dagger$ The agreement covers workers employed in retail establishments on the manufacture and repair of saddlery, harness, luggage, leather goods and handbags.

[^73]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The London district means the City of London and Metropolitan Police District.

[^74]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale
    at H.M. Stationery Office.

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[^80]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.

[^81]:    * Leather and fabric dress gloves and industrial gloves.
    $\dagger$ The particulars given apply generally throughout the country except in the Rossendale Valley where wages are regulated by separate agreements.
    $\ddagger$ The minimum wage rates do not apply to clerks, engineers, mechanics, electricians, stokers, porters, sweepers-up, lift or hoist men, caretakers and timekeepers, or to labourers and odd-job men not engaged in actual manufacturing.
    § The rates are subject to variation in accordance with a sliding scale based on the official index of retail prices.

[^82]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Agreed rates of wages of boot and shoe repairers employed by Co-operative Societies are, in a number of areas, fixed at specified amounts in excess of the minimum statutory rates of

[^83]:    * The Corn Trade covers the marketing of home grown grain and the supply of farmers' requirements, including the manufacture and distribution of animal feeding stuffs.

[^84]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The rates for workers under 23 years who are employed wholly or mainly in making bread or flour confectionery without the use of power machinery, other than dough kneaders and/or cake mixers, and have less than 5 years' employment, are $2 \frac{1}{4} \mathrm{~d}$. an hour less.

[^85]:    * The agreements relate only to employees of members of the Federation or of other employers becoming parties thereto. A national agreement between the National Wages Board of the Co-operative Union Ltd. and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers and the Union of Shop, Distributive and Allied Workers provides for Metropolitan area.

[^86]:    * Minimum statutory rates are also fixed by Orders issued under the Wages Councils Acts.
    $\dagger$ These rates are in respect of shifts commencing at or after midnight on Sunday. For shifts commencing before midnight on Sunday the rates are 4 s . a week higher in all cases.

[^87]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify the rates payable to male night workers where the working days of the normal working week entail at least 3 hours' work between 5.30 p.m. and $8 \mathrm{a} . \mathrm{m}$. and commence before midnight, to male early morning workers whose normal working days commence between midnight and 6 a.m., to jobbers and to transport workers.
    $\ddagger$ A Sunday worker is a worker whose normal working week includes employment of at least $7 \frac{1}{2}$ hours' duration on Sunday.
    § These rates include the following additional payments which are not taken into account in the calculation of overtime rates:-

    Journeymen bakers, doughmakers, ovensmen and confectionery mixers:-
    Area A-6s. 0d. a week of 45 hours
    Area B-5s. 9 d . a week of 45 hours in the County of the City of Londonderry and 46 hours in the remainder of Area B.
    Bakehouse labourers, packers and all other workers, 19 years and over:-
    Area A-5s. 0d. a week of 45 hours
    Area B-4s. 9d. a week of 45 hours in the County of the City of Londonderry and 46 hours in the remainder of Area B.
    || Workers employed on slicing and wrapping machines are paid an additional 2s. 6d. a week.

[^88]:    * The grading is determined according to skill, ability or responsibility at the discretion of the employer, but local representation can be made to the employer to vary the grading.

[^89]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.

[^90]:    * Drivers operating a vehicle with a trailer attached are paid 1s. a day extra.

[^91]:    * Drivers operating a vehicle with a trailer attached are paid an allowance of 1s. a day.
    $\dagger$ Plus 1d. an hour when employed in lifting cases of full bottles.

[^92]:    * There are separate arrangements applying to employees of members of the Cigar Manufacturers' Section of the Federation of Home and Export Tobacco Manufacturers who manufacture cigars only.

[^93]:    * The agreements do not apply to sawmilling firms normally engaged in the production and conversion of home-grown timber (see page 139).
    $\dagger$ Defined as labourers of 21 years of age and over handling timber after its initial piling in the sawmill yard.
    $\ddagger$ In Liverpool an additional $\frac{1}{2} \mathrm{~d}$. an hour is paid as compensation for loss of overtime privileges.

[^94]:    * Workers operating high speed machines or high speed saws receive an additional payment of 3 s . a week.
    $\dagger$ The rates cover dirty, wet and muddy props, props covered with ice and snow and props in any condition whatsoever peeled or unpeeled.

[^95]:    * Separate agreements are in operation for educational and allied woodworking; window blinds; bedding and mattresses; spring mattresses and bedstead fittings; and upholstery and bedding filling materials trade.
    $\dagger$ The total minimum hourly payment for male timeworkers, 21 years and over, is made up of the current minimum time rate (which includes a cost-of-living bonus of $8 \frac{1}{2} \mathrm{~d}$.) and a supplementary cost-of-living allowance of 1s. 2d. which amount relates to the figure of 103 for the official index of retail prices published in November, 1956 (January, $1956=100$ ). The supplementary cost-of-living allowance is paid to all workers as a separate allowance (whether or not engaged on an approved payment-by-results scheme) in respect of each hour worked, and is subject to variation in January, April, July and October each year in accordance with the figure of the official index of retail prices published respectively during the November, February, May and August immediately preceding. The rates for women are three-quarters of those for men calculated to the nearest $\frac{1}{4} \mathrm{~d}$. in their favour.
    $\ddagger$ Within a radius of 20 miles from Charing Cross Station, including the whole of any town or village intersected by this circle, but excluding any portion of an area within a radius of 10 miles from the Guildhall, High Wycombe.

[^96]:    * In some districts (e.g., London and Liverpool) higher minimum rates are observed based on local agreements in operation before the formation of the Joint Industrial Council.
    $\dagger$ Except Aberdeen where rates of wages have been determined by local agreements and arbitration awards.

[^97]:    * The rates are subject to variation in accordance with a sliding scale based on the official index figure of retail prices.
    $\dagger$ Coopers taken from the block and engaged on the repair or re-erection of vats receive an extra payment of 4 d . an hour whilst so employed.
    $\ddagger$ The bonus is subject to variation in accordance with a sliding scale based on the official index of retail prices.

[^98]:    * Except one-machine brown mills in Scotland.
    $\dagger$ This rate applies only to hand-made paper mills.
    $\ddagger$ The mills included in each group are specified in the agreement.

[^99]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Pieceworkers are to be paid piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rate.

[^100]:    *The cost-of-living bonus of 3 s . a week for men and 2 s . 3 d . for women is subject to variation in January and July each year in accordance with the official index of retail prices figure relating respectively to the November and May immediately preceding and the bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.

[^101]:    *The cost-of-living bonus of 3s. a week for men and 2 s . 3d. for women is subject to variation in January and July each year in accordance with the official index of retail prices figure relating respectively to the November and May immediately preceding and the bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.
    $\dagger$ In weekly newspaper offices from which are published four or more separate weekly newspapers with separate registrations and separate titles, the following extras are paid:Compositors and linotype operators-4s. a week; rotary minders-Grade 1 towns 2s. 6 d . a week, Grade 2 towns 2 s .
    $\ddagger$ Extra rates are payable in the case of certain other machines and also machines fitted with full automatic or semi-automatic feeders, bronzing attachments and anti-setoff and numbering devices.
    § Extra rates ranging from 2 s . 6d. to 35s. a week are fixed for certain specified binding, folding, cutting, blocking, ruling and embossing machines.
    \#An additional 4s. a week is payable in the case of machines above Quad Crown and up to and including Eight Crown, and 6 s . a week above Eight Crown.

    TI Any worker who has worked continuously on a newspaper rotary press for 2 years is paid the appropriate Class II rate.

[^102]:    *The cost-of-living bonus of 3 s . a week for men and 2 s . 3 d . for women is subject to variation in January and July each year in accordance with the official index of retail prices figure relating respectively to the November and May immediately preceding and the bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.
    $\dagger$ The rates of wages vary according to the type of machine operated.
    $\ddagger$ In all cases where a female feeder performs the usual work of an assistant the rates quoted are reduced by 9 d . on account of the difference in the cost-of-living bonus. In cases where other labour is engaged to relieve female feeders of part of this work, deductions of 4s. or 8s. are made from the rates shown and as reduced by 9 d .
    § With an additional 10 s. a week on completion of 4 years' experience after training period.
    $\|$ Extra rates ranging from 2s. 6 d . a week to 47 s .6 d . are fixed for certain binding, folding, stitching, cutting, blocking, ruling and embossing machines.

[^103]:    * There are separate agreements covering the workers employed on the production of national morning and Sunday papers in Manchester
    $\dagger$ The cost-of-living bonuses are subject to variation on 1st June and 1st December each year in accordance with the official index of retail prices published in the May and November immediately preceding and are flat additions to wages, not to be included for the calculation
    of overtime or shift rates.

[^104]:    * The cost-of-living bonus of 11 s . a week which is paid as a flat addition is subject to variation in January and July each year in accordance with the official index of retail prices relating to the November and May immediately preceding.

[^105]:    * The cost-of-living bonus of 3 s . a week for men and 2 s . 3d. for women is subject to variation n January and July each year in accordance with the official index of retail prices relating respectively to the November and May immediately preceding and is a flat addition to wages not to be included for the calculation of overtime or shift rates.
    $\dagger$ Extra rates are payable for machines fitted with full or semi-automatic feed attachments and anti-setoff devices.
    $\ddagger$ Extra rates are payable for machines above certain sizes and with additional units and attachments.

[^106]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.

[^107]:    * The rate for craftsmen in Grade A districts is subject to variation in February of each year in accordance with the average of the figures of the official index of retail prices published during the January to December immediately preceding. The rates for craftsmen in other districts, for labourers and for women bear a fixed relationship to the rate for craftsmen in Grade A districts.

[^108]:    * The basic rates are subject to variation in February of each year in accordance with the average of the figures of the official index of retail prices published during the period January to December immediately preceding.
    $\dagger$ The full list of " plus rates" fixed for the various operations is not reproduced for reasons of space.

[^109]:    * Inclusive of a travelling time allowance.
    $\dagger$ The Mersey district is the area within a radius of 21 miles of the Liverpool Landing Stage (the additional 3d. an hour is payable in lieu of travelling time for areas within a radius of 10 miles of the Liverpool Landing Stage and the towns of Runcorn, Widnes and St. Helens).

[^110]:    * The rates are subject to variation in February of each year in accordance with the average of the figures of the official index of retail prices published during the period January to December immediately preceding.

[^111]:    * The rates shown include 2s. 3d. a shift granted as a compensatory bonus to shift workers. for continuing to work a 48 -hour week.
    $\dagger$ The rates for gas fitters (2nd class) are 3d. an hour less in all cases.

[^112]:    * Comprising undertakings whose annual sales of gas exceed 500 million cubic feet.
    $\dagger$ Comprising undertakings whose annual sales of gas do not exceed 500 million cubic feet

[^113]:    * A driver of a vehicle with trailer attached is paid 1d. an hour extra.
    $\dagger$ Less 1s. 6 d . a day where a worker is provided with such meals as are available and as are provided to persons using the canteen during the time he is on duty. Rates are also fixed for female canteen workers.
    $\pm$ Carpenters and joiners are paid a tool allowance of 4d. a day, plumbers 3d. a day and plasterers 2d. a day.

[^114]:    Note.-The rates became operative from 4th March, 1957.

[^115]:    * The rates do not apply to workers employed by the London Transport Executive.
    $\dagger$ In these grades the commencing rate is 4 s . 6 d . a week less and the rate after one year is 2 s . a week less.
    $\ddagger$ Men stationed in London receive a rent allowance of 3 s. a week.
    § To embrace signalmen in very large and important signal boxes.
    $\|$ The higher rates are applicable to London main line termini.
    IT During any turn of duty worked on the mileage basis additional payments of 3 d . to drivers and $2 \frac{1}{2} \mathrm{~d}$. to firemen are paid for every 10 miles for turns involving mileage of 70 miles or more but less than 140 . If 140 miles or more the additional miles are paid for on the basis of 15 miles being equal to one hour.

[^116]:    * Drivers and conductors of double-deck service coaches receive central bus rates of pay.

[^117]:    Note.-The rates became operative from the first full pay period following 1st November, 1956.

[^118]:    * The rates and conditions apply to drivers and conductors employed on stage carriage and express services but not on excursions and tours and private hire.
    $\dagger$ The grouping of undertakings was originally based on the conclusions of a Court of Inquiry appointed by the Minister of Labour and National Service in 1946. 69 companies are now placed in Group I and 4 in Group II. One other company is in a special category with higher maximum rates for drivers and conductors.

[^119]:    * The classes of workers to which the Orders apply are, with certain exceptions, those employed on road haulage work in connection with motor goods vehicles specified in an " A " licence or a " B" licence granted under the Road and Rail Traffic Act, 1933.
    $\dagger$ For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office. The Orders are not applicable to British Road Services.
    $\ddagger$ For vehicles of this carrying capacity lower rates are fixed for drivers under 21 years.
    § These rates apply to drivers in employment as such on 8th June, 1932, who have remained in the service of the same employer.

    Rates for warehouse storers, warehouse porters and export packers are fixed by the Joint Industrial Council for the Furniture Warehousing and Removing Industry.

    II Defined as a journey involving a road mileage of more than 70 miles from the worker's home depot, other than a home depot within the London area, and other than a journey from which the worker returns to his home depot within 11 hours excluding rest periods.

[^120]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office. The Orders do not apply to the Ulster Transport Authority.
    $\dagger$ The agreement does not apply to port cold stores which are covered by agreements relating to the docks industry.
    $\ddagger$ The rate is inclusive for cold store work and takes into consideration any claims which have been or may be submitted for plus (or differential) payments.

[^121]:    * In cases where free food is provided by owners the rates of pay are 21s. a week less.
    $\dagger$ Ratings who are required to provide their own food are entitled to an allowance of 1 s . a day whilst on board on Articles.
    $\ddagger$ Standard rates are also fixed for certain other deck and engine-room ratings and for ratings in the catering department. Any deck rating holding an A.B.'s, not Efficient Deck Hand's Certificate, receives 10 s . a month or 2 s . 4 d . a week extra.
    § According to tonnage of vessel.
    || If pre-sea training in an approved course has been taken, the probationary period is reduced to 3 months.

[^122]:    * For group leaders the rates are higher than those quoted by $1 \mathrm{~d} ., 2 \mathrm{~d}$. or $2 \frac{1}{2} \mathrm{~d}$. an hour (according to grade) for men and $1 \mathrm{~d} ., 1 \frac{1}{2} \mathrm{~d}$., $2 \frac{1}{2} \mathrm{~d}$. or $3 \frac{3}{4} \mathrm{~d}$. an hour for women.
    $\dagger$ These rates may be augmented at the discretion of the employers by payment of proficiency pay of $\frac{1}{2} \mathrm{~d}$. an hour up to maxima of 1 d . to 3 d . an hour, depending on the grade of the worker.

[^123]:    * At the discretion of the employer proficiency pay of 2 s . 6 d ., 5 s . or 7 s . 6 d . a week may be granted for good work and service. An additional 5s. a week is paid to drivers required to hold public service vehicle licences.
    $\dagger$ Loaders designated to drive vehicles (other than fork lift trucks) within the airports are paid an additional 1d. an hour and loaders designated to drive vehicles and fork lift trucks for loading and unloading aircraft within the airports an additional 2d. an hour.

[^124]:    * Plus 12 s. 6 d . a week to workers loading and/or delivering in sacks or bags for the time so spent.

[^125]:    * Plus 12s. 6d. a week to workers loading and/or delivering in sacks or bags for the time so spent.

[^126]:    * The agreements apply to all employers and workpeople, except van salesmen and clerical workers, engaged in the distribution of groceries and provisions, other than by retail, and includes those engaged in the processing of bacon. Firms wholly or mainly engaged in the manufacture of foodstuffs and the distribution of their own products do not come within the scope of the agreements.
    $\dagger$ The areas are as set out in a schedule to the agreement which was based on the areas specified in Road Haulage Wages Council Wages Regulation Orders.

[^127]:    * After 6 months' employment in the case of new entrants.
    $\dagger$ The agreements apply to all employers and workpeople (excluding clerical workers) engaged in the distribution of groceries and provisions, other than by retail. Firms wholly or mainly engaged in the manufacture of foodstuffs and the distribution of their own products.
    do not come within the scope of the agreement.

[^128]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers.
    $\ddagger$ Agreements between the National Association of Multiple Grocers and the Union of Shop, Distributive and Allied Workers provide for rates higher than those quoted.
    § After 6 months' employment in the case of new entrant shop assistants.

[^129]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers.
    $\ddagger$ Agreements between the National Association of Multiple Grocers and the Union of Shop, Distributive and Allied Workers provide for rates higher than those quoted.

[^130]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ For the agreed rates of wages of workers employed by retail co-operative societies see page 207.

[^131]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ For the agreed rates of wages of workers employed by retail co-operative societies see page 207.

[^132]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for managers and manageresses and transport workers.

[^133]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for managers and manageresses and transport workers.

[^134]:    * The agreements also specify the rates of wages of managers, manageresses, head warehousemen and clerks, and provide for weekly additions to the appropriate rates to be paid to leading and first assistants, according to the average weekly sales, in the various departments. $\dagger$ Inside workers receive 169 s . This rate is to be reviewed at any time at the option of the
    parties to the agreement.
    $\ddagger 177$ s. for 3 to 4 tons and 178 s. for 4 to 5 tons.

[^135]:    * The agreement covers workers employed in the handling, storage and transportation of petroleum products at installations, depots and motor repair centres but not any operatives at refineries.
    $\dagger$ Operatives employed at London Airport receive a further 5 s . a week.
    $\ddagger$ Plus 6 s. a week or 1 s . a day when driving product vehicles with tank trailer attached.
    § Attendance on main steam-raising boilers to be separately recognised by an additional payment of 3s. 6 d . a week, paid only for actual weeks in which this special duty occurs.

[^136]:    ${ }^{*}$ For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers.
    $\ddagger$ After 6 months' employment in the case of new entrant sales assistants.

[^137]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers.

[^138]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Piece rates must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

[^139]:    "London Area " means the Metropolitan Police District, as defined in the Police Act, 1946, and the City of London.
    "Provincial A Area" means, in England and Wales areas administered by County Borough, Municipal Borough or Urban District Councils, except those included in the London Area or in Provincial B Area, and in Scotland 45 specified Burghs.
    "Provincial B Area " means, in England and Wales all areas, not included in the London Area, administered by Rural District Councils and 208 specified areas administered by Municipal Borough or Urban District Councils, and in Scotland all areas other than those included in Provincial A Area.

    A Local Government Area means that area as it was on 8th April, 1951.

[^140]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers.

[^141]:    * The agreements also specify minimum rates for qualified shop managers and manageresses.
    $\dagger$ After 6 months' employment in the case of new entrants.

[^142]:    * Craftsmen in Grades A, B and C are paid, after probation, job grade leads of 14s., 35s. and 50 s., respectively, above the national minimum weekly rate.
    $\dagger$ For semi-skilled workers leads are paid ranging from 4 s . to 28 s . a week above the national minimum weekly rate.

[^143]:    * General conditions of employment applicable to all industrial grades are agreed by the Joint Co-ordinating Committee for Government Industrial Establishments.
    $\dagger$ " $M$ " rates are assessed on the basis of the general level of rates paid to adult male unskilled labourers in local outside industries as required by the Fair Wages Resolution of the House of Commons. They are reviewed periodically by a Grading Sub-Committee of the Miscellaneous Trades Joint Council for Government Industrial Establishments. At the majority of provincial " $M$ " rate stations the lower rate applies. The rate of 152 s . Od. is payable at approximately 7 per cent. of the provincial stations.
    $\ddagger$ In South Wales rates for skilled workers are related to those agreed by the Welsh Engineers’ and Founders' Conciliation Board and, as from the beginning of the pay week commencing on or after 29th March, 1957, are 202s. 3d. for workers paid on an engineering basis and 201s. 8d. in Admiralty establishments.
    § Except those employed in R.N. Hospitals and those paid at " $M$ " rates.

[^144]:    * For the full details of the legally binding rates, together with any conditions and qualificacations attached to them, reference should be made to the Regulations, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Members of the police force are required to pay pensions contributions of $6 \frac{1}{4}$ per cent. of their pensionable pay less one shilling and twopence a week in the case of men, and $4 \frac{1}{2}$ per cent. of their pensionable pay less one shilling and twopence a week in the case of women.

[^145]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Fire Services (Conditions of Service) Regulations for fire brigades in England and Wales and to the Fire Services (Conditions of Service) (Scotland) Regulations for fire brigades in Scotland, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Operational members of fire brigades are required under the Firemen's Pension Scheme to pay weekly contributions at the rate of 5 per cent. of their pensionable pay less one shilling and twopence. A man who was a fireman before 1st April, 1948 (in Scotland before 16th May, 1948) pays contributions at the rate of 5 per cent. less twopence of his pensionable pay, unless he has exercised an option to pay at the lower rate or did not become subject to the

[^146]:    * The agreements specify additional rates varying from $\frac{3}{4} \mathrm{~d}$. to 5 d . an hour for other categories of road workers.
    $\dagger$ The allocation to grades depends upon the duties, responsibility and degree of skill required.
    $\ddagger$ The rates are applicable to workers with certificates in first aid. Workers not so qualified are paid 6s. a week less.

[^147]:    * Other than craftsmen employed in waterworks, municipal transport undertakings and local authority controlled docks undertakings, and craftsmen within the purview of the National Joint Council for County Council roadmen.
    $\dagger$ In London electricians are paid electrical contracting rates (see page 171).
    $\ddagger$ The agreements specify higher rates for various categories of workers or for exceptional kinds of work.

[^148]:    * Plus $\frac{3}{4} \mathrm{~d}$. an hour when a trailer is attached. This does not apply to an articulated vehicle without an additional trailer or to a single trailer attached to a tractor used only as a drawing
    vehicle.

[^149]:    * The constitution of the National Council provides that the term " County Council roadmen "shall include all workmen employed wholly upon or in connection with county roads either by a County Council or by the Council of any county district to whom powers have been delegated under Section 35 of the Local Government Act, 1929, with the exception of all such workmen as are employed upon county roads in any borough or urban district directly by the Council of the borough or urban district and are paid by that Council.

[^150]:    * The Greater London area is defined as the area coming within a radius of 12 miles from Charing Cross, together with the Thames riverside area stretching to Gravesend on the South side and Tilbury on the North side.
    $\dagger$ Dependent on skill and size of machine or vehicle.
    $\ddagger$ Plus 1 d . for driving excavators of 1 cubic yard capacity or more or with a jib of 70 feet or more or for special circumstances demanding additional skill.
    § Plus 1 d . for driving machines of $70 \mathrm{~h} . \mathrm{p}$. or over.

[^151]:    * Including mental hospitals but not including Service Hospitals under the Admiralty, War Office and Air Ministry or ex-Ministry of Pensions hospitals transferred to the Ministry of Health.

[^152]:    Note.-The rates became operative from 26th December, 1955.

[^153]:    * In cases where cleaners are not prepared to work a 24-hour week, an hourly rate is paid for such time as is actually worked. Where Branch Schedules provide a weekly rate for cleaners the hourly rate is then $1 / 24$ th of the weekly rate, provided that such rate is not less than the local rate for casual labour except that in the area of the Scottish Branch the hourly rate
    is 2 s .6 d .

[^154]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The rate applies to women, 21 years and over.
    $\ddagger$ When deputed to supervise staff for a minimum period of one hour, 1 d . an hour extra.
    $\$$ When engaged in cooking prepared food, 8d. a day or night extra. When deputed to supervise staff for a minimum period of one hour, 1 d . an hour extra.
    || According to the number of staff normally employed in the canteen under his or her direct .control.

[^155]:    * The School Meals Service and Civic Restaurants are not covered by the Unlicensed Place of Refreshment Wages Board Orders but variations in the rates agreed by this Board are applied to female employees in Civic Restaurants (see page 232).

[^156]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Rates of remuneration are fixed by the Orders for various classes of workers additional to those specified in the Table.
    $\ddagger$ In the case of " service workers" the minimum weekly rates are lower by 20 s. 0 d . a week for men and 15 s . 0d. for women. A " service worker" is one who is employed under a written agreement by which the employer undertakes to pay the reduced statutory remuneration plus a sum not less than the sum (if any) by which the total amount of gratuities received by the worker falls short of 20 s .0 d . a week for men and 15 s . 0 d . for women.
    $\S$ For waiters only after 12 months' experience as a waiter.

[^157]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour and National Service, copies of which are on sale at H.M. Stationery Office.

[^158]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ A national agreement relating to co-operative laundries provides for rates of wages in excess of the minimum fixed by the Orders for a week of 44 hours.
    $\ddagger$ The hourly rate is one-and-one-eighth times the hourly general minimum time rate.

