MTRISTRY OF LABOUR

## TIME RATES OF

## WAGES AND HOURS

## OF WORK 1st APRIL 1964

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LONDON<br>HER MAJESTY'S STATIONERY OFFICE.

## INTRODUCTION

In most industries and services rates of wages and general conditions of employment of manual workers are determined either by voluntary collective agreements between organisations of employers and workpeople or made by Joint Industrial Councils or similar bodies, or by statutory orders under the Wages Councils Acts and the Agricultural Wages Acts. The Tables which follow give particulars of the minimum, or standard, time rates of wages fixed by many of these agreements and orders, and of the normal weekly hours, exclusive of mealtimes, for which these rates are paid. The source of the information is given in each case and also the date from which the rates (or hours if there has been a recent change) quoted became operative. In general, the particulars given relate to the position as at 1st April 1964, but in a few instances where changes are known to have come into operation since that date, these are shown in the Tables.

The extent to which rates of wages are determined for different occupations within each industry varies considerably. In some industries the agreements or orders fix only general minimum rates for men and women respectively, whilst in others rates are specified for a number of occupations. In many cases rates vary according to area. It is not practicable to publish details of all the rates fixed, and accordingly, where necessary, a selection of the more important rates has been made. Rates for adults are given in the main Tables and those for young workers in certain industries and services are set out in Appendix I.

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 are known to exist, for a guaranteed weekly wage or period of employment. Information about overtime rates of pay and brief particulars of holidays-with-pay arrangements 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. In a few industries covered by Wages Councils collective agreements are also in operation and these only apply to those firms who are members of the appropriate employers' association. 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 and normal hours of work which are published monthly in the "Ministry of Labour Gazette" will enable a considerable amount of the information contained in the Tables to be kept up to date.

Ministry of Labour,
Statistics Department.
May 1964.

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## AGRICULTURE

## 1.-England and Wales

[Orders of the Agricultural Wages Board]*

| Class of Worker $\dagger$ | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  |  |
| Men, 20 years and over:- |  |
| Craftsmen, after 3 years' apprenticeship\% | 2090 |
| Other workers ... ... ... ... | 190 0§ |
| Women, 20 years and over:- |  |
| Craftswomen, after 3 years' apprenticeship $\ddagger$ : |  |
| Cambridgeshire and Yorkshire ... ... |  |
| Other counties ... ... ... | 157 0 |
| Other women:- |  |
| Cambridgeshire and Yorkshire Other counties ... |  |
| Other counties ... ... ... ... | 142 |

Note.-The rates and hours became operative from 18th November 1963.

## Hours of Work

The normal weekly hours of work are 45 , except for women in Cambridgeshire and Yorkshire who work 44 hours. These hours 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.

## Guaranteed Week

A whole-time worker employed by the week or longer period is paid the full minimum weekly wage when, by agreement with his employer, he works less than the standard number of hours and when the number of hours for which he is employed to work in any week is not more than 3 hours short of the standard number of hours.

## 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 timework.

## Night Work

The minimum rates are increased by 10d. an hour for men and by 8 d . an hour for women for work (other than overtime) of more than two hours' total duration between 7 p.m. on one day and 6 a.m. on the following day.

## 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, potato ground and coal:-

Housing accommodation ... 6s. a week.


[^0]
## II.-Scotland

[Orders of the Scottish Agricultural Wages Board]*

## Class of Worker

Minimum Weekly Rates of Wages
s. d.

Men, 20 years and over (employed by the week or longer period):-

Grieves or stewards and stockmen
Horsemen and tractormen
Women, 21 years and over (employed by the week or longer period):-
General workers
Stockwomen, poultrywomen and dairymaids ...
Horsewomen and tractorwomen

Note.-The rates and hours became operative from 6th January 1964.

## Hours of Work

The weekly number of hours of work 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 ... ... ... ... Customary hours tending sheep and grazing stock.
Grieves or stewards ... ... Customary hours.
Stockmen, stockwomen, poultrywomen, dairymaids

In alternate
weeks $\left\{\begin{array}{l}59 \text { hours. (to be worked between } \\ 46 \text { hours (to } \\ \text { Sunday midnight and Saturday before }\end{array}\right.$ Sunday midnight and Saturday before noon).
General workers:
Last Sunday in January to third Sunday in August $\ddagger$
$45 \frac{1}{2}$ hours $\left(8 \frac{1}{4}\right.$, Monday to Friday and $4 \frac{1}{4}$ on Saturday before noon).
Third Sunday in August to last Sunday in October $\ddagger$

47 hours (83, Monday to Friday and $3 \frac{1}{4}$ on Saturday before noon).
Last Sunday in October to last Sunday in January $\ddagger$
$42 \frac{1}{2}$ hours (73 ${ }^{\frac{3}{4}, ~ M o n d a y ~ t o ~ F r i d a y ~ a n d ~} 3 \frac{3}{4}$ on Saturday before noon).
Horsemen and horsewomen, tractormen and tractorwomen

1416

## Working hours per week

1860
$212 \quad 6 \dagger$

2083
2063

1603

## 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*

10s. a week.
(ii) of three rooms with inside w.c. and inside water supply* ... ... ... ... ... ... 9s. a week.
(iii) Any other house ... ... ... ... ... 3s. a week.

Milk from attested herds-not exceeding 4 pints a day 3 s . 8d. a gallon.
Potatoes $\dagger$-up to but not exceeding one ton dressed or 30 cwts. undressed a year-
(i) grade " A " (dressed) ... ... ... ... 13s. 3d. per cwt.
(ii) grade " A " (undressed) ... ... ... 11s. 9d. per cwt.
(iii) grade " B" (dressed) ... ... ... ... 11s. 0d. per cwt.
(iv) grade " B " (undressed) ... ... ... 9s. 6d. per cwt.

Board and lodging-
Males, 18 years and over ... ... ... ... 46s. 9d. 6s. 0d. a week.
Females, 18 years and over ... ... ... ... 43s. 0d. 5s. 0d. a week.
Single meals-
Males and females, 18 years and over ... ... 2s. 10d. a meal.
Bothy accommodation-
(i) With attendance, furnishings, bed, bedding, fire and light $\ldots$... $\ldots$... $\ldots$
(ii) Without attendance but with furnishings, bed, bedding, fire and light

10s. 6d. a week.
5s. 3d. a week.
Hill cows-employer providing grazing and byre only-
Workers' cows (not exceeding 2) - ... ... ... £7 per cow per annum.
Followers (not exceeding 2) ... ... ... ... £3 10s. per head per annum.
Hill sheep-
Ewes and gimmers (not more than 20 with not more than 5 hoggs)

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

[^1]
## III.- Northern Ireland

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

| District | Minimum Weekly Rates of Wages $\dagger$ |  |
| :---: | :---: | :---: |
|  | Men, 20 years and over | Women, 20 years and over |
|  | s. d. | s. d. |
| County borough of Belfast, urban district of |  |  |
| Newtownabbey, rural districts of Castlereagh, |  |  |
| East Down, Hillsborough, Lisburn and North |  |  |
| Theremainder of the counties of Antrim and Down | 180 | 1350 |
| County borough and county of Londonderry ... | $\begin{array}{ll}178 \\ 177 & 0\end{array}$ | 1336 |
| Counties of Armagh and Tyrone | . 1776 | 1320 |
| County of Fermanagh ... |  |  |

Note.-The rates and hours became operative from 6th January 1964.

## Hours of Work

The weekly number of hours in respect of which the above rates are payable are 46.
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 as well as the values at which they are to be so reckoned are defined in the Orders. These include the following:-

Housing accommodation ... 4s. 6d. a week in the highest paid areas and 4s. 3d. in all

Board (including any meals but not intoxicating drink) and
lodging ... ... ...
New milk
$\begin{array}{llll}\text { Potatoes... } \ldots . . & \ldots & \ldots & \text { At growers' prices. } \\ \text { Land for potatoes } & \ldots & \ldots & 6 \mathrm{~s} .0 \mathrm{~d} \text {. a statute rood a week, when cultivated, tilled, }\end{array}$ seeded and crop lifted by employer and 1s. 6 d . a week otherwise.

[^2]
## 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 ... | $\begin{array}{r\|r} \text { s. } & \text { d. } \\ 196 & 0 \end{array}$ |
| Other classes of male forest workers:Leading gangers | Minimum rate plus:300 |
| Gangers ... ... |  |
| Grade 1-Reliable men of outstanding skill requiring a minimum of supervision ... | 90 |
| Grade 2-Reliable men with skill above the average but requiring a reasonable amount of supervision ... | 46 |
| Tractor drivers-experienced drivers of agricultural type tractors | 14 |
| Female forest workers (grade 3), 21 years and over | 157 0 |
| 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:- 90 |
| Grade 2-Reliable women with ability above average but requiring a reasonable amount of supervision | 4 |

Note.-The rates became operative from 18th November 1963.
Hours of Work
The normal working hours in a full week, exclusive of mealtimes and overtime, are 42 in England and Wales and an average of 42 in Scotland ( 39 from first Monday in November to first Sunday in February and 43 during the remainder of the year), to be worked in 5 days. These hours became operative from 4th November 1963.

## 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.

## Pieceworkers

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
Timeworkers working in water, e.g., in main wet drains and other abnormally wet drains, are paid 2 d . an hour above their plain time rates when engaged on such work. Men working with liquid creosote or tar are paid 2d. 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.
[Awards of the National Reference Tribunal and Agreements between the National Coal Board and the National Union of Mineworkers]


Note. -The rates became operative from the beginning of the pay week which included 1st April 1963, 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 to men working in specified abnormal conditions or for additional responsibilities, the 5-day week bonus and rent allowances where made as an addition to wages.

## Hours of Work

The normal working week for underground workers is one of 5 consecutive shifts, each of $7 \frac{1}{4}$ hours and one winding time. The normal working week for surface workers is one of $41 \frac{1}{4}$ hours, exclusive of mealtimes, to be worked in 5 consecutive shifts of $8 \frac{1}{4}$ 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 task-work 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".

## Attendance Bonus

The National Agreement of 18th April 1947, (as amended) relating to the 5 -day week, provides that where a workman works 5 qualifying shifts in any week he is paid a bonus at the daywage rate for a daywageman, and of 16 per cent of his earnings in the 5 qualifying shifts for a pieceworker. Where in any week the total number of shifts which a workman has worked and/or has been deemed to have worked is less than 5 qualifying shifts, that workman receives one-fifth bonus for each full shift worked or deemed to have been worked. The workman is not entitled to a bonus for any week on any day during which he either participates in a strike or is not working by reason of the fact that other persons employed in the undertaking are taking part in a strike. The bonus element is excluded from overtime calculations which are made on the basis of the shift rate.

## 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 grading of occupations are as follows:-
Underground workers:-
Grade I-Colliers, rippers, packers, timberers, power loader operators, coal cutter men, conveyor movers, hard ground men, salvagemen, onsetters I.
Grade II-Onsetters II, assistant colliers, assistant rippers, airway repairers, loco. or heavy road layers, loco. drivers, supports recovery checkers.

Grade III-Supplies transporters, onsetter's assistants, haulage enginemen (higher grade), supports checkers, road layers, loadermen (higher grade).
Grade IV-Conveyor operators, conveyor transfer point attendants, clippers, rope changers, belt patrolmen, haulage enginemen (lower grade), main pump attendants, rope runners, loadermen (lower grade), general workers.

Grade V-General workers (unskilled), tub manipulators, subsidiary pump attendants.
Surface workers:-
Grade IA-Winding enginemen*.
Grade IB-Loco. drivers (incl. B.R. lines), banksmen I, slant enginemen.
Grade I-Loco. drivers (N.C.B. lines), banksmen II, washery operators I, first-aid room attendants, shunters (incl. B.R. lines).
Grade II-Haulage enginemen (higher grade), banksmen's assistants, washery operators II, lampmen, stokers, shunters (N.C.B. lines), platelayers, motor vehicle drivers, timber impregnation plant operators.
Grade III-Haulage enginemen (lower grade), washery attendants, wagon lowerers, baths attendants, tub tippler operators, explosives stores attendants, general workers.
Grade IV-General workers (unskilled), screenhands, tub manipulators, washery hands.
Engineering craftsmen:-
Underground:-
Grade I plus-Electro-mechanics*.
Grade I-Fitters, electricians, blacksmiths.
Grade II-Maintenance men-self advancing powered supports*.
Surface:-
Grade I plus-Electro-mechanics, inspectors (quality control-mechanical and electrical).
Grade I-Fitters, electricians, blacksmiths.
Craftsmen:-
Underground:-
Grade I-Masons (including bricklayers), ropemen, shaftsmen.
Grade II-Maintenance men (mechanical appliances), electrician's help, pipemen.
Surface:-
Grade I-Masons (including bricklayers), carpenters (including joiners and wheelwrights), painter decorators, wagon repairers, motor mechanics, powered roof support test rig operators.

Grade II-Maintenance men (mechanical appliances), electrician's help, blacksmith's strikers, burners, electric cable plug fitters.

[^3]
# 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)]


Note.-The rates became operative from 2nd March 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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.

## II.-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 | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over:- |  |
| Grade I-Delvers, hewers, wallstone dressers, and scrappiers ... Grade II-Bottom delvers, rock getters, miners, blacksmiths, | 510 |
| Grade II-Bottom delvers, rock getters, miners, blacksmiths, enginemen, crane drivers and saw-frame setters ... | 5 $8 \frac{1}{2}$ |
| Grade III-Saw-frame feeders (hand-fed) ... ... ... |  |
| Labourers ( $82 \frac{1}{2} \%$ of Grade I rate) , $\ldots$ | 493 |
| Ordinary machinemen (after 4 years' service) | 510 5 |
| Kerb machinemen (after 1 year's service) ... ... ... | 59 |

Note.-The rates became operative from the first full pay week commencing on or after 2nd March 1964.

Hours of Work
The normal working week, exclusive of mealtimes and overtime, is one of 42 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.

* The rates are governed by decisions of the National Joint Council for the Building Industry.


## GRANITE INDUSTRY-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]


Note.-The rates became operative from 2nd March 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 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]


Note. -The rate became operative from the first full pay period commencing on or after 1st July 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 or $5 \frac{1}{2}$ days.

## 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 a normal working week at normal time rates and to certain other conditions and qualifications.

[^4]
# LIMESTONE QUARRYING 

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


Note.-The rates became operative from 2nd March 1964. From November 1964 the rates are to be increased by 3 d . an hour for quarrymen and 2 d . for labourers and the weekly hours reduced from 42 to 41 . From November 1965 the rates will be increased by $2 \frac{1}{2}$ d. an hour for quarrymen and 1d. for labourers.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 (41 from November 1964).

## II.-West Cumberland

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


Note.-The rates became operative from 23rd March 1964 and relate to the official index of retail prices figure for February 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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 pay week 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.

[^5]
## SILICA AND MOULDING SANDS QUARRYING-GREAT BRITAIN

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

| Class of Worker |  |  |  | Minimum Basic Hourly <br> Rate of Wages |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Able-bodied Men, 21 years and over | $\cdots$ | $\ldots$ | $\ldots$ | $\ldots$ | 4 | 4 |

Note.-The rate became operative from the beginning of the first full pay period following 29th June 1963.

## Hours of Work

The recognised normal working week is an average of 42 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 42 for the year is not exceeded.

Guarantee of Employment
Subject to certain conditions and qualifications, in each week an employee is guaranteed employment for a period not exceeding 4 shifts or days at the appropriate hourly day-work rate.

# SAND AND GRAVEL INDUSTRY-GREAT BRITAIN* <br> [Agreements of the National Joint Council for the Sand and Gravel Industry] 

| Class of Worker |  |  |  | Hourly Rates of Wages $\dagger$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | Class 1 Districts | Class 2 <br> Districts |
|  |  |  |  | s. d. | s. d. |
| Men, 21 years and over:- |  |  |  |  |  |
| Quarry labourers | $\ldots$ | $\ldots$ | $\ldots$ | 48 | 4 63 |
| Drivers of road vehicles:- |  |  |  |  |  |
| Under 14 tons gross laden weight | $\ldots$ |  | $\ldots$ | 411 | 410 |
| Over 14 tons gross laden weight | $\ldots$ | $\ldots$ | ... | $50 \frac{1}{4}$ | $411 \frac{1}{4}$ |

Note.-The rates became operative from the beginning of the first full pay period falling on or after 1st August 1963.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 42 throughout the year to be worked over 5 or $5 \frac{1}{2}$ days. The arrangements for working these hours are to be mutually decided between the employer and employees.

## Guaranteed Week

A week of 38 hours at ordinary plain time rate 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 6 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.

[^6]
## CHALK QUARRYING-ENGLAND*

[Agreements of the Chalk National Sectional Council]

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

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 30th December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42. By local agreement these hours may be shortened between October and March with a corresponding addition between April and September.

## 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
Tw
Tw

Three-shift workers ... ... ... ... ... ... ... ... ... 33 $\frac{3}{4} \mathrm{~d}$.

## BALL CLAY INDUSTRY-NORTH AND SOUTH DEVON AND DORSET

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

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

## Ball Clay Industry-North and South Devon and Dorset-contd.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in $5 \frac{1}{2}$ days. These hours become operative from 8th July 1963.

## 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 are paid an additional 3d. for every hour worked on a two-shift system and 5d. for every hour worked on a three-shift system.

## Night Workers

The rate of pay for night work, other than shift work and ordinary work at overtime rates, is one-and-a-quarter times the normal day-work rate of pay for the job.

## IRONSTONE AND IRON-ORE MINING-CUMBERLAND

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


Note.-The rates became operative from 23rd March 1964 and relate to the official index of retail prices figure for February 1964.

## Hours of Work

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 42 hours, exclusive of mealtimes, to be worked in 5 shifts.

## Bonus Payment

During a normal working week of 5 shifts, datal or shift-rate employees receive an addition of one-fifth of their earnings, including cost-of-living addition, for all time worked.

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

[^7]
# CHINA CLAY INDUSTRY-CORNWALL AND DEVON 

## [Agreements of the Joint Industrial Council for the China Clay Industry]

| Occupational Classification |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from 19th January 1964 and, subject to a qualification based on the official index of retail prices, are to be increased by 2d. an hour on 3rd January 1965, $3 \frac{1}{2}$ d. on 4th July 1965 to compensate for the shorter working week and 2d. an hour on 2nd January 1966.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 for day workers, two-shift workers and three-shift workers. From 4th July 1965 these hours are to be reduced to 40 hours in 5 days for day workers and $37 \frac{1}{2}$ in 5 shifts for shift workers.

## 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 4d. on a two-shift system, $4 \frac{1}{2} \mathrm{~d}$. on a three-shift system and $5 \frac{1}{2} \mathrm{~d}$. on a four-shift system for each hour worked. Those working on the Sunday night shift are paid double time as well as the additional shift allowance. The working of the full afternoon shift on Saturday on a two or three-shift system entitles a worker to an additional 15s. 0d. for that shift. These rates and conditions apply only until July 1965.

## Incentive Bonus Schemes

The agreement provides for the arrangement of incentive bonus schemes when individual performance can be clearly and accurately measured in terms of output and quality.

Occupational Classification
The grouping of occupations is as follows:-
Group 1-New intake, messenger and lodge attendant, sweeper/cleaner, press cloth washer, shambler, truck and truck sheet washer.
Group 2-Dries maintenance man (general work), sand pit man, mica drag man, mica/sand dam attendant, works maintenance man, stent and overburden tip man, lander-ordinary, screen attendant, sand tipman (sky tip), greaser, conveyor belt man, trolleyer and stacker, settling pit man.
Group 3-Moisture tester, press/tank kiln fireman, water borer, hydrocyclone operator, clay sampler, stent man, gravel pumpman, chemical operator, milled clay stacker, breaker, monitor operator-grade 2, bankman, conveyor belt maintenance man, slurry pumpman, mill operator, press kiln-oil fireman, loader, lander-intermediate, chemical mixer, filter press operator (mechanical driers),scrape haulier driver, incline maintenence man, winderman-single incline, sand man, automatic press plant operator.
Group 4.-Bleaching man, winderman-main and tail incline, press kiln man, hand driller, batching man, mechanical loader driver, parker classifier operator, tank kiln man, control room operator, mill-leading hand, centrifuge attendant, vole driller, lander-advanced, monitor operator-grade 1, wagon driller, D.O. plant operator.
Group 5-Face worker, mechanical kiln fireman, works maintenence-leading hand, shot firer.
Group 6-Shift boss-refining plants, shift boss-pits.

[^8]
## CORN TRADE-GREAT BRITAIN*

## [Agreements of the National Joint Industrial Council for the Corn Trade]

| Class of Worker | Minimum Weekly Rates of Wages $\dagger$ |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area | Grade A Mills | Grade B Mills | Grade C Mills |
|  | s. d. | s. d. |  | s. d. |
| ployed on day work in mills, warehouse or stores | 2016 | 1996 | 1966 | 1936 |
| Foremen | Job rate per week above appropriate minimum:-$\begin{array}{cc} \text { s. d. } \\ 30 & 0 \end{array}$ |  |  |  |
| Operators in charge of cubing and pelleting process, mixing process, grain drying process, maize flaking process, intake and despatch (responsible for checking and/or weighing in warehouse or silo), applying chemical powders or liquids to seeds | 150 |  |  |  |
| Stonedressers, stationary engine drivers (including gas, diesel and steam driven engines), boilermen | 150 |  |  |  |
| Operators in charge of grinding process, packing or bagging off | 76 |  |  |  |
| 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 11th February 1963.
Hours of Work
The hours of work in a full week are 42, excluding mealtimes, for day workers and 40 for shift workers.

## Shift Workers

Workers employed on shift work are paid an allowance of 6 s . a week on a two-shift system and 10s. a week on a three-shift system 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 p.m. Saturday and 6 a.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 Grade B Gralls situated in large cities or large industrial towns. Grade C Mills situated in industrial towns not included in Grade A.

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.

[^9]
## 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 Millis |  | Class B Mills |  |
|  |  | s. |  |  | d. |
| Men, 20 years and over:- |  |  |  |  |  |
| First rollermen on shift work | $\ldots$ |  | 0 |  |  |
| Shift workers (minimum rate) | ... | 233 | 6 |  |  |
| General labourers on day work |  | 215 | 6 |  | 0 |
| Drivers of mechanical vehicles of carrying capa |  |  |  |  |  |
| Up to and including 2 tons .... ... |  |  | 6 |  | 6 |
| Over 2 tons up to and including 8 tons... | $\ldots$ |  | 0 |  |  |
| Over 8 tons up to and including 16 tons | ... | 247 | 0 |  |  |
| Over 16 tons ... ... .. |  | 264 | 0 |  | 6 |
| Statutory attendants and mates |  | 217 | 6 |  | 0 |
| Horse carmen:- |  |  |  |  |  |
| Pair horse ... ... | $\ldots$ |  | 6 |  |  |
| Single horse ... ... ... ... |  | 214 | 6 |  | 6 |
| Women, 18 years and over, packing small bags |  |  | 6 |  |  |
| Other Women, 18 years and over... ... |  |  | 6 |  | 6 |

Note.-The rates became operative from 2nd March 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 for day workers, i.e., workers whose ordinary hours of work 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 be taken on the job), are 40 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.

## Week-End Work

Shift workers are paid overtime rates for all hours worked after 6 a.m. Saturday regardless of whether 40 hours have been worked or not.

## Classification of Mills

Mills are divided into Classes A and B, according to locality.
The classification is settled by the Joint District Councils, with appeal if necessary to the National Joint Industrial Council.

## Rates for Other Classes of Workers

The rates of wages for other classes of workers intermediate between first rollermen and labourers are settled by the Joint District Councils.
Provender and compound workers covered by Flour Milling Agreement: The weekly rates for flaked maize rollermen, pellet and cube machinists and stone dressers on shift work are 288s. (Class A mills) and 276s. 6d. (Class B) with an additional 5s. a week for chargehands. The minimum rates for shift workers and day labourers are the same as for flour mill operatives.

[^10]
## Flour Milling-Great Britain-contd.

## Rates for Other Classes of Workers-contd.

Mechanics: Under an agreement between the employers and the Amalgamated Engineering Union the rates of wages for a 42-hour week, as from 15th July 1963, are as follows:-

| London $\ldots$ | $\ldots$ | $\ldots$ | 280s. | 6d. |
| :--- | :--- | :--- | :--- | :--- |
| Class A mills | $\ldots$ | $\ldots$ | 273s. | 6d. |
| Class B mills | $\ldots$ | $\ldots$ | 262s. | 6d. |

Electricians: Under an agreement between the employers and the Electrical Trades Union the rates of wages for a 42-hour week, as from 20th May 1963, are as follows:-

| Class A mills (London) | $\ldots$ | 288s. | 0d. |  |
| :--- | :---: | :---: | :---: | :---: |
| Class B1 mills | $\ldots$ | $\ldots$ | 279s. | 6d. |
| Class B2 mills | $\ldots$ | $\ldots$ | 275 s. | 0 d. |

Carpenters and Joiners: Under an agreement between the employers and the Amalgamated Society of Woodworkers the rates of wages for a 42-hour week as from 15th July 1963 are as follows:-

| London $\ldots$ | $\ldots$ | $\ldots$ | 278s. | 6d. |
| :--- | :--- | :--- | :--- | :--- |
| Class A mills | $\ldots$ | $\ldots$ | 271s. | 6d. |
| Class B mills | $\ldots$ | $\ldots$ | 260s. | 6d. |

Carpenters and joiners who supply and maintain their own tools are paid a tool allowance of 2 s . a week.

## BAKING <br> I.-England and Wales

[Baking Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates |  |  |
| :---: | :---: | :---: | :---: |
|  | All workers in London Area | All workers in Provincial Area A and workers in wholesale cake and flour confectionery branch in Provincial Area | All workers in Provincial Area B except those in wholesale cake and flour confectionery branch |
|  | Per week s. d. | Per week s. d. | Per week s. d. |
| Men (other than night workers), 21 years and over:- |  |  |  |
| Foremen confectioners and foremen bakers | 2057 | 2038 | 19910 |
| First hands ... ... ... | 1941 | 1922 | 1884 |
|  |  |  |  |
| Second hands, doughmakers, confectionery mixers, ovenmen Confectioners or table hands $\dagger$ | 1884 |  |  |
|  | 181 | 1798 | 17510 |
|  |  |  |  |
| Charge hands (packing and despatch department) | 1793 | 177 | 1735 |
| Other workers ... ... ... .. | 1740 | 1720 | $168 \quad 2$ |
| Jobbers ... ... ... $\ldots$ | 2 d . an | hour in excess of | above rates |
| Women (other than substitutes for men in bread making), 21 years and over:- |  |  |  |
| Forewomen $\ldots$.... |  | 15210 |  |
| Single hands ... | 1395 | 1376 | 1329 |
| Confectioners ... ... | 1357 | 1338 | 12811 |
| Other workers ... ... ... ... | 1270 | 125 | 1213 |
| Charge hands:- <br> Other than packing and despatch department | 1452 | 1433 |  |
| Packing and despatch department ... | 1323 | 1304 | 1266 |

Note.-The rates and hours became operative from 11th September 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 ( 50 in the case of a worker who works for less than 22 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, i.e., workers employed for not less than a total of 3 hours between 6 p.m. one day and 6 a.m. the following day, receive the day workers' rate increased by 15 per cent.

## 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".

[^11]
## II.-England and Wales (National Agreement for Multiple Bakers)

[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 16th June 1963.

## Hours of Work

The normal weekly hours, exclusive of mealtimes and overtime, are 42 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 p.m. or two or more hours before 6 a.m., he is paid his appropriate hourly rate increased by 15 per cent. for all hours worked during that shift.
Where a worker is employed on a three-shift system he is paid the appropriate hourly rate increased by 15 per cent. when working on the second and third shifts.

[^12]
## III.-England and Wales (National Agreement for Master Bakers)

[Agreements between the National Association of Master Bakers, Confectioners and Caterers and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers]

| Class of Worker | Minimum Weekly Time Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Area A | Area B |
|  | s. d. | s. d. |
| Men, 21 years and over:- Foremen confectioners and foremen bakers ... | 2164 | 21010 |
| First hands ... ... ... ... | 2054 | 19910 |
| Single hands ... ... ... | 2036 | 1980 |
| Second hands, doughmakers, ovenmen and confectionery mixers | 19910 | 1944 |
| Confectioners and table hands (including oven clearers) | 1944 | 18810 |
| Other workers ... $\ldots$... $\ldots$. $\ldots$ | 1870 | 1816 |
| Women (other than substitutes for men in bread making $\dagger$ ), 21 years and over:- |  |  |
| Forewomen ... ... ... ... ... | 1632 | 1578 |
| Charge hands ... ... ... ... | 1540 | 1486 |
| Single hands ... | 1486 | 1430 |
| Confectioners | 14410 | 1394 |
| Other workers ... ... ... ... ... | 1358 | 1302 |

Note.-The rates became operative from 12th August 1962 and remained unchanged when the normal working week was reduced from 11th August 1963.

## Hours of Work

The normal working week consists of 42 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. Workers engaged on regular night work receive a further addition of 10 s. a week.

## 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 p.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.

## Classification of Areas

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    "Area A" comprises London and Provincial A area as for Baking Wages Council (see
page 18).
    " Area B" is as for Baking Wages Council (see page 18).
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[^13]BAKING-contd.

## IV.-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 $5 \text { a.m. }$ | At or after <br> 5 a.m. but before 6 a.m. | At or after 6 a.m. |  | First Shift |  | Second Shift |  | Third Shift |  |
|  | s. d. | s. d. | s. | d. |  | d. |  |  |  | d. |
| Men:- <br> Monday to Saturday working week:- |  |  |  |  |  |  |  |  |  |  |
| Journeyman bakers ... ... | 2696 | 2370 | 234 | 6 | 234 | 6 | 269 | 6 | 269 | 6 |
| Doughmakers and ovensmen | 2786 | 2460 | 243 | 6 | 243 | 6 | 278 | 6 | 278 | 6 |
| Bread runners ... ... | 2756 | 2430 | 240 | 6 | 240 | 6 | 275 | 6 | 275 | 6 |
| Storemen, 21 years and over | 2410 | 2120 | 209 | 6 | 209 | 6 | 241 | 0 | 241 | 0 |
| Ingredient storekeeper chargehands | 2380 | 2096 |  | 0 | 207 | 0 | 238 |  | 238 | 0 |
| Bakery workers and ingredient storekeeper assistants, 21 years and over ... | 2296 | 2020 |  | 6 | 199 |  |  |  | 229 | 6 |
| Sunday to Friday working week:- |  |  |  |  |  |  |  |  |  |  |
| Journeymen bakers ... ... | 2696 | 2546 |  | 0 | 252 | 0 | 269 | 6 | 269 | 6 |
| Doughmakers and ovensmen | 2786 | 2636 |  | 0 | 261 | 0 | 278 | 6 | 278 | 6 |
| Bread runners ... ... | 2756 | 2606 | 258 | 0 | 258 | 0 | 275 | 6 | 275 | 6 |
| Storemen, 21 years and over | 2410 | 2296 |  | 0 | 227 | 0 | 241 | 0 | 241 | 0 |
| Ingredient storekeeper chargehands | 2380 | 2270 |  | 6 | 224 | 6 | 238 | 0 | 238 | 0 |
| Bakery workers and ingredient storekeeper assistants, 21 years and over ... | 2296 | $219 \quad 6$ | $217$ | 0 | 217 | 0 | 229 | 6 | 229 | 6 |
| Women, 21 years and over:- |  |  |  |  |  |  |  |  |  |  |
| Monday to Saturday working week:- | s. d. |  |  |  |  |  |  |  |  |  |
| Ingredient storekeeper chargehands | 1716 |  |  |  |  |  |  |  |  |  |
| Assistant bakers and ingredient storekeeper assistants | 1640 |  |  |  |  |  |  |  |  |  |
| Bakery workers ... ... | 1466 |  |  |  |  |  |  |  |  |  |

Note.-The rates became operative from the first pay day following 5th January 1964.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in $5,5 \frac{1}{2}$ or 6 days.

## Class of Worker

Men:-
Journeymen bakers... $\ldots \quad \ldots \quad \ldots$
Doughmakers, ovensmen and confectionery mixers
Bakehouse labourers, 21 years and over, and packers
Other workers, 21 years and over
Women:-
Bakers
Bakers workers, other than learners, 21 years and over

General Minimum Time Rates for a normal working week for Day Workers whose normal working days commence at or after 6 a.m. and finish before 9 p.m. ( 8.30 p.m. in Belfast and district $) \dagger$

| Workers other than <br> Sunday Workers | Sunday Workers $\ddagger$ |
| :---: | :---: |
| s. d. | s. d. |
| 229 | $6 \S$ |
| 239 | $6 \S$ |
| 209 | $0 \S$ |
| 205 | $6 \S$ |

Note.-The rates became operative from 8th August 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42, which may be worked in 5 or 6 days or shifts.

## Transport Workers

As from 8th August 1963, the weekly rates for a 42 -hour week, to be worked in 5 or $5 \frac{1}{2}$ days, are:-
Drivers of lorries of carrying capacity of over 2 tons ... ... 217s. 0d

Drivers of lorries of carrying capacity of 2 tons and under ... ... 209s. 0d.
Helpers, carters, loaders at quays ... ... ... ... ... 208s. 0d.
Workers, 21 years and over, wholly or mainly employed as stablemen, harness cleaners, van washers or greasers ... ... ... ... 203s. 6d.
Lorry boys, 21 years and over ... ... ... ... ... ... 192s. 6d.
The Orders specify additional amounts payable to night workers whose hours of work on weekdays entail at least 3 hours a night between $6 \mathrm{p} . \mathrm{m}$. and $8 \mathrm{a} . \mathrm{m}$. and to early morning workers who commence work on weekdays between 12 midnight and $5 \mathrm{a} . \mathrm{m}$. or between $5 \mathrm{a} . \mathrm{m}$. and 6 a.m.

* 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 6 p.m. ( 5.30 p.m. in Belfast and district) and $8 \mathrm{a} . \mathrm{m}$. and commence before 12 midnight, to male early morning workers whose normal working days commence at or between 12 midnight and 6 a.m. and to jobbers. $\ddagger$ A Sunday worker is a worker whose normal working week includes employment of at least 7 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 10s. 0d. a week. Bakehouse labourers, packers and all other workers, 19 years and over 9 s . 0 d . a week.
|| Workers employed on slicing and wrapping machines are paid an additional 2s. 6d. a week.

# BISCUIT MANUFACTURE-GREAT BRITAIN 

## [Agreements of the National Joint Wages Council for the Biscuit Industry]

| Class of Worker | Minimum Weekly <br> Rates of Wages |
| :---: | :---: |
| Men 21 years and over:- | s. d. |
| Grade I-Machinemen, ovensmen (travelling ovens), wafer ovensmen, panel operators, chocolate covering machine controllers, 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... |  |
|  |  |
|  |  |
|  | 2130 |
| Grade II-Biscuit doughmen or mixers responsible for the opera- |  |
| tion of one or more machines mixing ingredients preparatory to the mixing of a final dough, cream and nically mixers, ingredient weighers, brakesmen, mechanically driven |  |
|  |  |
| mixers, ingredient weighers, brakesmen, mechanically driven fork-lift truck operators, rotary moulder operators, despatch |  |
| $\underset{\text { checkers }}{\text { Grade III-Raw ingredient preparers, mechanically driven trans- }} \ldots$ |  |
| porter truck operators, cold storage attendants... ... ... |  |
| Grade IV-Receivers of raw materials, solderers | 194 |
| Ungraded workers ...Women, 21 years and over:- |  |
|  |  |
| Grade I-Checkers, stocktakers, direct-wrapping machine operators |  |
| Grade II-Light machine operators, solderers, order assemblers | 143 |
| Ungraded workers ... ... ... ... ... ... | 136 |

Note.-The rates became operative from the first pay day following 17th November 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 or $5 \frac{1}{2}$ days. In the case of rotating shift workers the hours may be arranged over two or three weeks.

## Guaranteed Week

Subject to certain conditions and qualifications a worker, other than a part-time worker, is guaranteed weekly remuneration for not less than 42 hours at the appropriate time rate.

## 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.

## BACON CURING-GREAT BRITAIN

[Agreements of the Bacon Curing Industry National Joint Industrial Council]


Note.-The rates and hours became operative from the pay day in the week commencing 24th June 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are not to be more than 42 . Where individual employers customarily work a normal full-time week of less than 42 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 42 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 |  |  |  |  |

Note.-The rates became operative from 24th June 1963.
Hours of Work
The normal working week is one of 42 hours, exclusive of mealtimes, for day workers (to be worked in 5 or $5 \frac{1}{2}$ days) and night workers, and 42 or an average of 42 hours, inclusive of mealtimes, for shift 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 17 s . 6 d . per 42 hours are made to persons working on a two-shift system, and of $21 \mathrm{~s} .0 \mathrm{~d} ., 21 \mathrm{~s}$. 0 d . and 28 s . 6 d . per 42 hours for the first, second and third shifts respectively of a three-shift system.

## Night Workers

An additional payment of 42 s . 0 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 .10 d . an hour for men, 21 years and over, and 2s. 1d. an hour for women, 18 years and over, except where suitable alternative work has been offered and refused.

[^14]
# 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]


Note.-The rates became operative from 6th May 1963.
Hours of Work
The hours of work in a full week during the campaign period (approximately end of September to end of January) are 48, payment being based on a 42 -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 work are 42 (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 4 d . an hour for all hours worked on a shift system. This allowance is not computable for overtime.

Charge Hands, Leading Hands and Refining Workers
The agreement specifies plus rates for charge hands ranging from $8 \frac{3}{4} \mathrm{~d}$. to 2 s. 2 d . (according to occupation) above the rate for Grade 1 occupations, for leading hands ranging from $3 \frac{1}{2} \mathrm{~d}$. to 11 d . and for refining workers ranging from $6 \frac{1}{2} \mathrm{~d}$. to 2 s . 2 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 only.

## II.-Maintenance Engineers

[Agreements between the British Sugar Corporation Limited and the Amalgamated Engineering Union]


Note.-The rates became operative from 6th May 1963.
Hours of Work (see entry under Table I above) Guaranteed Week (see entry under Table I above)
Shift Workers (see entry under Table I above)
[Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland)]*

| Class of Worker |  |  | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over Women, 18 years and over |  | $\ldots$ | Per hour s. d. $\begin{array}{ll}4 & 1{ }^{13} \\ 2 & 10\end{array}$ | Per hour s. d.4 $3 \frac{3}{4}$ |

Note.-The rates became operative from 18th June 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42.

## Shift Workers

When employed on a two-shift system (alternating shift) workers are paid an additional 7s. 4 d . per week of 42 hours, and when employed on a three-shift system (rotary shift) an additional 12s. per week of 42 hours for the night shift, i.e., a turn of duty commencing after 8 p.m. on any day, and 8s. per week of 42 hours for the morning and afternoon shifts.

## FOOD MANUFACTURING INDUSTRY-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Food Manufacturers' Industrial Group]


Note.-The rates became operative from 27th May 1963.

## Hours of Work

The hours of work in a standard week are 42, exclusive of mealtimes and overtime, for day workers (to be worked in 5 or $5 \frac{1}{2}$ days) and night workers, and 42 or an average of 42 , inclusive of mealtimes, for shift workers. In the case of shift workers the normal hours are to be worked between 6 a.m. Monday and 2 p.m. Saturday. These hours are to be reduced to 41 from 31st August 1964.

## 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 17 s . 6 d . per 42 hours are made to persons working on a two-shift system, and of 21 s . 0 d ., 21 s . 0 d . and 28 s . 6 d . per 42 hours for the first, second and third shifts respectively of a three-shift system.

## Night Workers

An additional payment of 42 s . 0d. a week is made to night workers, night work being defined as hours worked at night as distinct from the continuous shift hours.

[^15]
## BREWING

## I.-Yorkshire and North Midlands

[Agreements between the Yorkshire Brewers' Association and the North Midland Brewers' Association and the Transport and General Workers' Union and the National Union of General and Municipal Workers]

| Class of Worker |  |  |  |  |  | Minimum Rates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men:- |  |  |  |  |  | s. d. Per hour |
| Inside workers, 20 years and over Motor drivers*:- |  |  |  |  |  | $51 \frac{3}{4}$ |
|  |  |  |  |  |  | Per week |
| Up to 12 tons | 5, | (80) | $\ldots$ | $\ldots$ | $\ldots$ | 230 112 |
| Over 12 tons ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 234 112 |
| Mates ... ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 217 1 $\frac{1}{2}$ |
| One-horse drivers | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 217 11 |
| Two-horse drivers |  | $\ldots$ | $\ldots$ | ... | $\ldots$ | $2221 \frac{1}{2}$ |
| Women, 18 years and ov | er:- |  |  | . | . | Per hour |
| In breweries ... | $\cdots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 311 |
| Bottling departments | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $310 \frac{1}{2} \dagger$ |

Note.-The rates became operative from the week commencing 29th December 1963 and continue until 26th December 1964 except for an increase of $1 \frac{1}{2} \mathrm{~d}$. an hour in the hourly rates to compensate for the reduction in the working week from 28th June 1964.

## Hours of Work

The normal working week is one of 42 hours ( 41 from 28 th June 1964), to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Wages are guaranteed for 42 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 42 -hour week on the basis of 8 -hour shifts of which not more than 2 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 4 s . 0d. a shift.

## Night Workers

Workers, other than shift workers, called upon to work nights are paid at the rate of time-and-one-fifth.

## II.-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]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Male brewery labourers, 21 years and over | S. ${ }_{217}$ d. |
| Boilerhouse firemen | $2231 \frac{1}{2}$ |
| Assistant firemen | $21710 \frac{1}{2}$ |
| Transport drivers (mechanical) | 2323 |
| Fork-lift truck drivers | $2254 \frac{1}{2}$ |
| One-horse drivers ... | $21710 \frac{1}{2}$ |
| Two-horse drivers | $2231 \frac{1}{2}$ |
| Mates $\ldots$ | $21710 \frac{1}{2}$ |
| Women, 19 years and over, in bottling departments | 1593 |
| Women in breweries and maltings ... ... | 3/4ths of men's rate for similar work |

[^16]III.-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 30th December 1963 and continue until 31st December 1964.

Hours of Work
The standard week, exclusive of mealtimes, is 42 hours ( 41 from 29th June 1964), to be worked in 5 or $5 \frac{1}{2}$ days.

## IV.-Birmingham and Wolverhampton

[Agreements between certain Brewery Companies in Birmingham and Wolverhampton and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men:- | s. d. |
| Brewery workers, 21 years and over | 2190 |
| Lorry drivers ... ... ... ... ... ... | 2390 |
| Women, 21 years and over, in breweries or bottling and wine and spirit stores | 1579 |

Note.-The rates became operative from 1st January 1964 and will remain in operation until 31st December 1964.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of 42 hours ( 41 from 29th June 1964), to be worked in 5 days.

## Guaranteed Week

Provision is made for a guaranteed week of 42 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. No full-time adult male worker is to receive a gross amount of less than 226s. 6 d . for working a 42 -hour week after bonus payments in excess of the basic rate payable have been taken into account.

## Night Workers

Workers required to begin their normal daily hours at or after 6 p.m. are designated as night workers and are paid at the rate of time-and-a-quarter on weekdays, time-and-a-half from 12 noon to 12 midnight on Saturday and double time on Sunday.

[^17]Brewing-contd.
V.-East Midlands
[Agreements of the Joint Industrial Council of Brewery Workers (Derby, Kimberley, Mansfield
and Nottingham districts)]


Note.-The rates became operative from the first pay week in January 1964 and are to remain operative until 31st December 1964.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of 42 hours.
VI.-Sussex
[Agreements between the Sussex Brewers' Association and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men:- | s. d. |
| Able-bodied men, 21 years and over ... ... | 2146 |
| Transport workers when employed as drivers ... | 2266 |
| Women, 18 years and over, in bottling stores ... | 1480 |

Note.-The rates became operative from the first pay day in January 1964.
Hours of Work
The normal working week, exclusive of mealtimes, consists of an average of 42 hours (41 from 1st July 1964) over a period of two weeks, to be worked in 5 or $5 \frac{1}{2}$ days as may be decided by each individual brewery.

## VII.-Hampshire and Isle of Wight

[Agreements between the Hampshire Brewers' Union and the Transport and General Workers' Union]


Note.-The rates become operative from the first full pay week in January 1964.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 42 hours, to be worked in 5 or $5 \frac{1}{2}$ days as decided by individual breweries. For shift workers the hours are not to exceed 42 when averaged over a period. The hours are to be reduced to 41 from 1st October 1964.
VIII.-London

## [Agreements between the Court of the Brewers' Company and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Able-bodied men in breweries or bottling stores, 21 years and over | 2270 |
| Women in breweries or bottling stores, 18 years and over | 1679 |
| Horse drivers ... ... ... ... ... .. | 2400 |
| Drivers of vehicles:- |  |
| Up to 7 tons carrying capacity | 2390 |
| 7 tons carrying capacity or over ... ... ... | 2470 |
| Other transport workers ... ... ... ... ... | 2270 |

Note.-The rates became operative from 30th December 1963.
Hours of Work
The normal working week, exclusive of mealtimes, is one of 42 hours ( 41 from 29 th June 1964), to be worked in $5 \frac{1}{2}$ or 5 days.

## IX.-Kent

[Agreements between certain Brewery Companies in Kent and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| MEN:- | s. d. |
| Able-bodied men, 21 years and over ... ... | 2146 |
| Transport workers:- |  |
| Drivers of motor vehicles of under 5 tons | 2266 |
| Drivers of motor vehicles of 5 tons or over | 2346 |
| Mates ... ... ... ... ... ... | 2146 |
| Women, 19 years and over, in brewery and bottling stores | 1480 |

Note.-The rates became operative from 1st January 1964.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 42 hours ( 41 from 29th June 1964), to be worked in 5 or $5 \frac{1}{2}$ days as may be decided by each individual brewery.

## 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 Cinion of General and Municipal Workers]

| Class of Worker |  | Minimum Weekly | Rates of Wages |
| :---: | :---: | :---: | :--- |
|  |  |  | s. |

Note.-The rates became operative from the first full pay period on or preceding 1st January 1964.

Hours of Work
The normal working week, exclusive of mealtimes, is one of 42 hours ( 41 from 29th June 1964), to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Full-time workers are guaranteed a week of 42 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

Workers employed on shifts are paid a shift working allowance of an additional 3d. an hour.

## XI.-Scotland $\dagger$

[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 workers, 18 years and over, after 6 months' service ... | 2136 |
| Maltmen, 18 years and over ... . | 229 |
| Transport workers:- |  |
| Drivers of vehicles of under 10 tons | 231 |
| Drivers of vehicles of 10 tons and over | 250 |
| Mates $\ldots$. $\ldots$. $\ldots$. $\ldots$, $\ldots$ | 219 |
| Women, 18 years and over, in bottling stores ... | 157 |

Note.-The rates became operative from the first full working week commencing on or after 1st May 1963 and continue until 30th April 1964.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is 42 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 5d. an hour. This allowance is considered as pay for overtime purposes.

## Night Workers

Workers permanently employed on night work are paid at the rate of time-and-a-third.

[^18]
## 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]*

| Class of Worker |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
|  |  | Minimum Hourly Rates of Wages |  |  |
|  |  |  |  | s. |

Note.-The rates became operative from 16th June 1963 and will remain in operation until 14th June 1964.

## Hours of Work

In all premises, other than blending and bottling establishments, the normal hours of work in a full week are 42 , exclusive of mealtimes for day workers, to be worked in $5 \frac{1}{2}$ days, and an average of 42 , inclusive of a meal break of half-an-hour a shift for shift workers. In blending and bottling establishments the hours of work in a full week are 42 , to be worked in 5 days.

## Shift Workers

All workers employed on a two-shift (morning and afternoon) or three-shift system in distilleries are paid shift allowances of 4 d . or 5 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]

| Class of Worker $\dagger$ | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men on day shift | s. 4 10 $10 \frac{1}{2}$ |
| Men on three shifts or alternate day and night shifts | 5 21 |
| Men on constant night shifts ... ... ... | 5 31 |

Note.-The rates became operative from the pay week ended 12th October 1963 and will continue for one year.

## Hours of Work

The hours of work in a full week are 42, to be worked from Monday to mid-day Saturday.

[^19]
# aERATED WATERS MANUFACTURE 

## I.-England and Wales

[Aerated Waters Wages Council (England and Wales) Wages Regulation Order]*

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


| Men and Women:- |  |  | s.183 |  |
| :---: | :---: | :---: | :---: | :---: |
| Driver-salesmen (any age) |  |  |  | 6 |
| Delivery workers (any age):- |  |  |  |  |
| One-horse vehicles ... |  |  | 183 | 6 |
| Two-horse vehicles |  |  | 189 | 6 |
| Mechanically propelled vehicles with carrying capacity of:- |  |  |  |  |
| 1 ton or less ( 21 years and over) |  |  | 183 | 6 |
| Over 1 ton and up to 2 tons ... |  |  | 183 | 6 |
| Over 2 tons and up to 5 tons... | $\ldots$ |  | 189 | 6 |
| Over 5 tons and up to 8 tons... |  | $\ldots$ | 195 | 6 |
| Over 8 tons and up to 12 tons |  |  | 199 | 6 |
| Over 12 tons ... |  |  | 203 | 6 |
| Mates, 21 years and over |  | .. | 173 | 6 |

Note.-The rates and hours became operative from 17th February 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43.

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 <br> [Aerated Waters Wages Council <br> Class of Worker |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | Wages Regulation Order]* |  |

Note.-The rates and hours became operative from 6th April 1964.
Hours of Work
The weekly hours of work 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 rate applicable to the worker concerned.

[^20]
## TOBACCO MANUFACTURE-UNITED KINGDOM

[Agreements of the National Joint Negotiating Committee for the Tobacco Industry]


Note.-The rates became operative from the first full pay week in April 1964. In July 1965 and April 1966 the rates are to be increased by 6 s .6 d . and 9 s . 0 d . a week for men and by 6 s .6 d . and 7 s . 6 d . a week for women, respectively.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 days. These hours are to be reduced to 40 from the first full pay week in April 1965.

## 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, if they have less than 10 years' continuous service, 90 per cent. if they have not less than 10 but less than 20 years' continuous service and 100 per cent. if they have continuous service of 20 years or more.

## 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 1 s .6 d . These amounts are increased by 1 s . for every additional 5 years' service up to maxima of 8 s .6 d . and 7s. 6d., respectively, after 40 years' service.

[^21]
## 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 |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the beginning of the pay week which included 1st April 1963 and are all-inclusive rates not subject to any additions by way of bonuses, flat rates or allowances, whether temporary or permanent (but see paragraph headed "Supplementary Jobs").

Hours of Work
The standard working week consists of an average of 42 hours a week (representing $5 \frac{1}{4}$ shifts). Continuous shift men average 42 hours a week over a cycle of 4 weeks. Day workers either work 42 hours each week or work a cycle averaging 42 hours a week.

## Guaranteed Weekly Wage

Subject to certain conditions a worker is guaranteed a weekly wage equal to the standard grade rate of the job to which he is assimilated plus any extra payments made for shifts on his roster of duties during his normal working hours which fall on a Saturday, Sunday or statutory or customary holiday.

## 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.

## Grading of Occupations

Examples of the grading of occupations are as follows:-
Engineering craftsmen (Grade I)-Blacksmiths, electricians, fitters.
Craftsmen (Grade I)-Bricklayers, joiners, painters and decorators, plumbers.
Craftsmen (Grade II)-Assistant bricklayers (including assistant masons), electricians' helps, assistant welders, blacksmiths' strikers, maintenance men-mechanical appliances.
Grade B-Boilerhouse chargehands or attendants, chargers (non-mechanical), coal dryersthermal, doormen, effluent plant attendants, loco. drivers, patchers, power house attendants (Class I), ram men, valvemen, mobile steam or diesel crane drivers.
Grade C-Benzole washers, boiler flue cleaners, coke screeners (mechanical), crane drivers, first-aid men, lorry drivers, mixer men (Phurnacite), power house attendants (Class II), shunters, stampers, tar distillation plant attendants, water treatment plant attendants.
Grade D-Bath attendants, coal crusher men, conveyor and bunker men, daubers, greasers, oxide handlers, pumpmen, stores assistants, sulphate plant assistants, tar plant assistants, wagon lowerers, workmen preparing samples.
Grade E-Aerial ropeway men, benchmen, door cleaners, labourers, loco. cleaners, slack emptiers (by hand).
"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 3s. 3d. 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 (within 15 miles of Charing Cross) | Rest of Great Britain |
|  | s. d. | s. d. |
| Men, 21 years and over:- |  |  |
| Day labourers <br> Shift workers on a three-shift system ... | ${ }_{5}^{4} \begin{gathered}\text { 103* } \\ 50^{*}\end{gathered}$ |  |
| Shift workers on two 8-hour shift system |  |  |
| between 6 a.m. and 10 p.m. ... $\ldots . .$. | 5 3* | $500{ }_{4}^{*}$ |
| Night workers on continuous night work ... | 5 113* | $5{ }^{9 \frac{1}{2} *}$ |
| Women, 21 years and over, on women's work:- |  |  |
| Day workers ... $\quad . .$. | 3 63** | $35^{5 *}$ |
| Workers on two day-shift system ... | 3 11* | 3 91* |
| Maintenance Craftsmen:- |  |  |
| Skilled fitters, electricians, boilermakers, blacksmiths, coppersmiths, pipe fitters, etc. | $\begin{array}{ll}6 & \\ 6 & \\ 63 \\ 03\end{array}$ | ${ }_{5}^{5101}$ |
| Building trade craftsmen <br> Leadburners and chemical plumbers | ${ }^{6}$ above ${ }^{\text {a }}$ |  |

Note.-The rates became operative from the first full pay week commencing on or after 30th May 1963 (first full pay week commencing on or after 23rd January 1964 for shift workers).

## Hours of Work

The hours of work in a full week are 42 exclusive of mealtimes for day workers, to be worked in 5 or $5 \frac{1}{2}$ days, and an average of 42 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 27 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 $6 \frac{1}{4} \mathrm{~d}$. an hour when engaged on a three-shift system or a two-shift system which includes night work, of $4 \frac{1}{4} \mathrm{~d}$. when engaged on a two dayshift system and of 1 s .1 d . 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 $6 \mathrm{a} . \mathrm{m}$. Saturday to 6 a.m. Monday.

[^22]Heavy Chemicals Manufacture-contd.

## II.-Constituent Firms of Imperial Chemical Industries Ltd.

[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 ... | 4 914 |
| Shift labourers ... ... ... ... ... | 54 |
| Women, 21 years and over, employed on women's work:- |  |
| Day workers ... ... ... ... ... | 361 |
| Shift workers ... ... ... ... ... | $411{ }^{1}$ |
| Craftsmen and semi-Skilled Men on maintenance work:- |  |
| Boilermakers, angle-iron smiths, platers, riveters, welders (platers), patternmakers, template makers, chemical plumbers | $511 \frac{1}{4}$ |
| Fitters, turners, blacksmiths, sheet-metal workers, coppersmiths, brass finishers, brass moulders, moulders, welders, electricians, sheet-iron workers, building trade craftsmen $\dagger$ | $510 \frac{1}{4}$ |
| Holders-up ... ... ... ... ... | 594 |
| Machinemen:- |  |
| Borers, universal millers, turret hands Millers (V. and H.), surface grinders, planers, slotters, shapers, radial drillers, key seaters | $\begin{array}{rl}510 \frac{1}{4} \\ 5 & 9 \frac{1}{4}\end{array}$ |
| Cold sawyers, air, hand or pillar drillers, strikers |  |

Note.-The rates became operative from the pay week commencing 27th May 1963 (9th December 1963 for shift workers).

## Hours of Work

The hours of work in a full week are not to exceed 42, exclusive of mealtimes, for day workers and night workers. For shift workers the hours, inclusive of mealtimes, are not to exceed an average of 42 for two-shift and continuous three-shift workers and $42 \frac{2}{3}$ for noncontinuous three-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

Piecework prices, or basis times, are to be such as to enable a worker of average ability to earn at least 27 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 7d. an hour not computable for overtime and abnormal time is paid for all hours worked on any rotating shift system. Normal week-end work is paid at the rate of double time for Sunday ( 12 midnight to 12 midnight) and at the rate of time-and-a-half for the remainder of the period from $6 \mathrm{a} . \mathrm{m}$. Saturday to $6 \mathrm{a} . \mathrm{m}$. Monday.

## Night Workers

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

[^23]
## 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]


Note. - The rates became operative from the first full pay week commencing on or after 29th July 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 or $5 \frac{1}{2}$ days; for shift workers the hours are 42, inclusive of mealtimes.

## Pieceworkers

Piecework prices are to be such as to yield to workers of average ability at least 20 per cent. more than the appropriate time rates.

## Shift Workers

Shift workers on a three-shift system are paid an additional 22s. a week.
Men and women on a two-shift system are paid an additional 15 s . a week.
These allowances are not computable for overtime purposes.
Night Workers
Workers on continuous night work receive an additional payment of 40 s. a week which is not computable for overtime.

[^24]
## 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 (The Metropolitan Police District) | Other Districts in the United Kingdom |
| Men, 21 years and over <br> Women, 20 years and over, on women's work ... | $\begin{array}{cc}\text { s. } & \text { d. } \\ 198 \\ 140 & 6 \\ \end{array}$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 193 & 6 \\ 135 & 6\end{array}$ |

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 10th June 1963.

## Hours of Work

The normal working week for day workers or shift workers consists of 42 hours, exclusive of mealtimes and overtime, to be worked over 5 or $5 \frac{1}{2}$ days.

## Shift Workers

An additional 5d. an hour over and above the ordinary day-time 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 5 d . an hour over and above the ordinary day-time rate and the night shift at 9 d . an hour above.

## Night Workers

An additional 10d. an hour over and above the ordinary day-time 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:-
Unskilled men (after period of probation of not more than one year)

3s. 6d. a week ab

| Semi-skilled men | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 8s. 0d. |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Skilled men | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 16s. 0d. |
| ., ", ", |  |  |  |  |  |  |

Highly-skilled men $\quad . . . \quad \ldots \quad$.... ... 32s. 0d. ", ", ", ",

# PRINTING INK AND ROLLER MAKING INDUSTRYUNITED KINGDOM 

[Agreements between the Society of British Printing Ink Manufacturers and the National Society of Operative Printers and Assistants]

| Class of Worker | Minimum Weekly Rates of Wages including cost-of-living bonus* |  |
| :---: | :---: | :---: |
|  | London (within 20 miles of Charing Cross) | Provincial Areas |
| MEN, 21 years and over:- |  |  |
| Grade 1 | 2724 | 261 |
| Grade 2 <br> Grade 3 | 2613 | 2516 |
| Grade $4 \times \ldots$ | 2540 | 2446 |
| Grade 5 ... $\ldots$ | 248 | 2422 |
| Women, 21 years and over | 1798 | 239 179 |

Note.-The cost-of-living bonus of 11 s . 8 d . for men and 8 s . 10 d . for women became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963. (See paragraph below.)

## Hours of Work

The maximum number of hours to constitute a normal working week is 40 , normally to be worked in 5 days.

## Shift and Night Workers

Double-day shifts are paid at the rate of time-and-a-third and night shifts at the rate of time-and-a-half of the ordinary rate.

## Grading of Occupations

The agreement specifies the occupations included in each grade.

## 1962 Wage Settlement

Under the terms of the 1962 settlement, in January 1965 the basic rates are to be increased by the following amounts:-

| Grades 1 and $2 \ldots$ | $\ldots$ | 3s. | 6d. a week |
| :--- | :--- | :--- | :--- | :--- |
| Grades 3,4 and 5 | $\ldots$ | 3s. 0 d. a week |  |
| Women $\ldots$ | $\ldots$ | $\ldots$ | 2s. 6 d. a week |

[^25]
## SEED CRUSHING, COMPOUND AND PROVENDER MANUFACTURE-GREAT BRITAIN AND BELFAST

[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 |  |  |

Note.-The rates became operative from 3rd February 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 for day workers and for workers on single-shift production. For two-shift and three-shift workers the weekly hours, including 20 minutes each shift for meals, are 40.

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

## Grading of Mills

The grading of mills is determined by the National Joint Industrial Council.

## 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 42-hour week, as from 13th May 1963, are as follows:-
s. d

Class A districts (London within 12 miles of Charing Cross) $\quad .$.
Class B districts (including Scotland) ... ... ... ... ... ... 279 0
[Agreements of the Joint Industrial Council for the Soap, Candle and Edible Fat Trades]


Note.-The rates became operative from the pay day in the week commencing 30th March 1964.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes and overtime, are 40 at Class I firms, to be worked in 5 days, and 42 at Class II 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 8d. an hour in addition to their normal rate of pay for all hours worked. Workers on a continuous process on a 4 -crew 3 -shift system are paid an allowance of 1 s an hour 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 a.m. and 10 p.m. or such hours as may be mutually agreed, are paid an allowance of 4 d . 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 day workers, shift workers or relay workers, work throughout the night between the hours of 6 p.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.

## BOOT AND FLOOR POLISH MANUFACTURE-GREAT BRITAIN

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


Note.-The rates became operative from 2nd April 1962.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtimes rates are payable, are 42.

[^26]
## GELATINE AND GLUE INDUSTRY-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Gelatine and Glue Industry]

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |
| Men, 21 years and over:- | s. d. | s. d. |
| Day labourers ... | 4 412 | $43^{\frac{1}{2}}$ |
| Shift workers on a three-shift system | 49 | 48 |
| Shift workers on a two-shift system ... ... | 48 | 47 |
| Women, 21 years and over, employed on women's work | 32 | $311 \frac{1}{2}$ |

Note.-The rates became operative from the beginning of the first full pay week commencing on or after 31st July 1963.

## Hours of Work

The hours of work in a full week are 42, exclusive of mealtimes for day workers, to be worked in 5 or $5 \frac{1}{2}$ days, and an average of 42 , inclusive of mealtimes for shift workers.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed in respect of any pay week wages equivalent to the basic time-work rate for their grade of skill for three-quarters of the normal working week.

## Pieceworkers

Piecework rates are fixed so as to enable a worker of average ability to earn at least 25 per cent. more than a timeworker employed during the same period on the same job.

## Shift Workers

Adult male workers receive a differential of $4 \frac{1}{2} \mathrm{~d}$. an hour when employed on a three-shift system and $3 \frac{1}{2} \mathrm{~d}$. an hour when employed on a two-shift system. Women employed on women's work on a two-shift system between the hours of $6 \mathrm{a} . \mathrm{m}$. and 10 p.m. are paid $1 \frac{1}{2} \mathrm{~d}$. an hour above the appropriate day-work rate.

## Week-end Pay for Shift Workers

Normal week-end work for continuous shift workers is paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and from 10 p.m. Sunday to 6 a.m. Monday, and at double time from 10 p.m. Saturday to 10 p.m. Sunday.

## 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> $16 \quad 1.97$ <br> $16 \quad 1.97$ | Per cent. $\begin{aligned} & 44 \frac{1}{2} \\ & 44 \frac{1}{2} \end{aligned}$ | s. d <br> Per shift $\begin{array}{ll}12 & 3 \ddagger \\ 12 & 3 \ddagger\end{array}$ |
| Integrated plants - England and Wales and certain works | Day labourershourly rated | Per week 153 $5 \cdot 5$ | - | Per week $56 \quad 2 \cdot 10$ |
| in Scotland | Shift labourers working 42hour rota system | Per shift $\begin{array}{ll} 28 & 2.58 \end{array}$ | - | $\begin{aligned} & \text { Pr shift } \\ & 10 \quad 8 \cdot 40 \end{aligned}$ |
| Merchant plants - Derbyshire, Leicestershire and Northamptonshire | Day labourers <br> Shift labourers working 42hour rota system | Per week <br> 154 11•135 <br> Per shift <br> $2811 \cdot 1$ | - | Per week $56 \quad 4 \cdot 54$ Per shift $10 \quad 8.87$ |

Note.-The basis rates are those in operation at November 1963. The fluctuating flat-rate additions are those for April 1964 and relate to the official index of retail prices figure for February 1964.

## Hours of Work

The hours of work are 8 a shift, inclusive of mealtimes, for shift workers and 42 a week, exclusive of mealtimes, for day workers. 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. and 10 p.m. Saturday and between 10 p.m. Sunday and $6 \mathrm{a} . \mathrm{m}$. Monday, and at the rate of double time between 10 p.m. Saturday and 10 p.m. Sunday.

Shift workers employed at integrated plants (England and Wales and certain works in Scotland) and at merchant plants in Derbyshire, Leicestershire and Northamptonshire work 6 shifts a week for two weeks and 5 shifts a week for six weeks, this rotation being repeated three times to complete a working cycle of twenty-four weeks, i.e., an average of 42 hours worked, and receive on average 6.25 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.

[^27]
## 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 $\dagger$ |
| Steel melting shops and steel rolling mills - North-East Coast, Cumberland, Lancashire, South Yorkshire (except Sheffield special steels district), Lincolnshire, South Wales and certain works in Scotland | Day labourers Shift labourers | s. d. Per week | Per cent. | s. d. <br> Per week |
|  |  |  |  |  |
|  |  | $87 \quad 10 \cdot 7$ | 75 | $56 \quad 2 \cdot 10$ |
|  |  | Per shift |  | Per shift |
|  |  | 14 11-38 | 75 | $\begin{array}{ll}10 & 8 \cdot 40\end{array}$ |
|  |  |  |  |  |
| Iron puddling and iron and steel rolling mills-Midlands, parts of South Yorks. and South Lancs. | Day labourers | Per week <br> $78 \quad 0.986$ <br> Per shift | 89 | Per week <br> 64 <br> $2 \cdot 40$ |
|  |  |  |  | Per shift |
|  | Shift labourers | $13 \quad 6.028$ | 89 | $10 \quad 8.40$ |
|  |  | Per week <br> 7110.48 | 109 |  |
| Steel sheet rolling-Staffs., | Day labourers |  |  | $\begin{array}{ll}64 & 2.40\end{array}$ |
| Wales and Mon., and Glasgow district | Shift labourers | $6911 \cdot 27$ | 109 | $\begin{array}{cc} 57 & 0 \cdot 80 \\ \text { (for } 5 \frac{1}{3} & \text { shifts) } \end{array}$ |
| Steel manufacture - SouthWest Wales | Day labourers | $94 \quad 3$ | 641 | 580 |
| Iron mills and sheet millsWest of Scotland | Day labourers | Per hour $\begin{array}{ll} 2 & 0.061 \end{array}$ | 80 | Per hour $15 \cdot 025$ |
| Steel rolling mills - South Wales and Mon. $\ddagger$ | General labourers | Per week 1875 | - | Per week $24 \quad 4$ |
| Tinplate manufacture-South Wales and Mon.§ | Day or shift labourers | Per day or shift $14 \quad 0.946$ | 26 | Per day or shift 108 |

Note.-The basis rates are those in operation at November 1963. The fluctuating flat-rate additions are those for March or April 1964 and relate to the official index of retail prices figure for February 1964.

## Hours of Work

The hours of work are generally 8 a shift for shift workers and 42 a week for day workers. 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. and 10 p.m. Saturday and between 10 p.m. Sunday and 6 a.m. Monday and at the rate of double time between 10 p.m. Saturday and 10 p.m. Sunday. In the case of steel manufacture in South West Wales and tinplate manufacture in South Wales and Mon., however, all workers, including those employed on a rotating shift system, are paid at the rate of time-and-a-half from the normal time of finishing until 5 p.m. on Saturday and at the rate of double time from 5 p.m. on Saturday to the normal starting time on Monday. In iron and sheet mills in the West of Scotland the hours are 42 or an average of $5 \frac{1}{4}$ shifts for shift workers.

## Guaranteed Week

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

[^28]
## LIGHT CASTINGS MANUFACTURE-GREAT BRITAIN

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



Note.-The rates became operative from 2nd December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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 $23 \frac{1}{2}$ per cent and a flat-rate bonus of 151 s . 2 d . a week for skilled workers and 140 s . 2 d . a week for unskilled workers, and in the case of women on women's work to the addition of $13 \frac{1}{2}$ per cent. and 112s. 4d. 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 121 s . $2 \mathrm{~d} . \ddagger$ 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] 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 <br> Weekly <br> Rates | Supplements for 42 hours |
|  | s. d. | s. d. | s. d. |
|  |  |  |  |
| Strip and Sheet Rolling MillsRollers (all grades) |  | 595 | 127 |
| Rollers (all grades) ${ }_{\text {Annealers, finished shearers (guillotine) }} \ldots \ldots$ | 1950 | 5510 |  |
| Electric annealers, finished shearers (rotary), roller improvers | 1930 |  | 127 |
| Picklers ... ... ... ... ... | 1920 | $\begin{array}{ll}53 & 1 \frac{1}{4} \\ 52\end{array}$ |  |
| Shearers (cutting to length) $\ldots \ldots$ |  | 52 31 <br> 50 61 <br> 1  | 127 |
| Rough shearers, roller's assistants (behinder) | $\begin{array}{rrr}189 \\ 179 & 10\end{array}$ | $\begin{array}{ll}50 \\ 48 & 8_{4}^{1} \\ 81\end{array}$ | 119 |
|  |  |  |  |
| Toolfinders (fully skilled) |  | 630 | 135 |
| Annealers ... ... ... ... | 1950 | 5510 |  |
| Electric annealers, drawers (plain round tubes), taggers, swagers, shoulderers, sawyers, straighteners (hand) | 1930 |  | 127 |
|  | 1920 |  | 1273 |
| Straighteners (machine), doggers-up | 1890 | $50 \quad 61$ |  |
| Labourers ... ... ... .. | 17910 |  |  |
| Castings Departments- |  |  | 135 |
| Crucible and electric furnace pourers ... Underhands (furnacemen, ingotmen and |  |  |  |
| mouldmen on billet casting) | 2010 | 59 | 127 |

Note.-The rates became operative from 2nd December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked over 5 days unless otherwise arranged on account of particular circumstances.

## Guarantee of Employment

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 42 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 day-shift rates. This applies where men, other than day-shift men, work throughout the night for not less than three 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 Employers' Federation and the Confederation of Shipbuilding and Engineering Unions]


Note.-The rates became operative from 2nd December 1963.


[^30]| Districts | Consolidated District Weekly Time Rates of Wages |  | Basic Weekly Rates for Piecework |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Fitters | Labourers | Fitters | Labourers |
| Scotland:- | s. d. | s. d. | s. d. | s. d. |
| Aberdeen, Arbroath, Dundee ... | 2118 | 1794 | 630 | 48 81 |
| Airdrie, Ayr, Coatbridge, Denny, Dumbarton, Glasgow, Greenock, Johnstone, | 211 | 179 | 63 | 48 84 |
| Motherwell, Paisley, Port Glasgow, Prestwick, Troon... |  |  |  |  |
| Alloa $\ldots$... $\ldots$... | 211 911 | $\begin{array}{ll}179 & 8 \frac{1}{2} \\ 179 & 4\end{array}$ | $\begin{array}{ll}63 & 1 \frac{1}{2} \\ 63 & 11\end{array}$ | $\begin{array}{ll}49 & 01 \\ 48 & 81\end{array}$ |
| Dunfermline, Kirkcaldy, Leven $\quad .$. | $213{ }^{2}$ | 179 5 ${ }^{17}$ | $\begin{array}{ll}63 & 12 \\ 64 & 5 \frac{1}{4}\end{array}$ | 48 81 <br> 48 $9 \frac{1}{2}$ |
| Edinburgh, Leith ... ... ... ... | 212 12 | 179 5 1 | 63 54 | 48 91 |
| Kilmarnock ... ... ... ... | $211{ }^{2}$ | 1798 | 63 1 | $490^{2}$ |
| Northern Ireland:- Belfast (Marine and Up-town shops) ... | 2152 | 1794 | 664 | 48 81 |

Note.-The rates became operative from 2nd December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 for day workers, 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 work, 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 the first and second shifts and for 46 hours on the third shift, which is usually 10 p.m. to 6 a.m.
The night-shift hours are 42 a week, normally to be worked in 5 nights, but may by mutual agreement be worked over 4 long shifts and one short shift.

## Guarantee of Employment

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 payment for each hour worked, e.g., 3 s . $2 \cdot 48 \mathrm{~d}$. for skilled workers, $3 \mathrm{~s} .0 \cdot 21 \mathrm{~d}$. for intermediate grades, $2 \mathrm{~s} .9 \cdot 88 \mathrm{~d}$. for unskilled workers and $2 \mathrm{~s} .5 \cdot 69 \mathrm{~d}$. 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 day-shift rates. This applies where men, other than day-shift men, work throughout the night for not less than three consecutive nights.

[^31]
## 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 42 -hour week are to be not less than 8 s . above the consolidated district time rate of the skilled fitter.
Patternmakers on timework receive a craft differential of $8 \mathrm{~s} .8 \frac{1}{4} \mathrm{~d}$ a week above the district time rate for skilled fitters. In addition, a uniform supplement throughout the country of 30 s . produces a minimum earnings level of 250 s . $4 \frac{1}{4} \mathrm{~d}$. in the Provinces and $254 \mathrm{~s} .11 \frac{3}{4} \mathrm{~d}$. in the London Area.

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.

Foundry labourers: On the basis of the 42 -hour week the differential over the engine shop labourer is not less than 5 s .4 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 2nd December 1963 is 148s. 6d. a week. Payment-by-results workers, 21 years and over, are to be in a position to earn not less than 153s. 6 d . a week of 42 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]

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

Note.-The rates became operative from 16th December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , spread over 5 or $5 \frac{1}{2}$ days as may be mutually agreed.

## Night Workers

Night shift is where men, other than day workers, 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 day-work rate.

[^32]
# BOBBIN MANUFACTURE-ENGLAND AND WALES <br> [Agreements of the Joint Industrial Council for the Bobbin Making Industry] 

| Class of Worker |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Men:- |  |  |  |  |  |
| Minimum Weekly Rates of Wages* |  |  |  |  |  |
| Higher skilled | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| Lesser skilled | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| Labourers $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| Women, 18 years and over | $\ldots$ | $\ldots$ | $\ldots$ | 225 | 5 |

Note.-The rates became operative from the third pay day in April 1964 and relate to the official index of retail prices figure of 123. From 15th March 1965 the rates are to be increased by $3 \frac{3}{4}$ per cent.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days.

Shift Workers
Shift work performed before the normal day-work starting time and after the normal days' work finishing time is paid at the usual overtime rates.

Night Shifts
6d. 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-LANCASHIIRE AND YORKSHIRE

[Agreements between the Shuttle Manufacturers' Association and the Amalgamated Society of Shuttle Makers]

| Class of Worker and District |  |  |  |  | Minimum Hourly Rates of Wages $\dagger$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | s. d. |
| Journeymen:- |  |  |  |  |  |  |
| Lancashire $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 6 |
| Yorkshire | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 8 |

Note.-The rates became operative from the pay day in week commencing 16th January 1964 and relate to the official index of retail prices figure of 104 . From the first full pay week commencing on or after 7th October 1965 the rates are to be increased by $4 \frac{3}{8} \mathrm{~d}$. an hour.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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]

| Class of Worker |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Minimum Weekly Rates of Wages |  |  |  |  |  |

Note.-The rates for men became operative from 15th November 1963, and for women from 10th January 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 days.

[^33]
# OPHTHALMIC OPTICAL INDUSTRY-GREAT BRITAIN* 

[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 |  | 128 |
| Operatives on prescription work:- |  |  |
| With less than 3 months' service |  |  |
| After 3 months' service <br> After 1 year's service on work of a similar nature | 186 190 0 | 136 |
| After 1 year's service on work of a After 3 years' service on work of a similar nature |  | 1590 |

Note.-The rates became operative from the first pay day in the week commencing 30th December 1963.

## Hours of Work

The normal working week is not to exceed 42 hours, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piecework rates for workers on mass production are to yield to the average worker his/her 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 3 years' service in the industry.

[^34]
## SURGICAL INSTRUMENT AND EQUIPMENT MANUFACTUREENGLAND AND WALES*

[Agreements between the British Surgical Trades Association (Incorporated) and the Amalgamated Engineering Union (Surgical Branch)]

| Class of Worker |  |  |  | Basic Minimum <br> Hourly Rate for <br> Timeworkers |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 25th March 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 or $5 \frac{1}{2}$ days.

Pieceworkers
Pieceworkers are guaranteed a minimum rate of 6 s . 3 d . an hour.

## ARTIFICIAL LIMB MANUFACTURE-GREAT BRITAIN

[Agreements between the British Surgical Trades Association (Incorporated) and the National Union of Furniture Trade Operatives and the National Union of Sheet Metal Workers and Coppersmiths]

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

Note.-The rates became operative from 20th April 1964.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Charge Hands

Charge hands, when on an hourly basis, are paid $4 \frac{1}{2} \mathrm{~d}$. an hour above the Grade A rate.

[^35]
# ELECTRICAL CABLE MAKING-GREAT BRITAIN 

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

| Class of Worker |  | Timeworkers' Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 17th July 1963.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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.

## Lieu Bonus

A lieu bonus of 3 d . an hour for adult males and $2 \frac{1}{2} \mathrm{~d}$. an hour for adult females is paid where the sole remuneration is the minimum plain time rates quoted above.

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 20 per cent. more than the appropriate standard timeworking rate for the grade of occupation 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 day-time 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.

## Leading Hands or Working Chargehands

The rates for leading hands or working chargehands are at least 2 d . an hour above the occupational rate appropriate to the highest grade of work being performed under their direction.

## Plumber Jointers and Plumber Jointers' Mates

As from the first full pay period commencing on or after 28th April 1963 the hourly rates for a 42 -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) ... ... 6s. $6 \frac{1}{4} \mathrm{~d}$.
The rest of the country ... ... ... ... ... ... ... ... 6s. $2 \frac{1}{2} d$.
Fully experienced plumber jointers' mates receive 85 per cent. of the rates for
plumber jointers, namely:-
$\begin{gathered}\text { London area } \\ \text { The rest of the country }\end{gathered} \ldots$
....
Men, other than day-shift men, who work throughout the night for not less than three consecutive nights are paid at the night-work rate of day-time rate-and-a-third.

## SHIPBUILDING AND SHIP REPAIRING-UNITED KINGDOM

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

Class of Worker

|  |
| :--- |

Men, 21 years and over:-
Fully skilled classes who have completed their apprenticeship:-
Blacksmiths, cabinet makers, electricians, french polishers, painters, plumbers, sheet-metal workers, sheet-iron workers, shipwrights, joiners, upholsterers, woodcutting machinists and sawyers, platers, angle-iron smiths, riveters, caulkers, drillers, burners, welders and holders-on
Semi-skilled classes:-
Certificated ambulance attendants and certificated first-aid men when solely employed on first-aid duties, cranemen operating tower cranes (whether cantilever, hammerhead or jib), gantry cranes and floating cranes ...
Cranemen operating steam cranes and mobile or runabout cranes (whether electric, diesel or petrol driven), locomotive drivers (steam, diesel or electric), lorry drivers
Plate furnace, frame furnace, shell screw-up and shell tackle helpers continuously employed as such
Inclusive
National Uniform
Plain Time Rates

| New <br> Work | Repair <br> Work* |
| :---: | :---: |
| s. d. <br> Per week | s. d. <br> Per week |

Angle-iron smiths' strikers, cranemen operating from crane cabs electric overhead travelling cranes in shops, sheds or over plate racks, planers, radial machine drillers and scarphers continuously employed as such, spare or emergency cranemen when not operating cranes ...
Stagers erecting and dismantling staging, but not men fetching and carrying stage planks or other material in connection with staging, or engaged on similar work incidental to staging, metallisers, shot blasters
Launchmen (motor or steam) continuously employed as such
Redleaders, tilers
2114
2144

1978
1978

1952

Boilermen and firemen continuously employed as such on large type boilers in yard ..
Blacksmiths' strikers
...
Platers' helpers (other than plate furnace, frame furnace, shell screw-up and shell tackle helpers continuously employed as such) i.e., ordinary platers' helpers, rivet heaters when heating rivets

| 187 | 2 | 190 | 2 |
| :--- | :--- | :--- | :--- |
|  |  |  |  |
| 187 | 2 | 187 | 2 |
| 178 | $0 \dagger$ | 181 | $0 \dagger$ |
| 172 | 10 | 175 | 3 |

Countersinkers continuously employed as such, firemen on steam launches continuously employed as such, locomotive firemen, plate and bar furnacemen (oil, coal or gas furnaces) when continuously employed as such
Unskilled classes
Women:-
French polishers and upholstresses, 21 years and over, having served an apprenticeship of 5 years

| 190 | 8 | 193 | 8 |
| :--- | :--- | :--- | :--- |
| 190 | 8 | 190 | 8 |
| 188 | 8 | 191 | 8 |
| 188 | 8 | 188 | 8 |
| 187 | 8 | 190 | 8 |

Note.-The rates became operative from 16th December 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42. These hours will be reduced to 41 from 1st December 1964 and to 40 from 1st July 1965. 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.

[^36]
## 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 6th January 1964. The rate for women is to be increased by 3d. an hour from 4th January 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked over 5 or $5 \frac{1}{2}$ days. These hours are to be reduced to 41 from October 1964 and to 40 from July 1965.

## 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.

Minimum Earnings Guarantee
A minimum earnings guarantee provides that the total hourly wage is not less than the minimum basic rate plus 5 per cent. This guarantee does not apply to holidays or overtime.

## 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 a.m. are paid at the rate of time-and-a-quarter. 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.

## 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]

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | National Minimum Rates | Standard Rates in East and West of Scotland Areas* |
|  | s. d. | s. d. |
| Bodymakers, cartwrights, finishers, panel beaters, smiths, wheelers, woodcutting machinists |  | 5 |
| Painters and trimmers | $\begin{array}{ll}5 & 4 \\ 5\end{array}$ | $\begin{array}{ll}5 & 4 \dagger \\ 5 & 31+\end{array}$ |
| Coachfitters ... | 53 |  |
| Vicemen $\ldots$..... ${ }^{\text {a }}$ | $410{ }^{\frac{1}{4}}$ | $410 \frac{1}{4}$ |
| Brush hands and hammermen | 4 91 <br> 4 61 | 491 |
| Labourers ... $\ldots$... $\ldots$... $\ldots$.... |  | $4{ }^{4}$ |
| Skilled automobile and/or traction electricians and skilled maintenance electricians |  |  |
| Electricians' assistants ... ... ... | $\begin{array}{ll}5 & 4 \\ 4 & 103\end{array}$ | $\begin{array}{ll} 5 & 4 \\ 4 & 10 \frac{3}{2} \end{array}$ |
| Men employed on the manufacture and repair of plastic bodies and components:- |  |  |
| Final erection and alignment ... ... | 5 4 <br> 4 10 <br> 1  |  |
| Fabrication of plastics components ... |  | $411 \frac{3}{4}$ |
| Sprayers (cellulose, paint, etc.) ... | Rates as for painters or brush hands following the established line of demarcation for brush hands' work |  |
|  |  |  |  |
| Women, 21 years and over, employed as sewing machinists and fabricators of plastics components | $\begin{gathered} \text { s. } \\ 4 \\ 3 \end{gathered}$ |  |
|  |  |  |  |

Note.-The rates became operative from 6th January 1964. The rate for women is to be increased by 3d. an hour from 4th January 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked over 5 or $5 \frac{1}{2}$ days. These hours are to be reduced to 41 from October 1964 and to 40 from July 1965.

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , 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.

## Minimum Earnings Guarantee

A minimum earnings guarantee provides that the total hourly wage is not less than the minimum basic rate plus 5 per cent. This guarantee does not apply to holidays or overtime.

## 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-a-quarter.

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

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


Note.-The rates became operative from 2nd December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42. 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.

## 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 Railways Board and the Confederation of Shipbuilding and Engineering Unions and the National Union of Railwaymen]



Note.-The rates became operative from 23rd December 1963.
For footnote see next page.

## Class of Worker

Men, Other Grades-contd.
Group No. 4-Assistants, mates and helpers to craft grades, battery attendants, capstanmen, horse drivers, motor lorry drivers (not required to drive on public highway), painters (grade 4), rough paviors, smiths' strikers (other than on heavy fires), stationary enginemen, wagon builders and repairers (grade 3), etc.
Group No. 5-Assistants, mates and helpers to other than craft grades, attendants (bosh, electric lamp, incandescent burner, motor), carriage cleaners and washers, greasers and oilers, rivet heaters, etc. ...
Group No. 6-Labourers, lavatory attendants, messroom attendants
Women, 21 years and over, on women's work:-
Group No. 1-Carriage polishers, stores issuers and packers (special grade), etc.
Group No. 2-Spray and cellulose polishers, stores issuers and packers (grade 1)
Group No. 3-Machinists (grade 1), seamstresses, stores issuers and packers (grade 2), etc. ...
Group No. 4 - Coil winders, machinists (grade 2), stores issuers and packers (grade 3), etc.
Group No. 5-Cleaners (felt and glass, etc.), washers (sponge cloths, etc.), storeswomen (grade 1), etc.
Labourers

| Weekly Rates of Wages <br> outside London |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Base Rate | Additions | Total |  |  |  |
| s. | d. | s. | d. | s. | d. |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| 60 | 0 | 146 | 6 | 206 | 6 |
|  |  |  |  |  |  |
| 56 | 0 | 144 | 6 | 200 | 6 |
| 52 | 0 | 143 | 0 | 195 | 0 |
| 51 | 0 | 118 | 6 | 169 | 6 |
| 49 | 0 | 117 | 0 | 166 | 0 |
| 47 | 0 | 115 | 0 | 162 | 0 |
| 45 | 6 | 114 | 0 | 159 | 6 |
| 44 | 0 | 113 | 0 | 157 | 0 |
| 42 | 0 | 111 | 0 | 153 | 0 |

Note.-The rates became operative from 23rd December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 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 42 -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 the additions 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).

## London

For workers employed in London (within 10 miles of Charing Cross) the total rates quoted in the Table are 6 s . a week higher for men and 4 s . a week higher for women, the base rates and the additions both being 3 s . a week higher for men and 2 s . a week higher for women.

## 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 2s. to 12 s . a week to be paid to certain classes of workers under certain circumstances.

[^39]
## JEWELLERY INDUSTRY-LONDON AND HOME COUNTIES

[Agreements between the Federation of Master Goldsmiths and Manufacturing Jewellers of the British Jewellers' Association-London Region and the Society of Goldsmiths, Jewellers and Kindred Trades]


Note.-The rates became operative from 30th September 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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 District of the National Union of Gold, Silver and Allied Trades]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  |  |
| Men, 21 years and over:- |  |
| Class 1-Skilled-Any workers capable of performing without supervision any job that the custom of the trade would |  |
| out supervision any job that the custom of the trade would expect them to perform |  |
| Jewel casemakers ... ... ... ... | 2005 |
| Class 2-Semi-skilled-Any workers not covered by definition of Class 3 or not qualified under Class 1 | 1820 |
| Class 3-Unskilled-Any workers performing work which would be performed by an average person without previous | 162 |
| Women, 19 years and over:- 119 |  |
| Class 1-Skilled (as above) |  |
| Class 2-Semi-skilled (as above) |  |
| Class 3-Unskilled (as above) ... ... |  |

Note.-The rates and hours became operative from the first full pay week following 13th September 1963.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 days.

Guaranteed Week
The agreement provides for a guaranteed period of 34 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 20 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.

[^40]
## CUTLERY AND SILVERWARE TRADE-SHEFFIELD

[Agreements of the United Kingdom Cutlery and Silverware Manufacturers' 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:- <br> Class A-Skilled-Silversmiths, spinners, hammermen, hollowware buffers, hollow-ware finishers, platers and gilders, hollow-ware stampers, embossers, chasers, engravers, etc.... |  |
|  | 5 5i |
| Class B-Semi-skilled-All in skilled classes who cannot take work and finish it without overlooking or assistance | 4 913 |
| Class C-Unskilled-Those in occupations requiring no previous training | $48 \frac{1}{2}$ |
| Women, 21 years and over:- |  |
| Production work ... ... | 31 |
| Warehouse work ... | 2 1112 |

Note.-The rates became operative from the commencement of the first full pay period beginning on or after 20th January 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , normally to be worked in 5 days.

GOLD, SILVER AND ALLIED TRADES-LONDON
[Agreements between the Silversmiths' and Electro-Plate Manufacturers' Section of the British Jewellers' Association (London Region) and the National Union of Gold, Silver and Allied Trades (London District)]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men (except silver spinners) | s. d. |
| Women:- |  |
| Skilled women employed on burnishing, sawpiercing and hand colouring:- |  |
| 19 years of age ... ... ... ... ... ... | $\left.\begin{array}{l}45 \text { per cent. } \\ \text { 472 } \\ 50 \text { per cent. } \\ \text { per cent. }\end{array}\right\}$of mini- <br> mum male <br> rate |
| 20 years of age ... ... ... ... ... ... |  |
| 21 years and over $\ldots, \ldots$, $\ldots$, $\ldots$, $\ldots$, $\ldots$ |  |
| Other 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 second pay day in November 1962.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 (maximum).

## Pieceworkers

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

## 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 Base Time Rates | Addition to Base Time Rates* |
| :---: | :---: | :---: |
|  | s. d. | s. d. |
| Iron and Steel Wire Manufacture:- |  |  |
| Men, 20 years and over ... |  | 1188 |
| Women, 20 years and over |  |  |
| Wire Rope Manufacture:- |  |  |
| Men, 20 years and over:- |  |  |
| Splicers, closers, testers (rope) |  |  |
| Stranders, crane drivers | 76 74 | 1186 |
| Testers (wire) ... .. |  | 1186 |
| Winders | 73 71 |  |
| Ancillary workers ... |  |  |
| Women, 20 years and over:- |  |  |
| Splicers, closers, testers (rope) |  |  |
| Stranders, crane drivers | $\begin{array}{ll}57 & 1 \\ 55 & 11\end{array}$ |  |
| Testers (wire) ... | 55 54 54 | 8810 |
| Winders ... | 5410 |  |
| Ancillary workers ... ... ... | $\begin{array}{lll}53 & 8 \\ 65 & 8\end{array}$ |  |
| Women doing recognised adult male work ... | 65 8 $\dagger$ |  |

Note.-The rates became operative from the first full pay week commencing on or after 1st August 1962 and relate to the official index of retail prices figures 103 to 105 inclusive.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked over 5 or $5 \frac{1}{2}$ days.

Shift Workers
All normal hours worked between 6 p.m. and $6 \mathrm{a} . \mathrm{m}$. are paid at the rate of time-and-onefifth calculated on the datal rates.

## TIN BOX MANUFACTURE-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Tin Box Manufacturing Industry]


Note.-The rates became operative from the first full pay period commencing on or after 6th July 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 for day workers. For shift workers the hours are 40 a week, payment being made for 42 hours. The hours may be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers

For night workers, other than continuous shift workers, the hours are 42 a week paid at the general minimum time rate increased by 25 per cent.

[^41]
## 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 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Timeworkers |  |  | Pieceworkers (see para. below) |  |  |
|  | Basic Rates $\dagger$ | Cost-ofLiving Addition of 4 per cent. | Total | Basic | Cost-ofLiving Addition of 4 per cent. $\ddagger$ | Total |
| Men, 21 years and over:- | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Group P.T.-Patternmakers and toolmakers | $\begin{array}{cc} 236 & 6 \\ \text { or } \\ 223 & 10 \end{array}$ | $\begin{array}{ll} 9 & 4 \\ \text { or } \\ 9 & 0 \end{array}$ | $\begin{aligned} & 245 \quad 10 \\ & \text { or } \\ & 232 \quad 10 \end{aligned}$ | $\begin{array}{cc} 177 & 8 \\ \text { or } & 8 \\ 166 & 9 \end{array}$ | $\begin{array}{ll} 9 & 4 \\ \text { or } \\ 9 & 0 \end{array}$ | $\begin{aligned} & 275 \quad 10 \\ & \text { or } \\ & 259 \quad 1 \end{aligned}$ |
| Group A-Experienced locksmiths and keymakers engaged on high quality work, fully qualified bobbers, polishers and toolsetters | $\begin{array}{cc} 227 & 6 \\ \text { or } & \\ 216 & 3 \end{array}$ | $\begin{array}{ll} 9 & 0 \\ \text { or } \\ 8 & 8 \end{array}$ | $\begin{array}{cc} 236 & 6 \\ \text { or } \\ 224 & 11 \end{array}$ | $\begin{array}{cc} 171 & 9 \\ \text { or } & 9 \\ 160 & 9 \end{array}$ | $\begin{array}{ll} 9 & 0 \\ \text { or } \\ 8 & 8 \end{array}$ | $\begin{array}{cc} 266 & 7 \\ \text { or } \\ 249 & 10 \end{array}$ |
| Group B-All other workers except labourers <br> Labourers | $\begin{array}{cc} 210 & 4 \\ \text { or } \\ 201 & 6 \\ 182 & 9 \end{array}$ | $\begin{array}{ll} 8 & 4 \\ \text { or } \\ 8 & 0 \\ 7 & 4 \end{array}$ | $\begin{array}{ll} 218 & 8 \\ \text { or } & \\ 209 & 6 \\ 190 & 1 \end{array}$ | $155 \quad 9$ 14910 13711 | $\begin{array}{ll} 8 & 4 \\ \text { or } \\ 8 & 0 \\ 7 & 4 \end{array}$ | $\begin{array}{ll} 242 & 0 \\ \text { or } & \\ 232 & 9 \\ 214 & 3 \end{array}$ |
| Women, 18 years and over§ | 1394 |  | 1450 | 1033 |  | 1606 |

Note.-The rates and hours became operative from the first full pay week in February 1964 and relate to the official index of retail prices figure of 104.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $41 \frac{1}{2}$ and are to be reduced by half-an-hour in February each year until 1967 when a 40 -hour week will apply.

## Pieceworkers

Piecework prices are to be such as to enable workers of average skill and ability to earn at least 50 per cent. above the basic rates applicable to their occupation. In addition to their earnings on piecework pieceworkers receive the timeworkers' 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 total rates are subject to an addition of 15 per cent. within the London area.

[^42]
## SPRING MANUFACTURE-WEST MIDLANDS

[Agreements between the West Midlands Engineering Employers' Association and the Amalgamated Engineering Union and the Transport and General Workers Union]

| Class of Worker | Consolidated <br> Minimum Weekly <br> Time Rates of Wages | Pieceworkers |  |
| :---: | :---: | :---: | :---: |
|  |  | Basic Weekly Rates | Supplements for 42 hours |
|  | s. d. | s. d. | s. d. |
| Men, 21 years and over:Labourers | 17910 | 4888 |  |
| Intermediate grade " A " workers-General hands | 1909 | $52 \quad 3 \frac{1}{4}$ | 1273 |
| Intermediate grade " $\mathbf{B}$ " workers-Grinders, testers, hardeners, temperers, cold spring makers, flat spring makers (all 2nd grade) | 1955 | $56 \quad 8 \frac{1}{2}$ | 1273 |
| 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 ... | 1992 | $60 \quad 3 \frac{1}{2}$ | 1273 |
| 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 ... |  |  |  |
| Fully skilled engineering toolmakers ....... | 213 | 64 | 134 |

Note.-The rates became operative from 2nd December 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42, normally to be worked in 5 days.

## Guarantee of Employment

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 42 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 day-shift rates. This applies where men, other than day-shift 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]

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

Note.-The rates became operative from 2nd December 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40 for spring fitters and vicemen and 42 for springsmiths and strikers to be worked in 5 or $5 \frac{1}{2}$ 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.

# 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 42 hours |
|  | s. d. | s. d. | s. d. |
| Men, 21 years and over:- |  |  |  |
| Group I-Labourers ... | 17910 | 492 | 1187 |
| Group II-General hands | 1899 | 519 | 1269 |
| Group III-Strikers, mates to setters-up | 1912 | 532 | 1269 |
| Group IV-Grinders ... ... ... | 1940 | 5510 | 1269 |
| Group V-Testers, temperers in lead ... | 19510 | 57 | 1269 |
| Group VI-Coilers, hammermen, rollers | 2046 | 630 | 1269 |
| Group VII-Scraggers and finishers, | 2146 | 658 | 1348 |

Note.-The rates became operative from 2nd December 1963.

> Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, normally to be worked in 5 days.

Guaranteed Week
Provision is made for a guarantee of 4 days' employment with minimum pay of 34 hours 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 42 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 day-shift rates. This applies where men, other than day-shift men, work throughout the night for not less than three consecutive nights.

## KEG AND DRUM MANUFACTURE-GREAT BRITAIN

[Keg and Drum Wages Council (Great Britain) Wages Regulation Order]*


Note.-The rates became operative from 7th October 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , 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-third of the appropriate general minimum time rate.

[^43]| Class of Worker |  |  | General Minimum <br> Time Rates | Piece Work Basis <br> Time Rates |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from 22nd July 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42.

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 s. d. |  | Per week s. d. |
| Men, 21 years and over:- <br> Polishers:- |  |  |  |
|  |  |  |  |
| Grade II workers | 191 |  | 2016 |
| Grade III workers | 203 | - |  |
| Braziers, burnishers, drop-stampers or dippers who are also bronzers:- |  |  |  |
| Grade I workers ... ... ... ... | $\begin{array}{ll}181 & 6 \dagger \\ 189 & 0\end{array}$ |  | $\begin{array}{ll}189 & 3 \dagger \\ 198 & 9\end{array}$ |
| Grade II workers |  |  |  |
| Grade III workers Dippers or annealers | $\begin{array}{ll}201 \\ 181 & 2 \\ 6 \dagger\end{array}$ |  | ${ }_{189} 2111$ |
| Dippers or annealers |  |  |  |
|  |  |  | 1758 |
| Polishers or drop-stampers (after 12 months' employment after the age of 18 years) | 140 |  | 1440 |
| Hand brush japanners, hand brush lacquerers, blow pipe braziers, solderers, dippers (after 12 months' employment after the age of 18 years) |  |  |  |
|  |  |  | 140 135 |

Note.-The rates became operative from 12th December 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 . The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 42.

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.

[^44]
## 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]

| Class of Worker | Minimum Weekly Rates* | Cost-of-Living Bonus $\dagger$ | Total |
| :---: | :---: | :---: | :---: |
|  | s. d. | s. d. | s. d. |
| Men, 21 years and over:- |  |  | 2175 |
| Skilled Semi-skilled | 178 158 10 | $\begin{array}{ll}39 & 2 \\ 39 & 2\end{array}$ | 1980 |
| Unskilled ... | 1462 | 392 | 1854 |
| Women, 21 years and over ... | 11611 | 268 | 1437 |

Note.-The rates became operative from the beginning of the first full pay period following 19th March 1964 and relate to the official index of retail prices figure of 123.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 days.

## Pieceworkers

The minimum piece work rates are 239 s. 4 d . a week of 42 hours for men and 155 s . 8 d . for women, 21 years and over.

[^45]
## 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 2nd December 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 or $5 \frac{1}{2}$ days.

Guaranteed Week
All hourly-rated manual workers who have been continuously employed by a member 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.

## Brass Working and Founding-contd.

## I.-Great Britain other than Yorkshire-contd.

## 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 following payments for each hour worked, 3s. $2 \cdot 48 \mathrm{~d}$. for brassworkers and Category A and $B$ foundry workers, $3 \mathrm{~s} .0 \cdot 21 \mathrm{~d}$. for Category C workers and $2 \mathrm{~s} .9 \cdot 88 \mathrm{~d}$. for Category D workers.

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 51).

## 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 42 hours |
|  | s. d. | s. d. | s. d. |
| Foundry:- | 2224 |  | 1358 |
|  | 204s. 4d. or 207s. 4 d . | 658 | 1276 |
| Coremakers (male) .... ... | 2158 | 6610 | 134 |
| Furnacemen (responsible for furnaces, melting metal and serving to moulders for casting) | 20411 |  | 127 |
| Furnacemen (other classes) $\ldots \ldots$ | 20111 | 635 | 127 |
| Foundry grinders ... ... ... | 2000 | 617 | 126 |
| Fettlers and dressers ... | 1997 | ${ }_{5}^{61} \quad 2$ | 126 |
| Foundry labourers ... ... ... | 1867 |  |  |
| Other Classes:- |  |  |  |
| Brassfinishers (all classes), buffers and polishers (qualified to file, rough out, buff and polish) | 211 | 63 | 134 |
| Turret and capstan operators (setting up own work)* | 207s. 0d. to 211s. 8d. | $\begin{aligned} & 58 \mathrm{~s} .7 \mathrm{~d} . \text { to } \\ & 63 \mathrm{~s} .0 \mathrm{~d} . \end{aligned}$ | 134 |
| Assemblers | 19910 | 587 | 126 |
| Brass shapers, millers (not universal), machinists, turret and capstan operators (not setting up), hot |  |  |  |
| stampers Pressure die casters $\ldots \ldots$ | 19610 | 56 58 58 | 126 |
| Extruders', leverment $\ldots$.. ... ... | 19210 | 58 | 126 |
| Extruders' billet-heaters $\dagger$... ... | 19011 | 56 | 126 |
| Packers, dispatchers, testers, extruders' helpers |  |  | 1269 |
| Labourers, warehouse labourers ... | 17910 | 49 | 118 |

Note.-The rates became operative from 2nd December 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked over 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

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 42 hours worked, or proportionately, and are guaranteed their consolidated time rate for all hours worked.

[^46]
## COTTON SPINNING AND WEAVING

[Agreements between the British Spinners' and Doublers' Association or the United Kingdom Textile Manufacturers' Association (cotton, man-made and allied fibres) and the Trade Unions concerned]

| Class of Worker | Minimum Weekly Rates of Wages inclusive of percentages and flat-rate additions |
| :---: | :---: |
| Cotron Rooms:- |  |
| Head cotton room men:- |  |
| 1st year of service | 173 |
| 2nd year of service | 1804 |
| 3 rd year of service and thereafter | 1902 |
| Assistant cotton room men . | 1731 |
| Blowing Rooms:- |  |
| Operators in charge of machines:- |  |
| Single process lapping ... | 195s. 2 d . or 218 s . 3 d . |
| Minimum wage ... |  |
| Labourers |  |
| Card Rooms:- |  |
| Strippers and grinders (Bolton district):- |  |
| Brush stripped or back and front type vacuum stripping | 203 6 For |
| Twin nozzle stripping ... ... ... ... .. | 21911 standard |
| Metallic wire clothing cylinder and doffer and flats | 228 2\} number |
| Metallic wire clothing cylinder and doffer only ... | 236 6 of cards |
| Lap machine tenters:- |  |
| Two machines (according to weight of lap) | 99 s .1 d. to 111 s .9 d .* |
| Three machines (all weights) ... |  |
| Comber tenters:- |  |
| Nasmith (according to complement of machines) | 104s. 8d. to 129s. 4d.* |
| Heilman (according to complement of machines) | 88 s .3 d . to 112 s .10 d .* |
| Draw frame tenters ( $18 / 21$ deliveries) (according to hank |  |
| Assistant draw frame or machine tenters:- ... |  |
| Males, 21 years and over ... | 1315 |
| Females, 18 years and over ... ... | 1048 |
| Fly/speed frame tenters:- |  |
| Slubbing frames ( 90 spindles per frame):- |  |
| Single frames | 101s. 3d. to 132s. 8d.*) |
| Pair of frames | 120s. 4d. to 158s. 1d.* |
| Intermediate frames (124 spindles per frame) :- |  |
| Single frames ... ... | 85s. 8d. to $110 \mathrm{~s} .5 \mathrm{~d} . *$ |
| Pair of frames | 101s. 8d. to 131s. 4d.* |
| Frames of intermediate gauge fed by sliver, three or four line roller system ( 130 spindles per frame):- |  |
| Single frames ... ... ... ... ... ... | 101s. 3d. to $122 \mathrm{~s} .9 \mathrm{~d} . *$ त |
| Pair of frames | 120s. 4d. to 146s. 2d.* |
|  |  |
| Single frames ... | 79s. 2d. to 93s. 0d.* 00 |
| Pair of frames | 93s. 11d. to 110s. 5d.* |
| Frames of roving gauge fed by sliver ( 164 spindles per frame):- |  |
| Three or four line roller systems:- |  |
| Single frames ... ... ... | 88s. 5d. to 103s. 9d.* |
| Pair of frames ... | 104s. 11d. to 123s. 6d.* |
| Two zone roller systems with intermediate condenser or tape or apron drafting systems:- |  |
| Single frames ... ... ... | 92s. 7d. to 108s. 8d.* |
| Pair of frames ... ... ... | 109s. 10d. to 129s. 4d.* J |

Note.-The rates became operative from the first pay day after 30th June 1963.

[^47]
## Cotton Spinning and Weaving-contd.

| Class of Worker | Minimum Weekly Rates of Wages inclusive of percentages and flat-rate additions |
| :---: | :---: |
|  | s. d. |
| Ring Spinning Rooms:- |  |
| Ring jobbers | 187 0 |
| Oilers and banders, weft and bobbin carriers, layers-on and other adult male ancillary labour | 1731 |
| Sundry labour common to all above departments (truckers, bobbin carriers, weft carriers, waste men, hoist men, male cleaners and oilers, sweepers) | 173 |
| Mule Spinning Rooms:- |  |
| Mule spinners (productive wage) (according to the number of spindles attended) | 209s. 9d. to 290s. 6d. |
| Minder assistants/spinner piecers (productive wage) (according to the number of spindles attended) | 171s. 4 d . to 235 s .10 d . |
| Assistant spinners, 21 years and over (according to the number of spindles attended) | 167s. 11 d . to 179 s .4 d . |
| Mule cleaners ... ... ... ... .. |  |
| Mule assistants, 21 years and over ... ...... | 1336 |
| Ancillary staff, 21 years and over (cleaning empty bobbins, sweeping floors, fetching paste, removing waste) | 1294 |
| Winding Rooms:- |  |
| Winders and reelers in spinning mills on day-wage rates (except in Bolton district) | 1149 |
| Beamers and crossballers in spinning mills on day-wage rates (except in Bolton district) | $\begin{cases}118 & 8 \text { (1 beam) } \\ 134 & 1 \text { (1 } 1 \frac{1}{2} \text { beams) }\end{cases}$ |
| Labourers ... ... ... ... ... ... | 1731 |
| Warehouse:- |  |
| Male packers, 21 years and over (Bolton district) ... ... |  |
| Female packers, 21 years and over (Bolton distret) |  |
| Warehouse assistants, 21 years and over ... ... ... | 173 |
| Manufacturing Section:- |  |
| Warp drawing machine operatives-men in charge | 25510 |
| Warp drawing machine operators (male or female) ... | 108 9* |
| Warp drawing machine springers and assemblers of drop wires, 21 years and over | 1377 |
| Weavers:- |  |
| (a) on ordinary system of 4 looms... | 122 2† |
| (b) on more than 6 loom system ... | - $16610 \ddagger$ |
| (c) on Cotton Manufacturing Commission system | 117s. 8d. plus efficiency bonus plus 5 s . 9d. flat rate addition |
| Winders (fully competent) | $1126 \dagger$ |
| Warpers (beamers)-male or female | 121 10† |
| Clothlookers (see also note on next page) | 199 0§ |
| Tape labourers and weftmen in charge of weft cellar | 1766 |
| General warehousemen and loom sweepers ... ... | 1730 |
| Fully competent women, 21 years and over, engaged on general warehouse work | 1398 |
| Warp tying machine operatives-front men ... | 25510 |
| Warp tying machine operatives-backmen | 2447 |
| Reachers (coloured work), 21 years and over (where employer pays whole of reacher's wages) | 119 |
| Tape sizers ... ... ... ... ... ... ... | 273 |

Note.-The rates became operative from the first pay day after 30th June 1963.

* An additional 7s. Od. a week is paid where a male operator does his own lifting of beams.
$\dagger$ These minimum rates apply to pieceworkers, who are paid the usual piece price rates or the stated minimum rates, whichever are the higher.
$\ddagger$ Plus one-fifth of earnings from all looms calculated upon a basic rate of $19 \cdot 5 \mathrm{~d}$. per 100,000 picks.
§ 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.

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

Note.- The rates for enginemen, firemen, etc., became operative from the first pay day after 30th June 1963 and for skilled maintenance mechanics, etc., from the pay day in week commencing 3rd February 1964.

## Hours of Work

The normal working week is $42 \frac{1}{2}$ hours consisting of 5 days (Monday to Friday) of $8 \frac{1}{2}$ 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 37 $\frac{1}{2}$ and not more than $38 \frac{3}{4}$ 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 to be not less than $37 \frac{1}{2}$ and not more than $38 \frac{3}{4}$, spread over 5 days, with payment as for $42 \frac{1}{2}$ 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 ( 49 s .8 d . a week for workers normally engaged on a full complement of work) in the manufacturing section. Weavers on the Cotton Manufacturing Commission system receive a flat-rate addition of 5 s . 9 d . only.

## Clothlookers

Subject to local agreement clothlookers may be paid in accordance with the following alternative system-a basic rate of 160 s . 1d. for a week of $42 \frac{1}{2}$ 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., 43 s . 3d. A flat-rate addition of 5 s . 9 d . is to be added to the wage as calculated. The total wage shall not be less than 199s. 0d. for a week of $42 \frac{1}{2}$ hours and the total amount of bonus shall not be more than 35 per cent. of the basic rate.

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

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


Note.-The rates and hours became operative from 27th December 1963.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are $42 \frac{1}{2}$, which may be worked in 5 or $5 \frac{1}{2}$ days.

[^48]
# 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]

| Grade of Worker | Weekly Basic Rates* |
| :---: | :---: |
| Men, 21 years and over | s. d. |
| 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) <br> 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... | 1566 16011 |
| Grade 6-Internal truck drivers, breaker card boys, machine room |  |
| fillers-in, yarn driers, coal trimmers, yarn packers <br> Grade 5-Flax, tow, line and mill furnishing store men, yarn pickers, charge hands (waste store), machine screwers, gatemen, shaft oilers, flax cutters | 165 169 |
| 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 | 174 |
| Grade 3-Wood turners, combing room oilers, preparing room oilersett boys | 178 |
| Grade 2-Charge hands (tow and line stores), boiler men (coal fired), engine men |  |
| Grade 1-Spinning room oilers | 187 |
| Omen, 18 years and over:- |  |
| Grade 10 -Office and card cleaners, reeling room and gill spinning room sweepers | 94 |
| 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 |  |
| 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 | 100 |
| Grade 7-Breaker card back minders, flax loosers, cheese packers, shelling mistresses | 10211 |
| Grade 6-Cleaners and wipers down (wet spinning room), yarn pickers and examiners, proof girls, spinning piecers and layers, combers | 10510 |
| Grade 5-Tow and breaker carders, winders, drier attendants, back minders (gill spinning room), reelers .. | 108 |
| Grade 4 -Rovers, doffing mistresses (gill spinning and preparing rooms), ring spinners, drawers, spreaders, gill spinners |  |
| Grade 2-Wet spinners ... ... ... ... ... | 117 |
| Grade 1-Doffing mistresses (wet spinning room) |  |
| Note.-The rates became operative from 18th November 1963 and are to be increased by 5 per cent. from 18th November 1964. |  |
| * 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:- Per week |  |
| Grade 9 (except preparing room cleaners and hoist men) | 156s. 6d. |
| Preparing room cleaners, hoist men and yarn storemen | 160s. 11d. |
| General labourers . | 165s. 4d. |
| Women, 18 years and over:- |  |
| Grades 10 and 9 | 100s. |
| Ring spinners ... ... ... ... ... ... | 116s. 4d |

## Flax Spinning and Weaving (Northern Ireland)-contd.

I.-Flax preparing and spinning-contd.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 43.

## 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 rates for cloth passers and winding masters became operative from 16th December 1963. All other rates became operative from 18th November 1963.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 43.

## III.-Maintenance Workers

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

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

Note.-The rates for semi-skilled workers became operative from 10th July 1963 and for skilled workers from 30th December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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 day-shift men, work throughout the night for not less than three consecutive nights, are paid at the rate of time-and-a-third.


Note.-The rates became operative from the pay day in the week commencing Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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 $17 \frac{1}{2}$ 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 25 per cent. on the appropriate minimum time rate.

## II.-Leek $\dagger$

[Agreements between the Leek and District 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 |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note.-The rates became operative from the pay day in the week commencing 16th December 1963.

For Hours, etc., see above.

[^49]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 and the Hand Loom Weavers' Association]

| Section of Industry and Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Throwing Section:- |  |
| Men, 21 years and over:- ... ... ... 177 |  |
|  |  |
| Grade 1A-Warehousemen and packers ... $\ldots$ |  |
| Grade 2-Cleaners, doublers, reelers, lacers, parters, ring spinners, spinners, uptwisters, winders $\ldots$... $184 \quad 6$ |  |
| Grade 3-Throwing mill men, cone, cheese or pirn |  |
| Grade 4-Warpers <br> Women, 18 years and over:- |  |
| Grade 1... ... ... ... ... ... ... 124 |  |
| Grade 2-Winders, cleaners, doublers, reelers, lacers, parters, ring spinners, spinners, uptwisters | 128 |
| Grade 3-Cone, cheese or pirn winders ... . |  |
| Grade 4-Warpers | 136 |
| Smallware and Narrow Fabrics Section:- |  |
| Men, 21 years and over:- |  |
| Grade 2-Packers, webbing, binding and belting weavers and braiders, warpers, rubber coverers, weavers 6 shafts and under | 1836 |
| Grade 3-Elastic and jacquard harness weavers and weavers over 6 shafts | 186 |
| Women, 18 years and over:- 1240 |  |
| Grade 1 $\ldots$ Graide ${ }^{\text {- }}$ Skein winders, wire reelers | $\begin{array}{ll}124 & 0 \\ 128 & 0\end{array}$ |
| Grade 3-Warpers, weavers, braiders, knitters ...Manufacturing Section:- |  |
|  |  |
| Men, 21 years and over:- |  |
| Grade 1 | 177 |
| Grade 3A-Warp twisters |  |
| Grade 3B-Warp tying machinists | 199 |
| Women, 18 years and over:- |  |
| Grade $1 . .$. |  |
| Grade 2-Cloth pickers, winders | 128 |
| Grade 3-Enterers, warpers | 136 |
| Grade 3A--Warp twisters |  |
| Grade 3B-Warp tying machinists | 1726 |
| Weavers (males and females):- |  |
| 2 looms |  |
| 1 single-width loom and 1 double-width loom $\ldots$ |  |
| 2 looms double width jacquard of not less than 48 inches ... |  |
| 4 looms ... ... | 1770 |
| 6 looms ... ... ... | 1830 |
| 8 looms ... ... ... | 1880 |
| Embroidery Section:Men, 21 years and over:- |  |
| Men, 21 years and over:- |  |
| Unskilled ... ... ... ... ... ... 177 |  |
| Skilled Women, 18 years and over:- | 1880 |
| Women, 18 years and over:- $\cdots$ a $\quad \cdots \quad \cdots$ |  |
| Grade $1 \ldots \ldots$ | 124 |
| Hand Loom Weaving Section:- | 1280 |
|  | Per hour |
| Men, 21 years and over ... ... ... ... | $4 \quad 4.94$ |

[^50]For Hours, etc., see previous page.

[^51]
# 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 March 1964.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 or 6 days. Where any firm is operating a normal week of less than 42 hours, the above mimimum weekly rates are to apply to such shorter week. These hours are to be reduced by half-an-hour in October each year until 1967 when a 40 -hour week will apply.

## Guaranteed Week

Where in any week a worker, who is capable of and available for work, works for less than 42 hours (exclusive of overtime), such workers 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 $5 \frac{1}{2} \mathrm{~d}$. 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 $3 \frac{1}{2} \mathrm{~d}$. 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 $6 \mathrm{p} . \mathrm{m}$. and $6 \mathrm{a} . \mathrm{m}$. are paid an allowance of 8 d . an hour which is not computable for overtime.

[^52]
# WOOL TEXTILE INDUSTRY 

## 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 |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Day turn |  | Night turn |  |
|  |  |  |  | d. |
| Men:- |  |  |  |  |
| Bowl minders with dryer $\ldots$. $\ldots$. $\ldots$. |  | 9 |  |  |
| additions for $8,9,10$ cards, etc.) |  |  |  |  |
| Comb minders without noil* ${ }^{*}$... ... ... |  |  | 204s. 5 d wool), 2 (medium \& | (long <br> 0s. 0d. <br> botany) |
| Backwash minders with box | 177 | 4 | 200 | 0 |
| Punch winders (8 combs or less), finisher minders (3 boxes) | 177 | 4 | 200 | 0 |
| Wool pullers, bowl feeders, makers-up, can dodgers, card feeders by hand, wool runners, strong box minders, breakers-off, shoddy men, burr takers out, wool dryers | 173 | 6 | 195 | 8 |
| Card grinders ... ... ... ... . | 204 | 3 |  |  |
| Women:- |  |  |  |  |
| Breakers-off, card feeders by hand, strong box minders | 130 | 1 |  |  |
| Backwash minders with box, punch minders ( 8 combs or less), comb minders without noil*, finishing box minders ( 3 boxes) | 133 | 0 |  |  |

Note.-The rates became operative from the pay day in the week ending 11th April 1964 and for the full pay period covered by that pay day.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$.

## 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.

[^53]
## Wool Textile Industry-contd.

## 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]

| Class of Worker | Weekly Rates of Wages |
| :---: | :---: |
| Raw Wool Section:- | s. d. |
| Woolsorters |  |
| Warehousemen |  |
| Worsted Spinning (except Mule Spinning) Section*- |  |
|  |  |
| Reducers and finishers | 123 |
| Rovers and rerovers, twisters, winders, reelers | 120 |
| Warpers and beamers |  |
| Spinners ... |  |
| Yarn warehousemen, wool warehousemen |  |
|  |  |
| Mule Spinning Section:- |  |
|  |  |
| Spinners able to key their mules under the supervision of foremen, start their own blends, do their own reeling, keep standard |  |
|  | 1967 |
| Adult piecers qualifying for upgrading to minder |  |
| Adult piecers not qualifying for upgrading to minder ... ... 123 |  |
|  |  |
| Minding their own share of spindles, fitting and splicing their own bands, fixing their driving belts, changing their wheels for various counts under technical supervision, adjusting the necessary |  |
| machines, where responsibility for all other work devolves on some other person |  |
| Adult piecers not qualifying for upgrading to minder $\ldots$... $\ldots$ |  |
|  |  |
| Adult creelers qualifying for upgrading to piecer and subsequently to minder |  |
| Adult creelers qualifying for upgrading to piecer but not minder |  |
| Adult creelers not qualifying for upgrading to piecer |  |
| Manufacturing Section:- |  |
| Weaving overlookers (or power loom weavers) (minimum) Blanket loom overlookers (or power loom tuners) (minimum) |  |
|  | 2567 |
| Willeyers and/or teasers and fettlers ... ... ... ... |  |
| Warp twisters and warp dressers (Bradford area) <br> (Leeds, Morley, Yeadon and Guiseley) | 230 |
|  |  |
| Dyers, millers, scourers, finishers, blenders, rag grinders, carbonisers, pattern weavers (except Huddersfield), woollen beamers, perchers, rag pullers, adult male burlers in Morley district, warehousemen and adult males not otherwise classified | 1819 |
| Pattern weavers (Huddersfield method)-woollen |  |
| , , -worsted | 19011 |
| Scribbler feeders and condenser minders (female) | $123{ }^{4} \dagger$ |
| Other females, 18 years and over ... |  |

Note.-The rates became operative from the pay day in the week ending 11th April 1964.

[^54]Wool Textile Industry－contd．
II．－Yorkshire（Woollen and Worsted Spinning and Weaving）－contd．

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

Note．－The rates for enginemen and firemen became operative from the pay day in the week ending 11th April 1964．The rates for mechanics became operative from the 2nd December 1963.

## Hours of Work

The hours of work in a full week，exclusive of mealtimes and overtime，are $42 \frac{1}{2}$ ，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 and Incentive Workers

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⿺辶⿳亠丷厂⿰㇒⿻土一𧘇 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．

## Shift Workers

The normal working week for double－day shift working is $37 \frac{1}{2}$ hours，payment being made for $42 \frac{1}{2}$ hours．

## Night Workers

Night workers are paid an allowance of $6 \frac{1}{2} \mathrm{~d}$ ．an hour for all hours actually worked，including overtime hours．

Wool Textile Industry-contd.
III.-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 first pay week commencing on or after 10th February 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days.

## Guaranteed Week

Provision is made for a guaranteed weekly payment for $42 \frac{1}{2}$ hours or such hours as are normally worked if less than $42 \frac{1}{2}$, subject to certain conditions and qualifications.

## Pieceworkers

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

| Workers except two loom weavers:- |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  |  |  |
| Class A |  |  |  |  |  | ... | 211s. |  | 135s. 6d. |
| Class B | $\ldots$ | $\ldots$ |  |  | $\ldots$ | $\ldots$ | 203s. | 9d. | 130s. 3d. |
| Class C | ... |  | $\ldots$ |  | $\ldots$ | $\ldots$ | 195s. | 10 d . | - |
| Two loom weavers:- |  |  |  |  |  |  |  |  |  |
| Two fancy looms |  |  |  |  | ... |  | 211s. | 7 d. | 159s. 1d. |
| One plain, one fancy loom, multiple looms |  |  |  |  |  |  | 203s. | 9d. | 151s. 3d. |
| Two plain looms | ... |  |  |  |  |  |  |  | 143s. 4d. |
|  | ... | ... |  |  |  |  | 195s. |  | 135 s . 6 d . |

## Wool Textile Industry-contd.

III.-West of England-contd.

## Shift Workers

The normal hours of work for double-day and continuous shift workers are 40 a week, including half-an-hour break for meals, payment being equal to the minimum gross earnings for $42 \frac{1}{2}$ hours on day work.

## Night Workers

Timeworkers, who regularly start work after the normal working hours of the mill and finish after 12 midnight, are paid an additional $6 \frac{1}{2}$ d. an hour.

## Grading of Occupations

The grading of occupations is as follows:-

## Men:-

Class A-Assistant head yardman, blender (in charge), blowerman (in charge), cloth washer and scourer (in charge), cutterman (fully qualified), damper, steamer and brusher (in charge), dropper pinner (mechanical), fettler (in charge), gig raiser (in charge), millman and fullerman (in charge), pin setter (fully qualified), pressman (in charge), spinner (having entire charge of a pair of mules), stoker (hand), tenterman (in charge), tucker and willeyman (in charge), 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 stoveman, blanket room man, blanket warper, blender (fully qualified), blowerman (fully qualified), bobbin stripper (mechanical), card minder (responsible for sizes), carboniser, cloth warehouseman, cloth washer and scourer (fully qualified), comb minder, cutter minder, dyeing operative (fully qualified), fettler, gig raiser (fully qualified), millman and fullerman (fully qualified), packer, pattern weaver, pin setter, pressman, roller covering, spinner, stoker (mechanical), tenterman (fully qualified), tucker and willeyman (fully qualified), 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), head yardman.

## Women:-

Class A-Blanket whipper, binder and labeller, botany worsted spinner (fully qualified), drawer, fancy yarn doubler, gillbox minder (fully qualified), harness drawer and healder mender, pattern weaver, puttee knitter (fully qualified), scarf worker (fully qualified), shader, spinner, twister, tyer, 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, picker, inker and knotter, piecener, puttee knitter, scarf worker, 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), warper (fully qualified-not under supervision).

Wool Textile Industry-contd.
IV.-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:- |  | Cost-of-living bonus of |  |
| Able-bodied skilled | 13911 | $4^{3} \mathrm{~d}$.* in the shilling and | 1943 |
| Able-bodied unskilled |  | good timekeeping bonus of |  |
| Women, 18 years and over:-Able-bodied skilled | $90 \quad 4$ | 8 s . 10 d . a week (or $2 \frac{1}{2} \mathrm{~d}$. an hour) for men and 7s. 1d. (or 2d.) for women | 1332 |

Note.-The rates became operative from the first pay day in March 1964 and relate to the official index of retail prices figures of 104.3 to $105 \cdot 9$ inclusive.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days.

## Guaranteed Week

Workers are guaranteed 3 days' employment in any pay week such as will enable them to earn during those 3 days the equivalent of their basic rate for $25 \frac{1}{2}$ hours. The guaranteed week does not apply to weeks in which statutory holidays occur and can be terminated by an employer giving 7 days' notice of his intention.

Pieceworkers
Piecework rates are to be fixed so that the majority of pieceworkers can earn at least $17 \frac{1}{2}$ per cent. above the time rate applicable to the job.

## Shift Working Allowance

On normal night shifts and on the night shift in a 3-shift system timeworkers receive ordinary day shift time rates plus 25 per cent. and pieceworkers ordinary day shift piece rates plus 20 per cent. All other shift workers receive an allowance of 3d. an hour for all hours worked.

## 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 |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | ---: | :--- | :---: |
| Wages |  |  |  |  |  |  |  |  |  |

Note.-The rates became operative from the pay day in the week commencing 13th April, 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 or $5 \frac{1}{2}$ days.

[^55]
## VI.-Scotland

[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 first full pay period beginning on or after 1st July 1963 and are to be increased by 5 per cent. from 1st July 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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 timework rates excluding overtime.

## Night-shift Workers

Night-shift workers receive an allowance of 5 s . for each night shift worked.

[^56]
# 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 27th May 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are $42 \frac{1}{2}$, which may be worked in 5 or $5 \frac{1}{2}$ days.

[^57]Rope, Twine and Net Making-contd.

## II.-Northern Ireland

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


Note.-The rates became operative from 27th May 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are $42 \frac{1}{2}$, 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 of 15 statute miles therefrom.
"Area B" comprises all areas other than Area A.

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

[Agreements between individual Producers and the appropriate Trade Unions]


Note.-The lower rates became operative on 15th June 1963 and the higher rates on 30th September 1963.

## Hours of Work

The hours of work in a full week are 42, excluding mealtimes, for day workers and night workers and an average of 42 , including mealtimes, for shift workers.

## Guaranteed Week

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

## Shift Workers

Shift workers receive shift allowances of 6 d . or $6 \frac{1}{2} \mathrm{~d}$. an hour, according to company, on continuous 3 -shift systems and $3 \frac{1}{2} \mathrm{~d}$. or 4 d . an hour, according to company, on 2 -shift systems. The shift allowance for non-continuous 3 -shift workers is determined by agreement at company level. 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-a-quarter 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-a-quarter the overtime or week-end payment appropriate to day workers.

## JUTE PREPARING, SPINNING AND WEAVING-GREAT BRITAIN

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


Note.-The rates became operative from 17th April 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43 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 43.

[^59]
## HOSIERY MANUFACTURE <br> I.-Midlands

[Agreements of the National Joint Industrial Council of the Hosiery Trade]


Note.-The rates became operative from the first pay day in September 1963 and relate to the official index of retail prices figures of $102 \cdot 5$ to $104 \cdot 1$ inclusive.

## Hours of Work

The normal hours of work, inclusive of compulsory break periods of 10 minutes during each session of not less than $3 \frac{1}{2}$ and not more than 6 hours' working, and 30 minutes during each session of more than 6 hours' working, are $42 \frac{1}{2}$ on single shift systems, to be worked in 5 days, and not more than $42 \frac{1}{2}$ averaged over 2 weeks on double-shift systems. On doubleshift systems the working hours are between 6 a.m. and 12 midnight, Monday to Friday, and 6 a.m. to 12 noon Saturday. For three-shift workers the standard working week is one of 40 hours.

## Guaranteed Week

Production workers who normally contract to work 34 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.

## Three-Shift Working

Workers on the three-shift system receive an additional payment of $6 \frac{1}{4}$ per cent. of wage rates with a further $12 \frac{1}{2}$ per cent. on the night shift.

[^60]
## 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]

| Class of Worker | Base <br> Rate | Cost-ofLiving Bonus | Gross Minimum Weekly Rates of Wages |
| :---: | :---: | :---: | :---: |
| Men, 21 years and over, after 1 year's service Women, 18 years and over, after 18 months' service ... | $\begin{array}{cc} \text { s. } & \text { d. } \\ 158 \\ 109 & 0 \\ 109 \end{array}$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 43 & 4 \\ 28 & 0\end{array}$ | $\begin{array}{ll} \text { s. } & \text { d. } \\ 201 & 4 \\ 137 & 0 \end{array}$ |

Note.-The rates became operative from the beginning of the first full pay week in March 1964 and relate to the official index of retail prices figures of $103 \cdot 3$ to $105 \cdot 8$ inclusive. The rates are to remain in force until but excluding the first full pay week in September 1964.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$. The rates of wages quoted are subject to a proportionate reduction if the hours of employment in any week are less than $42 \frac{1}{2}$.

## Guaranteed Day

Subject to certain conditions and qualifications, an employee attending for work on any one day is guaranteed payment at the rate of four-fifths of time rates or, in the case of pieceworkers, four-fifths of average hourly earnings during the four preceding consecutive weeks, for the period during which work is not provided.

## Pieceworkers

In addition to their piecework earnings women pieceworkers receive a cost-of-living bonus of 33 s . 8 d . The gross minimum weekly rate of 122 s . 0 d . applies to a 45 -hour week and 5 per cent. is added to pieceworkers' earnings in respect of the reduction in the normal working week to $42 \frac{1}{2}$ hours.

## 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]


Note.-The rates became operative from the second full pay week in March 1964 and relate to the official index of retail prices figures of 123 to 124.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days of $8 \frac{1}{2}$ hours each day.

## Guaranteed Week

Provision is made for a guaranteed weekly payment equivalent to 34 hours' pay (based on a $42 \frac{1}{2}$-hour working week) at the minimum hourly rate or at four-fifths of average hourly earnings on piecework, subject to certain conditions and qualifications.

## Night Workers

Timeworkers employed on night shifts entirely between 6 p.m. and $8 \mathrm{a} . \mathrm{m}$. receive an extra payment of 15 per cent. on gross wages and pieceworkers 15 per cent. on gross earnings, subject to certain provisions.

[^61]
# CARPET MANUFACTURE-GREAT BRITAIN 

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

## Class of Worker

## Men, Minimum Rates:- <br> General minimum rate at 19 years

Dry beamers, packers, back sizers and starchers, card men (jacquard, wilton and gripper), fur cutters (over 19 years with 6 months' experience as assistant or otherwise)
Wet beamers and dressers (over 19 years with 12 months' experience as assistant or otherwise)
Croppers and shearers (over 19 years with 6 months' experience as assistant or otherwise)

Jacquard weavers (single-cloth looms) ...
Jacquard weavers (double-cloth looms)...
Weavers, other than jacquard (single-cloth looms)
Weavers, other than jacquard (double-cloth looms) ...
Pieceworkers, other than weavers
Wet beamers and dressers on piecework
Women, Minimum Rates:-
General minimum rate at 19 years
Card cutters (over 19 years with 18 months' experience)

Consolidated Minimum Rates of Wages
Per week
s. d.
$18611 \dagger$
$198 \quad 1 \ddagger$
$2168 \ddagger$

198s. 1d., 207s. 4d. or 216s. 8d. $\ddagger$ § Per hour
4s. 9d., 5s. 1d. or 5s. 5d.§ 5s. 1d., 5s. 5d. or 5s. 9d.§

49
4s. 9d., 5s. 1d. or 5s. 5d.§
Subject to a cost-of-living bonus adjustment based on the official index of retail prices
figure of 105||

45
49
Per week
125 8†
$142 \quad 5 \ddagger$
Per hour
2 11 $\frac{1}{2}$
Pieceworkers

| $\begin{aligned} & \text { Per week } \\ & \text { s. d. d. } \\ & 186 \text { 11 } \dagger \end{aligned}$ |  |
| :---: | :---: |
| 198 1 $\ddagger$ |  |
| 2168 |  |
| 198s. 1d., 207s. 4d. or 216s. 8d. $\ddagger$ § Per hour | cost-of-living bonus adjustment based |
| $4 \mathrm{~s} .9 \mathrm{~d} ., 5 \mathrm{~s} .1 \mathrm{~d}$. or 5s. $5 \mathrm{~d} . \mathrm{\S}$ | on the official index of retail prices figure of 105\|| |
| 5s. 1d., 5s. 5d. or 5s. 9d.§ |  |
| 49 |  |
| 4s. 9d., 5s. 1d. or 5s. 5d.§ |  |
| 45 |  |
| 49 |  |
| Per week |  |
|  |  |
| $1425 \ddagger$ |  |
| Per hour |  |

Note. - The rates became operative frum the first pay day in April 1964 and relate to the official index of retail prices figure of 105 for January 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are not to exceed $42 \frac{1}{2}$. 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 shift work are paid time or piece rates plus cost-of-living bonus plus $13 \frac{1}{3}$ per cent. Timeworkers and pieceworkers on double-day shift work receive a disturbance of hours payment of one-eighth of time rate for hours worked outside ordinary working hours. Timeworkers or pieceworkers on a third shift are paid as timeworkers or pieceworkers on shift work plus one-quarter of time rate.

Night Workers
Timeworkers and pieceworkers on night-shift work are paid an addition of one-fourth of the appropriate adult 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.

* The manufacture of jute carpets is not covered by this agreement.
$\dagger$ This rate includes the general base rate $(155 \mathrm{~s} .4 \mathrm{~d}$. for men and 99 s . 8 d . for women) and a " lieu bonus allowance" of 31s. 7d. a week for men and 26s. for women, which is paid to any timeworker 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.
§ Rates vary according to width of loom.
|| The cost-of-living bonus is subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ), taken to the nearest whole number and is applied to the consolidated minimum rates of wages in the following manner:-

The cash value for each point movement in the index is 2 s . 9 d . for men and 1 s .0 d . for women. When the index is below 108 the consolidated wage plus a four-point cost-of-living bonus ( 11 s . for men, 7 s .4 d . for women) is multiplied by the index of retail prices figure and divided by 108 .

## NARROW FABRICS INDUSTRY-GREAT BRITAIN*

[Agreements of the Joint Industrial Council for the Narrow Fabrics Industry]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Timeworkers | Pieceworkers (see para. below) |
| Men, 20 years and over:- | s. d. | s. d. |
| Grade I-All workers except those in Grades II and III | 43 | 410 |
| Grade II-Webbing, binding and belting weavers, braiders, all warpers and rubber coverers, also ribbon weavers 6 shafts and under | 461 | $5 \quad 0 \frac{1}{4}$ |
| Grade III-Elastic and jacquard weavers and ribbon weavers over 6 shafts ... | $48 \frac{1}{4}$ | 541 |
| Women, 18 years and over:- |  |  |
| Grade I-All workers except those in Grades IA, II and III | 3 01 | 3 51 |
| Grade IA-Winders other than weft winders and braider bobbin winders | $31 \frac{1}{2}$ | 3 61 |
| Grade II-Webbing, tape, binding and belting weavers, braiders, all warpers and rubber coverers, also ribbon weavers 6 shafts and under | $34 \frac{1}{2}$ | 3 912 |
| Grade III-Elastic and jacquard weavers and ribbon weavers over 6 shafts ... | $36 \frac{1}{2}$ | $40 \frac{1}{2}$ |

Note.-The rates became operative for the pay day in the week commencing 10th February 1964.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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 time rate.

## 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 Workers

Workers on a night shift receive 20 per cent. on actual earnings based on day-time working rates.

[^62]
## TEXTILE MAKING-UP AND PACKING-MANCHESTER

[Agreements between the Federation of Master Packers and the Trade Unions concerned]

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

Note.-The rates became operative from the pay day in the week ending 4th April 1964 and relate to the official index of retail prices figure of 105. In January 1965 and January 1966, the basic rates are to be increased by 7 s .6 d . for men and 6 s .6 d . for women.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days.

MADE-UP TEXTILES-GREAT BRITAIN
[Made-up Textiles Wages Council (Great Britain) Wages Regulation Order] $\ddagger$

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Foremen or forewomen, awl and needle stitchers (leather and canvas), cutters, letter writers (other than stencillers), machinists (sewing), mixers, palm and needle hands, ropers of tents and coal sacks, splicers of ropes over $1 \frac{1}{2}$ inches in circumference, after 6 months' employment:- |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Men, 21 years and over ... ... ... ... | 42 |  |
| Women, 18 years and over $\ldots$... | 211 |  |
| Other workers, after 6 months' employment:- |  |  |
| Men, 21 years and over Women, 18 years and over |  |  |
| Women, 18 years and over |  | $211 \frac{1}{2}$ |

Note.-The rates became operative from 15th August 1962.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^63]
# 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 15th May 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are $42 \frac{1}{2}$, which may be worked in 5 or $5 \frac{1}{2}$ days.

## II.-Northern Ireland

[Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area A | Area B |
|  | Per hour s. d. | Per hour s. d. | Per hour s. d. | Per hour s. d. |
| Men:- |  |  |  |  |
| Measurers and samplemakers, after 5 years' apprenticeship | $488{ }^{81}$ | $4{ }^{4} 5 \frac{1}{1}$ | - | - |
| Lappers, after 5 years' apprenticeship ${ }^{\text {a }}$. | $47 \frac{1}{2}$ | 4 4 ${ }^{\frac{1}{2}}$ |  |  |
| Workers operating Swiss embroidery machines, after 12 months' employment | 4 23 | $42^{\frac{3}{4}}$ | - |  |
| Workers operating Swiss embroidery machines:- | - | - | 4 61 | 4 61 |
| Single machines with 4 tiers or any coupled machines | _ | - | $48 \frac{1}{2}$ | $48 \frac{1}{2}$ |
| Warehouse assistants and warehouse clerks, after 5 years' apprenticeship | $44^{\frac{3}{4}}$ | $4{ }^{2 \frac{1}{4}}$ | - |  |
| Other workers, 21 years and over, with not less than 2 years' employment | $4 \quad 2 \frac{3}{4}$ | $40 \frac{3}{4}$ | $4 \quad 2 \frac{3}{4}$ Not dep age or | $\begin{aligned} & 4 \text { } 0 \frac{3}{n} \\ & \text { adent on } \\ & \text { perience } \end{aligned}$ |
| WOMEN:- | s. | d. |  |  |
| Workers (including clippers and menders) assisting at Swiss embroidery machines | 2 | $8 \frac{3}{4}$ |  |  |
| Other women (except learners and workers under 18 years of age) | 2 | $6 \frac{3}{4}$ | 2 | $8 \frac{3}{4}$ |

Note.-The rates became operative from 11th February 1964.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43 , to 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 situated within a radius of 25 statute miles therefrom.
"Area B" comprises all areas other than Area A.

* 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.


# 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]


Note.-The rates became operative from the second Friday or equivalent pay day in April 1964 and relate to the official index of retail prices figure of 105.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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 of 105s. for adult males and 72s. 6d. for adult females, plus an agreed addition (adult males 29 s ., adult females 19s. 10d.). In addition to their piecework earnings pieceworkers receive the cost-of-living payment.

## Night Workers

All employees on the night turn are paid 7d. 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 266 s . Od. for a 42 -hour week, as from the working week paid for in the period 30th December 1963 to 4th January 1964.

Under an agreement between the employers and the Electrical Trades Union the rate for electricians is 273 s . 0 d . for a 42 -hour week, as from the working week paid for in the period 28th October to 2nd November 1963.

Under an agreement between the employers and the National Federation of Building Trade Operatives the rate for building trade craftsmen is 6 s . $1 \frac{1}{2} \mathrm{~d}$. an hour for a $42 \frac{1}{2}$-hour week, as from the working week paid for in the period 9th to 14th March 1964.
Yorkshire
Under an agreement between the Bradford Dyers' Association and the Amalgamated Engineering Union the rate for skilled mechanics is 272 s. $8 \frac{1}{2} \mathrm{~d}$. for a $42 \frac{1}{2}$-hour week, as from the pay week commencing between 23rd and 25th December 1963.

## Road Transport Workers

Under an agreement between the employers and the Transport and General Workers ${ }^{\text { }}$ Union and the United Road Transport Workers' Association of England, the rates for road haulage workers for a guaranteed week of 42 hours, as from the first full working week commencing on or after 16th January 1963, are:-


Vehicles with trailer 1s. a day extra
Statutory attendants and mates

[^64]
# 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 | Cost-of-Living Payment* | Total |
| Men, 21 years and over Women, 18 years and over | $\begin{array}{rr}\text { s. } & \text { d. } \\ 117 \\ 81 & 0 \\ 81 & 6\end{array}$ | $\begin{array}{rrr}\text { s. } & \text { d. } \\ 67 & 11 \\ 48 & 8\end{array}$ | $\begin{array}{r} \text { s. } \\ 18 . \\ 184 \\ 130 \end{array}$ |

Note.-The rates became operative from the second Friday or equivalent pay day in April 1964 and relate to the official index of retail prices figure of 105s.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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 of 105 s . for adult males and 72 s . 6 d . for adult females, plus an agreed addition (adult males 29s., adult females 19s. 10d.). In addition to their piecework earnings pieceworkers receive the cost-of-living payment.

## 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 12 midnight, are paid $5 \frac{1}{2} \mathrm{~d}$. extra an hour worked.

## III.-Northern Ireland $\dagger$

[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 16th December 1963 and are to remain in operation for a period of 12 months.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 43, 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 timeworkers.

## Maintenance Craftsmen

The rate for millwrights is 238s. 0d. a week as from 25th November 1963.

[^65]
## HOSIERY FINISHING INDUSTRY-MIDLANDS

[Agreements of the Midland Joint Industrial Council of Hosiery Bleachers, Scourers, Dyers and Finishers]

| Class of Worker | Hourly Rates of Wages |
| :---: | :---: |
| Men 20 years and over:- | s. d. |
| Trimmers ... ... ... | 4 419 |
| Dyers, bleachers and scourers-productive workers not on bonus, incentive or piecework systems | 4$2 \frac{1}{2}$ plus <br> cost-of-living |
| Auxiliary dry workers and strippers and leggers-productive workers not on bonus, incentive or piecework systems | $\left.\begin{array}{ll}4 & 0 \frac{1}{2}\end{array}\right\} \quad \begin{gathered}\text { addition } \\ \text { of } 22\end{gathered}$ |
| Women, 19 years and over:- per cent.* |  |
| Auxiliary workers | 2 83 <br> 8  |
| Menders ... .. | $211 \frac{3}{4}$ |

Note.-The rates became operative from the first pay day in September 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, 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 $6 \mathrm{~s} .1 \frac{3}{4} \mathrm{~d}$. 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 5s. 5d. an hour plus cost-of-living addition, dry workers 4 s . $8 \frac{3}{4}$ d. plus cost-of-living addition.

For female workers piece rates are to yield not less than the following rates:-female auxiliaries 3 s . $2 \frac{3}{4} \mathrm{~d}$. an hour plus cost-of-living addition, menders 3 s . 6 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 12 midnight and ending after 12 midnight, are paid an additional 25 per cent. on total earnings.

[^66]ASBESTOS TEXTILE MANUFACTURE-GREAT BRITAIN
[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 and Hindley Green (South Block) | Hindley Green (North Block) |  |
|  |  | Day Workers | Pieceworkers |
|  | s. d. | s. d. | s. d. |
| Men, 21 years and over, other than non able-bodied men doing light work | $4 \quad 7 \cdot 25$ | $4 \quad 7 \cdot 25$ | $4 \quad 5 \cdot 5$ |
| Women, 18 years and over, doing recognised women's work | $3 \quad 4 \cdot 125$ | $3 \quad 4 \cdot 125$ | $3 \quad 2 \cdot 625$ |

Note.-The rates became operative from 12th August 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes for day workers and inclusive of mealtimes for shift workers, are 42 , 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.

# 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 Glovers and Leatherworkers, 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) <br> Other districts and Scotland | s. d. | s. d. | s. d. |
|  | 4 4 4 | 4 71 <br> 4 51 | $\begin{array}{ll}4 & 61 \\ 4 & 4 \\ 4\end{array}$ |
|  | s. d. |  |  |
| Women, 20 years and over:London (within 17 miles of Charing Cross) <br> Other districts and Scotland | $\left\{\begin{array}{lll} 3 & 4 \frac{3}{3} \\ 3 & 6 \frac{1}{1} \\ 3 & 4 \text { (Unskilled) } \\ \hline \frac{3}{4} \end{array}\right. \text { (Semi-skilled) }$ |  |  |

Note.-The rates became operative from the first full pay period commencing on or after 23rd May 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 43 , 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 receive a bonus of 1 s .3 d . an hour for men, 21 years and over, and 1s. 2d. for women, 20 years and over, for all hours worked on piecework.

## Shift Workers

On a double-day shift system the second shift carries a premium of one-sixth of the basic time rate. On the second shift of a day and night-shift system the premium is one-quarter, and on the second and third shifts of a three-shift system the premiums are one-sixth and onequarter respectively.

## 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 . 0d. 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]

| Class of Worker |  |  |  | Hourly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | London | Provinces |
|  |  |  |  | s. d. | s. d. |
| Men, 21 years and over:- |  |  |  |  |  |
| Skilled ${ }_{\text {Ski-skilled }} \ldots$ | $\ldots$ | $\ldots$ | ... | $\begin{array}{ll}4 & 9 \\ 4 & 61\end{array}$ | 4 8 <br> 4 51 |
| Unskilled ... ... |  |  | ... | 4 51 | 4 42 |
| Strap butt cutters on day work:- |  |  |  |  |  |
| During 6 months' probation |  | $\ldots$ | $\ldots$ | 410 |  |
| After 6 months' probation $\ldots$. men, after 12 months' employment | $\cdots$ | $\cdots$ | $\ldots$ | ${ }_{4}^{4} 111{ }_{1}^{11}$ | $4{ }_{4}^{410}$ |

Note.-The rates became operative from the first full working week commencing on or after 23rd May 1963.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 43 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.

## ROLLER LEATHER MANUFACTURE—GREAT BRITAIN

[Agreements between the Roller Leather Manufacturers' Association and the Amalgamated Society of Leather Workers]


Note.-The rates became operative from the beginning of the first full pay period commencing on or after 23rd May 1963.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 43 hours, to be worked in 5 days.

## Pieceworkers

A bonus of 1 s .7 d . an hour is paid to all adult male workers and $1 \mathrm{~s} .5 \frac{1}{2} \mathrm{~d}$. 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 "t the current timework rates plus 25 per cent. plus 2 d . an hour".

# 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]

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London | Provinces |
|  | s. d. | s. d. |
| Men, 21 years and over:Skilled | $46 \frac{3}{4}$ | $45 \frac{3}{4}$ |
| Skilled $\begin{array}{lllllll}\text { Semi-skilled } & . . & \ldots & \ldots & \ldots & \ldots & \ldots \\ \text { S }\end{array}$ | $4{ }^{4} 3{ }^{4}$ | 423 |
| $\begin{array}{lllllll}\text { Semi-skilled } \\ \text { Unskilled } & \cdots & \cdots & \cdots & \cdots & \ldots & \ldots \\ & \cdots & \ldots & \ldots & \ldots \\ \end{array}$ | 43 | 42 |
| Skilled Women, 20 years and over, after 12 months' employment ... |  |  |

Note.-The rates became operative from the first full working week commencing on or after 23rd May 1963.

## Hours of Work

The normal working week, excluding mealtimes and overtime, is one of 43 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 day-work rate. Pieceworkers on shifts other than the day shift are paid rates which will enable the pieceworker of average ability to earn the day-work 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.

## BUFFALO PICKER MANUFACTURE-GREAT BRITAIN

[Agreements between the Buffalo Picker Manufacturers' Association and the Amalgamated Society of Leather Workers]

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

Note.-The rates became operative from the first full pay period following 23rd May 1963.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 43 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 day-work rate. Women on the same work as men are paid the same piecework rates.

# FELLMONGERING (DOMESTIC SHEEPSKINS)- <br> ENGLAND AND WALES 

[Agreements between the United Kingdom Fellmongers' Association and the Amalgamated
Society of Leather Workers]

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

Note.-The rates and hours became operative from the first pay day after 1st November 1963 and will remain operative until 31st October 1964.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of $42 \frac{1}{2}$ 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.

## FELLMONGERING-SCOTLAND

[Agreements between the Skinners' Association of Scotland and the Amalgamated Society of Leather Workers and Kindred Trades, the National Union of General and Municipal Workers and the Transport and General Workers' Union]

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

Note.-The rates and hours became operative from the first pay day after 1st November 1963 and will remain operative until 31st October 1964.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of $42 \frac{1}{2}$ 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 MANUFACTURE- 

 GREAT 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 |
|  | s. d. | s. d. |
| Skilled men, 21 years and over ... | 47 | 46 |
| Skilled women, 20 years and over | $3 \quad 3 \frac{3}{4}$ | $3 \quad 3 \frac{1}{4}$ |
| Saddlery and Harness:- | and rest of | e country |

Note.-The rates became operative from the first full pay period commencing on or after 22nd July 1963.

Hours of Work
The normal hours of work in a full week, exclusive of mealtimes and overtime, are 43, 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 Retail Leather Goods and Saddlery Association Limited and the National Union of Leather Workers]

| Class of Worker | National Basic Hourly Time Rates of Wages |
| :---: | :---: |
| Skilled Men, 21 years and over, who have served 4 years in the trade:- |  |
|  |  |
| Horse-collar makers ... ... |  |
| Other workers | 48 |
| Skilled Women, 20 years and over | 310 |

Note.-The rates and hours became operative from the week commencing 26th March 1962.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 43.

## 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.

[^67]
# READY-MADE AND WHOLESALE BESPOKE TALORING 

I.-Great Britain<br>[Ready-made and Wholesale Bespoke Tailoring 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 7th February 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , to be worked in 5 days.

[^68]Ready-Made and Wholesale Bespoke Tailoring-contd.
II.- Northern Ireland

## [Ready-made and Wholesale Bespoke Tailoring Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men:- | Per hour s. d. | Per hour s. d. |
| Measure cutters with 3 years' employment after the age of 19 years | $49 \frac{1}{2}$ |  |
| Stock cutters, knife cutters or knifemen, fittersup, tailors, pressers, machinists and passers, with 3 years' employment after the age of 19 years | $47 \frac{1}{2}$ | $410 \frac{1}{2}$ |
| Under pressers and plain machinists, with 3 years' employment after the age of 19 years | $43 \frac{1}{2}$ | 4 |
| Warehousemen, 24 years of age and over and not less than 2 years' experience after the age of 22 years | 4 51 | 483 |
| Packers, 24 years of age and over and not less than 2 years' experience after the age of 22 years | 4 412 | 4818 |
| Porters and other male workers, 22 years of age and over | 42 | 461 |
| Women:- Conveyor belt machinists |  |  |
|  | $3{ }^{3} 1$ | 3 4 4 |

Note.-The rates became operative from 28th January 1964.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42, which may be worked in $5,5 \frac{1}{2}$ or 6 days.

## WATERPROOF GARMENT MANUFACTURELANCASHIRE AND CHESHIRE

[Agreements between the British Rainwear Manufacturers' Federation and the Waterproof
Garment Workers' Trade Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over or who have completed 3 years' apprenticeship:- |  |
| Makers, machinists and passers ... ... | 206 |
| Women, 21 years and over or who have completed |  |
|  |  |
| 3 years' apprenticeship:-Makers, machinists, buttonhole machinists, passers, finishers, button machinists, bar tackers, folders, markers, eyeletters and studders |  |
|  | 137 |

Note.-The rates became operative from the second pay day in November 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , 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.

* 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.


# RUBBER PROOFED GARMENT MAKING INDUSTRY-GREAT BRITAIN 

[Rubber Proofed Garment Making Industry Wages Council Wages Regulation Order]*

\begin{tabular}{|c|c|c|c|c|}
\hline Class of Worker \& \multicolumn{2}{|l|}{General Minimum Time Rates} \& \multicolumn{2}{|l|}{Piece Work Basis Time Rates} <br>
\hline \& \multicolumn{2}{|l|}{Per week s. d.} \& \multicolumn{2}{|l|}{Per week s. d.} <br>
\hline \multicolumn{5}{|l|}{Men:- s. d. .} <br>
\hline \multicolumn{5}{|l|}{Measure cutters with 3 years' employment after the age of 18 years:-} <br>
\hline London district $\dagger$... ... ... ... \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{209}} \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{230
222}} <br>
\hline Other districts ... ... ... ... \& \& \& \& <br>
\hline \multicolumn{5}{|l|}{Cutters, trimmers, knife cutters or knifemen, with 3 years' employment after the age of 18 years:-} <br>
\hline London district $\dagger$... ... ... ... \& \& 5 \& \& 7 <br>
\hline Other districts

O \& \multicolumn{2}{|l|}{1946} \& \multicolumn{2}{|l|}{21311} <br>
\hline Makers, machinists or passers, with 3 years' employment \& \multicolumn{2}{|l|}{206} \& \multicolumn{2}{|l|}{2273} <br>
\hline Warehousemen with 3 years' employment after the age of 18 years \& \multicolumn{2}{|l|}{187} \& \multicolumn{2}{|l|}{206} <br>
\hline Packers with 3 years' employment after the age of 18 years \& \multicolumn{2}{|l|}{184} \& \multicolumn{2}{|l|}{203} <br>
\hline Porters, 21 years and over ... ... ... \& \multicolumn{2}{|l|}{176} \& \multicolumn{2}{|l|}{194} <br>
\hline Learners, 21 years and over, after 1 year's employment \& \multicolumn{2}{|l|}{\multirow[t]{2}{*}{}} \& \multicolumn{2}{|l|}{189} <br>
\hline Other workers, 21 years and over ... ... \& \& \& \& 5 <br>
\hline \multicolumn{5}{|l|}{Women:-} <br>
\hline Makers, machinists, passers or finishers, with 3 years' employment \& \multicolumn{2}{|l|}{1379} \& \multicolumn{2}{|l|}{158} <br>
\hline Buttonhole machinists, button machinists, bar tackers, markers, folders, eyeletters and studders, 21 years and over or with 3 years' experience \& \multicolumn{2}{|l|}{1379} \& \multicolumn{2}{|l|}{1585} <br>
\hline Learners, 21 years and over, after 1 year's employment \& \multicolumn{2}{|l|}{} \& \multicolumn{2}{|l|}{} <br>
\hline Other workers, 21 years and over ... ... \& \& 5 \& 154 \& 7 <br>
\hline
\end{tabular}

Note.-The rates became operative from 2nd March 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42, to be worked in 5 days.

## Guaranteed Week

A worker, other than a home-worker, who ordinarily works for an employer for at least 33 hours weekly is, subject to certain conditions and qualifications, guaranteed weekly remuneration for 33 hours at the appropriate general minimum time rate ordinarily applicable to the worker.

[^69]
## 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 |
| :---: | :---: | :---: |
| Men:- | Per hour s. d. | Per hour s. d. |
| Measure cutters with 3 years' employment after the age of 18 years as measure cutters but excluding designing | $49 \frac{3}{4}$ | $5 \quad 1 \frac{1}{2}$ |
| 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 | $47 \frac{3}{4}$ | $411 \frac{1}{2}$ |
| Under pressers and plain machinists, with not less than 3 years' employment after the age of 18 years | 4 4 ${ }^{1}$ | 484 |
| Warehousemen with not less than 3 years' employment after the age of 18 years | 46 | $49 \frac{1}{2}$ |
| Packers with not less than 3 years' employment after the age of 18 years | 45 | 483 |
| Learners, 21 years and over, after 1 year's employment | 42 | $46 \frac{3}{4}$ |
| Women:Conveyor belt machinists | 35 | 363 |
| Cutters, trimmers and fitters-up:20 years and over <br> 19 and under 20 years | 3 4 <br> 3 4 | $\begin{array}{ll}3 & 73 \\ 3 & 71 \\ 7\end{array}$ |
| Other workers, except learners ... ... | 3 31 | $36 \frac{3}{4}$ |

Note.-The rates became operative from 26th February 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , to be worked in 5 days except in the case of alteration hands who are normally required to attend on 6 days a week

[^70]
# 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 | 461 | 410 |
| Cutters, 21 years and over with 4 years' employment | 441 | 48 |
| Tie cutters:- <br> 22 years and over with 5 years' experience ... |  |  |
| 21 years and over with 4 years' experience ... | $4{ }^{4} 4$ | 48 |
| Other workers, 21 years and over | 4 01 |  |
| Women, other than learners:- |  |  |
| Conveyor belt machinists ... ... | $3{ }^{3} 0 \frac{1}{2}$ |  |
| Other workers ... ... | 211 | $32 \frac{1}{4}$ |

Note.-The rates became operative from 23rd May 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , to be worked in 5 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 Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men:- <br> Special or measure cutters, pattern cutters or pattern takers, with 5 years' experience after the age of 19 years | Per hour s. d. | Per hour <br> s. d. |
|  | $47 \frac{1}{2}$ | - |
| Cutters, 21 years and over with 5 years' experience Other workers, 22 years and over | $\begin{array}{ll}4 & 5 \frac{1}{2} \\ 4 & 1 \frac{1}{2} \\ \end{array}$ | 49 |
| Women, other than learners:- |  |  |
| Conveyor belt machinists Other workers ... $\ldots$... ... ... $\ldots$ | 3 0 <br> 2  <br> 9  <br> 1  | 3 0 <br> 3 $0 \frac{1}{2}$ <br>  $0 \frac{1}{2}$ |

Note.-The rates became operative from 11th May 1962.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42.

[^71]
## 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 Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week s. d. | Per week s. d. |
| Retail Bespoke Branch:- |  |  |
| Men, 21 years and over, after 1 year's employment | 1634 | 1771 |
| Women, other than learners:- |  |  |
| Bodice, coat, skirt and gown or blouse hands, 20 years and over, subject to qualifications as to experience, etc.:- |  |  |
| Area A ... ... | 1171 | - |
| Area B ... | 1240 |  |
|  | 12711 |  |
| Other workers:- |  |  |
| $\begin{array}{ccc}\text { Area A } & \ldots & \ldots \\ \text { Area B } & \ldots & \ldots \\ \text { A }\end{array}$ | 108 |  |
| $\begin{array}{ll}\text { Area }{ }^{\text {B }} \text { Area C } & \ldots \\ & \ldots\end{array}$ | 1151 |  |
| Area C ... | 1220 |  |
| Wholesale Manufacturing Branch:- |  |  |
| Men, 21 years and over:- |  |  |
| Cutters with at least 4 years' experience ... | 181 | 19410 |
| Other workers after 1 year's employment ... |  |  |
| Women, other than learpers:- Conveyor belt machinists ... ... ... | 12711 | 13310 |
| Other workers $\quad .$. | 1220 | 13310 |

Note.-The rates became operative from 4th June 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , to be worked in 5 days except in the case of alteration hands who are normally required to attend on 6 days a week.

## 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 Areas A and C.
" Area C" means the City of London and Metropolitan Police District as existing in 1931.

[^72]
## II.-Scotland

[Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order]**

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

Note.-The rates became operative from 17th August 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42.

## 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.

[^73]
## Dressmaking and Women's Light Clothing-contd.

## III.-Northern Ireland

[Dressmaking and Women's Light Clothing Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Retail Bespoke Branch:- |  |  |
| Women, other than learners:- |  |  |
| Bodice, skirt, gown or blouse hands, 20 years and over, subject to qualifications as to |  |  |
| experience, etc.:- Area A | 2103 | $311 \frac{1}{2}$ |
| Area B ... | $2{ }^{2} 9$ | $3{ }^{3} 0$ |
| Area C C $\cdots$ $\cdots$ $\cdots$ $\cdots$ $\cdots$ <br> Other workers:-      |  |  |
|  |  |  |
| $\begin{array}{llll}\text { Area A } \\ \text { Areas B and } & \text { C } & \cdots & \cdots \\ \cdots\end{array}$ | $2^{2} 7^{9 \frac{1}{3}}$ | $210 \frac{1}{2}$ |
| Factory or Wholesale Manufacturing Branch:- |  |  |
| Men:-Cutters with not less than 5 years' experience |  |  |
|  |  |  |
| Pressers with 3 years' employment after the age of 19 years | 4 31 | 4 |
| Other workers, 21 years and over, after 1 year's employment ... | 42 | 4 2 ${ }^{\frac{1}{2}}$ |
| Women, other than learners:- |  |  |
| Conveyor belt machinists | 2111 |  |
| Other workers ... ... ... | $29 \frac{1}{2}$ |  |

Note.-The rates became operative from 6th June 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , 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 Areas A and B.

[^74]
## HAT, CAP AND MILLINERY

## I.-England and Wales

[Hat, Cap and Millinery Wages Council (England and Wales) Wages Regulation Order]* $\dagger$

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |
| :---: | :---: | :---: | :---: |
|  | Per w. |  | Per week s. d. |
| Men:- <br> Cutters, blockers, body makers or finishers, stiffeners or shapers-other than in the felt hat section (with at least 3 years' experience after the age of 18 years) | 175 | 5 | 1865 |
| Employed in hardening, planking processes of barrel twisting, hand planking or hand stretching, proofing (head men only), dyeing (head men only), blocking (other than coning when preparatory to blocking), pressing, finishing, curling, flanging, cutting, ironing and paring, velouring-in the felt hat (wool) section (with at least 3 years' experience after the age of 18 years) | 175 | 5 | 1865 |
| Employed in forming, hardening, planking, proofing (head men only), dyeing (head men only), blocking, pressing, finishing, brushing, curling and steaming, flanging, cutting, ironing and paring, trimming, velouring - in the felt hat (fur) section (with at least 3 years' experience after the age of 18 years) | 175 | 5 | 1865 |
| Other workers, 21 years and over, after 1 year's employment | 157 | 2 | 1682 |
| Women, other than learners ... ... ... | 118 | 8 | 12710 |

Note.-The rates became operative from 13th August 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , which may be worked in 5 or $5 \frac{1}{2}$ days in the retail branch and in 5 days in other branches.

[^75]Hat, Cap and Millinery-contd.

## II.-Scotland

[Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation Order] ${ }^{*} \dagger$

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Men:- <br> Cutters, blockers, body makers or finishers, stiffeners or shapers-other than in the felt hat and hood manufacturing branch (with at least 3 years' experience after the age of 18 years)... | 311 | $39 \frac{1}{2}$ |
| Employed in hardening, planking processes of barrel twisting, hand planking or hand stretching, proofing (head men only), dyeing (head men only), blocking (other than coning when preparatory to blocking), pressing, finishing, curling, flanging, cutting, ironing and paring, velouring-in the wool section of the felt hat and hood manufacturing branch (with at least 3 years' experience after the age of 18 years) | 311 | 42 |
| Employed in forming, hardening, planking, proofing (head men only), dyeing (head men only), blocking, pressing, finishing, brushing, curling and steaming, flanging, cutting, ironing and paring, trimming, velouring-in the fur section of the felt hat and hood manufacturing branch (with at least 3 years' experience after the age of 18 years) | 311 | 42 |
| Other workers, 21 years and over, after 1 year's employment | 36 | $39 \frac{1}{2}$ |
| Women, other than learners:Wholesale and manufacturing branches | 27 | 210 |
| Retail branch <br> Area A <br> Area B | $\begin{array}{ll}2 & 5 \\ 2\end{array} 4^{\frac{1}{2}}$ | $\begin{array}{ll}2 & 7 \frac{1}{2} \\ 2 & 6\end{array}$ |

Note.-The rates and hours became operative from 24th April 1961.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , which may be worked in 5 or $5 \frac{1}{2}$ days in the retail branch and in 5 days in other branches.

## 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.

[^76]
# CORSET MANUFACTURE-GREAT BRITAIN 

[Corset Wages Council Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Men:- <br> 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 | 488 | 5018 |
|  |  |  |
| Employed in folding, hand-fitting, parting, separating or making-up, with not less than 3 years' experience after the age of 18 years | 461 | 410 |
| Warehousemen or packers, 21 years and over, with not less than 2 years' experience... |  |  |
| All other workers (including process workers), 21 years and over, after 1 year's employment |  |  |
| Women, other than learners ... ... ... | 3 | 3 l |

Note--The rates became operative from 10th February 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , to be worked in 5 days.

# GLOVE MANUFACTURE-ENGLAND AND WALES $\dagger$ 

[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 Rates of Wages |
| :---: | :---: |
| en, 20 years and over: | s. d. |
| Class A-Fully qualified table cutters, skilled fur back cutters, ironers who have served 2 years' apprenticeship | 410 |
| Class B-Semi-block cutters and block cutters, clickers, webbers, ironers who have not served 2 years' apprenticeship, fabric glove cutters | 4 4 |
| Women, 20 years and over:- |  |
| Class A-Experienced dress glove machinists .. | $311 \frac{1}{4}$ |
| Class B-Dress glove machinists under training until competent for piecework, all industrial glove machinists and |  |

NoTE.-The rates became operative from the first pay day following 1st November 1963.
Hours of Work
The normal weekly hours of work, exclusive of overtime, are 43.

## Pieceworkers

Piecework basis time rates are fixed at amounts $22 \frac{1}{2}$ per cent. above the appropriate minimum time rates.

[^77]
## FOOTWEAR MANUFACTURE-UNITED KINGDOM*

## [Agreements between the British Footwear Manufacturers Federation and the National Union of Boot and Shoe Operatives]

| Class of Worker $\dagger$ |  |  |  |  |  |  | Minimum Weekly Day Wage Rates $\ddagger$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over | $\cdots$ | $\ldots$ |  | $\ldots$ |  | $\ldots$ | S. |  |
| Women, 20 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\cdots$ | $\ldots$ |  | 0 |

Note.-The rates became operative from the first pay day in March 1964 and relate to the official index of retail prices figures of $103 \cdot 5$ and up to but not exceeding $104 \cdot 4$.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$, to be worked in 5 days. These hours are to be reduced to $41 \frac{1}{4}$ in March 1965.

## 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 the average operative an earning capacity of not less than 25 per cent. over the minimum wage rates for ordinary operations and not less than $37 \frac{1}{2}$ per cent. for operations where exceptional skill or length of training is required.

[^78]
## REFRACTORY GOODS MANUFACTURE

## I.-England and Wales*

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

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over:- |  |
| Labourers | 461 |
| Drivers of road vehiclest :- | $48 \frac{3}{4}$ |
| Over 2 tons and up to and including 8 tons carrying capacity ... | $4{ }^{93}$ |
| Over 8 tons carrying capacity ... ... ... ... | 4114 |
| Women, 18 years and over ... ... ... | 3 5 ${ }^{2}$ |

Note.-The rates became operative from the beginning of the first full pay period following 27th July 1963.

## Hours of Work

The recognised normal working week is one of 42 hours, 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 48 hours worked in 6 shifts of 8 hours.

## Guarantee of Employment

Subject to certain conditions and qualifications, in each normal week, an employee is guaranteed employment for a period not exceeding 4 shifts or days at the appropriate hourly day-work rate.

## Pieceworkers

Piecework rates are arranged locally and are to be such as to enable pieceworkers of average ability to earn not less than 25 per cent. over the appropriate hourly day-work rate for the job.

## Shift Workers

Workers, other than kilnburners and boilerfiremen employed on continuous shift work, are paid a shift allowance of $4 \frac{1}{2} \mathrm{~d}$. 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.

## Kilnburners and Boilerfiremen

Fully qualified kilnburners and boilerfiremen employed on continuous shift work are paid 42 s . 2 d . a shift of 8 hours, made up of a basic rate of 4 s . $6 \frac{1}{4} \mathrm{~d}$. an hour plus a differential of $4 \frac{1}{2} \mathrm{~d}$. an hour and a shift allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour.
When called upon to work on a "rest" day the rate is time-and-a-quarter for the first two hours and time-and-a-half thereafter. Week-end work is 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.
The shift allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour does not qualify for the special week-end or "rest" day premium payments.

[^79]
## Refractory Goods Manufacture-contd.

## 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 <br> Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |

Note.-The rates became operative from the beginning of the first full pay period following 31st January 1964.

## Hours of Work

For workers, excluding kilnburners and others on continuous shift work, the normal working week is 42 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 week is one of 6 shifts of 8 hours each.

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

## Guarantee of Employment

Subject to certain conditions and qualifications, in each normal week, workers are guaranteed employment for a period not exceeding 4 days ( 32 hours aggregate) at the appropriate hourly day-work rate.

## 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 shift and 4d. an hour on the night shift. These allowances are not computable for overtime or Sunday work. All hours worked on Sunday are paid at the rate of double time.

## Klinburners and Others on Continuous Shift Work

These workers are paid an additional $2 \frac{1}{2} \mathrm{~d}$. an hour for all hours worked in lieu of allowances for back and night shifts.

## BUILDING BRICK AND ALLIED INDUSTRIES

## I.-England and Wales*

[Agreement of the National Joint Council for the Building Brick and Allied Industries]

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

Note.-The rates became operative from the beginning of the first full pay period following 4th April 1964.

## Hours of Work

The recognised standard working week is one of 42 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 working week is 48 hours, consisting of 6 shifts of 8 hours.

## Guarantee of Employment

Provision is made in each normal week, subject to certain conditions and qualifications, for guaranteed employment for a period not exceeding 4 shifts or days of 8 hours' duration at the appropriate hourly day-work 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 day-work rate.

## Night Shifts

Workers, other than kilnburners and boilerfiremen employed on continuous shift work, are paid at the rate of time-and-a-quarter when employed on definite night shifts, i.e., on shifts commencing and finishing between the hours of 6 p.m. and 6 a.m.

## Split or Double-Day Shifts

Workers, other than kilnburners and boilerfiremen employed on continuous shift work, are paid at the rate of time-and-a-quarter for all time worked between 6 p.m. and 6 a.m. on split or double-day shifts.

## Kilnburners and Boilerfiremen on Continuous Shift Work

Kilnburners and boilerfiremen employed on continuous shift work are paid at the rate of 44 s . 4 d . a shift of 8 hours, made up of a basic rate of 4 s . $9 \frac{1}{2} \mathrm{~d}$. an hour plus a differential of $4 \frac{1}{2} \mathrm{~d}$. an hour and a shift allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour.

Workers called upon to work on their "rest" day are paid at the rate of time-and-a-quarter for the first two hours and thereafter at the rate of time-and-a-half.
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 $10 \mathrm{p} . \mathrm{m}$. Saturday to $10 \mathrm{p} . \mathrm{m}$. Sunday.

The shift allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour, which is included in the shift rate quoted above, does not qualify for the special week-end or "rest" day premium payments.

[^80]Building Brick and Allied Industries-contd.
I.-England and Wales-contd.

## Other Workers

Occupational differentials for other classes of workers are determined by the National Joint Council or by Sectional Joint Councils or Joint Area or Sectional Sub-Committees set up by the Council. The minimum differential rates established by the various Councils concerned, which apply to able-bodied adult male timeworkers, 21 years and over, employed at undertakings parties to the Sectional agreements, and operate as plusages to the national minimum basic hourly day-work rate are as follows:-

Class of Worker Per hour
National Joint Council*
Shale hole and clay hole men:-

$\begin{array}{llllllll}\text { Southern Counties Brick and Tile Joint } & \text { Industrial } & \text { Council } \ddagger \text { :- } & \\ \text { Loco (narrow gauge) and truck drivers } & \ldots & \ldots & \ldots & \ldots & \ldots & 1 \frac{1}{2} \mathrm{~d} \text {. }\end{array}$
Brick fork lift truck drivers (mechanically operated gripper fork) ... $3 \frac{3}{4} \mathrm{~d}$.
Other forks ... ... ... ... ... ... ... ... ... $2_{4}^{3} \mathrm{~d}$ d.
Hand moulders:-
Specials (bricks) ... ... ... ... ... ... ... ... 51 d.

Specials (tiles)
$4 \frac{1}{2} \mathrm{~d}$.
Plain tiles $3 \frac{3}{4} \mathrm{~d}$.
Kilnworkers:-
Wheelers... ... ... ... ... ... ... ... ... $1 \frac{3}{3} d$ d.
Wheelers and setters, wheelers and drawers, setters and drawers $\ldots \ldots$
Panmen $\ldots \ldots$
Panmen
Shale hole and clay hole shot firers
$2 \frac{1}{4} \mathrm{~d}$.
Road transport drivers, according to carrying capacity of vehicle $\dagger$
To be agreed locally

Hand getters and fillers 3d. to $5 \frac{1}{2} \mathrm{~d}$.
Kilnburners and boilerfiremen
$2 \frac{3}{4} \mathrm{~d}$.
Operators of mechanical shovels, dragline and ladder excavators and diggers, according to carrying capacity and experience of operator
Dumper drivers (whilst working as such) according to carrying capacity
All other operatives engaged on recognised piecework and on payment by results earnings
${ }^{4} \mathrm{~d}$. to $9 \frac{3}{4} \mathrm{~d}$
$2 \frac{3}{4} \mathrm{~d}$. to $4 \frac{3}{4} \mathrm{~d}$.
$1 \frac{1}{2} \mathrm{~d}$.
Joint Industrial Council for the Stock Brick Industry:-
Loco drivers (narrow gauge), crowders, off-bearers, temperers, earth diggers $\quad{ }_{2}^{1} \mathrm{~d}$ d.
Moulders $\ldots \ldots$
Setters, sorters, boilerfiremen (fuli-time), $\ldots$ burners, $\ldots \ldots$
$\ldots$
$\begin{array}{ccccc}\text { Setters, sorters, boilerfiremen (full-time), burners, dumper drivers } & \ldots & \ldots & \ldots & \text { 3 } 1 \mathrm{~d} \text { d. } \\ \text { Excavator drivers (not including loading shovels):-... } & \ldots & \ldots & \ldots & \text { Bucket capacity }\end{array}$


[^81]
## II.-Midlands*

[Agreements of the Midland Clay Industries Joint Council]

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

Note.-The rates became operative from the first full pay period commencing on or after 2nd May 1964.

## Hours of Work

The hours of work in a full week are 42 , to be worked in $5 \frac{1}{2}$ days unless otherwise agreed, except for kiinburners and boilerfiremen employed on continuous shift work whose normal week is 48 hours worked in 6 shifts of 8 hours.

## Guarantee of Employment

Provision is made in each normal week, subject to certain conditions and qualifications, for guaranteed employment for a period not exceeding 4 shifts or days of 8 hours' duration at the appropriate hourly day-work 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 day-work rate.

## Kilnburners and Boilerfiremen

Kilnburners and boilerfiremen are paid a basic rate of 4 s. $9 \frac{1}{2} \mathrm{~d}$. an hour plus a skill differential of $4 \frac{1}{2} \mathrm{~d}$. an hour plus a shift allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour when employed on shift work
When called upon to work on a "rest" day the rate is time-and-a-quarter for the first two hours and time-and-a-half thereafter. Week-end work is 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. The shift allowance of $4 \frac{1}{2}$ d. an hour is paid for all hours worked and does not qualify for overtime premiums.

[^82]
## Bullding Brick and Allied Industries-contd.

## III.-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]


Note.-The rates became operative from the beginning of the first full pay period following 31st January 1964.

## Hours of Work

For workers, excluding kilnburners and others on continuous shift work, the normal working week is 42 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 week is one of 6 shifts of 8 hours each.

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

## Guarantee of Employment

Subject to certain conditions and qualifications, in each normal week, workers are guaranteed employment for a period not exceeding 4 days ( 32 hours aggregate) at the appropriate hourly day-work rate.

## 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 shift and 4d. an hour on the night shift. 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 an additional $2 \frac{1}{2} \mathrm{~d}$. an hour for all hours worked in lieu of allowances for back and night shifts.

# FLETTON BRICK MANUFACTUREBEDFORD, BUCKINGHAMSHIRE AND PETERBOROUGH 

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

Class of Worker

## Minimum Hourly

Rates of Wages

## s. d.

Men, 20 years and over:-
General labourers
Graded classes:-
Labourers engaged full time in the knothole or on the callow
Chamber cleaners, tram or electromobile drivers
$11 \frac{1}{2}$

Pan feeders ...
Elevator boot men, oilers ... ... ... ... ...
Setting for lift truck operation ... ... ... ...
Plate layers (standard gauge) ... ... ... ...
Drawers (by barrow ex kiln) ... ... ... ... ...

| Wheelers and setters $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Setters (in kiln chambers) | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |

$\begin{array}{llllll}\text { Setters (in kiln chambers) } & \ldots & \ldots & \ldots & \ldots & \ldots \\ \text { Calfdozer tractor drivers } & \ldots & \ldots & \ldots & \ldots & \ldots\end{array}$
Track type tractor drivers ... ... ... ... ...
Chaseside shovel drivers ... ... ... ... ...
Dumper drivers licensed for use on public highway
Other dumper drivers
Loco. drivers (oil, petrol or steam, narrow gauge) ...
Fork lift truck drivers:-
Up to and including $5,000 \mathrm{lb}$. capacity
4.

Over $5,000 \mathrm{lbs}$. and up to $10,000 \mathrm{lbs}$.
Over $10,000 \mathrm{lbs}$. and up to $15,000 \mathrm{lbs}$. 15,000 lbs. and over ...

81 d .
91 $\frac{1}{2} \mathrm{~d}$.
Navvy drivers (bucket capacity):-
Up to $1 \frac{1}{2}$ cubic yards
Over $1 \frac{1}{2}$ and up to 5 cubic yards Over 5 cubic yards
...
... ... haler drivers
Kilnburners and boilerfiremen (including differential of $5 \frac{1}{4} \mathrm{~d}$. an hour and plus rate of $4 \frac{3}{4} \mathrm{~d}$. an hour)
Extra for large kilns having two fires and chamber capacity 40/60,000
Extra for large kilns having two fires and chamber capacity over 60,000

93 s d.
$11 \frac{1}{4} \mathrm{~d}$.
1s. $0 \frac{3}{4}$ d.
$11 \frac{1}{4} \mathrm{~d}$.
Per shift of 8 hours 46s. 4d.*

7s. 3d. a week extra
14s. 6d. a week extra Per hour
3s. $8 \frac{1}{2} \mathrm{~d}$.

Women, 18 years and over
Note.-The rates became operative from the first full pay week commencing on or after 1st July 1963.

## Hours of Work

The recognised normal working week consists of 42 hours, except for kilnburners and boilerfiremen whose normal week is 48 hours worked in 6 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 day-work rate.

## Pieceworkers

Piecework rates are such as to enable a pieceworker of average ability to earn a minimum of 25 per cent. above the amount he would have earned if employed at his time rate.

## Night Shifts

When on the night shift hourly paid workers (other than burners and boilerfiremen) receive time-and-a-quarter of their appropriate normal day-work 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 compounded for overtime.

Work on Callow and in Knotholes
All men are paid an additional 2d. an hour for all hours worked on callowing or in knotholes to compensate for arduous conditions due to weather.

* Kilnburners and boilerfiremen on continuous shifts are paid a shift allowance of 5d. an hour for all hours worked. Shift time worked from 12 noon Saturday to 12 midnight Saturday is paid at the rate of time-and-a-half and from 12 midnight Saturday to 12 midnight Sunday at the rate of double time, the shift allowance not to be compounded for overtime calculation. Qualified burners tending more than 2 fires on separate kilns are paid 3 s .10 d . extra a shift regardless of chamber capacity.


## SALT GLAZED WARE INDUSTRY-GREAT BRITAIN

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

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

Note.-The rates became operative from the beginning of the first full pay period following 29th June 1963.

## Hours of Work

The recognised standard working week is one of 42 hours, 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 48 hours worked in 6 shifts of 8 hours.

## Guarantee of Employment

Provision is made in each normal week, subject to certain conditions and qualifications, for guaranteed employment for a period not exceeding 4 shifts or days at the appropriate hourly day-work rate.

## Pieceworkers

Piecework rates are arranged locally and are such as to enable pieceworkers of average ability to earn not less than 25 per cent. over the appropriate hourly day-work rate for the job.

## 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 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.

[^83]
# GENERAL STONEWARE MANUFACTURE-GREAT BRITAIN 

[Agreements of the National Joint Wages Board for the General Stoneware Industry]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Skilled men who have served an apprenticeship:Bigware throwers and turners over 10 quart sizes | $54 \frac{1}{2}$ |
| General throwers over 40 oz . size $\ldots . .$. | 49 |
| Others ... ... | $4{ }^{4} 7$ |
| Unskilled men, 21 years and over | ${ }_{2}{ }_{11}{ }^{3 \frac{1}{2}}$ |
| Women, 21 years and over ... | 211 |

Note.-The rates became operative from the first full pay week commencing after 5th August 1963.

## Hours of Work

The maximum hours of work in a full week are 42 to be worked in 5 or $5 \frac{1}{2}$ days. Kilnfiremen, boilerfiremen, continuous kiln personnel and other shift workers, are paid at the rate of time-and-a-half for all hours worked in excess of the normal working week of 42 hours, irrespective of the days on which the overtime is worked.

## 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 day-work rate.

## SLAG INDUSTRY-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Slag Industry]


Note.-The rates became operative from the first full pay period after 1st December 1963.

## Hours of Work

The normal hours of work for single day-shift workers are 42 a week, exclusive of mealtimes, to be worked in $5 \frac{1}{2}$ days, but may by mutual agreement be worked in 5 days. For doubleday and/or three-shift workers the hours are 8 a shift, inclusive of half-an-hour break for meals.

## Guarantee of Employment

Subject to certain conditions and qualifications, workers are guaranteed employment for 4 normal shifts or days during any week.

## Shift Workers

Shift workers employed on a double or a three-shift system are paid, in addition to their normal hourly rate, a shift allowance of 2d. an hour on the 2 p.m. to 10 p.m. shift and 3d. an hour on the 10 p.m. to 6 a.m. shift.

## ROOFING FELT MANUFACTURE (GREAT BRITAIN)

[Agreements between the Association of British Roofing Felt Manufacturers Limited and the National Union of General and Municipal Workers, the Transport and General Workers' Union and the Amalgamated Union of Asphalt Workers]

| Class of Worker |  |  | Minimum Hourly Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- |
| London (within <br> 15 miles of Charing <br> Cross) | Rest of Great <br> Britain |  |  |  |
| Adult male workers | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |

Note.-The rates became operative from the beginning of the first full pay period following 1st September 1963.

## Hours of Work

The normal working hours are 43 a week for day workers, exclusive of mealtimes, to be worked in 5 or $5 \frac{1}{2}$ days. For shift workers the hours are an average of 43 spread over the shift cycle.

## Shift Workers

Shift workers are paid a shift differential of 3d. an hour.

## POTTERY MANUFACTURE-GREAT BRITAIN

[Agreements of the National Joint Council for the Pottery Industry]

| Class of Worker | Basic <br> Hourly <br> Rates* |
| :---: | :---: |
|  |  |
| Men, 21 years and over: |  |
|  |  |
| Group M. 2 -Includes labourers (except mill), clay carriers, ware carriers, mashers, saggarmakers' bottom knockers, machine saggarmakers' assistants, carton packers (fitted cartons) warehouse workers $\dagger \ldots$.... | $210 \frac{1}{2}$ |
| 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 | $210 \frac{1}{2}$ |
| and kilns $\quad \ldots$ l $\ldots \ldots \ldots$ | $210 \frac{1}{2}$ |
| Group M.3A-Mill labourers, gas producer men, B.U. transfer pressing machine operatives |  |
|  |  |
| Stoker-enginemen <br> Enginemen |  |
| 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, casemakers (sanitary section), printers' transferers | $2111{ }^{2} 1$ |
|  |  |
| Group M.5B-Biscuit and glost placers on continuous ovens and kilns (except china biscuit placers), enamel placers on intermittent and continuous kilns, biscuit and glost placers on intermittent trucks or platform kilns | 304 |
| Group M.5A-Glaze and stain mill and colour room workers (excluding colour mixers) | 30 |
| Group M.6-Includes slipmakers, handlers (except teapots), platemakers, cup and bowl makers, dishmakers, saucermakers, hollow-ware pressers, casters (except sanitary), printers, polishers, packers (except tiles), tool filers, pressers (tiles and electrical), mechanical throwers, assemblers (electrical), grinders (electrical, except hand), bowl makers (yellow-ware, sizes 18s and below), die setters (tiles and electrical), switchboard operators (electrical) glazing machine operatives, murray curvex printers |  |
| Group M.6A-Kiln firemen $\ldots \ldots \ldots$ |  |
| Group M.7-Saggarmakers (except machine), biscuit and glost placers on intermittent ovens (excluding china biscuit bedders and sanitary placers), handlers (teapots), fireclay kiln setters and drawers, faience workers (tiles), glaze sprayers (sanitary earthenware), china biscuit hollow-ware placers on continuous kilns | 331 |
| Group M.8-Includes scollop makers, mouldmakers (except blocking and casing), dippers, sanitary earthenware and sanitary fireclay casters, pressers and biscuit and glost placers on intermittent ovens, turners (hand) (except electrical porcelain, big ware), figure makers, decorators (not including artists), ornamenters, colour mixers, block printers, bowl makers (yellow-ware, sizes 12 s and upwards) |  |
| Group M.8A-Mechanical turners (electrical porcelain, big ware 20 lbs. and over) | $\begin{array}{ll}3 & 5 \\ 3 & 5 \frac{1}{2}\end{array}$ |
| Group M.9-Throwers (hand electrical porcelain, big ware 20 lbs . and Group M.9A-Turners (hand over) | 371 |
| Group M. 10 -Throwers electrical (except mechatice ware only, i.e., any bedders, stickers-up and jolliers (electrical, big win separate part which weighs 20 lbs . or over) | $\begin{array}{rr}310 \\ 4 & 0\end{array}$ |
| Group M.10A-Mouldmakers when blocking and casing... blocking and |  |
| $\begin{array}{cccccccc}\text { Group M.12-Mouldmakers employed } & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \text { casing } & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \ldots & \ldots & \ldots\end{array}$ |  |
| $\begin{array}{lllllll}\text { Group M.13-Modellers } & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \ldots\end{array}$ |  |

Note.-The rates became operative from 30th March 1964.
For footnotes see next page.

> Class of Worker

Basic Hourly Rates*

Note.-The rates became operative from 30th March 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 days.

## General Increase

All earnings are subject to a plusage of $43 \frac{3}{4}$ per cent.

## 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 four weeks. If they are transferred to an occupation other than their normal one, they are paid at the basic hourly rate for such occupation or for their normal occupation, whichever is the higher.

## Maintenance Workers

Under an agreement between the British Pottery Manufacturers' Federation and the Amalgamated Engineering Union the rate for skilled engineering maintenance fitters employed in pottery factories is 234s. 6d. a week operative from 6th January 1964. Tile die fitters in tile factories receive the skilled engineering maintenance fitters' weekly rate plus a further 71 $\frac{1}{2}$ per cent.

* The rates are exclusive of cost-of-living payments of 7d. an hour for men and 33्येd. for women and the general increase of $43 \frac{3}{4}$ per cent. referred to below the Table.
$\dagger$ Warehouse workers having control of books and orders are paid 7s. 6 d . a week extra.
$\ddagger$ Freehand gilding in gold only.

GLASS PROCESSING—GREAT BRITAIN*
[Agreements of the National Joint Council for the Glass Processing Industry]

| Class of Worker | Standard Hourly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area $\dagger$ |  | Provincial Area $\ddagger$ |  |
|  | Basic Rate | Rateincluding cost-of-living bonus§ | Basic Rate | Rateincluding cost-of-living bonus§ |
| Men, 20 years and over:Group 1:- | s. d. | s. d. | s. d. | s. d. |
| Brilliant cutters, writers, stainers and gilders capable of setting out, embossers capable of mixing own acids and decorating in more than one tone, sandblasters able to work in any depth (i.e., matt finish, colour depth, phantom depth and peppering), kiln firers able to mix and apply colour and enamel and to complete all firing and annealing | 4 61 | 68 | 4 4 ${ }^{\frac{1}{2}}$ | 6 |
| Group 2:- <br> Bevellers, silverers, siders, cutters, leaded light makers and specialist fixers, foil and glue paper cutters, silk screen operatives, 1st grade (complete process), colour sprayers (being required to mix) | 4 21 | 63 | $40 \frac{1}{2}$ |  |
| Silk screen operatives, 2 nd grade (operating screen and roller process) ... | $311 \frac{1}{2}$ | 60 | 3 913 | 510 |
| $\begin{array}{ccccc}\text { Embossers' } & \text { assistants, } & \text { sandblasters' } \\ \text { assistants } & \ldots & \ldots & \ldots & \ldots \\ \end{array}$ | $310 \frac{1}{2}$ | 511 | $388 \frac{1}{2}$ | 5 |
| Silverers' assistants, other than clean- ers-up $\ldots$$\ldots \quad$... | 3 912 | 510 | 371 | 5 |
| Group $3:-\quad$ Leaded light cementers and packers ... |  |  | 36 | 55 |
| General labourers, loaders, sandwashers and cleaners-up |  |  |  |  |

Note.-The rates became operative from 5th February 1964 and relate to the official index of retail prices figure of 121 . The basic rates are to be increased by 4 d . an hour from 4th November 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 ( 41 from 4th November 1964), 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 current standard 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 current standard time rates. No worker is to receive less than the wages to which he or she would be entitled at 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 6 s . 0 d . an hour in the London area and of 5 s .10 d . an hour in the provincial area, calculated to the next $\frac{1}{2} \mathrm{~d}$. above.

[^84]
## 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 District | Other Districts in Great Britain |
| Men, 21 years and over:- | s. d. | s. d. |
| General labourers | 47 |  |
| Lister or similar truck drivers ... | 48 | $4{ }^{4} 8$ |
| Batch mixers, boilermen or stokers | 49 | $47 \frac{1}{2}$ |
| Sorters <br> Founders, gas makers and furnacemen: | $48 \frac{1}{2}$ | $47^{2}$ |
| Up to 20 tons daily melting capacity |  |  |
| Over 20 tons daily melting capacity ... | $49 \frac{1}{2}$ |  |
| Women, 21 years and over ... ... | 351 | 34 |

Note.-The rates became operative from the first full pay period following 1st September 1963

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 for day workers, to be worked over 5 or $5 \frac{1}{2}$ days or any other period by local agreement. 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 42 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 43s. 8d. an 8 -hour shift ( 3 sets), 44 s . 0 d . ( $3 \frac{1}{2}$ sets) or 45 s . 0 d . ( 4 sets). Workers are paid 41 s . 0 d . an 8 -hour shift ( 3 sets), 41 s . 4 d . ( $3 \frac{1}{2}$ sets) or 42 s . 4 d . ( 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 5 s . $2 \frac{1}{2} \mathrm{~d}$. ( 3 sets), 5 s . 3 d . ( $3 \frac{1}{2}$ sets), and 5 s . $4 \frac{1}{2} \mathrm{~d}$. ( 4 sets) on machines with 5 moulds or more and 5 s . 0d. $\left(3\right.$ sets), 5 s . $0 \frac{1}{2} \mathrm{~d}$. ( $3 \frac{1}{2}$ sets) and 5 s . 2 d . ( 4 sets) on machines with less than 5 moulds. These workers are also guaranteed minimum average hourly earnings of 4 s . $11 \frac{1}{2} \mathrm{~d}$. ( 3 sets ), 5 s . 0 d . ( $3 \frac{1}{2}$ sets) and 5 s . $1 \frac{1}{2} \mathrm{~d}$. ( 4 sets) on machines with 5 or more moulds and of 4 s . 10 d . ( 3 sets), 4 s . $10 \frac{1}{2} \mathrm{~d}$. ( $3 \frac{1}{2}$ sets) and 5 s . 0d. ( 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.
Shift Workers
Workers employed on shift work are paid the following allowances over and above the day-work rates for the same grades of work:-

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

3 d .
$\cdots \quad \cdots \quad \cdots \quad . . . \quad . . \quad . . \quad 3 \frac{1}{2} \mathrm{~d} . \quad$ "

For the five eom Saturday afternoon to early Monday 5 d . "
For the five week-end shifts from Saturday afternoon to early Monday morning on all shift fystems an allowance of 75 per cent. on basic rates, i.e., day rates plus shift allowances, is paid for the three Sunday shifts and of 50 per cent. for the other two shifts.

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 | Other Districts |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Sorters | $\cdots$ | $\cdots$ | $\cdots$ | 3s. ${ }^{733} \mathrm{~d}$. | 3s. $9 \frac{4}{4} \mathrm{~d}$. |

On the three-shift system the following additional payments are made- 3 sets, $\frac{1}{2} \mathrm{~d} . ; 3 \frac{1}{2}$ sets,

## 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 | Hourly Rates of Wages |
| :---: | :---: |
|  | $\begin{array}{cc}\text { s. } \\ 5 & \text { d. }\end{array}$ |
| Able-bodied adult male general labourersOther classes of able-bodied adult male workers*:- |  |
| (a) Process operatives, i.e., workers employed on operations in the manufacture, packing and despatch of cement:- | Labourers' rate plus:- |
| Kiln burners (one kiln) $\dagger$ <br> Other workers | $11 \cdot 2 \mathrm{~d}$. |
| (b) Plant operatives, i.e., workers employed on the driving and operating of machines working under power | $2 \cdot 4 \mathrm{~d}$. to $11 \cdot 2 \mathrm{~d}$. |
| (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)) | $2 \cdot 4 \mathrm{~d}$. to $3 \cdot 4 \mathrm{~d}$. |
| (d) Mates, i.e., workers who are employed as assistants or helpers to tradesmen or process and plant operatives | $2 \cdot 9 \mathrm{~d}$. |
| (e) Sundry hands, i.e., workers other than those covered in preceding sections | $2 \cdot 4 \mathrm{~d}$. to $9 \cdot 3 \mathrm{~d}$. |

Note.-The rates became operative from the first full pay week commencing on or after 9th March 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42. Six and seven shift systems are operated and extra time rates are paid for all week-end working, i.e., time-and-a-half between 12 noon and 12 midnight Saturday to day workers and shift workers and double time on Sunday to shift workers.

## 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 ordinary time rate. When piecework is not available the agreed hourly rates are paid.

## Guaranteed Wages

Provision is made, subject to certain specified conditions and qualifications, for all full-time workers to be guaranteed a weekly sum of 42 times the worker's ordinary hourly time rate, exclusive of extra time rates, shift allowances, piecework earnings above time rates, bonuses or other additional payments.

## Shift Workers

Adult male shift workers are paid additional allowances of 5.7 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 $3 \cdot 1 \mathrm{~d}$. 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.

## 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-one-fifth. This does not apply to any night worker whose weekly or hourly rate takes the fact of night work into consideration.

[^85]Cement Manufacture-contd.

## II.-Maintenance Craftsmen

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

| Class of Worker |  |  |  |  |  | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Fitters, turners, electricians, welders, blacksmiths |  |  |  |  |  | $\begin{array}{ll} \text { s. d. } \\ 6 & 8 \frac{3}{3} \\ 6 & 9 \frac{3}{*} \\ 6 & 7 \frac{3}{3} * \\ 6 & 6{ }^{1 *} \\ 6 & 6 \\ 6 & 8 \frac{1}{4} \\ 6 & 2 \frac{1}{2} \\ 6 & 0 \end{array}$ |  |
| Boilermakers (plating and riveting) ... ... |  |  |  |  |  |  |  |
| Riveters ... ... ... |  |  |  |  |  |  |  |
| Holders-up ... |  |  |  |  |  |  |  |
| Pipe fitters (fully skilled)Painters and body builders at$\ldots$ |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| Blacksmiths' hammermen ... ... |  |  |  |  |  |  |  |
| Electricians' mates... |  |  |  |  |  |  |  |

Note.-The rates became operative from the beginning of the first full pay week following 9th March 1964.

Hours of Work
The hours of work in a full week are 42, exclusive of mealtimes, for day workers and an average of 48 or 56 , inclusive of mealtimes, for shift workers.

## Shift Workers

Regular shift workers on a three-cycle rotating shift system are paid ordinary time rates on the day and night shifts, time-and-a-half from 12 noon to 12 midnight 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.

## READY MIXED CONCRETE INDUSTRY—GREAT BRITAIN

[Agreements of the National Joint Council for the Ready Mixed Concrete Industry]

| Class of Worker $\dagger$ |  |  |  |  |  | Minimum Weekly Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :---: |

Note.-The rates became operative from 1st July 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in $5 \frac{1}{2}$ days.

Guaranteed Week
Subject to certain conditions and qualifications, the earnings of a worker are to be not less than the appropriate minimum basic rate for 42 hours.

## Night Work

Workers whose hours of duty entail employment between 7 p.m. and 6 a.m. are paid at the rate of time-and-one-fifth for all time worked between these hours. This allowance is not computable for overtime.

[^86]
# CAST STONE AND CAST CONCRETE PRODUCTS INDUSTRYENGLAND AND WALES 

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

| Class of Worker and District | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Labourers or other workers employed in the lowestrated grade*: | $\begin{array}{lll}\text { s. } & \text { d. } \\ \\ 5 & \\ 4 & 01\end{array}$ |
| London (within 15 miles of Charing Cross) <br> Outside London | $\begin{array}{r}501 \\ 411 \frac{1}{2} \\ \hline\end{array}$ |
| Road transport workers ... ... ... ... ... | Rates laid down in Road Haulage Wages Council Wages Regulation Orders (see page 194) |

Note.-The rates became operative from 1st April 1964 and are to be increased by $2 \frac{1}{2} \mathrm{~d}$. an hour from 1st April 1965 and by 3d. an hour from 1st April 1966.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guarantee of Employment

Provision is made in each normal week, subject to certain conditions and qualifications, for guaranteed employment for a period not exceeding 34 hours at the appropriate hourly daywork rate.

## 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 a.m. and 11 p.m., are paid a shift allowance of 3d. 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 time-and-a-quarter of their normal basic rate of pay.

[^87]
# 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 the first full pay week in April 1964 and are to be increased by $2 \frac{1}{2}$ d. an hour in April 1965 and by 3d. an hour in April 1966.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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, provided that if a workman is given one pay-week's notice this "guaranteed week" provision will not be operative for the subsequent pay week.

## Pieceworkers

Piecework rates are such as to enable a pieceworker of average ability, skill and experience to earn not less than 25 per cent. over and above the appropriate minimum basic time rate.

## Shift Workers

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

## Night Shifts

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

## Women

Women are paid 75 per cent. of the corresponding rate for men with plus rates in full.

## Grading of Occupations

Grade 1-Labourer.
Grade 2-Concreter, slinger, mixer-machineman, oxy-acetylene burner, wire runner, craneman (lifting capacity 15 cwt . up to 30 cwt .), boilerfireman.
Grade 3-Wire tensioner, craneman (lifting capacity from 30 cwt. to 3 ton), boilerfireman (with certificate of qualification).
Grade 4 -Steel bender and fixer, craneman (lifting capacity over 3 ton).
Grade 5-Concrete finisher.

# ASBESTOS CEMENT MANUFACTURE-GREAT BRITAIN 

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

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Group 1 (Cowley, Erith, Watford, West Thurrock) | Group 2 <br> (Chalford, Dalmuir, Meldreth, Rhoose, Tamworth, Trafford Park, Widnes) |
| Men, 21 years and over, other than non ablebodied men doing light work:- | s. d. | s. d. |
|  | 410 | 473 |
| $\begin{array}{ll}\text { Grade } 1 & \cdots \\ \text { Grade } 2\end{array}$ | 50 | $4{ }^{9 \frac{3}{4}}$ |
| Grade 3 ... | 5 5 | ${ }_{5}^{4} 118$ |
| Women, 18 years and over, doing recognised women's work | 3 51 | 34 |

Note.-The rates became operative from the beginning of the first full pay period commencing on or after 16th June 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes for day workers and inclusive of mealtimes for shift workers, are 42, 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 (fork lift truck).
Grade 3-Cylinder coverer, pipe machine driver (mazza), sheeting machine driver, sieve coverer, 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 per cent.
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 per cent.

# HOME GROWN TIMBER TRADE-ENGLAND AND WALES 

[Agreements of the National Joint Industrial Council for the Home Grown Timber Trade]

| Class of Worker | Minimum Rates of Wages |  |
| :---: | :---: | :---: |
|  | Per week |  |
| Forest Workers and Hauliers:- <br> Men, 21 years and over:- |  |  |
|  |  |  |
| Skilled fellers .... .. | 2218 |  |
| Mechanical drivers in the woods | 212 |  |
| Loaders ... |  |  |
| Other men working in the woods | 201 |  |
| Women, 19 years and over (other than those doing full men's work) | 1513 |  |
|  | Class A Mills (Port-City) | Class B Mills (Town and Country) |
|  | Per hour s. d. | Per hour s. d. |
| Sawmill Workers:- <br> Men, 21 years and over:- |  |  |
| Skilled sawyers .. <br> Sawyers engaged in cutting pitwood, firewood, slabs and offcuts | 563 | 55 |
|  | $50{ }^{3}$ |  |
| Crane drivers (fully mechanical cranes) ... | $50{ }^{1}$ | $410 \frac{1}{2}$ |
| Mill labourers $\ldots$. $\ldots$ -Women, 19 years and over:- |  |  |
| Machinists (after 9 months' experience) | 4 $2 \frac{1}{4}$ <br> 3 $7 \frac{3}{4}$ |  |
| Labourers ... |  |  |

Note.-The rates became operative from the pay week including 2nd December 1963.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42. On a twoshift system in sawmills the weekly hours, exclusive of mealtimes, are 42 on the first shift and 38 on the second shift, payment for 42 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 20 per cent. above the appropriate daywork rates.

## Road Transport Workers

The minimum weekly rates for road vehicle drivers, as from the pay week including 2nd December 1963, are as follows:-

Drivers, 21 years and over, according to carrying capacity of vehicle:-
London ... ... 209s. 6d. to 227s. 6d. a week
Class A Mills ... 206s. 0d. to 230s. 8d. a week
Class B Mills ... 201s. 6d. to 225s. 8d. a week
Mates, 21 years and over:-
London ... ... 212s. 6d. a week
Class A Mills ... 209s. 6d. a week
Class B Mills ... 204s. 6d. a week

## SAWMILLING

## 1.-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 and District, Liverpool, London, Preston District, Tees, Tyne and District, Wear | $61 \ddagger$ | $52 \frac{1}{2}$ |
| Coventry and District, Gloucester, Leicester and District, Northampton, Nottingham and District, Sheffield, West Riding of Yorkshire | 61 | 5112 |
| Bristol, Cardiff (including Barry), Newport, Plymouth, Swansea, Widnes§ | $\begin{array}{ll}6 & 1 \\ 6 & 01\end{array}$ |  |
| Berwick-on-Tweed $\ldots \ldots \ldots$ | $60 \frac{1}{2}$ | $5 \quad 1 \frac{1}{2}$ |
| Barrow-in-Furness, Cumberland, Devon, Dorset, East Anglia, Hampshire, Somerset (excluding N.E. part), South Coast | 60 |  |
| Westmorland ... ... ... | - | 5181 |

Note.-The rates became operative from the beginning of the first full pay period following 1st January 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked in 5 or $5 \frac{1}{2}$ days at the option of the employers.

## Night Shifts

Woodcutting machinists and sawyers, other than those working during the day, receive 6d. 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 $3 \mathrm{~s} .8 \frac{1}{2} \mathrm{~d}$. an hour.

[^88]
## II.-Manchester and District

[Agreements between the Manchester and District Saw Mill Proprietors' Association and the Amalgamated Society of Woodcutting Machinists and the Transport and General Workers' Union]


Note.-The rates became operative from 2nd March 1964. In November 1964 and 1965 the rates for woodcutting machinists are to be increased by 3 d . and $2 \frac{1}{2} \mathrm{~d}$. an hour respectively. On the same dates the other rates are to be increased by 2 d . and 1d. an hour.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42., to be worked in 5 or $5 \frac{1}{2}$ days. These hours are to be reduced to 41 in November 1964.

## 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 11th May 1963.
Hours of Work
The hours of work in a full week are 42 , 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 day-time 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 |  |  |  |  |
| Woodcutting machinists and sawyers | $\ldots$ | $\ldots$ | $\ldots$ | s. d. |  |
| Storemen and labourers, 21 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $511 \frac{1}{2} *$ |  |

Note.-The rates for woodcutting machinists and sawyers became operative from 1st January 1964 and for storemen and labourers from 20th January 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 days.

* Workers operating high speed machines or high speed saws receive an additional payment of 3 s . a week.


# 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 |
| Men, 21 years and over:- | s. d. | s. d. |
| Journeymen ... | 63 |  |
| Qualified packers and hand sandpaperers | $510 \frac{1}{2}$ | 59 |
| Labourers and porters ... ... ... | $57 \frac{1}{2}$ | 56 |
| 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) $\ldots \ldots$ Labourers, porters and other women on non-productive | 488 | $46 \frac{3}{4}$ |
| work ... ... ... ... ... ... | $4 \quad 23$ | $4 \quad 1 \frac{1}{2}$ |

Note.- The rates and hours became operative from the first full pay week in April 1964. The rates are to be increased in June 1965 and 1966 when at each date 3d. an hour is to be added to the supplementary cost-of-living allowance.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41 on day shifts and night shifts, to be worked over 5 or $5 \frac{1}{2}$ days, and are not to exceed 41 on double-day or three-shift systems. These hours are to be reduced to 40 in June 1965.

## 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 basic 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 basic 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 9d. an hour on the night shift ( 10 p.m. to 6 a.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 9d. 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.

* Separate agreements are in operation for educational and allied woodworking; bedding and mattresses; and upholstery, bedding and other fillings materials manufacturing trade
$\dagger$ The total minimum hourly payment for male timeworkers, 21 years and over, is made up of the basic rate and a supplementary cost-of-living allowance of 2 s .6 d . which amount relates to the figure of $104 \cdot 7$ for the official index of retail prices (January $1962=100$ ) published in February 1964. 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 movements 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 $\frac{1}{4}$ 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.

Furniture Manufacture-contd.

## II.-Northern Ireland

[Agreements of the Joint Council for the Furniture Industry, Northern Ireland]


Note.-The rates and hours became operative from the first full pay week in April 1964 and relate to the official index of retail prices figure of $104 \cdot 7$ for January 1964. These rates are to be increased in June 1965 and 1966 when at each date 3d. an hour is to be added to the supplementary cost-of-living allowance.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41, to be worked in 5 or $5 \frac{1}{2}$ days. These hours are to be reduced to 40 from June 1965.

## 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 for each hour worked.

## BASKET MAKING INDUSTRY-UNITED KINGDOM

[Agreements of the National Joint Industrial Council for the Basket Making Industry]


Note.-The rates became operative from the first full pay week in December 1963 and relate to the official index of retail prices figures of 103.6 to $105 \cdot 5$ inclusive.

## Hours of Work

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

[^89]
## EXHIBITION INDUSTRY-GREAT BRITAIN

## [Agreements of the National Joint Council for the Exhibition Industry or the National Exhibition Electrical Joint Industrial Council]

| Class of Worker | Standard Hourly Rates of Wages |
| :---: | :---: |
| Men:- s. d. |  |
| Craftsmen |  |
| Labourers | 7 2* |
| Other classes of workers $\dagger$ :- |  |
| Signwriters including show card and ticket writers Full-time specialist production artists (capable of producing finished art work) and specialist full-time model makers | 8 2* |
|  | $84{ }^{\frac{1}{2}}$ |
| Silk screen printers:- ${ }^{\text {a }}$ |  |
| Technicians <br> Printers | $7{ }_{7}^{11^{*}}$ |
| Journeymen electricians |  |
| Adult mates ... .. | 73 |

Note.-The rates became operative from 5th April 1964 (6th April 1964 for electricians and mates).

## Hours of Work

The normal working hours, excluding mealtimes, are 40 a week, to be worked in 5 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 similar causes 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 40 times the hourly wage rate and subject to certain other conditions and qualifications.

## Tool Money

The following workers who supply and maintain their own tools are paid tool allowances as follows:-

Carpenters and joiners, 2s. 6d. a week; plumbers, 1s. 11d. a week; bricklayers, masons and plasterers, 1s. 3d. a week; painters, 1s. 3d. a week (overall and tool allowance).

[^90]
# COOPERING-GREAT BRITAIN AND BELFAST 

[Agreements of the National Joint Industrial Council of the Cooperage Industry]


Note.-The rates became operative on the first pay day following 4th May 1964 and will continue unchanged until April 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, 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.

## VENEER PRODUCING AND PLYWOOD MANUFACTURE

## [Agreements of the National Joint Industrial Council for the British Veneer Producing and

 Plywood Manufacturing Industry]| Class of Worker | Minimum Hourly Rates of Wages in London <br> (within 25 miles of Charing Cross) |  |
| :---: | :---: | :---: |
|  | Time Rates | Payment-by-Results or Bonus Schemes |
| Men, 20 years and over:- | s. d. | s. d. |
| Approved inspectors, grade I |  |  |
| Machinists ... ... | $50{ }^{5}$ | $410 \frac{1}{2}$ |
|  | or |  |
| Labourers | $54 \frac{1}{4}$ | $5 \quad 2$ |
| Women, 19 years and over, after $3 \cdots$ |  |  |
| employment ... ... ... ... ... | $37 \frac{1}{2}$ | 36 |

Note.-The rates became operative from the first pay day after 5th August 1963.
Hours of Work
The normal working week for day workers consists of 42 hours, exclusive of mealtimes and overtime, to be worked in 5 or $5 \frac{1}{2}$ days. For shift workers the hours are not to exceed 45, inclusive of meal breaks, when averaged over 3 shifts.

## Shift Workers

Three-shift workers are paid the day-time rate plus $2 \frac{1}{2} \mathrm{~d}$. an hour for the two day shifts and the day-time rate plus 20 per cent. for the night shift.

## Night Workers

The normal hours on night work, which are not to exceed 42 over 5 nights, are paid at the day-time rate plus 20 per cent.

## Provincial Rates

Provincial rates are 1d. an hour less than the London rate.

[^91]
# WOOD BOX, PACKING CASE AND WOODEN CONTAINER MANUFACTURE 

## I.-England, Wales and Northern Ireland

[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 woodcutting machinists | $\begin{array}{cc} \text { s. d. } \\ 5 \end{array}$ | s. d. |
| Box and packing case makers, printing, branding, handholing, dowelling and nailing machinists | $53 \frac{1}{2}$ | $38 \frac{1}{2}$ |
| Labourers ... ... ... ... ... ... | $48 \frac{1}{2}$ | 36 |

Note.-The rates became operative from the first pay day following 5th August 1963.
Hours of Work
The hours of work in a normal week, exclusive of mealtimes and overtime, are 42 , 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 an additional $12 \frac{1}{2}$ per cent. of basic rates.

## Night Workers

Night-shift workers are paid at the rate of time-and-a-quarter, provided not less than five nights are worked. Each shift consists of 8 hours excluding one hour for meals.

## 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

[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]


Note.-The rates became operative from the first pay week in June 1963 and will continue until 30th April 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42.
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 daytime working hours.

[^92]
# 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 8th March 1963.

Hours of Work
The hours of work in a full week are 42, exclusive of mealtimes, for day workers, to be worked over $5 \frac{1}{2}$ days, and an average of 42 , inclusive of mealtimes, over the cycle of shifts for shift workers.

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 enable a worker of ordinary ability, working with reasonable diligence, to earn not less than 25 per cent. above the minimum rate for a timeworker of the same grade or age. A pieceworker is defined as a worker who is paid principally by piece rates fixed 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 the actual minimum Class 2 rate (or $1 \frac{1}{2} \mathrm{~d}$. an hour above the starting rate for unskilled workers in the mill in which they are employed, whichever is the greater):fitters', electricians', carpenters' or bricklayers' mates (subject to certain conditions), heavy gang (after 6 months' continuous employment as such), engineers' and electrical stores attendants.

Full-time engineering machinists are paid the actual Class 1 A rate (or $3 \frac{1}{2} \mathrm{~d}$. an hour above the starting rate for unskilled workers in the mill in which they are employed, whichever is the greater).

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, coating machinemen, pasting machinemen, colour mixers responsible for colour matching, satin white mixers in paper coating mills and guillotine men in paper coating, intermittent, continuous process and board mills, turbine drivers and leading stokers, etc.
Class 2 occupations include (among others) first beater assistants or droppermen, cuttermen and calendermen in intermittent process board and building board mills and crane drivers, oilers and greasers, etc.
Class 3 occupations include (among others) loaders, sheet carriers, labourers, ashwheelers and gantrymen, etc.

[^93]
# FIBREBOARD PACKING CASE INDUSTRY-UNITED KINGDOM 

[Agreements between the Fireboard Packing Case Employers' Association and the National Union of Printing, Bookbinding and Paper Workers and the National Union of General and Municipal Workers]


Note.-The rates became operative from the beginning of the first full pay period following 9th October 1963.

## Hours of Work

The normal working week for day workers is 42 hours and for shift workers an average not exceeding 42 hours over the cycle of shifts.

## Pieceworkers

Piecework rates are to be such as to enable a worker of average ability, working with reasonable diligence, to earn not less than 15 per cent. above the adult basic time rate of wage applicable to the occupation in which the worker is engaged.

## Night Workers

A night worker (as distinct from a shift worker on nights) who is required to work continuously at night, or at night alternating with normal day work, is paid time-and-a-quarter for all normal night hours worked, calculated on the plain time day-rate of the worker concerned.

## London Rate

For workers employed within a radius of 15 miles from Charing Cross the rates quoted in the Table are increased by 2 d . an hour on day work, $2 \frac{1}{4} \mathrm{~d}$. an hour on double day shifts and $2 \frac{1}{2} \mathrm{~d}$. an hour on night shifts in conjunction with double-day shifts.

## Grouping of Occupations

The grouping of occupations is as follows:-
Class I-Minders of double backing corrugator and solid board laminator over 63 inches in width and printer slotter (solid and corrugated).
Class II-Minders of double backing corrugator and solid board laminator up to and including 63 inches in width and fully automatic cutting and creasing machine; assistant minders of double backing corrugator over 63 inches in width and printer slotter (solid and corrugated); forme or die makers and designer sample makers.
Class III-Minders (other than in Classes I and II), assistant minders of double backing corrugator up to and including 63 inches in width and solid board laminator; machine setters, lift truck drivers and crane drivers.
Class IV-Machine operatives, paste mixers (responsible for weighing or measuring quantities), reelmen and spindlers (solid and corrugated), feeders (with responsibility for starting and stopping machines), checkers (intake and despatch) and rider controlled truck drivers (other than fork lift) if regularly so employed.
Class V-Porters or labourers.

## PAPER BAG INDUSTRY-GREAT BRITAIN

I.-Wages Council
[Paper Bag Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| N, 21 years and over:- | Per week <br> s. d. | Per week s. d. |
| Machine tacklers, after $2 \frac{1}{2}$ years' experience | 2210 | $\dagger$ |
| Paper bag cutters or slitters, after 2 years' experience ... | 1966 | $\dagger$ |
| Hydraulic pressers, stock keepers, packers or despatchers, after 2 years' experience | 1860 | $\dagger$ |
| Other workers ... ... ... ... | 1800 | $\dagger$ |
| Women, 18 years and over, after 1 year's employment | $130 \quad 6$ | 1436 |

Note.-The rates became operative from 4th October 1963.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42, 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 42.

## 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).

## II.-National Agreement

[Agreement between the British Paper Bag Federation and the National Union of Printing, Bookbinding and Paper Workers and the National Society of Operative Printers and Assistants]

Class of Worker

Men, 21 years and over:-
Class I.-Tackler, capable of and required to set, make ready, adjust and keep running paper bag machines with or without all forms of printing or other attachments, and in superintending and carrying through all operations that can be performed in whole or in part by such machines..
Class II.-Cutter, guillotine operator, slitter
Class III.-Stockkeeper, packer or despatcher
Class IV.-Workers other than those specified above
Women:-
18 years and over

| Minimum Weekly Time <br> Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: |
| London <br> (within 15 miles <br> of Charing Cross) | Provinces |  |  |
| s. d. | s. | d. |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| 247 | 6 | 240 |  |
| 221 | 6 | 0 |  |
| 206 | 6 | 199 |  |
| 196 | 6 | 189 |  |
|  | 0 | 0 |  |
| 138 | 0 | 133 |  |
| 143 | 0 | 138 |  |
|  | 0 |  |  |

Note.-This agreement became operative from the beginning of the first full pay period following 21st June 1963.

Hours of Work
The normal weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , which may be worked in 5 or $5 \frac{1}{2}$ days. For shift workers the average weekly hours over a cycle of shifts may be less than 42 hours and in such cases the weekly rates shown above are reduced proportionately before the shift differential is applied.

## Pieceworkers

Piecework rates are fixed so as to enable a worker of average ability working with reasonable diligence to earn not less than $16^{\frac{2}{3}}$ per cent. above the basic time rate of wage for the occupations.

## Shift Workers

For shift workers, the percentage additions to the agreed rates of wages in proportion to the hours worked are 20 per cent. on the double-day shift and 25 per cent. on the night shift.

[^94]
# PAPER BOX MAKING 

## I.-Great Britain

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



Note.-The rates became operative from 9th May 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , 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 42.

[^95]
## II.-Northern Ireland

[Paper Box Wages Regulation Order (Northern Ireland)]*


Note.-The rates became operative from 11th May 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^96]
## WALLPAPER MANUFACTURE-ENGLAND

[Agreements of the Wall Paper Makers' Industrial Council]

Class of Worker

## Minimum Hourly Rates of Wages in the Provinces

Men, 21 years and over:-
Skilled:-
20 -, 18- and 16 -colour printers (surface dept.), 8-colour printers (sanitary dept.), putters-on, roller or block cutters and felters, clammers, designers, die sinkers, hand engravers, machine engravers, sketch makers, colour mixers (grade 1)
14-colour printers (surface dept.)
... ...
12-colour printers (surface dept.), block printers (grade 1 ), duplex embossers-6-colour (or 5 -colour and tipping), 6 -colour printers (sanitary dept.)
10 -colour printers (surface dept.)
8 -colour printers (surface dept.), 4 -colour printers (sanitary dept.), colour mixers (grade 2), block printers (grade 2), duplex embossers-4-colour (or 3colour and tipping)
Duplex embossers-2-colour (or 1 -colour and tipping) ...
6 - and 4 -colour printers (surface dept.), relay printers, leatherette embossers (without duplex including varnishing-one process), stencillers (grade 1), 1- and 2-colour printers (sanitary dept.)
Duplex embossers-inking and tipping
Colour mixers (grade 3), duplex embossers-inking only
Stencillers (grade 2), embossers and printers
Padders or grounders
Semi-skilled:-
Leading guillotine hands (pattern rooms)
Guillotine hands (pattern rooms) ... ... ...
Leading hands (colour making dept.), roller finishers, $16-$ and 20 -colour backtenters (surface dept.)
12 - and 14 -colour backtenters (surface dept.), 6- and 8 -colour backtenters (sanitary dept.)
... ...
White makers and/or colour grinders (surface dept.), 8-colour backtenters (surface dept.)
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, etchers, painters, polishers, roller turners, colour makers' assistants, general stores keepers
Roller carriers and classifiers, roller paperers, roller changers, slitters and reelers on 44 -inch machines, calenderers, colour grinders, varnishers, embossers (grade 1), stencillers (grade 3), aerographers, spongers-out, screen printers, dampers and backtenters (leatherette machine), stencil plate cutters (designs), border cutters, checkers, winders-up, stockkeepers, shaders, packers or parcellers, pilers, fetch-ers-out, binders, regular pattern-room hands, rotary cutters, leading hands (pattern, plain paper, winding up, stockrooms), mechanically propelled conveyancer fork lift truck operators, oilers (if not members of Engineering Union)
s. d.
$64 \frac{1}{2}$
$63 \frac{1}{2}$
$6 \quad 2 \frac{1}{2}$
61

5113

## Class of Worker

Minimum Hourly Rates of Wages in the Provinces


Note.-The rates became operative from the first pay day in October 1963 and are to remain in operation until October 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $42 \frac{1}{2}$ 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.

## Night Workers

Workers employed on night shifts are paid at the rate of time-and-a-third.
London Rate
The London rate is calculated by adding $2 \frac{1}{2} d$. an hour to the Provincial rate in each case.

## 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 cost-of-living bonus of 11s. 8d. a week became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement on page 161).

For footnotes see next page.

## Printing and Bookbinding-contd.

I.-England and Wales (except London)-contd.

Class of Worker

Men, 21 years and over-contd.
Printers' assistants, etc., in jobbing offices-contd.
Class IV-General assistants, male feeders of Wharfedale and flat-bed litho machines below Double Crown, lithographic stone grinders, polishers or shifters and male adult members employed as copyholders
Printers' assistants, etc., in newspaper offices, with 12 months' experience:-
Class 1 -Brake hands, controller hands, revisers:-
Weekly newspapers
Evening newspapers
Morning and tri-weekly newspapers ... ...
Class 2-Copyholders, oilers, strikers, reel hands, reel hoist hands, packers, dispatchers, tiers-up, lino assistants:-
Weekly newspapers
....
2292
Minimum Weekly Rates of Wages including cost-of-living bonus*

| Grade 1 Towns | Grade 2 Towns |
| :---: | :---: |
| s. d. |  |
| 2292 | 226 |
| 24911 | 247 |
| 274 | 270 |
| 2913 | 2879 |
| 24211 | 240 |
| 267 | 2639 |
| 2843 | 2809 |
| 23611 | 234 |
| 2613 | 257 9 |
| 278 | 2749 |
| 2708 | 2682 |
| $170 \quad 7$ | 1687 |
| 1807 | 1787 |

Additional 4s. a week
Additional 6s. a week
Note.-The cost-of-living bonus of 11s. 8d. a week for men and 8s. 10d. for women became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement on page 161).

For Hours, etc., see next page.

* On the first pay day in January 1965 an adjustment of the cost-of-living bonus, upward or downward, will be made, according to the amount by which the index of retail prices (January $1962=100$ ) for October 1964 (taken to the nearest whole number) has risen or fallen as compared with the index figure for May 1962 (taken as 102), the calculation being at the rate of 1 s . 10 d . a week for men and 1s. 5 d . a week for women for each point rise or fall in the index. 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. 6d. 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 . 6 d . to 35 s . 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.
II Any worker who has worked continuously on a newspaper rotary press for 2 years is paid
the appropriate Class 2 rate.


## Printing and Bookbinding-contd.

I.-England and Wales (except London)-contd.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are as follows:Jobbing and weekly newspaper offices-40 on day work, night work and double-day shifts.
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-Aldershot, Andover, Ashton-under-Lyne, Aylesbury, Bath, Beccles, Bedford, Birmingham, Blackburn, Blackpool, Bolton, Bournemouth, Bradford (with Idle and Shipley), Brighton and Hove, Bristol, Bungay, Burnley, Bury, Cambridge, Cardiff, Carlisle, Chatham (with Rochester and Gillingham), Cheltenham, Chester, Colchester, Coventry, Darlington, Derby, Dudley (with Tipton), Dunstable, Eastbourne, Exeter, Frome, Gloucester, Gravesend (with Northfleet), Guildford, Halifax, Harrogate, Hastings (with St. Leonards), Hemel Hempstead, Hertford, High Wycombe, Huddersfield, Hull, Ipswich, Kettering, Leeds, Leicester, Letchworth, Liverpool (with Birkenhead, Bootle and Wallasey), Loughborough, Luton, Maidstone, Manchester (with Salford), Margate, Middlesbrough, Newcastle-on-Tyne (with Gateshead), Newport (Mon.), Northampton, Norwich, Nottingham, Oldham, Otley, Oxford, Paulton, Plymouth, Portsmouth, Potteries, Prescot, Preston, Reading, Redhill, St. Albans, St. Helens, Salisbury, Scarborough, Sheffield, Slough, Southampton, Southend, South Shields, Stockport, Stroud, Sunderland, Swansea, Swindon, Tonbridge, Tunbridge Wells, Uxbridge, Walsall, Warrington, Watford, West Bromwich (with Smethwick and Oldbury), Wolverhampton, Worcester, York.

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]


Printing and Bookbinding-contd.
II.-London (General Printing)-contd.

## Class of Worker

Assistants on letterpress rotary and intaglio machines:-
Brake hands on small and slow-running rotary machines:Day work Night work ... ... ... ... ... ... ...
Brake hands and oilers on other machines:-
Day work ... ... ... ... ... ... ... Night work ... ... ... ... ... ... ...
Reel hands, fly hands, etc.:-
Day work
Night work ... ... ... ... ... ... ...
Linotype assistants and proof-pullers (galley and rough work):-
Day work ... ... ... ... ... ... ... ..
Night work... ... ... ... ... ... ... ...
Copyholders:-
Day work .
Night work...
Warehousemen and cutters:-
Binders' cutters (cloth and vellum), men in charge of trimming machines or one or more folding, stitching or wrappering machines, head stock-keepers and guillotine cutters
Warehousemen (leading hands) and packers for export
Packers for rail
Bench hands and packers (ordinary)
Warehouse porters
Bookbinders and machine rulers
Skilled women workers in warehouse and bindery:-
On completion of training
After 4 years' or more experience as an adult worker

Minimum Weekly Rates of Wages including cost-of-living bonus*
s. d.
$258 \quad 8$
$382 \quad 2$
267s. 5d. to 274 s . $2 \mathrm{~d} . \dagger$ 395s. $3 \frac{1}{2}$ d. to 405 s . $5 \mathrm{~d} . \dagger$

264s. 8d. to 271s. $5 \mathrm{~d} . \dagger$
391s. 2d. to 401s. $3 \frac{1}{2}$ d. $\dagger$

$$
24311
$$

360 0플
23311
345 01

2868
$278 \quad 8$
27111
$255 \quad 5$
24311
286 8
17810
18810

Note.-The cost-of-living bonus of 11 s . 8 d . a week for men and 8 s . 10 d . for women became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement on page 161).

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 on day work, normally to be worked in 5 days, and 40 on night work, to be worked in 4 consecutive nights.

## Payment for Regular Night Shifts

The basic weekly rates for night shifts are 50 per cent. above the day-work basic weekly rates.

[^97]Printing and Bookbinding-contd.
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 March 1964 and relate to the official index of retail prices figure of 123 for January 1964.

For footnotes see next page.

| Class of Worker | Minimum Weekly Rates of Wages | Hours of Work in a full week of 5 days, exclusive of mealtimes and overtime |
| :---: | :---: | :---: |
|  | s. d. |  |
| Linotype assistants:- |  |  |
| Night work ... | 2540 | 35 |
| Day work $\ldots$ | 2486 | 40 |
| Other assistants:Nizht work | 2456 | 35 |
| Day work ... | 240 0 | 40 |
| General assistants, cleaners (male), liftmen, gatemen, hall porters and messengers:- | 守 |  |
| Night work ... ... ... ... .. | 2440 ¢ | 35 |
| $\begin{array}{ll}\text { Day work } \\ \text { Shift work } & \ldots \\ \text { a }\end{array}$ | 2386 | 40 |
| Shift work Women cleaners (full time) $\ldots$... $\ldots$ | $\begin{array}{ll}241 & 3 \\ 186 & 0\end{array}$ | 38 |
| Packers, warehousemen, etc.:- | 1860 | 40 |
| Morning papers:- |  |  |
| Night work | 268 0 <br> 259  | 35 |
| Evening papers (indoor) $\because-\cdots \quad \cdots \quad \cdots$ | 2590 | 40 |
| Bench and elevator hands | 2706 | 40 |
| Others ... ... | 2590 | 40 |
| Weekly papers ... | 2590 | 371 |
| Motor drivers:- Morning papers .. | 268 0 |  |
| Evening papers $\ldots . . . .$. | [120 | 35 40 |
| Electricians and engineers:- |  |  |
| Daily and daily/Sunday offices:- |  |  |
| Day work ... ... |  | 40 |
|  | 3640 | 35 |
| Three rotating shifts $\ldots \ldots$.... $\ldots$ |  | 38 |
| Four rotating shifts (Sunday offices) Electricians' assistants:- | 3400 | 38 |
| Daily and daily/Sunday offices:- |  |  |
| Day work ... ... ... |  | 40 |
| Night work |  | 35 |
| Three rotating shifts $\ldots \ldots$. $\ldots$ | 3060 | 38 |
| Four rotating shifts (Sunday offices) | 2970 | 38 |

Note.-The rates for electricians, engineers and electricians' assistants became operative from 1st March 1963. The rates for other workers became operative from 1st March 1964 and relate to the official index of retail prices figure of 123 for January 1964

## 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 | $\left.\begin{array}{rrr}302 & \text { d. } \\ \text { Mon } \\ \text { Mvening papers } & 298 & 3 \\ \text { Sunday papers } & 298 & 3\end{array}\right\}$ Plus a cost-of-living bonus of 14 s. a week. $\dagger$ |
| :--- | ---: | ---: |

[^98]Printing and Bookbinding-contd.

## IV.-Scotland (General Printing)

[Agreements between the Society of Master Printers of Scotland 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* |
| :---: | :---: |
|  | s. d. |
| Letterpress Department: |  |
| Compositors and machinemen |  |
| Monotype keyboard operators and readers | 280 |
| Linotype operators ... | 283 |
| Female compositors | 235 |
| Auxiliary workers employed as assistants in case rooms or letterpress machine rooms, feeders, etc. $\ddagger$ :- |  |
| Men ... ... ... ... ... ... ... ... |  |
| Women ... $\ldots$... ... ... ... ... ... |  |
| Women, with 4 years' or more experience as an adult worker.. | 181 1§ |
| Bookbinding, etc., Departments :- |  |
| Bookbinders, machine rulers, guillotine cutters and qualified warehousemen (with not less than 5 years' experience) | 270 |
| less than 1 year's experience) | 234 |
| Women engaged in bookbinding, stationery manufacture, machine feeding and warehousing:- |  |
| On completion of training ... ....... ... .. | 171 18 |
| With 4 or more years' experience after training ... | 181 1§ |

Note.-The cost-of-living bonus of 11 s .8 d . a week for men and 8 s . 10 d . for women became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement on page 161).

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## Night Workers

The standard hours for night-shift working which includes a full week's work are 40, exclusive of mealtimes and overtime, with payment for 51 hours at the worker's normal day basic hourly rate of wages.

## Double Day Shift Workers

The approved hours for double-day shifts are Monday to Friday 6 a.m. to 2.30 p.m. and 2.30 p.m. to 11 p.m. with a break of half-an-hour each shift. Each shift is paid 49 hours at the worker's normal day basic hourly rate of wages.

[^99]
## V.-Scotland (Morning, Evening 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)]


Note. - The rates became operative from the first pay day in January 1964 and relate to the official index of retail prices figure of 122 for November 1963.

Hours of Work
The hours of work 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.

[^100]
# LITHOGRAPHIC PRINTING AND PHOTOGRAVURE 

## I.-England and Wales

[Agreements betweenthe British Federation of Master Printers and the Trade Unions concerned]


Workers in ceramic section ... ... ...

[^101]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 Towns |  | Grade 2 Towns |  |
| Lithographic Printing | s. d. | s. d. |  | s. d. |  |
| Copper plate and steel engraving depart-ments:- |  |  |  |  |  |
| Pantographic engraving machine operators who undertake no other work | 286 | 270 | 8 | 268 | 2 |
| Pantographic engraving machine operators who cut up their own work or finish it by any of the customary means | 3168 |  | 8 | 298 | 2 |
| Other engraving operations including artistdesigners, copperplate and steel engravers, relief engravers, die sinkers, router machinists, etc. |  |  |  |  |  |
| Machine departments:- |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Minimum rates for machine minders $\ddagger$ : |  |  |  |  | 8 |
| Reel-fed machines ... ... ... |  |  |  | 290 | 8 |
| Minimum rates for direct assistants $\ddagger$ : |  |  |  |  |  |
| Sheet-fed machines |  |  |  | 235 |  |
| Reel-fed machines $\ldots \ldots$ General assistants not directly employed on | 2545 |  |  |  |  |
| General assistants not directly employed on photogravure machines | 24311 |  | 2 | 226 | 8 |

Note.-The cost-of-living bonus of 11 s .8 d . a week became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement below).

## Hours of Work

The hours of work and enhanced rates for shift work are as for general printing (see pages 154 or 155 ).

## Grading of Towns

The grading of towns outside London is as for general printing (see page 154).

## II.-Scotland

The agreements for lithographic printing apply equally to Scotland. The weekly rates for lithographers, qualified stone and plate preparers, lithographic artists and designers, and copper plate and steel engravers are as for Grade 1 towns in England and Wales.

## 1962 SETTLEMENT IN GENERAL PRINTING INCLUDING PROVINCIAL DAILY AND WEEKLY NEWSPAPERS

Under the terms of the 1962 settlement, in January 1965 the basic rates are to be increased by the following amounts:-


[^102]
## MANUFACTURED STATIONERY-ENGLAND 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:- <br> Envelope machine adjusters, relief stampers, cutters (guillotine) and head stock-keepers |  |  |  |
|  | $\begin{array}{ll} 286 \\ 276 & 8 \end{array}$ |  |  |
|  |  |  |  |
| Tag machine adjusters, d'oyley machine adjusters, warehousemen (leading hands) and packers for export | $27011$ |  |  |
| Warehousemen and packers (ordinary, including rail), slitters and reelers (for mill reels) |  |  |  |
| Porters and general assistants <br> Women, 18 years and over:- |  |  |  |
|  |  |  |  |  |  |  |
| On completion of training ... <br> With 4 years' experience after training | $\begin{aligned} & 17810 \\ & 186 \\ & 4 \end{aligned}$ |  |  |
|  |  |  |  |
|  | Grade Towns | Grad |  |
| Provinces:- <br> Men, 21 years and over:- | s. d. | s. d. |  |
|  |  |  |  |
| Men, 21 years and over:- <br> Envelope machine adjusters, cutters (guillotine and envelope), head stock-keepers, relief stampers-after 5 years' experience | 2708 |  | 2 |
| Tag machine adjusters, d'oyley machine adjusters -after 4 years' experience | 2482 | 245 | 8 |
| Warehousemen, packers and slitters (for mill reels)-after 3 years' experience ... | 23711 |  |  |
| Porters and general assistants Women, 18 years and over:- | 229 |  |  |
|  |  |  |  |
| With 4 years' experience after training | 178 |  | 1 |

Note.-The cost-of-living bonus of 11 s .8 d . a week for men and 8 s . 10 d . for women became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement on page 161).

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 on day work.

## Pieceworkers

Piece rates, where operated, are to be fixed so as to yield to the average worker by increased production not less than 18 per cent. above the 'stab rate on a normal working week.

## Night Workers

In London the rate for night work 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 towns outside London is as for general printing (see page 154).

[^103]
## RUBBER MANUFACTURE-GREAT BRITAIN

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

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

Note.-The rates became operative from the beginning of the first full pay period following 28th February 1963.

## Hours of Work

$42 \frac{1}{2}$ hours (excluding meal breaks) constitute the normal week for all operatives.
The $42 \frac{1}{2}$-hour week applies to day and night shift workers and, unless reduced by local agreement, to those engaged on double-day and three-shift systems. In the latter two systems the $42 \frac{1}{2}$-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 of not less than 5 s .9 d . for men, 21 years and over, and 4s. $2 \frac{1}{2}$ d. for women, 21 years and over.

## 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.

## BUTTON MANUFACTURE-GREAT BRITAIN

[Button Manufacturing Wages Council (Great Britain) Wages Regulation Order] $\dagger$

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men, 21 years and over | Per hour $\begin{array}{cc} \text { s. } & \text { d. } \\ 3 & 7 \frac{1}{2} \end{array}$ | Per hour $\begin{array}{cc} \text { s. } & \text { d. } \\ 4 & 1_{2}^{\frac{1}{2}} \end{array}$ |
| Women, 18 years and over, other than homeworkers | 281 | 293 |

Note.-The rates became operative from 20th August 1962.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42.

[^104]
## TOY MANUFACTURE-GREAT BRITAIN

[Toy Manufacturing Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker |  | General Minimum Time Rates |
| :--- | :--- | :--- |

Note.-The rates became operative from 6th April 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , 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.

## Night Work

Workers, other than shift workers who commence at or between $6 \mathrm{a} . \mathrm{m}$. and 7 a.m., are paid at the rate of time-and-a-quarter for all time worked between 10 p.m. and 7 a.m.

## ORGAN BUILDING-UNITED KINGDOM

[Agreements between the Federation of Master Organ Builders and the National Union of Musical Instrument Makers]


Note.-The rates became operative from 1st April 1964 and relate to the official index of retail prices figure of 123 . These rates are to be increased by 3d. per hour from 1st June 1964.

## Hours of Work

The normal hours of work, exclusive of mealtimes and overtime, are a maximum of 42, normally to be worked in 5 or $5 \frac{1}{2}$ days unless otherwise agreed.

## Night Shifts

Normal night shifts of 8 hours are paid at the rate of time-and-a-quarter.

[^105]
## 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 | Basic Rates | Supplementary cost-of-living allowance |
| :---: | :---: | :---: |
|  | s. d. | s. d. |
| Men, 21 years and over:- |  |  |
| Journeymen | 39 | 26 |
| Packers, labourers, porters and all other workers | 33 | 26 |
| Women, 20 years and over:- |  |  |
| Polishers (pianoforte production)... | $29 \frac{3}{4}$ | $110 \frac{1}{2}$ |
| Butt centreing, butt covering, screwing-down, bushing (hand or machine), preparing woodwork and gluing-on |  |  |
| sharps, cornering and rounding by hand (key and action production) |  |  |
| Other production processes (key and action) $\quad \ldots$ | $28^{4}$ | $110 \frac{1}{2}$ |
| Labourers and porters ... ... ... | $25 \frac{1}{4}$ | $110 \frac{1}{2}$ |

Note.-The rates and hours became operative from the beginning of the first full pay week in April 1964. In June 1965 and June 1966 the supplementary cost-of-living allowance is to be increased by 3 d . for men and $2_{\frac{1}{4}}^{1} \mathrm{~d}$. for women.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41 on day and night shifts, to be worked in 5 or $5 \frac{1}{2}$ days, and are not to exceed 41 on double-day or three shift systems. These hours are to be reduced to 40 in June 1965.

## 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 25 per cent. more than the appropriate basic 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 15 per cent. more than they would receive among them as a whole at the appropriate basic 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 9d. 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 9d. 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.

[^106]
## MATCH MANUFACTURE-UNITED KINGDOM

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


Note.-The rates became operative from 1st January 1964 and are to be increased by 2d. an hour for men and $1 \frac{1}{2} \mathrm{~d}$. an hour for women from 1st January 1965 and again from 1st January 1966. The adult rate for men became payable at 19 years of age from 1st March 1964 and will become payable at 18 years of age from 1st January 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40. These hours became operative in July 1963.

## Long Service Pay

Workers with 4 years' continuous service receive an additional $\frac{1}{2} d$. an hour and after a further 3 years a further additional $\frac{1}{2} \mathrm{~d}$. an hour.

## PENMAKING AND STATIONERS' SUNDRIES MANUFACTUREBIRMINGHAM AND DISTRICT

[Agreements between the Association of British Steel Pen Makers and the Penworkers' Federation]


Note.-The rates became operative from the first pay day in March 1964 and relate to the official index of retail prices figure of 105 .

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in 5 days.

## Pieceworkers

For women, 18 years and over, pieceworkers prices are to be such as to yield at least 139s. 1d. for a 42 -hour week to workers of average ability.

[^107]
# PLASTICS MOULDING AND FABRICATING INDUSTRYGREAT BRITAIN 

[Agreements between the Engineering Employers' Federation and the Amalgamated Engineering Union, the National Union of General and Municipal Workers and the Transport and General Workers' Union]

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

Note.-The rates became operative from 2nd December 1963.

Hours of Work, Etc.
The 42 -hour working week and the general engineering working conditions which are regulated by agreement between the Federation and the Unions (see page 50) apply to workers employed in plastics establishments.

## Pieceworkers

Piecework prices or bonus or basic times are to be such as to enable workers of average ability to earn at least 45 per cent. over the pieceworkers' basic rates. Where on existing prices or times a worker of average ability is unable to earn 45 per cent. over the basic rates, appropriate adjustment of prices or times, to enable him to do so, is made.

## 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, <br> 18 years and over |  |
| Men:- | s. d. | s. d. |  |
| London (within 15 miles radius of Charing Cross) | 6 |  |  |
| Liverpool and district     <br> Grade A districts ... $\ldots$ $\ldots$ $\ldots$ $\ldots$ |  | $5$ |  |
| Women, 19 years and over:On craft processes (after 6 months' probation) On other than craft processes |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

Note.-The rates became operative from 2nd March 1964 and relate to the official index of retail prices figures of 120 and up to but not including 122. From 2nd November 1964 the rates are to be increased by 3d. an hour for craftsmen and 2 d . for labourers and the weekly hours reduced from 42 to 41 . From 1st November 1965 the rates will be increased by $2 \frac{1}{2} \mathrm{~d}$. an hour for craftsmen and 1d. for labourers.

## Hours of Work

The normal hours of work in a full week, exclusive of refreshment breaks and overtime, are 42 ( 41 from 2nd November 1964), to be worked in $5 \frac{1}{2}$ or 5 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.
Where work is temporarily stopped (e.g. through inclement weather) and a pay-week in which the operative actually works is followed immediately by a complete pay-week during which, although remaining available for work throughout, he is prevented from performing actual work, he is entitled to the guaranteed minimum weekly payment for that second week.

## Bonus on Output

An employer may, in respect of work on a particular site, job, shop or factory, initiate an incentive scheme whereunder earnings higher than those yielded by the normal prescribed hourly rate are related to the results achieved in performing a definite allotted task.

## Night Gangs

Separate men from those at work during the day are paid 7d. an hour above the ordinary rates provided that at least three nights consecutively are worked.
Men specially engaged for and employed regularly and exclusively at night on repair, maintenance or re-decoration work are paid an addition of 9 d . an hour. The normal weekly hours of such workers are $42 \frac{1}{2}$, to be worked in 5 nights of $8 \frac{1}{2}$ hours each.

## Workers in Woodworking Factories and Shops

The terms and conditions of employment of operatives employed in woodworking factories or shops are as prescribed in the National Working Rules for the Building Industry except where these working rules are expressly varied by supplementary rules.

[^108]
## Building Industry-contd.

I.-England and Wales-contd.

Tool Money
The following workers who supply and maintain their own tools are paid tool allowances as follows:-

Carpenters and joiners, 2 s . a week; repetitive process workers in woodworking factories or shops, 1s. a week.
Plumbers and banker masons, 1s. 6d. a week.
Mason fixers, plasterers and bricklayers, 1s. a week.
Painters, overalls allowance 1s. a week.

## 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:-

|  | Per hou |
| :---: | :---: |
| Discomfort, inconvenience or risk:- |  |
| Furnace or similar work up to $120^{\circ}$ Fahrenheit | 3d. |
| Foul or dirty work | 2 d . |
| Working in swings, cradles, boats or boatswain's chairs ... | 4 d . |
| Continuous extra skill or responsibility: | Labourer's rate plus |
| Timbermen recognised as such | Not less than 3d. |
| Drivers or operators of mechanical plant, such as compressors, cranes, derricks, dumpers, excavators, pumps, road rollers, scrapers, shovels, tractors, winches, mechanical barrows, elevators | 2d. to 11d. |
| Intermittent responsibility:- | Labourer's rate plus:- |
| Men engaged on concrete levelling |  |
| Demolition work (large-scale):- | Labourer's rate plus: |
| Demolition workers and cleaners (whole-time) |  |
| Mattockmen | 3d. |
| Shorers | 5 d . |

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.

## Other Classes of Workers

Trades charge hands and gangers appointed as such by their employer are paid not less than 3d. an hour above the standard rate for craftsmen or for labourers as the case may be.

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.

Repetitive process workers in woodworking factories or shops are paid a differential rate of 2 d . an hour below the standard rate for craftsmen.

## 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 1 s . 10 d . a week in respect of every $\frac{1}{2} \mathrm{~d}$. an hour change in the rate for craftsmen in Grade A district and, as from 2nd March 1964, are as follows:-

$$
\begin{array}{lccc} 
& \begin{array}{c}
\text { Drivers, according to } \\
\text { carrying capacity }
\end{array} & \begin{array}{c}
\text { Mates and } \\
\text { of vehicle }
\end{array} \\
\text { Statory Attendants, } \\
18 \text { years and over }
\end{array}
$$

London ... ... 259s. 0d. to 278s. 0d.
Grade 1 districts correspond to Grade A districts and Liverpool and district.
The working week is one of 44 hours, inclusive of garage duties but excluding mealtimes, to be worked in 5 or $5 \frac{1}{2}$ days. Subject to certain conditions and qualifications such workers are paid a week's wage in respect of any week in which they have performed some road haulage work.
[Agreements of the Scottish National Joint Council for the Building Industry]*

| Class of Worker | Standard Hourly Rates of Wages $\dagger$ |
| :---: | :---: |
|  | s. d. |
| LABOURERS, 18 years and over $\quad .$. | $\begin{array}{ll}6 & 3 \\ 5\end{array}$ |
| Women, 18 years and over:- |  |
| On craft operations (after 6 months' probation) On other than craft operations $\ldots$ |  |

Note.-The rates became operative from 2nd March 1964 and relate to the official index of retail prices figures of 120 and up to but not including 122. From 2nd November 1964 and 1 st November 1965 the rates for craftsmen are to be increased by $2 \frac{1}{2} \mathrm{~d}$. and $3 \frac{1}{2} \mathrm{~d}$. an hour and for labourers and women by 1d. and 1d. an hour respectively.

## Hours of Work

The normal working week is one of 40 hours, to be worked in 5 days, except for the period second Monday in November to second Monday in January when the 40 hours may be 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

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

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.
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.
All time worked in excess of 5 shifts in one pay week up to $10 \mathrm{p} . \mathrm{m}$. on Sunday is paid at overtime rates plus one-eighth per hour single time rate.

## 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), plasterers, bricklayers, slaters and their apprentices an allowance of 2d. a day. In a full week these allowances are payable for 6 days.

[^109]
## Building Industry-contd.

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 2d.
$\begin{array}{lllll}\text { Timbermen and wellsinkers recognised as such } & \cdots & \cdots & \text { 3d. } \\ \text { Scaffolders recognised as such } & \ldots & \cdots & \cdots & \cdots\end{array}$
Furnace or similar hot work up to $120^{\circ}$ Fahrenheit ... 3d.
Foul or dirty work ... ... ... ... ... ... 3d.
Detached chimney work, silos and church spires ... ... 2d. to 4d.
Working in swings and cradles ... ... ... ... 4 d .
Working in water where watertight boots are necessary ... 2d.
Wet roughcasting (jobs exceeding 50 sq. yds.) ... ... 2d.
Loading, unloading, stacking or stowing of dry cement
(for time so employed) ... $\quad$... $\frac{1}{2} \mathrm{~d}$.
Qualified benders and fixers of reinforced concrete work who provide themselves with suitable tools are paid $5 \frac{1}{2} \mathrm{~d}$. 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 7d. 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 demolition workers, "plus rates" are fixed, ranging from $1 \frac{1}{2} \mathrm{~d}$. to $9 \frac{1}{2} \mathrm{~d}$. an hour above the labourer's rates (see pages 168 and 170).

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42, to be worked in $5 \frac{1}{2}$ or 5 days.

## Guaranteed Week

The provisions are the same as for the building industry (see pages 168 and 170).

## Night Shifts

Separate men from those at work during the day are paid 7d. an hour above the ordinary rates, provided that at least three nights consecutively are worked.

## CIVIL ENGINEERING CONSTRUCTION-GREAT BRITAIN

[Agreements of the Civil Engineering Construction Conciliation Board]

| Class of Worker and Locality |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: |

Note.-The rates and hours became operative from 2nd March 1964 and relate to the official index of retail prices figures of 120 and up to but not including 122. From 2nd November 1964 and 1st November 1965 the rates for craftsmen are to be increased by 3d. and $2 \frac{1}{2} \mathrm{~d}$. an hour and for labourers by 2 d . and 1 d . an hour respectively.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes, are 40 during the four winter months, November to February, and 43 ( $41 \frac{1}{2}$ from 1st March 1965) during the remainder of the year, to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

A man who is available for work, but is prevented from working by reason 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.

## Tool Money

Workers who supply and maintain their own tools are paid tool allowance as follows:Carpenters and joiners, 2s. a week; plumbers, 1s. 6 d . a week; bricklayers 1s. a week. Masons (other than machinists, wallers, face pitchers, paviors or operators using automatic or other tools supplied by the employer) while manually engaged in the shaping, finishing. or fixing of stone including jointing and cutting holes, 1s. a week.
Contractors' plant mechanics and maintenance mechanics, 2s. a week.

[^110]
## Civil Engineering Construction-contd.

## 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.

## HEATING, VENTILATING AND DOMESTIC ENGINEERING (INSTALLATION AND MAINTENANCE)-GREAT BRITAIN

[Agreements between the Heating and Ventilating Contractors' Association and the Heating and Domestic Engineers' Union, incorporating Ventilating Engineers and General Metal Workers]


Note. - The rates became operative from 24th February 1964 and are to be increased by 4 d . an hour for craftsmen and $3 \frac{1}{2} \mathrm{~d}$. an hour for adult mates from 22nd February 1965 to compensate for the shorter working week. The rates will then remain in operation until 20th February 1966

Hours of Work
The normal hours of work in a full week, exclusive of mealtimes and overtime, are 42, worked in 5 days. These hours are to be reduced to 40 a week without loss of pay from 22nd February 1965.

## Guaranteed Week

Provision is made for a guaranteed weekly payment for 36 hours, subject to certain conditions and qualifications.

Night Workers
The basic rate for men who work at least five consecutive nights on night shifts is one-and-aquarter times the normal rate, any overtime being calculated on this enhanced rate.

## Shift Workers

When shift work is necessary it is worked in two or three shifts of 8 hours each. Shift workers are paid at the rate of time-and-a-third on 6-day shifts and time-and-a-half on 7-day shifts, overtime and night-shift rates being compounded in these rates.

## Merit Money

It is common for merit money to be paid to craftsmen, the amount paid varying according to the man's skill as a welder or a fitter and to the class of work undertaken by the employer.

Extra payments are made for exceptional kinds of work, e.g., dirty work, abnormal conditions, etc.

# 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 beginning of the pay period in the week commencing 3rd February 1964 and relate to an average index of retail prices figure of 120 and up to but not including 122. From 7th December 1964 and 6th December 1965 the rates are to be increased by 3 d . and $2 \frac{1}{2} \mathrm{~d}$. an hour for craftsmen and 2 d . and 1 d . an hour for labourers respectively.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , normally to be worked in $5 \frac{1}{2}$ days but a 5 -day week may be worked by agreement between individual employers and their operatives.

## Guaranteed Week

A man who is available for work, but is prevented from working by reason 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.

## Extra Payments

Scales of payments are specified to be paid to workers when employed at heights, trench digging, on dirty work or in other special circumstances.

## Tool Money

A tool money allowance of 2 s . a week 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.

[^111]
# CONSTRUCTIONAL ENGINEERING (OUTSIDE STEELWORK ERECTION) 

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


Note.-The rates became operative from 2nd December 1963.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 , to be worked over 5 days. During the period three weeks before and three weeks after Christmas, by mutual agreement, the hours may be worked over $5 \frac{1}{2}$ days. The night-shift hours are to be worked over 5 nights throughout the year.

On three-shift systems the weekly hours of work, exclusive of half-an-hour break for meals each shift, are $37 \frac{1}{2}$, payment being made for 44 hours on the first and second shifts and 46 on the third shift, usually from 10 p.m. to 6 a.m.

## Guarantee of Employment

Provision is made for a guarantee of 4 days' employment in each normal pay week, 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 day-shift rate for all hours worked. This applies where men, other than day-shift men, work throughout the night for not less than three consecutive nights. Hours worked after the full night shift has been worked are paid at the rate of time-and-a-half.

## 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 3s. 3d. a day is payable on sites 2 to 5 miles from Charing Cross ranging up to an allowance of 9s. 3d. a day on sites 15 to 16 miles from Charing Cross.

## Extra Payments for Exceptional Work

An additional payment of 1 d . an hour is made to men required to work in rubber boots on account of muddy conditions.

Where conditions are abnormal due to excessive dirt an allowance of 3d. an hour is made with a further 3d. an hour in respect of heat, fumes, etc.

All men working at heights are paid allowances ranging from 3d. an hour for 75 feet but under 100 feet to 1s. 8 d . an hour for 250 feet but under 300 feet, with an addition of 5 d . an hour for each additional 50 feet.

## 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



Standard Hourly Rates of Wages including addition of 9d. an hour*
s. d.
$7 \quad 1 \dagger$
$7 \quad 0 \frac{1}{2}$
$68 \frac{1}{2}$
$510 \dagger$
$59 \frac{1}{2}$
56

Note.-The above rates became operative from 1st July 1963. The rates for journeymen electricians will be increased by 3d. an hour from 1st July 1964, by 4d. or 42 d d. an hour from 28 th September 1964 (to compensate for a reduction in the working week) and by $2 \frac{1}{2} \mathrm{~d}$. an hour from 1st July 1965. In all instances adult mates will receive 80 per cent. of the increases granted to journeymen electricians.

Hours of Work
The standard hours of work in a full week, exclusive of mealtimes and overtime, are 42 on day work, to be worked in 5 or $5 \frac{1}{2}$ days, and 42 on night shifts, to be worked in 5 nights. These hours are to be reduced to 40 a week, without loss of pay, from 28th September 1964.

## Night Workers

Night-shift workers are paid time-and-a-third for all hours worked up to the declared 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 6 d . an hour above the standard rates whilst so employed.

## II.-Scotland

[Agreements between the Electrical Contractors' Association of Scotland and the Electrical Trades Union]

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

Note.-The above rates became operative from 1st July 1963 and will be increased by 3d. an hour from the first full pay period following 28th June 1964. The rates will then remain in operation until the end of June 1965.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 on day work, to be worked in 5 or $5 \frac{1}{2}$ days at the discretion of the employer, and 42 on night shifts, to be worked in 5 nights.

* The agreement precludes any form of additional payments through payment-by-results schemes or production bonuses or for work on special sites. Payments for special ability or responsibility or long service may be made.
$\dagger$ Inclusive of a travelling time allowance.
$\ddagger$ The Mersey district is the area within a radius of 21 miles of the Liverpool Landing Stage (the additional 4d. 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).
§ The rate for adult mates is 80 per cent. of the journeyman electrician's basic rate for the area concerned, plus the full addition of 9d. an hour.


## Electrical Contracting Industry-contd.

> II.-Scotland-contd.

## Night Workers

Night-shift workers are paid plain time rate plus one-fourth for the first $8 \frac{1}{2}$ 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 4 d . an hour.

MASTIC ASPHALT LAYING-GREAT BRITAIN
[Agreements of the National Joint Council for the Mastic Asphalt Industry]


Note.-The rates became operative from 2nd March 1964 and relate to the official index of retail prices figures of 120 and up to but not including 122. From 2nd November 1964 and 1 st November 1965 the rates for charge hands and spreaders are to be increased by 3 d . and $2 \frac{1}{2} \mathrm{~d}$. an hour, for mixermen and potmen by $2 \frac{1}{2} \mathrm{~d}$. and $1 \frac{1}{2} \mathrm{~d}$. an hour and for labourers by 2 d . and 1 d . an hour respectively.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 42 , to be worked in $5 \frac{1}{2}$ days. These hours are to be reduced to 41 from 2nd November 1964.

## Payment for Inclement Weather

Subject to certain conditions and qualifications, workers who are prevented from working owing to inclement weather are guaranteed payment for 36 hours in any one week on town work, i.e., on jobs within 15 miles from Charing Cross or agreed asphalt centre, and for 42 hours on country work, i.e., on jobs over 15 miles from Charing Cross or agreed asphalt 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 7d. 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.

[^112]
## 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]

| Class of Worker | Standard Rates |  |  |
| :---: | :---: | :---: | :---: |
|  | Metropolitan Area | Provincial A Area | Provincial B Area |
| Labourers Improver gasfitters Gasfitters | Per hour <br> s. d. <br> $5 \quad 3$ <br> $6 \quad 1 \frac{3}{4}$ <br> 65 | Per hour $\begin{aligned} & \text { S. } \begin{array}{l} \text { d } \\ 5 \\ 5 \\ 5 \\ \hline \end{array} 10 \frac{3}{4} \\ & 6 \end{aligned}$ | Per hour <br> s. d. <br> 4 101 $\frac{1}{2}$ <br> $59 \frac{1}{4}$ <br> $60 \frac{1}{2}$ |

Note. -The rates became operative from 30th June 1963 and are to be increased by $2 \frac{1}{2} \mathrm{~d}$. an hour from 5th July 1964 and 4th July 1965.

## Hours of Work

The hours of work for day workers are 42 a week, exclusive of mealtimes and overtime, to be worked over 5 or $5 \frac{1}{2}$ days, subject to Area agreement. The normal hours for shift workers are an average of 42 a week (over a cycle of 4 weeks or longer).

## Shift Workers

Shift workers are paid a shift inconvenience allowance of 5 d . an hour over the standard rate. All time worked by shift workers between $6 \mathrm{a} . \mathrm{m}$. Saturday and $6 \mathrm{a} . \mathrm{m}$. Sunday is paid at the rate of time-and-a-half and all time between 6 a.m. Sunday and 6 a.m. Monday is paid at double time, the calculation in each case including the shift inconvenience allowance.

## Rates of Wages of Other Classes of Workers

Rates of wages for workers other than those shown in the Table above are the subject of agreement by Area Joint Industrial Councils.

## Classification of Undertakings

In the provinces undertakings are classified into Grade " A" or Grade " B" by the Area Joint Industrial Councils.

Gas Supply-contd.
II.-Maintenance 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 | $\begin{aligned} & \text { Provincial } \\ & \text { Zone "A " } \end{aligned}$ | Provincial Zone " B " |
|  | s. d. | s. d. | s. d. |
| Blacksmiths, brass finishers, carpenters, chemical plumbers, coachmakers, coach painters, coppersmiths, electricians, |  |  |  |
| engine-fitters, engine-turners, motor |  |  |  |
| patternmakers, platers, plumbers, |  |  |  |
| riveters, sheet-metal workers (including tinsmiths), wagon repairers, welders, |  |  |  |
| tinsmiths), wagon repairers, welders, woodcutting machinists (carpenters' and |  |  |  |
| coach shops) | 65 | 62 |  |
| Holders-up ... | 63 | 60 | 511 |
| Hammermen (blacksmiths' strikers) | $6 \quad 0{ }_{4}^{1}$ | $5 \quad 9 \frac{1}{4}$ | 581 |
| Pipefitters | $510 \frac{3}{4}$ | $57 \frac{3}{4}$ | 563 |
| Retort pipefitters | $510{ }_{1}^{1}$ | 5. $71 \times$ | 5614 |
| Drillers (machine), foundry trimmers, furnacemen (foundry) | 593 | $5 \quad 6 \frac{3}{4}$ | 5 53 |

Note.-The rates became operative from 30th June 1963 and are to be increased by $2 \frac{1}{2} \mathrm{~d}$. an hour from 5th July 1964 and 4th July 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes, are 42 for day workers and night workers, to be worked in 5 or $5 \frac{1}{2}$ days, subject to Area agreement, or 5 nights. For workers employed on rotating or alternating shifts the normal weekly hours are an average of 42 over a 4 -week cycle, each shift to consist of 8 hours including a maximum refreshment break of half-an-hour.

## Shift Workers

Shift workers are paid at the rate of time-and-one-fifth for all hours worked, plus an additional half-hour's pay for each hour worked between 6 a.m. Saturday and 6 a.m. Sunday, and an additional hour's pay for each hour worked between 6 a.m. Sunday and 6 a.m. Monday.

## 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, whilst so employed, is paid an allowance of:-
(a) If he is in charge of two to five workers of skilled grade or six to ten workers of semiskilled or non-skilled grade, not less than 4 d . an hour
(b) If he is in charge of six or more workers of skilled grade or eleven or more workers of semi-skilled or non-skilled grade, not less than 5d. an hour.

Provided that if there is a foreman in charge of the gang, the charge hand is paid only an additional 4d. an hour.

Other Classes
By arrangement with individual unions paviors, plasterers and slaters are paid the same rates as the skilled grades.

[^113]
## 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]*
$c$
$c$

Note.-The rates became operative from 1st February 1964 and will be increased by $2 \frac{1}{2} \mathrm{~d}$. an hour from 1st February 1965 and will then remain operative until 31st January 1966

Hours of Work
The hours of work in a full week, exclusive of overtime, are 42 (excluding mealtimes) for day workers and night workers, to be worked over 5 days, and 42 (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 $4 \frac{1}{2} \mathrm{~d}$. an hour. Double time at the shift rate is paid for hours worked on a Sunday and time-and-a-half at the shift rate for hours worked on a Saturday. Time worked on a public holiday is paid at the rate of time-and-a-half calculated on the shift rate.

## Night Workers

Day workers who are required to work exclusively during the night for not less than three consecutive nights are paid at the rate of time-and-a-third. Garage labourers on permanent night work are paid at the rate of time-and-one-fifth.

Service Pay
All hourly-rated workers with 2 years' or more continuous service are placed on an upstanding weekly wage consisting of 42 times the grade rate plus the following weekly additions:-


## Extra Payments

Extra payments are made to workers when employed at heights, in contact with acid, on dirty work, in high temperatures or other special circumstances.

[^114]
## Charge Hands, Etc.

An employee appointed to be a charge hand, a leading turbine operator, a leading boiler operator, a cable ganger or a leading hand public light attendant is, whilst so employed, paid:-
(a) Not less than 4d. 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 $5 \frac{1}{4}$ d. an hour higher than the day rate of the highest paid employee under his charge.

## Productivity Bonus

Until 30th June 1964 a weekly bonus payment of 4s. 6d. is payable to all adult male workers. This bonus is reviewed annually and is based on the percentage fall in pay hours per 1,000 units of electricity sent out from generating stations.

## Grouping of Occupations

The grouping of occupations is as follows:-
Group A-Chainman (plus 2d. an hour), gatekeeper (plus $\frac{1}{2} d$. an hour), labourer, office cleaner (male), office lift attendant, messenger and porter.
Group B-Battery attendant, coal plant attendant, gatekeeper (security), storekeeper's assistant.
Group C-Mates (including blacksmith's striker, electrician's, fitter's (electrical and mechanical), jointer's, lagger's, linesman's, rigger's and units adjuster's mates), conveyor operator.
Group D-Hatchwayman, meter reader, oiler and greaser, platelayer, pole hole boring machine operator, public lighting attendant, shunter, sub-station attendant's assistant (rotary) (plus 2d. an hour $4,001 \mathrm{KW}$ and over), sub-station attendant's assistant (static) (plus 2 d . an hour $150,001-500,000 \mathrm{KW}$; plus 3d. an hour $500,001-1,000,000 \mathrm{KW}$; plus 4 d . an hour $1,000,001 \mathrm{KW}$ and over), switchboard's attendant's assistant (plus 2d. an hour $20,001-150,000 \mathrm{KW}$; plus 3d. an hour 150,001 KW and over), transport driver* (up to and including 5 tons) (plus 2d. an hour over 5 tons).
Group E-Assembler of cooking and heating apparatus, auxiliary plant attendant, boiler cleaner, driver (bulldozer, crane, excavator, jetty crane (plus 1d. an hour), locomotive), meter tester's assistant, meter fixer.
Group F-Boiler operator $\dagger$ (plus $3 \frac{1}{2} \mathrm{~d}$. an hour $500,001-1,000,000 \mathrm{lb}$. boiler; plus 5 d . an hour $1,000,001 \mathrm{lb}$. boiler and over), lagger, meter reader and collector, storekeeper, sub-station attendant (rotary) (plus 2 d . an hour $4,001 \mathrm{KW}$ and over), sub-station attendant (static) (plus 2 d . an hour $150,001-500,000 \mathrm{KW}$; plus 3d. an hour $500,001-1,000,000 \mathrm{KW}$; plus 4 d . an hour $1,000,001 \mathrm{KW}$ and over), switchboard attendant (plus $3 \frac{1}{2} \mathrm{~d}$. an hour $20,001-150,000 \mathrm{KW}$; plus 5 d . an hour $150,001 \mathrm{KW}$ and over), turbine operator $\dagger$ (plus $3 \frac{1}{2} \mathrm{~d}$. an hour $55,001-150,000 \mathrm{KW}$ set; plus 5 d . an hour $150,001 \mathrm{KW}$ set and over).
Group G-Armature winder, blacksmith, electrician, jointer (extra high tension) (less $2 \frac{1}{1} \mathrm{~d}$. an hour jointer), linesman (over 30 KV ) (less $2 \frac{1}{4} \mathrm{~d}$. an hour up to and including 30 KV ), meter mechanician, meter tester, rigger (grade 1), unit adjuster, fitter (electrical), fitter (mechanical), instrument mechanic, machinist, welder (grade 1) (less $2 \frac{1}{4} \mathrm{~d}$. an hour grade 2 ).
Group H-Installation inspector.

[^115]
## 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 |  |
| :---: | :---: | :---: |
| Adult Male Labour | s. d. |  |
| Metropolitan Water Board area | $\begin{array}{ll} 5 & 6 \frac{1}{2} \end{array}$ |  |
| South-Eastern (Beds., Cambridge, Herts., Huntingdon, Norfolk, Suffolk, East and West Sussex and parts of Essex, Kent, Middlesex and Surrey):- |  |  |
|  |  |  |
|  |  |  |
| Other areas |  |  |
| All other areas in England and Wales | 5 22 |  |
|  | Metropolitan Water Board Area | Other Areas |
| Other grades :-Trenchmen | Labourer's rate plus:- |  |
|  |  |  |
| Rapid gravity and pressure filter plant attendants |  |  |
| Engine drivers (electric) ... ... ... | $3 \frac{3}{4} \mathrm{~d}$. | $3 \frac{1}{2} \mathrm{~d}$. |
| Stokers ... ... ... | $4{ }_{4}^{\frac{3}{4} \mathrm{~d} \text {. }}$ - $4 \frac{1}{2} \mathrm{~d}$. |  |
| Turncocks ... ... ... ... | $5 \frac{1}{2}$ d. and up <br> $5 \frac{1}{2}$ d. and up | 5d. and up 5d. and up |
| Waste inspectors ... $\ldots$... |  |  |
| Engine drivers (oil or steam) ... ... | $5 \frac{1}{2} \mathrm{~d}$. and up $6 \frac{1}{4} \mathrm{~d}$. |  |
| When working on mains up to 12 inches | $\begin{aligned} & 6 \frac{1}{1} \mathrm{~d} . \\ & { }_{8}^{3} \mathrm{~d} . \end{aligned}$ | $61$ |
| When working on mains over 12 inches |  |  |

Note.-The rates became operative from the first full pay week commencing on or after 5th April 1964.

## Hours of Work

The normal weekly hours of work are 42 (spread over the 5 days, Monday to Friday), exclusive of mealtimes, for day workers, and an average of 42 , inclusive of mealtimes, calculated over the normal shift cycle for shift workers.

## Shift Rates

Workers employed on a three cycle rotating shift system are paid a "plus rate" of $4 \frac{1}{4} \mathrm{~d}$. an hour, and those employed on a two-shift system a "plus rate " of 3 d d. an hour, for each hour actually worked. Payment for work on Saturday falling within the normal shift cycle is at the rate of time-and-a-half and on Sunday at double time. 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.

## Night Work

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

## 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 agreement with the National Federation of Building Trade Operatives the rates for fully skilled building craftsmen are 6s. 3d. in London and Liverpool and 6s. $1 \frac{1}{2} \mathrm{~d}$. in other districts operative from the first full pay week commencing on or after 2nd March 1964. Hours of work and conditions of service are as for waterworks undertakings employees.

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) other than those employed in the Metropolitan Water Board area is 6 s . $5 \frac{1}{2} \mathrm{~d}$. an hour for a 42 -hour week as from the first full pay week commencing on or after 3rd May 1964.

## Service Supplement

From the first full pay week commencing on or after 4th October 1964 all employees with not less than 5 years' continuous, service will receive a service supplement of 2 d . an hour.

## Water Supply-England and Wales-contd.

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 himself for work.

## Exceptional Rates

Scales of payment for work under exceptional circumstances are specified, i.e., working in dirty places, in rubber boots or using mechanical tools.

## 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]*

| Class of Worker | Minimum Weekly Rate <br> of Wages $\dagger$ |
| :---: | :---: | | Male cold store workers, 19 years and over (other than |
| :---: |
| clerical, supervisory and engineering operating staffs) |$\cdots$

Note.-The rates became operative from the pay day in the week commencing 9th April 1962.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is 42 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.

[^116]
## RAILWAY SERVICE

## I.-British Railways-Great Britain

[Agreements between the British Railways Board and the National Union of Railway men and the Associated Society of Locomotive Engineers and Firemen]


Note.-The rates became operative from 23rd December 1963.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes, Sunday duty and overtime, are 42. The method of rostering varies 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

Female conciliation staff are paid at the same rate as male conciliation staff when employed on comparable work.

Rates of wages for female conciliation staff in women's posts and miscellaneous female grades are specified separately.

## Mileage Payments

Footplate staff performing turns of duty involving mileage of 65 miles or more but less than 140 miles in any turn are paid an additional allowance as follows:-

| Number of Miles |  |  |  | Payment per Turn |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | $\begin{aligned} & \text { Driver } \\ & \text { s. d. } \end{aligned}$ | Fireman |  |
|  |  |  |  |  |  |  |
| less than 80 |  |  |  |  |  | 4 |
| less than 95 |  | $\ldots$ | $\ldots$ |  |  | 9 |
| t less than 110 |  | $\ldots$ | ... |  |  | 3 |
| t less than 125 |  |  |  |  |  | 6 |
| t less than 140 |  |  |  | 26 |  | 0 |

For turns of duty involving mileage of 140 miles or more the miles in excess of 140 are paid on the basis of 15 miles being equal to one hour.

[^117]
## Railway Service-contd.

## I.-British Railways (Great Britain)-contd.

## Grouping of Occupations

The grouping of occupations for conciliation staff employed in the traffic, goods and cartage, carriage and wagon, footplate, locomotive shed, permanent way, and signal and telecommunications departments is as follows:-
Group 1-Porter, crossing keeper, engine cleaner (until prescribed number of firing turns have been worked representing one year), shedman, carriage serviceman, permanent way labourer, handyman.
Group 2-Station lampman, horse driver, train attendant, stableman, road motor attendant, leading goods porter, oiler and greaser, oil gas maker's assistant, lengthman and relayer (1st year).
Group 3-Leading porter, signal lampman, timekeeper, leading shedman, carriage washing machine attendant, stores issuer, lengthman and relayer (2nd year), storesman.
Group 4-Motor driver (up to 5 tons), senior porter, checker, craneman, capstanman, mobile crane driver (up to 5 tons), tractor shunter driver, engine cleaner (after prescribed number of firing turns have been worked representing one year), shed engineman's mate, fireman (1st year), senior shedman, lengthman and relayer (3rd year), assistant technician (class 3 ).
Group 5-Motor driver (over 5 tons and up to 8 tons), excess luggage collector, interpreter, leading luggage room attendant, ticket collector, guard (1st year), mobile crane driver (over 5 tons and up to 8 tons), leading stableman, storekeeper, timekeeper (N.C.), foreman's assistant (class 3), oil gas maker, machine operator (group 1), assistant lineman (E.T.M.), inspector's timekeeper's assistant.

Group 6-Shunter, motor driver (over 8 tons and up to 12 tons), mobile crane driver (over 8 tons), fireman (2nd year), hydraulic engineman, shed chargeman (cat. "C"), locomotive shed shunter, sub-ganger, patrolman, chainman, inspector's timekeeper (class 2), assistant technician (class 2), senior checker.
Group 7.-Signalman (class 4), guard (2nd year), train ticket collector, motor driver (over 12 tons), foreman's assistant (class 2), chargeman engine cleaner, electric train examiner, carriage and wagon examiner, relaying sub-ganger, inspector's timekeeper (class 1), machine operator (group 2), assistant technician (class 1), assistant overhead traction lineman.
Group 8-Signalman (class 3), relief signalman (class 2), station foreman, working foreman, timekeeper (special), fireman (3rd year), foreman's assistant (class 1), ganger, lineman (E.T.M.), machine operator (group 3), technician (class 5).

Group 9-Signalman (class 2), guard (3rd year), head shunter, head locomotive shed shunter, machine operator (group 4), fireman with less than prescribed number of driving turns after 12 years' service in the grade or 20 years' service in the footplate line of promotion.
Group 10-Fireman (after prescribed number of driving turns have been worked representing one year), shed engineman, driver (employed on shunting duties) (1st year), shed chargeman (cat. "A"), relaying ganger, technician (class 4), overhead traction lineman.
Group 11-Yard foreman, signalman (class 1), relief signalman (class 1), technician (class 3 ), leading overhead traction lineman.
Group 12-Driver (employed on train driving) (1st year), driver (employed on shunting duties) (2nd year).
Group 13-Signalman (special "A"), driver (employed on train driving) (2nd year), driver (employed on shunting duties) (3rd year), technician (class 2), chief overhead traction lineman.
Group 14-Signalman (special "B"), relief signalman (special), driver (employed on train driving) (3rd year), technician (class 1 ).

Note.-The grouping is also applicable to railway-owned dock staff and dock pumping plant staff, dredger and tugboat staff, staff employed on small passenger steamers, lake steamers, etc., and various other miscellaneous grades, but it is not possible to give full details of the grouping of these grades for reasons of space.

Railway Service-contd.

## II.-London Transport Board

[Agreements between the London Transport Board and the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen.]

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

Note.-The rates became operative from 23rd December 1963.
Hours of Work
The standard week is 42 hours, exclusive of Sunday duty.
Guaranteed Week
Workers who are available for duty throughout the week are guaranteed the standard week's wages (exclusive of payment for overtime and Sunday duty or enhanced payment for night duty or duty on Public Holidays).

## Night Duty

Night duty ( $10 \mathrm{p} . \mathrm{m}$. 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

Stationwomen and carriage cleaners are paid the full corresponding male rate.

## Mileage Payments

Footplate staff performing turns of duty involving mileage of 65 miles or more but less than 140 miles in any turn are paid an additional allowance as follows:-

Payment per Turn

Number of Miles
Driver and
Motorman
s. d. s. d.

65 or more but less than 80
$\begin{array}{llllllll}. . & \ldots & \ldots & \ldots & 1 & 0 & & 9 \\ . . & \ldots & \ldots & \ldots & 1 & 6 & 1 & 3\end{array}$
$\begin{array}{llllllll}. . & \ldots & \ldots & \ldots & 1 & 0 & & 9 \\ . . & \ldots & \ldots & \ldots & 1 & 6 & 1 & 3\end{array}$

20
26

Fireman

4
$\begin{array}{llllllll}. . & \ldots & \ldots & \ldots & 1 & 0 & & 9 \\ . . & \ldots & \ldots & \ldots & 1 & 6 & 1 & 3\end{array}$
95 or more but less than 110
110 or more but less than 125
125 or more but less than 140

|  |  |  |  | s. | d. | s. |
| :---: | :---: | :---: | :---: | ---: | :---: | ---: |
| $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 6 | 4 |  |
| $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1 | 0 |  |
| $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1 | 6 |  |
| $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 2 | 0 | 1 |
| $\ldots$ | 2 | 1 | 6 |  |  |  |
| $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 2 | 6 | 2 |

For turns of duty involving mileage of 140 miles or more the miles in excess of 140 are paid on the basis of 15 miles being equal to one hour.

## Electrified Line Allowance

An electrified line allowance of 5 s. a week is paid to permanent way, signal engineering and carriage examining staff with the exception of women employed in the permanent way department on the cleaning of tunnels and staff engaged on the construction of a new line or the electrification of an existing line.

Railway Service-contd.
II.-London Transport Board-contd.

## Grouping of Occupations

The grouping of occupations for conciliation and associated grades employed in the operating, signals, mechanical engineering and permanent way departments is as follows:-

Group 1-Stationman, engine cleaner (until prescribed number of firing turns have been worked representing one year), labourer, escalator machinery attendant (class $2-1$ st year), lift machinery attendant (class 2-1st year), pump lineman (class 2-1st year), carriage cleaner, watchman, advertisement hand, cleaner (woman).
Group 2-Leading goods porter, lengthman/relayer (1st year), lift machinery attendant (class 2-2nd year), escalator machinery attendant (class 2-2nd year), advertisement hand senior, stationman (employed on lamp duties).
Group 3-Stationman (parcels), lengthman/relayer (2nd year), carriage washing machinery attendant.
Group 4 -Motor driver (up to 5 tons), ticket collector (class 2), checker, boiler washer, fireman (1st year), engine cleaner (after prescribed number of firing turns have been worked representing one year), lengthman/relayer (3rd year), improver, power signal lineman's mate, lift machinery attendant (class 1), pump lineman (class 2-2nd year).
Group 5-Cloak room attendant (leading), ticket collector (class 1), guard (1st year), motor driver (over 5 and up to 8 tons), fireman (fire appliances), train checker, traffic guide, inspector's timekeeper's assistant, driller, escalator machinery attendant (class 1).
Group 6-Shunter, fireman (2nd year), fireman senior (fire appliances), sub-ganger, mobile crane driver, installer (class 3), telegraph wireman, pump lineman (class 1).
Group 7-Guard (2nd year), sub-ganger (extra gangs), inspector's timekeeper, installer (class 2), chargehand machinery attendant.

Group 8-Station foreman, working foreman, fireman (3rd year), ganger, chainman, circuit installer (class 3), pump lineman (special).
Group 9-Guard (3rd year), signalman (class C), head shunter, senior depot ganger, circuit installer (class 2), installer (class 1), lineman-in-gang, carriage examiner, depot office assistant, fireman with less than prescribed number of driving turns representing one year after 4 years' service in the grade.
Group 10-Driver or motorman (shunting-1st year), fireman (257 trips and over), ganger (extra gangs), senior ganger, circuit installer (class 1), chargehand (class 2), leading car examiner, pump lineman (chargehand), guard (after prescribed number of driving turns have been worked representing one year).
Group 11-Signalman (class B), chargehand (class 1), leading car examiner (call point).
Group 12-Driver or motorman (shunting-2nd year), driver or motorman (train-1st year), cable lineman, telephone lineman, power signal lineman (class 2), chargehand car examiner.
Group 13-Signalman (class A), driver or motorman (shunting-3rd year), driver or motorman (train-2nd year), power signal lineman (class 1), auto telephone lineman, special lineman, radio lineman.
Group 14-Signalman (relief), driver or motorman (train-3rd year), chief power signal lineman.

## ROAD PASSENGER TRANSPORT

## I.-London Transport Board

[Agreements between the London Transport Board 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 |  | Maximum Rate after 1 year |  |
| Drivers:- s. d. s. d. ${ }^{\text {d }}$ d. |  |  |  |  |  |  |  |  |
| Central buses | $\ldots$ |  |  |  |  |  | 267 |  |
| Country buses | $\ldots$ |  |  | 0 |  |  |  |  |
| Coaches* | ... |  |  |  |  |  | 262 |  |
| Conductors:- 26 |  |  |  |  |  |  |  |  |
| Central buses | $\ldots$ |  |  |  |  |  |  |  |
| Country buses | ... |  |  |  |  |  | 237 | 6 |
| Coaches* | $\ldots$ | $\ldots$ |  |  |  |  |  |  |

Note.-The rates became operative from 18th December 1963.
(b) Maintenance Staff in Garages and Depots

| Class of Worker |  |  | Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | Basic Rate | Bonus Earning Rate (see next page) |
|  |  |  | Per week s. d. | Per hour s. d. |
| Central buses:- s. d. S. d. |  |  |  |  |
| Craftsmen (leading hands) | $\ldots$ | $\ldots$ | 2435 | 24 |
| Assistant craftsmen |  | $\ldots$ | 2156 | 111 |
| General hands ... ... |  | $\ldots$ | 2010 | 19 |
| Country buses:- |  |  |  |  |
| Assistant craftsmen ... |  | $\ldots$ | 2116 | 110 |
| General hands |  | $\ldots$ | 1970 | $17 \frac{1}{4}$ |

Note.-The rates became operative from 25th December 1963.

## Hours of Work

For drivers and conductors the working arrangements provide for an 11-day fortnight of 84 hours, 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 38 minutes but duties may be scheduled up to a maximum of 8 hours 15 minutes daily and 84 hours fortnightly.

The hours of work in a 5-shift week for maintenance staff are 42.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a full week.

## Saturday Afternoon Work

Drivers, conductors and maintenance staff are paid at the rate of time-and-a-quarter for all hours worked after 1 p.m. on Saturday

* Drivers and conductors of double-deck service coaches receive central bus rates of pay.


## Road Passenger Transport-contd.

I.-London Transport Board-contd.

## Sunday Work

Sunday work is paid at the rate of time-and-a-half for drivers, conductors and semi-skilled and unskilled maintenance staff where it is contained within the standard working week. For craftsmen it is paid for at double time.

## 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 3d. an hour.

## Spreadover Duties

Duties scheduled for 7 hours 38 minutes' work or less are paid an allowance at standard rate for time in excess of 8 hours 18 minutes' spread-over, and duties scheduled for work between 7 hours 38 minutes and 8 hours 15 minutes on Mondays to Fridays and between 7 hours 38 minutes and 8 hours on Saturdays are paid an allowance at standard rate 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 Table.

## Women Conductors

Women employed as conductors receive the same rates as men.

Road Passenger Transport-contd.

## II.-Municipal Undertakings (Tramways, Trolleybuses and Motor Omnibuses) -Great Britain and Belfast

[Agreements of the National Joint Industrial Council for the Road Passenger Transport Industry (Tramways, Trolleybuses and Motor Omnibuses)]

| Class of Worker | Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Commencing Rate | Rate after 6 months | Maximum Rate (after 1 year) |
| Drivers* | $\begin{array}{cc}\text { s. } & \text { d } \\ 229 & 3\end{array}$ | 231 ${ }_{2}{ }^{\text {d }}$ d. | ${ }_{232}{ }^{\text {s. d. }}$ |
| Conductors $\ddagger \ldots$.... $\ldots$. $\quad .$. | 2206 | 2223 | 2240 |
| Semi-skilled and unskilled men in depots and garages (on day work):- |  | s. d. |  |
| Grade A1 workers $\frac{\dagger}{\dagger}$... ... ... |  | 2276 |  |
| Grade 1 workers $\ddagger$... ... ... |  | 2206 |  |
| Grade 2 workers $\ddagger$ <br> Grade 3 workers , cleaners and |  | 2153 |  |
| labourers |  | 2100 |  |

Note.-The rates became operative from the first full pay period following 13th February 1964.

## Hours of Work

The normal working hours, including signing-on and signing-off time, are 42 each week of 6 days, but an alternative system of working these hours may be operated with the approval of the National Joint Industrial Council.

## 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 6 hours 40 minutes' 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 12 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 on night work receive an additional 3d. an hour for hours worked between 6 p.m. and 10 p.m. and time-and-a-quarter for hours worked between 10 p.m. and 8 a.m., these allowances not being computable for overtime, etc.

## 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 42 -hour week, to be worked in 5 or $5 \frac{1}{2}$ days, as from the first full pay period following 26th February 1964, are:-

$$
\begin{aligned}
& \text { Special Group undertaking } \\
& \text {... } \\
& \text { Group I undertakings... }
\end{aligned} \text {... } \begin{aligned}
& \text { 6s. } 6 \mathrm{~d} . \text { or } 6 \mathrm{~s} \text {. 7d. } \\
& \text {... } \\
& \text { 6s. 5d. }
\end{aligned}
$$

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.

[^118]Road Passenger Transport-contd.

## III.-Company-owned Omnibus Undertakings*-Great Britain

## [Agreed recommendations of the National Council for the Omnibus Industry and Awards of Arbitration Tribunals]

| Class of Worker | Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | $\underset{\text { Rate }}{\text { Commencing }}$ | Rate after 6 months | Maximum Rate (after 12 months) |
| Driverst:- | s. d. | s. d. | s. d. |
| Group I undertakings $\ddagger \ldots$ | 2273 | 2293 | 2313 |
| Group II undertakings $\ddagger \ldots$ | 2253 | 2273 | 2293 |
| Conductors:- Group I undertakings $\ddagger \ldots$ | 2199 | 2219 |  |
| Group II undertakings $\ddagger \ldots \ldots$... $\ldots$ | 2179 | 2199 | 221.9 |
| Semi-skilled and unskilled men in garages and running sheds (on day work):- |  | s. d. |  |
| Grade 1 workers ... ... |  | 2196 |  |
| Grade 2 workers ... ... |  | 2140 |  |
| Grade 3 workers and cleaners ... |  | 2090 |  |

Note.-The rates became operative from the beginning of the first full pay period following 3rd March 1964.

## Hours of Work

The normal working week, including signing-on and signing-off time, is one of 42 hours, to be worked in 6 days (including half-an-hour meal break for night staff in garages and running sheds).

## Guaranteed Week and Guaranteed Day

Workers on the regular staff are guaranteed payment for 42 hours each week, subject to certain conditions and qualifications. In the case of the platform staff no schedule of daily duty is to carry less than 6 hours 40 minutes' pay at the rate prevailing on that day.

## Saturday Afternoon Work

All hours worked after 1 p.m. on Saturday attract an added flat rate payment of quartertime.

## 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 12 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. Garage and running shed staff (semi-skilled and unskilled workers) employed on permanent night work are paid an added rate of quarter-time over the day-work rate, not computable for overtime or special rates of pay.

## Spreadover Duties

Unless otherwise agreed, spreadover duties of $9 \frac{1}{2}$ hours or more are paid at the rate prevailing on that day 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.

## 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 3rd March 1964, are subject to a general minimum'of 262 s . 5d. The conditions of employment at central workshops and at running sheds and garages are the subject of local agreement.

[^119]ROAD HAULAGE CONTRACTING
I.-Employees of British Road Services-Great Britain (a) Operating and Other Wages Grades
[Agreements of the National Joint Negotiating Committee of British Road Services (Operating and Other Wages Grades)]

| Class of Worker* | Standard Weekly Rates of Pay for Adult Men |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | London |  | Provinces |  |
| Driving Grades:- <br> Drivers of motor vehicles of carrying capacity of:- |  |  |  |  |
|  |  |  |  |  |
| Up to and including 5 tons ... $\ldots$ |  | 3 |  | 3 |
| Over 5 tons and up to and incl. 10 tons |  |  | 211 |  |
| Over 10 tons and up to and incl. 15 tons |  | 0 | 219 | 0 |
| Over 15 tons and up to and incl. 18 tons |  | 3 | 227 |  |
| $\xrightarrow{\text { Over } 18 \text { tons }}$. ${ }^{\text {Ondivisle }}$ |  | 0 | 238 |  |
| Indivisible loads:- |  |  |  |  |
| Over 6 tons and up to and incl. 10 tons $\ldots$ Over 10 tons and up to and incl. 16 tons $\ldots$ |  | 3 | 220 |  |
| Over 10 tons and up to and incl. 16 tons $\cdots$ 234 0 230 |  |  |  |  |
| Over 16 tons and up to and incl. 20 tons | 248 | 3 | 244 | 3 |
| Over 20 tons and up to and incl. 25 tons |  |  | 250 |  |
| Over 25 tons and up to and incl. 45 tons |  | 3 | 256 |  |
| Over 45 tons and up to and incl. 65 tons |  | 6 | 286 |  |
| Over 65 tons ... ... ... ... |  | 3 | 300 |  |
| General Haulage and Parcels Services:- |  |  |  |  |
| Bank, warehouse and yard foremen ... ... |  | 3 | 227 |  |
| Checker/loaders, assistant yard foremen ... 212 3 208 |  |  |  |  |
| Porters, labourers, warehousemen, drivers' mates, statutory attendants, vanguards |  | 6 | 197 | 6 |
| Heavy Haulage:- |  |  |  |  |
| Senior foremen |  | 6 | 291 | 6 |
| Foremen ... |  |  | 277 |  |
| Junior foremen |  | 9 | 264 |  |
|  |  |  |  |  |
| Steersmen- 24 -wheeled hydraulic suspension trailer for loads of:- |  |  |  |  |
| Up to 140 tons ... | 248 | 3 | 244 |  |
| 140 to 200 tons... |  |  | 256 |  |
| Steersmen-multiwheeled trailers for loads in excess of 200 tons |  |  |  |  |
| Heavy brakesmen and steersmen .... ... |  | 3 | 221 |  |
| Leading hands ... ... ... |  |  |  |  |
| General hands ... |  |  |  |  |
| Labourers |  |  |  |  |
| Mates, indivisible load where carrying capacity of vehicle is:- |  |  |  |  |
| Over 6 tons and up to and incl. 20 tons ... |  | 9 | 200 |  |
| Over 20 tons ... ... ... ... |  |  | 205 |  |
| Furniture Warehousing and Removal:- |  |  |  |  |
| Porters (furniture removals) $\quad \ldots$ |  | 6 | 199 |  |
| Packers (furniture removals) ... |  | 6 | 198 |  |
| Packers (overseas removals) ... ... ... 208 9 206 |  |  |  |  |
| Drivers-in-charge <br> in-charge $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ 219 3 |  |  |  |  |
| Depot foremen (furniture removals)/general foremen (overseas removals) |  | 3 | 227 | 3 |
| Miscellaneous Grades:- |  |  |  |  |
| Gatemen, hoistmen, timekeepers, yardmen Billposters, fuel issuers, vehicle washers | 204 | 6 | 197 | 9 |

Note.-The rates became operative from 23rd March 1964.

* The agreement also specifies rates for drivers of mobile cranes and for marine staff.


## Road Haulage Contracting-contd.

I.-British Road Services-contd.
(a) Operating and Other Wages Grades-contd.

Hours of Work
The normal weekly hours of work, exclusive of mealtimes, are 42, to be worked in 5 or $5 \frac{1}{2}$ days.

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 night worker is paid time-and-one-fifth for the first 9 hours worked in any period of night duty.

## 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

[Agreements of the National Joint Negotiating Committee of British Road Services (Engineering Maintenance and Repair Grades)]

| Class of Worker |  |  |  |  |  | Weekly Rates of Pay |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | London |  | Provinces |  |  |

Note.-The rates became operative from 19th August 1963.
Hours of Work
The normal weekly hours of work, exclusive of mealtimes, are 42, to be worked in 5 or $5 \frac{1}{2}$ days.

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-third 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 6d. an hour above the highest standard rate of any worker in the group supervised, and leading hands an allowance of 3d. 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 and including Stanford-le-Hope which is situated
outside that radius.

Road Haulage Contracting-contd.

> II.-Road Haulage Workers-Great Britain*
> [Road Haulage Wages Council Wages Regulation Order $] \dagger$
> (a) Regular Workers, other than Milk Workers, whose Home Depot is situated in an Area as defined in the Table


Note.-The rates became operative from 16th January 1963.

## (b) Workers, other than Milk Workers, when employed on Carriage of Indivisible Loads

(i) Workers on vehicles whilst used in connection with the movement 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 |
| Over 6 tons and up to and including 10 tons Over 10 tons and up to and including 16 tons | Per week $\begin{array}{cc}\text { S. } & \text { d. } \\ 212 & 9\end{array}$ | Per week $\begin{array}{cc}\text { S. } & \text { d. } \\ 190 & 0\end{array}$ 190 | Per week $\begin{array}{cc}\text { S. } & \text { d. } \\ 208 & 9\end{array}$ | Per week $\begin{array}{cc}\text { S. } & \text { d. } \\ 187 & 0\end{array}$ $187 \quad 0$ |
| (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 1962. |  |  |  |  |
| Over 16 tons and up to and including 20 tons |  |  |  |  |
| Over 20 tons and up to and including 25 tons |  |  |  |  |
| Over 25 tons and up to and including 45 tons | 2470 | 1980 | 2430 | 195 |
| Over 45 tons ... ... ... ... | 275 | 198 | 271 | 195 |
|  | Per week s. d. |  | Per week s. d. |  |
| Heavy brakesmen and steersmen operating braking and steering equipment of heavy trailers | 212 | 9 | 209 | 9 |

[^120]For footnotes see next page.

## Road Haulage Contracting-contd.

II.-Road Haulage Workers (Great Britain)-contd.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 42, 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 42 hours' pay, he is paid for 42 hours. The guarantee does not apply to hours during which the worker was absent with or without leave of the employer 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 $7 \frac{1}{2}$ hours on Monday to Thursday, 8 hours on Friday and 4 hours on Saturday. The hourly rate for such a worker is that applicable to a regular worker with the addition of 4 d. , the minimum daily addition being 2 s . 8 d . for each day including Saturday.

## Night Workers

Workers whose hours of duty entail employment between 7 p.m. and $6 \mathrm{a} . \mathrm{m}$. are paid for time worked between such hours 11d. an hour or part of an hour above the rate otherwise appropriate. If a spell of duty commences before $7 \mathrm{p} . \mathrm{m}$. and finishes before $9 \mathrm{p} . \mathrm{m}$. the allowance is not payable.

## 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.

[^121]§ For vehicles of this carrying capacity lower rates are fixed for drivers under 21 years.

Road Haulage Contracting-contd.

## 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 1 Areas |  | Grade 2 Areas |  |
| Men, 21 year | s. | d. | s. |  | s. | d. |
| Unskilled workers-Porters, truckers and labourers | 190 | 0 |  | 0 |  |  |
| Semi-skilled workers- $\ldots$ Checkers engaged $\ldots$ checking off, entering, checking away and stowage of loads | 194 | 0 |  | 3 | 183 | 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 | 199 | 0 |  | 0 | 186 189 | 3 9 |

Note.-The rates became operative from 16th January 1963.
Conditions of Employment, Etc.
To be the same as those laid down in the Wages Regulation Orders of the Road Haulage Wages Council in so far as those conditions are appropriate. The classification of areas is also as for the Road Haulage Wages Council.

## IV.-Road Haulage Workers-Northern Ireland

[Road Haulage Wages Regulation Order (Northern Ireland)]*

| Class of Worker | Minimum Weekly Remuneration |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area C |  |
| Male drivers of vehicles of carrying capacity of:- | s. d. | s. d |  | d. |
| 8 tons and over ... ... ... ... | 2060 |  | 195 |  |
| 2 tons and under 8 tons | 1986 |  |  |  |
| 1 ton and under 2 tons | 1906 |  |  | 6 |
| Under 1 ton ... | 1830 | 181 |  | 6 |
| Male assistants, 21 years and over, on vehicles of carrying capacity of:- |  |  |  |  |
| 2 tons and over ... ... ... ... |  |  | 179 | 6 |
| 1 ton and under 2 tons | 1816 |  |  | 0 |
| Under 1 ton ... ... ... ... | 1740 | 172 |  |  |

Note.-The rates became operative from 10th September 1963.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 42 , 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 p.m. and 8 a.m. the rates quoted above are increased by 9 s. 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 a.m., the rates are increased by 1 s .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.
${ }^{*}$ For the full details of the legally binding rates, together with any conditions and qualifi. cations 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.

## CIVIL AIR TRANSPORT-UNITED KINGDOM

## I.-Surface Transport and Goods Handling Grades

[Agreements of the Surface Transport and Goods Handling Panel of the National Joint Council for Civil Air Transport]


Note.-The rates became operative from 26th May 1963 [22nd March 1964 for loading supervisors and head loaders (aircraft)].

## Hours of Work

The normal working hours, exclusive of mealtimes and overtime, are 42 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 42 hours, subject to certain conditions and qualifications.

## Shift Workers

Workers rostered to work on double day or continuous three-shift systems or morning and afternoon shifts are paid at the rate of one-and-one-eighth times the basic rate whilst employed on morning or afternoon shifts, and one-and-a-quarter times 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-a quarter for all normal hours worked.

## Special Payments

All workers qualify for special payments of $2 \frac{5}{8} \mathrm{~d}$., $3 \frac{3}{8} \mathrm{~d}$. or 4 d . an hour, according to occupation, which is only payable during any week of continuous normal working and is computable for overtime, etc., payments.

## Service Pay

After 4 years' continuous service the rates for all workers except loading supervisors I and II are increased by 5 s. a week.
Two further increments of 3 s . 6 d . after 8 years and 3 s . 6 d . after 10 years are also payable but are not computable for overtime, etc., payments.
Loading supervisors I receive four annual increments of 7 s . 6 d . a week and loading supervisors II four annual increments of 5 s .

[^122]
## II.-Engineering and Maintenance Grades

[Agreements of the Engineering and Maintenance National Sectional Panel of the National Joint Council for Civil Air Transport]

\begin{tabular}{|c|c|}
\hline Class of Worker \& Hourly Rates of Wages <br>
\hline Men, 21 years and over:- \& s. d. <br>
\hline Non-tradesmen grades:- \& <br>
\hline Grade A (Maintenance, general and stores labourers) \& <br>
\hline Grade B (Aircraft cleaners, car washers, engine cleaners and others working on paraffin washes and soda boshes) \& <br>
\hline Grade C (Aircraft refuellers, tractor, truck and crane drivers, luminisers, spray painters, safety equipment workers, beaching labourers, \& $46 \cdot 5 * \dagger$ <br>
\hline Semi-skilled grades (according to degree of skill and/or qualifications required for work to be performed) $\ddagger$ :- \& 4 9•625* $\dagger$ <br>
\hline $\begin{array}{lll}\text { Grade A } & . . & . . \\ \text { Grade }\end{array}$ \& $410 \cdot 25$ <br>
\hline Grade B \& $411 \cdot 125$ <br>
\hline Grade D $\quad .$. \& $4 \begin{aligned} & 4 \\ & 5 \\ & 11.875\end{aligned}$ <br>
\hline Grade E $\quad . .$. \& $\begin{array}{ll}5 & 0 \cdot 625 \\ 5 & 1.5 *\end{array}$ <br>
\hline Skilled tradesmen grades:- \& <br>
\hline Airframe or engine fitter-riggers, aircraft or maintenance electricians, machine operators able to set-up, tool setters, sheet metal workers, welders, upholsterers, french polishers, sign-writers, coppersmiths, fitters (M.T.), precision, pipe or maintenance plant fitters, instrument repairers, radio mechanics, millwrights, blacksmiths and building trade craftsmen \& <br>
\hline Fully qualified toolmakers ... ... $\ldots$... ... \& $\begin{array}{ll}5 & 5.125 \\ 5 & 8.125+ \\ \end{array}$ <br>
\hline Leading hand tradesmen ... ... ... ... ... \& <br>
\hline Stores workers:- \& <br>
\hline Stores assistants, after 3 years' satisfactory service \& <br>
\hline Storekeepers ... ... ... \& <br>
\hline Senior storekeepers ... \& $57.375 \dagger$ <br>
\hline Women, 21 years and over:- \& <br>
\hline Grade A (Unskilled workers) ... ... \& 3 9.25* <br>
\hline Grade $\mathbf{B}$ (Engine cleaners and others working on paraffin washes, soda boshes and similar cleaning operations) after 6 months' satisfactory service \& <br>
\hline Grade C (Process workers working on nickel and chromium plating, anodic oxidation, heat treatment, spray painting, metallising and other similar processes) after 18 months satisfactory service \& $310 \cdot 375 *$

$311 \cdot 375 *$ <br>
\hline Grade D (Workers employed in trade capacities) after $\dddot{2} 4$ months' service \& 4 7.125* <br>
\hline
\end{tabular}

Note.-The rates became operative from 26th May 1963.
Hours of Work
The working week normally consists of 42 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.

## 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 42 hours, subject to certain conditions and qualifications.

[^123]
## Civil Air Transport-contd.

I.-Engineering and Maintenance Grades-contd.

## Time Workers' Bonus

Workers not employed on schemes of payment by results and other incentives receive payment of a time workers' bonus of 6 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 times the basic rate whilst employed on morning and afternoon shifts, and one-and-a-third times 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-a-third for all normal hours worked.

## Service Increments

All workers receive $1 \frac{1}{8} \mathrm{~d}$. an hour extra after 4 years' continuous service, increasing by a further 1d. an hour after 8 years and by a further 1d. after 10 years. These increases are not computable for overtime or incentive bonus payments.

## 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.

| Rating | National Standard Rates of Pay |  |
| :---: | :---: | :---: |
|  | Monthly Consolidated Basic Rates (with free food in addition)* | Weekly Consolidated Basic Rates (men finding own food)* $\ddagger \ddagger$ |
| Deck and Engine-Room Ratings§:- | £ s. d. | £ s. d. |
| Able seamen or Efficient deck hands | 41100 |  |
| Boatswains | $£ 475 \mathrm{~s}$. 0 d . to $£ 5517 \mathrm{~s} .6 \mathrm{~d}$. | 111311 |
| Carpenters ... | £43 2s. 6d. or £45 12s. 6d. |  |
| Assistant carpenters, also joiners .. | £47 5s. 0 d . to $£ 52$ 0s. 0 d . | 111311 |
| Cleaners and wipers, trimmers:- |  |  |
| Of less than 4 months' sea service ${ }^{-1 /}$ Of 4 months' | 38150 | 912 |
| Deck hands (uncertificated):- | 41100 | 1014 |
| 18 years of age ... | 315 | $8 \quad 51$ |
| 19 years of age ... | 3500 | 984 |
| Donkeymen age and over | $\begin{array}{lll}38 & 15 & 0 \\ 45 & 12\end{array}$ | $\begin{array}{lll}10 & 1 & 10\end{array}$ |
| Engineer assistants | $\begin{array}{llll}45 & 12 & 6\end{array}$ | 111311 |
| Engine-room hands:- | 4750 |  |
| With less than 4 months' service as such ${ }^{\text {d }}$ | 4010 | 101510 |
| With 4 months' service as such | 4200 | 101510 |
| Firemen $\ldots \ldots$ |  | 101510 |
| Firemen, leading (where carried) ... ... | 42150 |  |
| Firemen of 4 months' sea service and over as fireman or trimmer | 420 |  |
| Firemen for first 4 months’ sea service as firemen 9 |  |  |
| Firemen stewards | 4110 |  |
| Greasers | 42150 | $10 \overline{19} 11$ |
| Junior ordinary seamen and engine-room ratings | 2615 |  |
| Senior ordinary seamen and engine-room ratings | 2615 |  |
| Boys, deck and engine-room:- | 31 | 85 |
| Up to 6 months' sea service | 170 | 52 |
| Over 6 months' sea service | $18 \quad 26$ | 52 |

Note.-The rates became operative from 24th February 1964.

## Hours of Duty

For deck, stokehold and engine-room ratings the ordinary hours of duty at sea and on sailing and arrival days are 8 in 24 ( 12 midnight to 12 midnight) Monday to Friday and 4 on Saturday before 12 noon. On Saturday after 12 noon, on Sunday and on Christmas Day, New Year's Day and Good Friday all hours of duty are paid at overtime rates. The working week of 44 hours is to be reduced to 42 from 1st April 1965.
Provision is also made for the hours of duty while vessels are in port.

[^124]
## Merchant Navy-contd.

## 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), 20 years of age and over, (b) trimmer with at least four months' sea service or (c) assistant steward, as follows:-


## Compensation for Week-ends at Sea-Extra Leave for Sundays

An additional 5 per cent. on basic wages is paid to compensate for all Saturday afternoons spent at sea and is included in the consolidated rates quoted in the Table.

Sundays which are not days of sailing or arrival-For each such Sunday spent at sea there shall be compensation by way of one day's extra leave.

Sundays which are days of sailing or arrival-When a sailing or arrival day falls on a Sunday, one half-day's leave shall be granted if not less than 4 hours are spent actually at sea on that day and a full day's leave if not less than 8 hours are spent actually at sea.

## 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 <br> of Wages |
| :--- | :--- | :--- |

Note.-The rates and hours became operative from 27th August 1962.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 (generally 10 half days of 4 hours and 2 hours on Saturday).

## Pieceworkers

Pieceworkers are guaranteed a minimum of 18 s . 0d. per half day and 9s. 0d. for 2 hours on Saturday.

## 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 8 s . 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 156 s . 9 d . shall be guaranteed to dock workers under 65 years of age if required to report for work on eleven turns in a week and of 105s. if required to report for work for six turns in a week; the amounts guaranteed to dock workers aged 65 and under 68 years of age are 140 s . 3 d . (this amount may be increased to 156 s . 9 d . if the worker is passed medically fit each year to undertake all forms of dock work) if required to report for work eleven turns in a week and 90 s . 0d. if required to report for six turns in a week.

## POST OFFICE-UNITED KINGDOM

[Rates of Pay and Hours of Work 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



Note.-The national rates became operative from 1st January 1963 (1st April 1963 for Postal and Telegraph Officers). Revised inner and outer London weighting became operative on 1st January 1964.

With the exception of postmen higher grade, scales of pay for both men and women provide for age pay up to 25 years, and new entrants not below this age receive the highest age pay after

## Hours of Work

The hours of work in a full week, excluding overtime, are 44 gross for postmen higher grade, postal and telegraph officers, telephonists and telegraphists and 45 gross for postmen.

## Night Duty

Each hour of night duty (i.e., duty between 8 p.m. and 6 a.m.) is reckoned as equivalent to $1 \frac{1}{4}$ hours of day duty.

## Provincial Differentiation

Inner London Area-Radius of 4 miles from Charing Cross.
Outer London Area-Outside a radius of 4 miles but within a radius of 16 miles from Charing Cross and within the urban district boundaries of Caterham, Dartford, Uxbridge and Watford.

National Rate Areas-Elsewhere in the United Kingdom.
II.-Engineering Grades

| Grade | Rates of Pay |  |  |
| :---: | :---: | :---: | :---: |
|  | Inner London | Outer <br> London | National Rate Areas |
| Labourers | Per week $\begin{array}{cc} \text { s. } & \text { d. } \\ 233 & 0 \end{array}$ | Per week $\begin{array}{rr} \text { s. } & \text { d. } \\ 223 & 0 \end{array}$ | Per week $\begin{array}{cc} \text { s. } & \text { d. } \\ 207 & 0 \end{array}$ |
| Technicians Class IIB:- <br> On entry <br> After 1 year's adult service <br> Then by annual increments | $\begin{array}{ll} 246 \\ 258 \\ 258 & 6 \\ 270 & 6 \\ 283 & 6 \end{array}$ | $\begin{array}{ll} 236 & 6 \\ 248 & 6 \\ 260 & 6 \\ 273 & 0 \end{array}$ | $\begin{array}{ll} 220 & 6 \\ 232 & 6 \\ 244 & 6 \\ 257 & 0 \end{array}$ |
| Technicians Class IIA:On entry After 1 year's adult service Then by annual increments | $\begin{array}{ll} 265 & 0 \\ 277 & 0 \\ 289 & 0 \\ 302 & 0 \end{array}$ | $\begin{array}{ll} 255 & 0 \\ 267 & 0 \\ 279 & 0 \\ 292 & 0 \end{array}$ | $\begin{array}{ll} 239 & 0 \\ 251 & 0 \\ 263 & 0 \\ 276 & 0 \end{array}$ |
| Technicians Class I... | 3446 | 3346 | 3166 |
| Technical Officers (by annual increments) | Per annum $\ddagger$ 749 784 825 860 907 941 980 1,014 1,043 | Per annum $£$ 724 759 800 835 882 916 955 989 1,018 | Per annum $£$ 684 719 755 790 837 871 910 944 973 |

Note.-The national rates became operative from 1st July 1963. Revised inner and outer London weighting became operative on 1st January 1964.

## Hours of Work

The hours of work in a full week are 42 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 a shift allowance, in addition to normal pay and overtime, of 8 s . a shift if their yearly pay is $£ 950$ or less and 10 s . a shift if their yearly pay is more than $£ 950$ but not more than $£ 1,250$ and 12s. a shift if their yearly pay is over $£ 1,250$.

## Night Duty

Workers (except shift workers) who work between 8 p.m. and 6 a.m. receive a night allowance of one-third of their normal hourly rate for each hour worked in addition to normal pay or overtime.

## Provincial Differentiation

Inner London Area-Radius of 4 miles from Charing Cross.
Outer London Area-Outside a radius of 4 miles but within a radius of 16 miles from Charing Cross and within the urban district boundaries of Caterham, Dartford, Uxbridge and Watford. National Rate Areas-Elsewhere in the United Kingdom.

# 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 |
| Warehouse workers, vanguards and mates:- | s. d. | s. d. |
| Men, 21 years and over ... ... |  |  |
| Women, 21 years and over | $\begin{array}{ll}216 \\ 156 & 6\end{array}$ | $\begin{array}{ll} 205 & 6 \\ 153 & 0 \end{array}$ |
| Drivers (men, 21 years and over) of motor vehicles of carrying capacity of:- | 1560 |  |
| Less than 30 cwt . | 2186 | 2076 |
| Over 2 tons and up to and incl. $3 \frac{1}{2}$ tons $\ldots$... | 2206 | 2096 |
| Over $3 \frac{1}{2}$ tons and up to and incl. 5 tons $\ldots$... $\ldots$ | 2256 | 2146 |
| Over 5 tons ... ... ... ... | 2306 | To be agreed locally |

Note.-The rates became operative from the first pay day following 28th July 1963.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 42 hours, 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.

## II.-Scotland

[Agreements of the Joint Committee for the Wholesale Grocery Trade in Scotland]

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

Note.-The rates became operative from the week commencing 4th November 1963.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 44 hours, to be worked in $5 \frac{1}{2}$ days.

[^125]Wholesale Grocery and Provision Trade-contd.

## III.-Northern Ireland

[Agreements of the Joint Council for the Wholesale Grocery and Allied Trades (Northern Ireland)]

| Class of Worker |  | Minimum Weekly Rates of Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Belfast |  | Londonderry |  | Provincial Areas |  |
|  |  | s. |  | s. |  | s. |  |
| Warehouse workers:- |  |  |  |  |  |  |  |
| Men, 21 years and over ... |  |  |  | 196 |  |  |  |
| Women, 21 years and over Drivers of vehicles:- |  |  |  |  |  |  |  |
| Under 2 tons carrying capacity | $\ldots$ |  | 6 |  |  |  |  |
| 2 tons or over carrying capacity | ... |  | 6 |  |  |  |  |
| Assistants on motor vehicles ... | ... | 200 | 6 |  |  |  |  |

Note.-The rates became operative from 21st October 1963.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 42 hours in Belfast, 43 in Londonderry and 45 in provincial areas.

## HIDE AND SKIN MARKETS TRADE-ENGLAND AND WALES

[Agreements of the Joint Industrial Council for the Hide and Skin Markets Trade]

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 20 miles radius of Charing Cross) | Other Areas |
|  | s. d. | s. d. |
| Yard foremen, acting as hide and/or skin classers and in charge of six additional men or over | 2379 |  |
| Yard foremen (as above) in charge of five additional men or less |  |  |
| Hide and /or skin classers | 2256 | 2220 |
| Assistant classers (hide and/or skin) ... | 2070 | 2036 |
|  | 2029 | 1993 |
| Labourers, 20 years of age and over <br> Motor drivers | 198 <br> 210 |  |

Note.-The rates became operative on the pay day in the week commencing 5th August 1963.

## Hours of Work

The hours of work in a full week, excluding mealtimes and overtime, are 42, to be worked in $5 \frac{1}{2}$ days.

## SLAUGHTERING

## I.-England and Wales

[Agreements of the Joint Industrial Council for the Slaughtering Industry]


Note.-The rates became operative from the first full pay period following 14th March 1964.

## Hours of Work

The normal weekly hours of work, excluding mealtimes, are 38 during the half-year January to June and 46 during the half-year July to December, to be worked in $5 \frac{1}{2}$ days in each period. By local agreement a 42-hour week may be worked all the year round.

## 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.

## II.-Scotland

[Agreements of the Scottish Joint Committee for the Slaughtering Industry]

| Class of Worker |  |  |  |  |  |  | Minimum Weekly Rates of Wages* |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Foremen slaughtermen Slaughtermen Gutmen (full-time) Other grades (other tha | ...$\cdots$$\cdots$qualile | $\begin{array}{cc}\ldots & \ldots \\ \ldots & \ldots \\ \ldots & \ldots \\ \text { ed gutmen) }\end{array}$ |  |  |  |  | S. |  |
|  |  |  |  | $\ldots$ | . | $\cdots$ |  |  |
|  |  |  |  | $\ldots$ | $\ldots$ | $\ldots$ |  |  |
|  |  |  |  | ... | $\ldots$ | $\ldots$ |  |  |

Note.-The rates became operative from 22nd October 1962 (1st April 1963 for "other grades"),

## Hours of Work

The normal weekly hours of work are 42 , to be worked in $5 \frac{1}{2}$ days.

## 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.

[^126]
# WHOLESALE NEWSPAPER DISTRIBUTION 

## I.-London

[Agreements between the Federation of London Wholesale Newspaper Distributors and the National Union of Printing, Bookbinding and Paper Workers]

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

Note.-The cost-of-living bonus of 14 s . a week became operative from 1st March 1964 and relates to the official index of retail prices figure of 123 for January 1964.

## Hours of Work

The normal hours for day staff are 80 a fortnight and for night staff 74 a fortnight.

## II.-Provinces in England and Wales

[Agreements between the Provincial Wholesale Newspaper Distributors' Association and the National Union of Printing, Bookbinding and Paper Workers]


Note.-The cost-of-living bonus of 20 s . a week for men and 12 s . 6 d . for women became operative from the first full week in March 1964 and relates to the official index of retail prices figure of 123. Except for changes consequent upon the official index of retail prices these rates are to remain in operation until 30th September 1964.

## Hours of Work

The normal weekly hours for night staff and early morning staff are 40 to be worked over 5 nights. The normal hours for day staff are 82 a fortnight.

[^127]
## PETROLEUM DISTRIBUTION-UNITED KINGDOM*

## [Agreements of the Oil Companies' Conciliation Committee]



Note.-The rates became operative from 25th November 1963.

## Hours of Work

Operatives, other than watchmen, watchmen/operators and airfield operatives-The normal working week, exclusive of mealtimes and rest periods, is one of 42 hours, to be worked over $5 \frac{1}{2}$ days in the case of day workers.

Watchmen and watchmen/operators-The working week is one of 50 hours or an average of 50 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 42 hours calculated as an average over the number of weeks comprising the shift cycle.

[^128]
## 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 6d. an hour is made to all shift operatives who are employed on regular rotating shifts subject to a minimum payment equal to that of the standard weekly shift hours. 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 $12.30 \mathrm{p} . \mathrm{m}$. and 12 midnight at the rate of time-and-a-half.

Watchmen and watchmen/operators-An allowance of 24 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.

Airfield operatives-An allowance of 24s. 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. Airfield operatives working a variable shift system spread over 24 hours a day- 7 days a week-receive a weekly allowance of 40 s . 6 d . A special allowance of 2 s . 6 d . an hour is paid to airfield operatives for each hour worked between 12 midnight Saturday and 12 midnight Sunday.

## Night Workers

Payment of 1s. 6d. 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 9 d . an hour.
In the case of operatives (excluding watchmen and watchmen/operators) employed solely and continuously on all night work, payment is made at the rate of time-and-a-third for the standard hours worked each night.

## 30 m.p.h. Bonus Payment

Drivers receive an additional 6d. an hour and mates an additional 3d. an hour as a bonus payment for improved running times since the driving speed permitted by law was raised to 30 m.p.h.

## 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 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 |  |  |  |
| Women, 23 years and over $\quad \ldots$. | 193 1420 | 1856 | 1746 |
| Clerks grades I and II, shop assistants, stockmen or ordermen, canvassers, van salesmen, cashiers and central warehouse workers:- | 1420 | 1356 | 1270 |
| Men, 22 years and over ... ... ... ... Women, 22 years and | 187 0§ | 179 6§ | 168 6§ |
| All other. workers:- | 137 6§ | 131 0§ | 122 6§ |
| Men, 22 years and over... |  |  |  |
| Women, 22 years and over | 1316 | $\begin{array}{ll}173 & 0 \\ 124 & 6\end{array}$ | $\begin{array}{ll} 166 & 6 \\ 119 & 6 \end{array}$ |

Note.-The rates became operative from 3rd December 1962.

## Hours of Work

The weekly rates relate to a week of 44 hours ( 46 for workers engaged not less than 80 per cent. of their time in the sale of excisable liquor and work connected therewith in an undertaking with a 7 -day licence open on 7 days in the week and 45 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.

The Orders define the followin Benefits or Advantages
wages in lieu of cash:-
Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-10s. 0d. or 3s. 9d. a week.


## 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.

[^129]Retail Food Trades-contd.

## II.-Scotland

[Retail Food Trades Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration $\ddagger$ |  |  |
| :---: | :---: | :---: | :---: |
|  | Area 1 | Area 2 |  |
|  | s. d. | s. d |  |
|  |  |  |  |
| Men, 23 years and over $\ldots$... $\ldots$... Women, 23 years and over | 1326 |  |  |
| Clerks grades I and II, shop assistants, central warehouse workers and all other workers:- |  |  |  |
| Men, 22 years and over ... ... ... ... |  |  |  |
| Women, 22 years and over | 1296 | 124 |  |

Note.-The rates became operative from 28th January 1963.

## Hours of Work

The weekly rates relate to a week of 44 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 44.

## 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 Special Lighting Districts and 27 specified burghs and areas.
"Area 2 " means all other areas in Scotland.

[^130]
## MILK DISTRIBUTION

## I.-England and Wales

[Milk Distributive Wages Council (England and Wales) Wages Regulation Order]*


Note.-The rates became operative from 14th April 1963.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 43 , or in the case of classes of workers whose customary working week is less than 43 hours but not less than 38 , 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 $9 \mathrm{p} . \mathrm{m}$. and $5 \mathrm{a} . \mathrm{m}$. is to be paid a minimum addition of 8 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 . 8 d .

## 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.

[^131]
## II.-Scotland

[Milk Distributive Wages Council (Scotland) Wages Regulation_Order]*

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

Note.-The rates became operative from 21st June 1963.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 45 , or in the case of all 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.

## 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 6 d . 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 194).

[^132]
## 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*
eneral butchers' shops:-
Shop assistants and cashiers:Men, 21 years and over Women, 21 years and over

|  | $\ldots$ | $\ldots$ | $\ldots$ |
| :---: | :---: | :---: | :---: |
| $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
|  |  |  |  |

Women, 21 years and over, mainly engaged in cutting and acting as assistants
Retail pork trade:-
First machinemen:-
Engaged in making-up, etc.
With 3 or more assistants
Men, 21 years and over, engaged as cutters, cutter/ salesmen or makers-up
Women, 21 years and over, wholly or mainly engaged as makers-up

| Minimum Weekly Remuneration $\dagger$ |  |  |
| :---: | :---: | :---: |
| London Area | Provincial A Area | Provincial B Area |
| s. d. | s. d. |  |
| 207 6 $\ddagger$ | 199 0才 | 188 0士 |
| $1460 \ddagger$ | 139 6 $\ddagger$ | $132 \quad 6 \ddagger$ |
| $1510 \ddagger$ | 144 6 $\ddagger$ | 137 6 $\ddagger$ |
| 2186 | 2100 | 199 |
| 2286 | 2200 | 209 |
| 207 6 $\ddagger$ | 199 0¢ | 188 0 $\ddagger$ |
| 151 0† | 144 6 $\ddagger$ | $137 \quad 6 \ddagger$ |

## Note.-The rates became operative from 4th May 1964.

## Hours of Work

The weekly rates are for a working week of not exceeding 44 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]

| Class of Worker* | Minimum Weekly Remuneration $\dagger$ |  |
| :---: | :---: | :---: |
|  | Town | Country |
| Male shop assistants and cashiers, 22 years and | s. d. | s. d. |
| over§ ... ... ... ... ... ... | 1950 |  |
| Women, 22 years and over ... | 1350 | 1290 |

## Note.-The rates became operative from 24th December 1962. Hours of Work

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 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 Special Lighting Districts and 26 specified burghs and areas.
"Country " means all other places in Scotland.

[^133]
# RETAIL BREAD AND FLOUR CONFECTIONERY TRADE 

## I.-England and Wales

[Retail Bread and Flour Confectionery Trade Wages Council (England and Wales) Wages Regulation Order]*


Note.-The rates became operative from 17th December 1962.

## Hours of Work

The weekly rates relate to a week of 44 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 44.

## 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-10s. 0d. or 3s. 9d. a week.

## Night Workers

Workers are paid an additional 8d. 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.

[^134]Retail Bread and Flour Confectionery Trade-contd.

## II.-Scotland

[Retail Bread and Flour Confectionery Trade Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |
| :---: | :---: | :---: | :---: |
|  | Area 1 | Area 2 |  |
| Workers, other than van salesmen:- | s. d. | s. d |  |
| Men, 22 years and over ... |  |  |  |
| Women, 22 years and over . ${ }^{\text {a }}$. $\ldots$ | 1266 | 122 |  |
| Female van salesmen in charge of vehicle of 10 cwt . or less carrying capacity |  |  |  |
| All other van salesmen ... | 1910 | 184 |  |

Note.-The rates became operative from 31st December 1962.

## Hours of Work

The weekly rates relate to a week of 44 hours ( 46 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 44 or 46 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.

[^135]
# 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]

| Class of Worker* | Weekly Rates of Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Metropolitan |  | Provincial " A ' |  | Provincial <br> "B' |  |
|  |  |  |  |  |  | d. |
| General Distributive Workers, 21 years and over:Shop assistants (except hairdressers and cafe workers):- |  |  |  |  |  |  |
| Men ... ... ... ... ... ... ... |  |  |  |  | 204 | 0 |
| Women ... |  |  |  |  | 150 |  |
| Warehousemen ... ... ... |  | 6 |  | 6 | 204 | 0 |
| Male packers, porters, cleaners, lift attendants and cellarmen |  | 0 | 207 | 0 | 198 | 6 |
| Female packers, cleaners, lift attendants and warehouse workers |  | 0 |  | 0 | 145 | 6 |
| Milk Workers, 21 years and over:Foremen (supervising 6 to 8 workers) Rotary roundsmen, head sterilisers and head pasteurisers |  |  |  |  |  |  |
|  |  | 0 |  | 0 | 215 | 6 |
|  |  |  |  |  | 213 |  |
| Roundsmen and roundswomen <br> Assistant roundsmen, assistant pasteurisers, assistant sterilisers and all other male workers |  |  |  |  | 203 |  |
|  |  |  |  |  | 202 |  |
| Assistant female roundsworkers |  |  |  |  | 166 |  |
| All other female workers Transport workers, other than roundsmen |  |  |  |  | 147 | 6 |
|  | See rates quoted |  |  |  | below |  |
| Transport Workers, 21 years and over:General transport:-One-horse carters and all other workers Drivers of mechanically and electrically propelled vehicles of carrying capacity:- |  |  |  |  |  |  |
|  |  | 0 |  | 0 | 201 | 6 |
|  |  |  |  |  |  |  |
| Up to and including 1 ton ... ... ... |  | 6 | 210 |  | 203 | 6 |
| Over 1 ton and up to and incl. 2 tons | 225 |  | 213 | 0 | 206 |  |
| Over 2 tons and up to and incl. 5 tons | 228 |  | 216 |  | 209 |  |
| Bakery roundsworkers (male or female) |  |  | 209 |  | 203 |  |
| Assistant female roundsworkers |  |  |  | 0 | 166 | 6 |

Note.-The rates became operative from the pay day in the week commencing 2nd March 1964.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 42, 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" Societies.

[^136]RETAIL NEWSAGENCY, TOBACCO AND CONFECTIONERY TRADES I.-England and Wales
[Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | London Area | Provincia A Area |  | Provincial B Area |  |
| Clerks grade I:- |  |  |  |  |  |
| Men, 24 years and over | 180 | 175 |  | $\stackrel{\text { s. }}{168}$ |  |
| Women, 24 years and over $\ldots$... $\ldots$ | 1316 |  |  | 120 | 6 |
| Clerks grades I and II and all workers, other than transport workers and street newsvendors, after 6 months' employment:- |  |  |  |  | 6 |
| Men, 23 years and over ... ... |  |  |  |  |  |
| Women, 23 years and over ... ... | 1270 | 122 |  |  | 0 |

Note.-The rates became operative from 10th December 1962.

## Hours of Work

The weekly rates relate to a week of 44 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 44.

## 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 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.

## II.-Scotland

[Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation Order]*

| Class of Workeri | Minimum Weekly Remuneration |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area 1 |  | Area 2 |  |
| Clerks grade I:- |  | d. |  |  |
| Men, 23 years and over ... | 168 |  |  |  |
| Women, 23 years and over ... |  |  |  |  |
| Clerks grades I and II, shop assistants, central warehouse workers and all other workers, other than transport workers:- |  |  |  |  |
| Men, 22 years and over ... ... |  | 6 |  |  |
| Women, 22 years and over ... ... ... |  | 6 |  | 6 |

Note.-The rates became operative from 7th January 1963.
Hours of Work
The weekly rates relate to a week of 44 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 44.

## 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 Special Lighting Districts and 27 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, 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.


# 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 $\ddagger$ |  |  |
| :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |
|  | s. d. | s. d. |  |
| Clerks grade I:- |  |  |  |
| Men, 23 years and over <br> Women, 23 years and over | 196 143 | 188 137 | 1780 130 |
| Clerks grades I and II, sales assistants, cashiers, central warehouse workers, credit travellers and stockhands:- |  |  |  |
| Men, 22 years and over ... | 190 0§ | 182 6§ | 172 0§ |
| Women, 22 years and over | 138 6§ | 133 0§ | 125 6§ |
| All other workers:Men, 22 years and over |  |  | 1676 |
| Women, 22 years and over ... | 1336 | 1280 | $120 \quad 6$ |

Note.-The rates became operative from 5th November 1962.
Hours of Work
The weekly rates relate to a week of 44 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 44.

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-10s. 5d. or 3s. 9d. a week.

For workers, 21 years and over:-
$\begin{array}{cccccc}\begin{array}{c}\text { London } \\
\text { Area } \\
\text { s. }\end{array} & \text { d. }\end{array} \begin{array}{c}\text { Provincial } \\
\text { A Area } \\
\text { s. }\end{array}$ d. \(\left.\begin{array}{c}Provincial <br>
B Area <br>

s.\end{array}\right]\)| 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, 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]
# 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 Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Workers (other than cutters, trimmers or packers) after 5 years' employment:Male workers:- | Per hour s. d. | Per hour s. d. |
| Area A ... ... |  |  |
| Area B ... | $4{ }^{4}{ }^{\text {¢ }}$ | $\begin{array}{ll}4 \\ 4 & 8 \frac{1}{2} \dagger \\ 6\end{array}$ |
| Female workers:- |  |  |
| $\begin{array}{lll}\text { Area A } \\ \text { Area B } & \ldots & \ldots \\ \end{array}$ | $\begin{array}{ll}3 & 11 \\ 3\end{array}$ | 3 53 |
| Area B | 311 | 3 51 |

Note.-The rates became operative from 10th September 1962.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , 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]*

| Class of Worker and District | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Workers with 5 years' employment in the trade Journeymen:- |  |  |
|  |  |  |
| Area A $\quad .$. | 41 | $4 \quad 23$ |
| Female workers:- |  |  |
| Area A ... |  |  |
| Area B | $211 \frac{1}{4}$ | $30 \frac{3}{4}$ |

## Note.-The rates became operative from 14th December 1962. <br> Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42 , 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, copies of which are on sale at H.M. Stationery Office.
$\dagger$ The rates are $2 \frac{1}{2} \mathrm{~d}$. 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.


## RETAIL FURNISHING AND ALLIED TRADES-GREAT BRITAIN

[Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation Order]*


Note.-The rates became operative from 19th November 1962.

## Hours of Work

The weekly rates relate to a week of 44 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 44.

## 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. 9 d . or 3 s .6 d . 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.

[^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 31st December 1962.

## Hours of Work

The weekly rates relate to a week of 44 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 44.

## 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-ENGLAND AND WALES

[Agreements of the National Joint Industrial Council for the Retail Pharmacy Trade]

| Class of Worker* | Minimum Rates of Pay |  |  |
| :---: | :---: | :---: | :---: |
|  | London |  | Provinces |
| Pharmacists $\dagger:-$ <br> Men:- Per annum Per annum <br> $£$   |  |  |  |
|  |  |  |  |
| First year after qualifying ... | 825 |  | 800 |
| Second year after qualifying ... | 875 |  |  |
| Third year after qualifying ... | 925 |  | 900950 |
| Fifth year after qualifying ... |  |  |  |
| Women:- |  |  |  |
| First year after qualifying Second year after qualifying ... | 850 |  |  |
| Second year after qualifying $\ldots$ | 900 |  | 875925 |
| Fifth year after qualifying | 950 |  |  |
|  | London | Provincial A Area | Provincial B Area |
|  | Per week s. d. | Per week s. d. | Per week s. d. |
| Unqualified assistants with not less than 3 years' continuous experience and wholly or mainly engaged in dispensing:- |  |  |  |
| Men, 24 years and over ... ... ... ... | 1986 | 1926 | 1866 |
| Women, 24 years and over $\ldots \ldots \ldots$ | 5 s . a week less than rate for men |  |  |
| Shop assistants:- |  |  |  |
|  |  |  |  |  |  |  |  |
| Women, 22 years and over ... | 1296 | $124 \quad 6 \ddagger$ | $116 \quad 6 \ddagger$ |
| All other male workers, 22 years and over ... | $169 \quad 0 \ddagger$ | $162 \quad 6 \ddagger$ | 158 0 $\ddagger$ |

Note.-The rates for pharmacists became operative from 4th March 1963, for unqualified assistants from the pay day in the week commencing 30th October 1960, and for shop assistants and other male workers from the pay day in the week commencing 28th August 1961.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of not more than 44 hours for pharmacists and not more than 46 for other workers.

## Rota Payments

A pharmacist called on to perform rota duties in compliance with arrangements under the National Health Service is paid 7s. 6d. an hour for weekdays and 15s. an hour for Sundays, weekly short days and customary holidays. This payment is made irrespective of whether or not the normal working week is worked in the week in which the rota duty falls.

## Classification of Areas

" London" means the City of London and Metropolitan Police District.
" Provinces" means places other than 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]
## 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 on the first pay day in the week commencing 23rd March 1964.

* Generally applicable to male workers, 21 years and over.
$\dagger$ Plus 15 s . 6 d . a week to workers loading and/or delivering in sacks or bags for the time so spent.

Coal and Coke Distribution-contd.
I.-Regions other than London-contd.

| Region and Class of Worker | Minimum Weekly Rates of Wages* |
| :---: | :---: |
| Eastern (Cambridge, Bedford, Huntingdon, Norfolk, Suffolk, Essex and Hertford-except those parts of Essex and Hertford in Metropolitan area):Motor drivers (bulk deliveries):- |  |
|  |  |
| Motor drivers (bulk deliveries) :-Up to and including 5 tons |  |
| Over 5 tons and up to and including 8 tons... Over 8 tons and up to and including 12 tons | $\left.\begin{array}{ll}208 & 6 \\ 212 & 9\end{array}\right\} \begin{gathered}\text { See } \\ \text { footnote } \dagger\end{gathered}$ |
|  |  |
| Horsemen, loaders and mates |  |
| South Eastern (Kent, Sussex, Surrey-except those parts in the Metropolitan Police Area):- <br> Grade 1 areas Grade 2 areas |  |
| Drivers of vehicles of carrying capacity (bulk deliveries):- |  |
| Up to and including 5 tons |  |
| Over 5 tons up to and including 8 tons | 20962056 |
| Over 8 tons up to and including 12 tons | 2139209 |
| Over 12 tons ... | 218 0 214 |
| Coal yard workers, coal porters, horse carmen, mates (bulk deliveries) |  |
| Southern (Bucks., Hants., Berks., Oxfordshire and Group A GroupDorset):- |  |
| Drivers of lorries of carrying capacity (bulk deliveries):- |  |
| Up to and including 5 tons ... ... | 20231983 |
| Over 5 tons up to and including 8 tons $\ldots$ 209 6 205 <br> Over 8 tons but gross laden weight not     |  |
| Over 8 tons but gross laden weight not over 12 tons |  |
| Over 12 tons gross laden weight | $\begin{array}{lllll}218 & 0 & 214 & 0 & \text { े }\end{array}$ |
| Crane driversLorry drivers, mates,mardmen $\ldots$ |  |
|  |  |
| Leading hands ... ... ... ... ... | Minimum of 5s. above |
|  | rates for bag fillers and loaders |
| South Western (Cornwall, Devon, Gloucester, X areas Y areas Somerset, Wilts.):- |  |
|  |  |
|  |  |
|  |  |
| Over 5 tons up to and including 8 tons ... | $\begin{array}{llll}209 & 6 & 205 & 6\end{array}$ |
| Over 8 tons up to and including 12 tons Over 12 tons $\ldots \ldots$ | 213 9 2099 |
| Over 12 tons $\ldots$. $\ldots$ elivers) Horse carters (bulk deliveries) | $\begin{array}{llll}218 & 0 & 214 & 0 \\ 200 & 3\end{array}$ |
|  |  |
| Yard men and other manual workers (bulk deliveries) | $\left.19800 \begin{array}{llll}194 & 0\end{array}\right) \stackrel{\sim}{\circ}$ |
| South Wales (Brecknock, Cardigan, Carmarthen, Grade 1 Grade 2 |  |
| Drivers of vehicles of carrying capacity (bulk deliveries):- |  |
|  |  |
|  | 20231980 |
| $\xrightarrow{\text { Over } 5 \text { tons }} \ldots$ | $\left.\begin{array}{llll}213 & 9 & 209 & 6\end{array}\right\} \stackrel{0}{0}$ |
| Lorry drivers' mates (bulk deliveries) | $198 \quad 0 \quad 19400$19 0 |

Note.-The rates became operative on the first pay day in the week commencing 23rd March 1964.

Hours of Work
The hours of work in a full week are 42 (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.

[^142]
## 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 1st November 1963, are subject to an over-riding minimum wage of 35 s . a day Monday to Friday, 17s. 6d. Saturday, or 240s. 0d. a week (after 1 year's service) for drivers of mechanical vehicles, horse carmen, trolleymen 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.

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

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


Note.-The rates became operative on the pay day in the week commencing 14th October 1963.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 42, 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.

## Shift Workers

On double day shifts the hours are $37 \frac{1}{2}$, exclusive of half-an-hour break for meals, payment being made for 42 hours on each shift.

[^143]
# 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 10th June 1963.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are $42 \frac{1}{2}$.

## 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.

GENERAL WASTE MATERIALS RECLAMATION-GREAT BRITAIN
[General Waste Materials Reclamation Wages Council (Great Britain) Wages Regulation Order]*

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

Note.-The rates and hours became operative from 24th June 1963.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42, which may be worked in 5 or $5 \frac{1}{2}$ days.

[^144]HEALTH SERVICES-GREAT BRITAIN*
[Agreements of the Ancillary Staffs Council of the Whitley Council for the Health Services (Great Britain)]

| Class of Worke |  |  |  | Standard Weekly Rates of Pay |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | Men, 21 years and over |  | Women, 18 years and over |  |
|  |  |  |  | London Zone | Elsewhere | London Zone | Elsewhere |
| Group |  |  |  | s. <br> d. <br> 213 <br> 218 | S. <br> 205 <br> 8 | s. 162 10 | s. $\begin{array}{r}\text { s. } \\ 154 \\ 150\end{array}$ |
|  | 2 | ... | ... | ${ }^{218}{ }^{8}$ | 2108 | 16710 | 15910 |
| " | 3 | ... | ... |  | 21382178 | 17010 | 16210 |
| " | 4 5 | $\ldots$ | $\ldots$ | 2258 |  | 1741017810 | 1661017010 |
| " | 5 | $\ldots$ | $\ldots$ |  |  |  |  |
| " | 7 | $\ldots$ | $\ldots$ | 2338 237 8 | 2298 | 1861019010 | 17410 |
| " | 8 | ... | $\ldots$ | 2418 | 2338 |  | 18210 |
| " | 9 10 | ... | ... | 2458 <br> 249 | 23782418 | 19410 | 18610 |
| " | 10 | ... | ... |  |  | 19810 | 19010 |

Note.-The rates became operative from the beginning of the first full pay week in November 1963 and are to be increased by 7s. a week for men and 5s. 10d. a week for women in November 1964 and November 1965.

Hours of Work
The standard working week is 42 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 the retention of an 84-hour fortnight to be worked where this is of mutual advantage.

Service Supplement
Workers with 5 years' continuous full-time service receive a service supplement of 7s. a week fór men and 5s. 3d. a week for women.

## Provision of Board, Lodging and Laundry

The standard rates quoted above are, in the case of resident workers, subject to a deduction of 58 s .4 d . a week for men (board 39 s . 1d., lodging 15 s . 3d., laundry 4 s . 0 d .) and 55 s . 5 d . for women (board 39s. 1d., lodging 12s. 7d., laundry 3s. 9d.). There will be further increases of 1s. 2d. a week in the charge for board in November 1964 and November 1965.

## Shift Workers

Workers on rotary shifts (i.e., shifts which cover 24 hours a day) are paid an additional $4 \frac{1}{4} \mathrm{~d}$. an hour and workers on alternating shifts (i.e., two-shift systems where one shift finishes earlier than 7 p.m. and the second shift finishes at or after 7 p.m.) an additional $2 \frac{5}{8} \mathrm{~d}$. an hour. In the case of regular shift workers these allowances are taken into account in the calculation of overtime rates of pay and are payable during sick or annual leave.

## Night Workers

Night duty between 10 p.m. and $6 \mathrm{a} . \mathrm{m}$. is paid at the rate of time-and-a-quarter 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.

## Split Duty Workers

Whole-time workers who are required to make more than one attendance to complete a day's work receive for each day on which such split duty is performed an additional payment of 3 s . a day when the break is not less than two hours but less than four (including any normal meal break) and 4s. if the break is not less than four hours (including any normal meal break). Provision is also made for part-time workers on split duty work.

## 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 $8.0 \mathrm{a} . \mathrm{m}$. subject to a minimum payment of 5s. for each occasion. Any work performed during the stand-by period is paid for in addition at overtime rates.

## Week-end Work

Whole-time workers are paid at the rate of plain time plus one-half for all hours worked on Saturday after 12 noon, and all staff, whether whole-time or part-time, are paid at double the plain time rate for all hours worked on a Sunday.

[^145]Health Services-contd.

## Grouping of Occupations

The following are examples of the classes of workers included in each of the groups:-

## Men

Group 1 ... General or kitchen porter mainly engaged on cleaning or messenger duties (Group 2 on heavier duties), nightwatchman.
Group 2 ... Farm worker, hospital porter (class II), messman, labourer.
Group 3 ... Ambulance attendant, hospital porter (class I), incinerator attendant, laundryman, ward orderly.
Group 4 ... Bath attendant, gate porter (class III), senior messman, storesman.
Group 5 ... Assistant cook, gate porter (class II), chauffeur, steriliser attendant, gardener (class II), attendant on the aged and infirm (class II).
Group 6 ... Laundry machine operator, stoker (steam).
Group $6 \ldots$ Ambulance driver, reception centre (plus 2 s .) attendant.
Group 7 ... Gate porter (class I), leading stoker (in charge of 1 to 3 stokers working on the same shift).
Group 7 ... Gardener (class I). (plus 2 s .)
Group 8 ... Hairdresser, leading stoker (in charge of 4 or more stokers working on the same shift), attendant on the aged and infirm (class I).
Group 8 ... Propagating gardener. (plus 2s.)
Group 9 ... Butcher, cook, telephone switchboard operator.
Group 10 ... Cook-in-charge.
Group $10 \ldots$ Operating theatre attendant (class I).

Women
Cleaner, domestic assistant, diningroom, 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, attendant on the aged and infirm (class II).

Chargehand laundrywoman (6 to 10 staff supervised).
Reception centre attendant.
Dressmaker.

Hairdresser, attendant on the aged and infirm (class I).

Cook, telephone switchboard operator. Cook-in-charge.

## Exceptional Payments

Cooks and assistant cooks holding recognised diplomas in cooking are paid an additional 8 s . a week. 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 9s. a week.

An allowance of 1s. 4 d . a day or part thereof is paid to laundry staff whilst handling foul linen. An allowance of 8 d . a day or part thereof is paid to ward orderlies and other workers whilst handling and/or rough washing foul linerr.

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 psychiatric hospitals who are not in receipt of instructional pay are paid an additional 2 d . 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.

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 8s. above his grade rate. A further 8s. 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, for semi-skilled engineering workers and for orthopaedic appliance grades.

## 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, Harlow, Hornchurch and Rickmansworth U.D.C.s., and Epping and Ongar R.D.C.s. 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 <br> Theatres | Grade B Theatres | Grade C <br> Theatres |
| 1st projectionists. | $\begin{array}{rr}\text { s. } & \text { d. } \\ 268 & 2\end{array}$ | s. <br> 242 <br> 10 | s. 22910 | $\begin{array}{rr}\text { s. } & \text { d. } \\ 199 & 11\end{array}$ | S. ${ }_{179}$ d. |
| 2nd projectionists (over 20 years) | 2164 | 2060 | 1999 | 1823 | 1585 |
| 3 rd projectionists (over 20 years) | 1894 | 1646 | 157 | 1340 | 11511 |
| 4 th projectionists (over 20 years) | 1578 | 14711 | 1454 | - |  |
| House engineers ... ... ... | 2682 | 24210 | - | - | - |
| Assistant house engineers | 2164 | 2060 | - | - | - |
| Head attendants or foremen ... | 19911 | 1855 | 1757 | 1627 | - |
| Utilitymen, doormen, assistant foremen and boilermen | 176 | 1669 | 1611 | - | - |
| Night watchmen/cleaners (male) | $172 \quad 5$ | 1631 | 1575 | - | - |
| Male attendants (over 20 years) | 1725 | 1631 | 1575 | 1492 | 1404 |
| Chief cashiers ... ... ... | 1446 | 1290 | 1202 | 1073 | 964 |
| Cashiers ... | 1348 | 1181 | 11311 | - |  |
| Usherettes/relief cashiers | 12310 | 1146 | 1079 | 1027 | 923 |
| Female attendants | 1171 | 10810 | 1038 | 9510 | 881 |
| Women cleaners ... ... | $75 \quad 2$ | 6911 | 6911 | 695 | 643 |

Note.-The rates became operative from 30th July 1962.
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 Theatres | Grade B <br> Theatres | Grade C <br> Theatres |
| 1st projectionists | $\begin{aligned} & 265 \mathrm{~s} . \text { to } \\ & 268 \mathrm{~s} .9 \mathrm{~d} . \end{aligned}$ | $\begin{aligned} & \text { 239s. 9d. to } \\ & \text { 245s. 6d. } \end{aligned}$ | $\begin{aligned} & \text { 204s. to } \\ & \text { 208s. 6d. } \end{aligned}$ | $\begin{aligned} & 177 \mathrm{~s} .6 \mathrm{~d} . \text { to } \\ & 182 \mathrm{~s} .4 \mathrm{~d} . \end{aligned}$ |
| 2nd projectionists (over 20 years)... | $\begin{aligned} & 216 \mathrm{~s} .3 \mathrm{~d} \text {. to } \\ & 222 \mathrm{~s} \text {. } \end{aligned}$ | 203s. 11d. to | $\begin{aligned} & \text { 179s. to } \\ & 190 \mathrm{~s} . \end{aligned}$ | $\begin{aligned} & 149 \text { s. 6d. to } \\ & 167 \mathrm{~s} \text {. } \end{aligned}$ |
| 3 rd projectionists (over 20 years)... | $175 \mathrm{~s} .3 \mathrm{~d} \text {. to }$ | 161 s .3 d . to | $140 \text { s. } 9 \mathrm{~d} \text {. to }$ | $122 \mathrm{~s} .6 \mathrm{~d} \text {. to }$ |
| 4th projectionists (over 20 years)... | 157s. 8d. to | 139s. 6d. to | 125 s .3 d . to |  |
|  | 162 s . 3d. | 151s. 6d. | 129 s .3 d . |  |
| Foremen/head attendants (over 20 years) | $\begin{aligned} & \text { 189s. to } \\ & \text { 195s. } 3 \mathrm{~d} . \end{aligned}$ | 177s. 6d. to 185s. 6d | 166s. to 169s. 9d. | 151s. to $157 \mathrm{~s} .11 \mathrm{~d} .$ |
| years) Night watchmen/cleaners $\ldots$ | 175 s .6 d . to | 167s. 3d. to | 169s. 9 d | 142s. 3d. to |
| Night watchmen/cleaners | 191s. 6d. | 178s | 2s | 158 |
| Utilitymen/doormen (over 20 years) | 176s. to | 165s. 2d. to | 158s. 6d. to | 146s. 6d. to |
|  | 181s. 3d. | $\xrightarrow{172 \mathrm{~s} \text {. }}$ | 168s. 9d. | $158 \mathrm{~s} .$ |
| Boilermen (over 20 years) ... | 176s. to 181s. 3d. | $\begin{aligned} & 165 \mathrm{~s} .2 \mathrm{~d} . \text { to } \\ & 172 \mathrm{~s} \text {. } \end{aligned}$ | $\begin{aligned} & \text { 159s. to } \\ & 168 \mathrm{~s} .9 \mathrm{~d} . \end{aligned}$ | 147s. 0d. to 158s. |
| Male attendants/receptionists (over | 170s. 9d. to | 163s. 6d. to | 155 s . 9 d . to | 141s. 9d. to |
| 20 years) ... ... ... . | 181s. 9d. | 172s. | 168s. 9d. | 158s. |
| 1 st cashiers ... | 129 s . to | 116s. 6d. to | 97s. 3d. to | 88 s. to |
|  | $132 \mathrm{~s} .$ | $126 \mathrm{~s} .$ | 111 s .6 d . | 105 s . |
| $\begin{array}{ccc}\text { 2nd cashiers } & \text { (other } & \text { cashiers in } \\ \text { Scotland) } & \ldots . . & \ldots \\ \ldots\end{array}$ | 122 s .2 d . to | 110s. 9d. to | 91s. to | 84 s . to |
| Scotland) | 129s. 6d. | 116s. | 100s. 6d. | 96 s . |
| 3rd cashiers ... | 115s. 6d. to | 103s. to | 92s. 8d. to | $78 \mathrm{~s} .9 \mathrm{~d} \text {. to }$ |
|  | 120s. 6d. | 106s. 9d. | 95s. 10d. | 85 s .6 d . |
| Female usherettes | 103s. to 106s | $\begin{aligned} & \text { 94s. 3d. to } \\ & 100 \mathrm{~s} \text {. } \end{aligned}$ | 84s. 6d. to 91s. | $\begin{aligned} & \text { 77s. 2d. to } \\ & 81 \mathrm{~s} .6 \mathrm{~d} . \end{aligned}$ |
| Women cleaners | 73 s. to | 67s. 9d. to | 67s. 3d. to | $61 \mathrm{~s} \text {. to }$ |

Note.-The rates became operative from 30th July 1962.

## Hours of Work

In cinemas not regularly open on Sundays for cinematograph performances:-
Full-time staff: Normal working week, Monday to Saturday inclusive, not to exceed 43 working hours for projectionists, 44 for other male staff and 44 for female staff other than cleaners.
Part-time staff: Working week, Monday to Saturday inclusive, not to exceed $27 \frac{1}{2}$ hours for evening employment, of which not more than 6 hours in the week are to take place 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 not to exceed 24 hours except in cases where an hourly rate of remuneration has been adopted. $\dagger$

Usherette cleaners: Working week not to exceed 44 hours.
In cinemas with regular Sunday performances:-
Projectionists and other male staff: Normal working week, including hours worked on Sundays, not to exceed 43 working hours for projectionists and 44 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 permissable to work employees before overtime is deemed to commence.
Full-time female staff, other than cleaners: In continuous cinemas the normal working week, including hours worked on Sundays, is not to exceed 44 hours.
In non-continuous cinemas (evening performances only-doors not open before 5 p.m. except on Sundays-and not more than three matinees a week) the normal working week, including hours worked on Sundays, is not to exceed 40 hours ( 44 for usherette cleaners).

Part-time staff: 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. $\dagger$

## Spreadover

Where the daily spreadover (other than on Saturdays) of full-time male employees (except in non-continuous houses) exceeds 12 hours inclusive of meal breaks, and these employees are not working a shift system, a five-day week is operative, but in all other respects the normal working week applies.
This does not limit the giving of a five-day week to full-time male employees wherever practicable; the question of practicability to be one on which the Union is entitled to make representations to the management.

The National Association of Theatre and Kine Employees has agreed not to oppose the introduction of reasonable shift systems.

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.

[^146]
## UNLICENSED PLACES OF REFRESHMENT—GREAT BRITAIN

[Unlicensed Place of Refreshment Wages Council Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Remuneration per hour for all time worked between the hours of 7 a.m. and 7 p.m., other than on Sunday or a rest day, where the employer supplies the worker with meals whilst on duty |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Men, <br> 21 years and over |  |  | Women, <br> 21 years and over |  |  |
|  | London Area | $\begin{array}{\|c} \hline \text { Pro- } \\ \text { vincial } \\ \text { A Area } \end{array}$ | Provincial B Area | London Area | $\begin{array}{\|c} \text { Pro- } \\ \text { vincial } \\ \text { A Area } \end{array}$ |  |
| Assistant managers or manageresses $\ddagger$... ... ... ... | s. d. $4 \quad 4 \frac{1}{4}$ | $\begin{array}{ll}\text { s. } & \text { d. } \\ 4 & 2 \frac{3}{4}\end{array}$ | $\begin{array}{ll}\text { s. } & \text { d. } \\ 4 & 1 \frac{1}{4} \\ \\ 3 & 11\end{array}$ | $\begin{array}{ll}\text { s. } & \text { d. } \\ 3 & 5 \frac{1}{4}\end{array}$ |  | $\begin{array}{ll}\text { s. } & \text { d. } \\ 3 & 2 \frac{1}{4}\end{array}$ |
| Assistants-in-charge ... | $42^{\frac{1}{2}}$ | 41 | $3111 \frac{1}{2}$ | $\begin{array}{ll}3 & 3\end{array}$ | $\begin{array}{ll}3 & 1 \\ 1\end{array}$ | $\begin{array}{ll}3 & 0\end{array}$ |
| Floor supervisors ... ... ... | 388 | $3 \quad 6 \frac{3}{4}$ | 3 5 $5^{\frac{1}{4}}$ | $210 \frac{1}{2}$ | 29 | $27 \frac{1}{2}$ |
| Hostesses, receptionists or seaters | - | - |  | 288 | 271 | 2 53 |
| Clerks ... | $3 \quad 9$ | $37 \frac{1}{2}$ | 36 | 2103 | 2914 | $27 \frac{3}{4}$ |
| Cashiers or clerical assistants ... | $37 \frac{1}{2}$ | 36 | 3 4 ${ }^{\frac{1}{2}}$ | 28 | $2 \quad 6 \frac{1}{2}$ | 25 |
| Refreshment bar, buffet or service attendants | 37 | 3 51 | 34 | $27 \frac{1}{2}$ | 26 | $24 \frac{1}{2}$ |
| Shop assistants ... ... ... |  | ${ }^{2}$ | 3 | 29 | $2{ }^{2} 71 \frac{1}{2}$ | $2{ }^{2} 6$ |
| Waiters or waitresses | $33^{1 \frac{1}{4}}$ | 3113 | 3 014 | 25 | $\begin{array}{lll}2 & 3 \frac{1}{2}\end{array}$ | 22 |
| Chefs§ ... | $411 \frac{1}{2}$ | 410 | $48 \frac{1}{2}$ | $311 \frac{1}{2}$ | 310 | 3818 |
| Head cooks§ | $4{ }^{4} 7$ | 461 | $44^{4}$ | 38 | 3 61 | 35 |
| Cooks | 44 | 4 21 | 41 | 3 24 <br> 1  | $3 \quad 0 \frac{3}{4}$ | $211 \frac{1}{4}$ |
| Assistant cooks | 311 | 3 912 | 38 | $210 \frac{1}{4}$ | $28 \frac{3}{4}$ |  |
| Service cooks ... ... ... | $3 \quad 7 \frac{3}{4}$ | $3 \quad 61$ | $3 \quad 4 \frac{3}{4}$ | 288 | $26 \frac{3}{4}$ | 251 |
| Any other workers except managers and manageresses | $3 \quad 6 \frac{1}{2}$ | 35 | 3 31 | 27 | $25 \frac{1}{2}$ |  |

Note.-The rates became operative from 7th October 1963.
Other hourly rates apply for work done before 7 a.m. and after 7 p.m., and for work on Sundays and rest days. Considerations of space preclude full reproduction of these rates but, for example, the hourly rates for time worked between $5 \mathrm{a} . \mathrm{m}$. and $7 \mathrm{a} . \mathrm{m}$. and between 7 p.m. and 11 p.m. are about $12 \frac{1}{2}$ per cent. higher than those in the Table, and for time worked between 11 p.m. and $5 \mathrm{a} . \mathrm{m}$. about 25 per cent. higher.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 45 , excluding mealtimes.

[^147]
## Unlicensed Places of Refreshment-contd.

## Guaranteed Week

A worker who normally works for not less than 36 hours a week is, subject to certain conditions and qualifications, entitled to guaranteed weekly remuneration equal to the total remuneration to which he would be entitled if he worked the hours normally worked by him excluding any additions to the hourly rate payable for hours in excess of 45 in the week.

## Provision of Full Board and Lodging

The minimum rates quoted above are payable where the employer supplies the worker with meals whilst on duty. Where full board and lodging is supplied for 7 days a week, these rates are reduced by an appropriate amount as follows:-

| Men, 21 years and over:- |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| London Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| Previncial A Area | $\ldots$ | 24s. 9d. a week |  |  |
| Provincial B Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| $\ldots$ | 16s. 9d. a week |  |  |  |
| Women, 21 years and over:- |  |  |  |  |
| London Area <br> Provincial A Area$\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 23s. 9d. a week |
| Provincial B Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |

Where a worker is not supplied by the employer with either full board and lodging or meals whilst on duty the rates quoted in the Table are increased by $4 \frac{1}{2} \mathrm{~d}$. an hour for the first 45 hours worked in any week.

## 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.

Class of Worker


Note.-The rates became operative from 5th August 1963.

## Hours of Work

The weekly rates relate to a week of 44 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 44.

## 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 44 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 20 s .10 d . 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 turn of duty includes not less than four hours' work between $8.30 \mathrm{p} . \mathrm{m}$. one day and $6.30 \mathrm{a} . \mathrm{m}$. the next day, 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.

## 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.

* 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, 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, 1d. an hour extra.
$\S$ When engaged in cooking prepared food, 8d. a day or night extra. When deputed to supervise staff for a minimum period of one hour, 1d. an hour extra.
|| According to the number of staff normally employed in the canteen under his or her direct control.


## SCHOOL MEALS SERVICE, ETC. AND CIVIC RESTAURANTSENGLAND AND WALES*

[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)]

| Class of Worker |  | Standard Hourly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  | London | Zone A Areas | Zone B Areas |
|  |  | s. d. | s. d. | s. d. |
| Women, 18 years and over:School Meals Service: |  |  |  |  |
|  |  |  |  |  |
| Helpers or general assistants | .. | 3818 | $3{ }^{3} 6 \frac{3}{8}$ | 355 |
| Supervisory assistants | $\ldots$ | 3 91 <br> 8  | $3{ }^{3} 78$ | $\begin{array}{ll}3 & 6 \frac{5}{8}\end{array}$ |
| Assistant cooks | $\ldots$ | $\begin{array}{ll}3 & 10 \frac{5}{8}\end{array}$ | $388 \frac{7}{8}$ | 3 $8 \frac{1}{8}$ |
| Cooks ... | $\ldots$ | $4 \quad 15$ | $311 \frac{7}{8}$ | $311 \frac{1}{8}$ |
| Dining centres:- |  |  |  |  |
| Staff Canteens and Day Nurseries |  | As for School Meals |  | Service ${ }^{8}$ |
| Civic Restaurants:-Helpers or general assistants |  |  |  |  |
|  |  | 307 | $211 \frac{3}{8}$ | $210 \frac{3}{8}$ |
| Assistant cooks ... ... | $\ldots$ | 3 33 | $3{ }^{3} 17$ | $30 \frac{7}{8}$ |
| Cooks | $\ldots$ | 3 67 | $35 \frac{3}{8}$ | 3 4 $4 \frac{3}{8}$ |
| Home helps ... ... | $\ldots$ | 4 21 | $310 \frac{7}{8}$ | $310 \frac{1}{8}$ |

Note.-The rates became operative from 2nd September 1963, except for workers in Civic Restaurants whose rates became operative from 7th October 1963. The rates in School Meals Service and for home helps are to be increased by 1d. an hour from 7th September 1964 and from 6th September 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42.

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 Meals Service 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 assistant cooks, cooks and cook supervisors who hold recognised diplomas in cooking are paid an additional $1 \frac{1}{2} \mathrm{~d}$. an hour. Cooks-in-charge or cook supervisors of a school canteen and/or kitchen are paid $4 \mathrm{~d} ., 6 \mathrm{~d} ., 9 \mathrm{~d} ., 1 \mathrm{~s} .0 \mathrm{~d}$., or 1 s .4 d . an hour above the cook's rate of wages, based on the output of meals per day.

Classification of Areas
The zoning is the same as that for manual workers of Local Authorities (see page 249).

[^148]
# LICENSED RESIDENTIAL ESTABLISHMENTS AND LICENSED RESTAURANTS-GREAT BRITAIN 

[Licensed Residential Establishment and Licensed Restaurant Wages Council 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 |  |  |  |  |  |  |  |  |  |  |  |  |
| Public barmen or barmaids | 183 | 6 | 181 | 6 | 178 | 6 | 149 |  | 147 |  | 144 |  |
| Head barmen or barmaids |  | 6 |  |  |  | 6 |  |  |  |  |  |  |
| Dining-room and restaurant $\begin{array}{llll}\text { cashiers, linen or sewing } \\ \text { maids } & \ldots & \ldots & \ldots \\ \ldots\end{array}$ |  |  |  |  |  |  |  |  | 145 |  | 142 |  |
| Chambermaids $\ddagger \ldots$ |  |  |  |  |  |  |  |  | 128 |  | 125 |  |
| Chefs or head cooks | 244 | 6 | 242 | 6 |  | 6 |  |  | 191 | 6 | 188 |  |
| Chefs de cuisine | 324 | 6 | 322 |  |  |  |  |  |  |  |  |  |
| Cleaners, housemaids, kitchen, scullery or vegetable maids, staff maids or attendants |  |  |  |  |  |  |  |  |  |  |  |  |
| Clerks or receptionists ... | 204 | 6 | 202 | 6 | 199 | 6 | 163 |  | 161 | 6 | 158 |  |
| Head clerks or receptionists | 224 | 6 | 222 | 6 | 219 | 6 | 183 |  | 181 | 6 | 178 |  |
| Cloakroom and toilet attendants $\ddagger$ | 153 | 6 | 151 | 6 | 148 | 6 | 117 |  | 115 | 6 | 112 |  |
| Cooks $\begin{aligned} & \text { Assistant cooks }\end{aligned}$ | 214 | 6 | 212 | 6 | 209 | 6 |  |  |  | 0 | 166 |  |
| Lift attendants | 183 | 6 | 181 | 6 | 178 | 6 |  |  |  | 0 |  |  |
| Stillroom men or maids | 188 |  | 186 | 6 | 183 |  |  |  |  |  | 140 |  |
| House, basement, cellar, store or kitchen porters | 1836 |  | $181-6$ |  | 178 |  | 145 |  |  |  | 140- |  |
| Hall or floor porters, " boots " $\ddagger$ | 153 | 6 | 151 |  | 148 |  | - |  | - |  |  |  |
| Night porters $\ddagger$... ... ... | 168 |  | 1666 |  |  |  | 二 |  |  |  |  |
| Plate and pantry or crockery attendants |  | 6 | 181 | 6 | 178 | 6 |  |  | 140 |  |  |  |  |  |
| Salad hands | 193 | 6 | 191 |  | 188 | 6 | 152 |  | 150 | 6 | 147 |  |
| Service dispensers ... | 188 | 6 | 186 | 6 | 183 | 6 | 145 |  | 143 |  | 140 |  |
| Telephone operators | 188 | 6 | 186 |  | 183 | 6 | 156 |  | 154 | 0 | 151 | 0 |
| Waiters or waitresses $\ddagger$ § | 163 | 6 | 161 | 6 | 158 | 6 | 130 |  | 128 | 0 | 125 | 0 |
| Head waiters or waitresses $\ddagger$ | 203 | 6 | 201 | 6 | 198 | 6 | 145 |  | 143 |  | 140 | 0 |
| Second head waiters or waitresses $\ddagger$ | 183 | 6 | 181 | 6 | 178 | 6 | 140 |  | 138 | 0 | 135 |  |
| Other workers (not specified) ... | 183 | 6 | 181 | 6 |  | 6 |  | 0 |  | 0 |  | 0 |

Note.-The rates became operative from 11th November 1963.

## Hours of Work

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.

[^149]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 19 s . 6 d . a week and where full board and lodging on 7 days a week are supplied, the rates quoted are generally reduced by 51 s . 0 d . a week for men and 49 s . 0d. for women in Area A, 50s. 0d. and 48s. 0d. in Area B and 49s. 0d. and 47s. Od. in Area C.

For certain classes of workers, e.g., chambermainds, cloakroum attendants, night porters, hall porters or "boots", waiters and waitresses, these amounts are 17s. $6 \mathrm{~d} ., 43 \mathrm{~s}$. 6 d . for men and 42s. 6d. for women in Area A, 42s. 6d. and 41s. 6d. in Area B and 41s. 6d. and 40s. 6d. in Area C respectively.

Provision of Uniform, Protective Clothing or Laundering
Additional payments of 1s. 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 12 midnight and $6 \mathrm{a} . \mathrm{m}$., 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 worker's 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 an extra waiter, extra waitress or extra head waiter or 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 5d. 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 the county boroughs of Birmingham, Bradford, Bristol, Cardiff, Coventry, Kingston-on-Hull, Leeds, Leicester, Liverpool, Manchester, Newcastle-on-Tyne, Nottingham, Sheffield and Stoke-on-Trent, and in Scotland the counties and cities of Edinburgh and Glasgow.
"Area C" means all other areas in Great Britain.

## LICENSED NON-RESIDENTIAL ESTABLISHMENTS—GREAT BRITAIN

## [Licensed Non-Residential Establishment Wages Council Wages Regulation Order]*

| Class of Worker | Minimum Remuneration per week of 46 hours where the employer does not supply any board, meals or lodging to the worker |  |  |
| :---: | :---: | :---: | :---: |
|  | Area A | Area B |  |
| Men, 21 years and over:- | s. d. | s. d. |  |
| Cellarmen (England and Wales) ... ... | 1876 |  |  |
| Head barmen, barmen-in-charge or first hands (England and Wales) | 1876 | 184 | 6 |
| First hands (Scotland only): - | 1846 | 181 | 6 |
| Grade I ... ... ... ... ... ... | - |  |  |
| Second hands ( $\underset{\text { Scotland }}{ } \ldots$ |  |  |  |
| Barmen or barmen-waiters (England and Wales) |  |  |  |
| Barmen (Scotland only) .... ... ... |  |  |  |
| Other workers (Great Britain) Women (Great Britain):- | $177 \quad 6$ |  |  |
| Head barmaids, 21 years and over |  |  |  |
| Barmaids, 21 years and over |  |  |  |
| Other workers, 18 years and over | 144 <br> 130 <br>  |  |  |

Note.-The rates became operative from 26th May 1963.

## Hours of Work

The weekly rates relate to a week of 46 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 | $\ldots$ | $\ldots$ | 10 | 0 |  |
| Full board and no lodging | $\ldots$ | 19 | 6 |  |  |
| One meal a day and lodging | $\ldots$ | $\ldots$ | 28 | 0 |  |
| Two meals a day and lodging | $\ldots$ | $\ldots$ | 27 | 0 |  |
| Full board and lodging | $\ldots$ | $\ldots$ | 36 | 6 |  |
| Lodging but with no meals | $\ldots$ | $\ldots$ | $\ldots$ | 45 | 0 |
|  | $\ldots$ | 17 | 0 |  |  |

## Classification of Areas

"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.

[^150]
# LAUNDERING <br> I.-Great Britain <br> [Laundry Wages Council (Great Britain) Wages Regulation Order]* 

| 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 ... | 381 | $\ddagger$ |
| Women, 19 years and over, with 3 months' employment, other than transport workers or substitutes for male workers for whom higher rotes are specified | 281 | 2103 |

Note.-The rates for men became operative from 4th March 1963 and for women from 27th July 1962.

Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43.

## 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 33 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 timeworker.

## 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 p.m. and 6 a.m.

## II.- Northern Ireland

[Laundry Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men, 21 years and over | Per hour s. d. 310 | Per hour s. d. |
| Women, 20 years and over, after 6 months' employment |  |  |

Note.-The rates became operative from 12th March 1964.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43, 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 time 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.

[^151]
# 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 |
| :--- |

NoTE.-The rates became operative from the first pay week commencing on or after 5th April 1964.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42. The dayshift hours are normally to be worked over $5 \frac{1}{2}$ days, but may be worked in 5 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-a-quarter for all hours worked. This applies where men, other than day-shift men, work throughout the night for not less than three consecutive nights.

## Seven-Day Working

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 5 d . an hour ( 6 d . for skilled craftsmen) above the rates quoted.

[^152]
# BOOT AND SHOE REPAIRING AND BESPOKE FOOTWEAR MANUFACTURE-GREAT BRITAIN 

[Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates $\dagger$ |  |
| :---: | :---: | :---: |
|  | Men, <br> 21 years and over | Women, <br> 21 years and over |
|  | Per week s. d. | Per week s. d. |
| Foremen and managers, forewomen and manageresses |  |  |
| Sewing or stitching machine operators:- <br> Operating power sole stitchers or power sole stitchers and sole sewing machines | 2016 | 2016 |
| Operating sole sewing or edge trimming machines | 1950 | 1950 |
| During probationary period not exceeding 4 months | 1870 |  |
| Press cutters responsible for cutting and costing | 2006 | 2006 |
| Makers of bespoke, including surgical, footwear | 2110 |  |
| Repairers engaged in sewing down caps, rewelting, welt repairs or any other hand stitching operation ... | 1916 | 191 |
| Clickers ... ... ... ... ... ... | 1916 | 1916 |
| Clickers and closers . ... ...... | 1916 |  |
| Closers (i.e., in fitting and machining) in the making of uppers for bespoke, including surgical, footwear and not employed in clicking | 1916 | 1370 |
| Workers employed in altering footwear or on benching or finishing operations (hand or machine) in repairing leather footwear | 1870 | 1870 |
| Press cutters not responsible for cutting and costing | 1870 | 1870 |
| Other workers ... ... ... ... ... | 1840 |  |

Note,-The rates became operative from 3rd February 1964.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 43 , 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 43 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 43 hours, the remuneration is $32 / 43$ rds 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.

[^153]
## 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' Saloons $\dagger$ :- <br> Operative hairdressers:- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| First year of employment:- |  |  |  |  |  |  |
| Males |  | 6 | 114 | 6 | 114 | 6 |
| Second year of employment:- |  |  |  | 6 | 102 | 6 |
| Males ... ... ... |  | 0 | 145 | 0 | 145 |  |
| Females , ... |  | 6 | 132 | 0 | 132 |  |
| After 2 years' employment:- |  |  |  |  |  |  |
| Males <br> Females |  | 6 | 178 | 6 | 178 | 6 |
| Females Chargehands:- |  |  |  | 0 | 149 | 0 |
| Males ... |  | 6 |  | 6 |  |  |
| Females $\quad . .$. |  |  |  |  |  |  |
| Managers $\quad . .$. |  | 0 | 215 | 6 | 215 |  |
| Gentlemen's Saloonst:--Operative hairdressers (males or females):- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| First year's employment ... ... |  | 6 | 137 | 0 | 137 |  |
| After 1 year's employment ... |  |  | 172 |  | 172 | 6 |
| Chargehands |  |  |  |  |  |  |
| Managers and manageresses . $\ldots$.. | 215 |  |  |  |  |  |
| Ladies' and/or Gentlemen's Saloons:Clerks, receptionists manicurists: |  |  |  |  |  |  |
| Men, 24 years and over ... |  | 6 |  | 6 | 174 | 0 |
| Women, 24 years and over ....... .. |  |  |  | 0 | 125 | 0 |
| Sales assistants, cashiers, clerical assistants:- |  |  |  |  |  |  |
| Men, 23 years and over |  | 6 |  | 6 | 167 | 0 |
| All other workers:- 120 |  |  |  |  |  |  |
| Men, 23 years and over |  |  |  |  |  |  |
| Women, 23 years and over |  |  |  |  | 114 | 0 |

Note.-The rates became operative from 26th November 1962.
Hours of Work
The weekly minimum rates relate to a week of 44 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 44.

## 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 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.

[^154][Agreements of the National Joint Industrial Council for the United Kingdom Atomic Energy
Authority]

| Class of Worker | National Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | s. | d. |
| Men, 21 years and over:- |  |  |
| Craftsmen ... ... ... ... ... ... ... | 235 |  |
| General worker grades (excluding domestic worker grades) ... | 196 |  |
| Women, 21 years and over:- |  |  |
| Craftswomen (after recognised apprenticeship) ... ... |  | $0^{*}$ |
| General worker grades (excluding domestic worker grades) ... | 157 | $7 \dagger$ |

Note. -The rates became operative from the beginning of the pay week containing 28th August 1963.

## Hours of Work

Workers are conditioned to a 5 -day working week of 42 hours net.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment to day workers and night workers equivalent to 42 hours at common time grade rate, and to shift workers equivalent to their rostered working hours for the particular week at common time grade rate plus the appropriate shift allowance.

## Shift Workers

For week-day shifts payment is made at common time grade rate and for Saturday and Sunday shifts at time-and-a-half and double time grade rate respectively. In addition shift allowances of 8d. an hour (three-shift working) and 5d. an hour (double-day shift working) are paid for all hours of shift attendance inclusive of meal break, if any. The allowance is not computable for overtime or week-end premium payments.

A half-hour paid meal break applies to all double-day and three-shift workers, in each shift worked, at grade rate plus appropriate shift allowance.

## Night Workers

Night workers, other than shift workers, are paid at the rate of time-and-a-third the grade rate.

## Supervisory Pay

Charge hands of craftsmen are paid a rate of 20s. a week above their own craft rate.
Charge hands of general worker grades are paid 20 s . or 14 s . a week, according to the degree of responsibility, over the charge hand's own grade rate or the highest grade rate in the team supervised.

## Irksome Duty and Abnormal Conditions Allowances

Irksome duty allowances of 1 s . to 2 s . 3 d . an hour are paid to industrial employees for time spent in impervious suits.

Allowances are payable for working under abnormal conditions, e.g., 6 d . an hour to craftsmen and their mates working in temperatures exceeding 40 degrees Centigrade.

These allowances are not computable for overtime, week-end or night shift payments.

[^155]
## GOVERNMENT ${ }_{\text {G }}$ INDUSTRIAL ESTABLISHMENTS

## I.-Workers employed in Establishments whose wage rates are based on the Miscellaneous rates (" $\mathbf{M}$ " rates)

[Agreements of the Miscellaneous Trades Joint Council for Government Industrial Establishments]*

| District | Minimum Weekly Time Rates (commonly called " M " rates) $\dagger$ |  |
| :---: | :---: | :---: |
|  | Non-skilled workers |  |
|  | Men, 21 years and over | Women, 21 years and over |
| London | $\begin{array}{cc} \text { s. } & \text { d. } \\ 211 \end{array}$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 176 \\ 10\end{array}$ |
| Coventry | 2060 | 1726 |
| Provinces in Great Britain | 2030 | 1700 |
| Northern Ireland:- |  |  |
| Belfast (including Holywood, Kinnegar, Rosepark and Lisburn) | 1980 |  |
| Other areas of Northern Ireland ... ... | 1940 | 1626 |

Note.-The rates became operative from the beginning of the pay week containing 1st April 1964.

For Hours, etc. see next page

## II.-Workers employed in Naval Dockyards and Dock-yard rated Establishments ("D " rates)

[Agreements of the Shipbuilding Trades Joint Council for Government Departments]*

| Class of Worker | Minimum Weekly Time Rates (commonly called "D " rates) $\dagger$ |  |
| :---: | :---: | :---: |
|  | London | Provinces |
| Men, 20 years and over:- | s. d. | s. d. |
| Skilled ... ... .. | 2550 |  |
| Non-skilled ... ... | 2110 | 2030 |
| Women, on women's work:- |  |  |
| In the dockyards and aged 18 years and over | 16410 | 1600 |
| In establishments away from the dockyards and aged 21 years and over | 16410 |  |

Note.-The rates became operative from the beginning of the pay week containing 1st April 1964.

For Hours, etc. see next page

## III.-Workers employed in Establishments whose rates are based on Engineering rates (" $\mathbf{E}$ " rates)

[Agreements of the Engineering Trades Joint Council for Government Industrial Establishments]*

| District |  | Minimum Weekly Time Rates (commonly called " E " rates) $\dagger$ |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Men, 21 years and over |  |  | Women, 21 years and and over |
|  |  | Skilled | Non-skilled |  |  |
|  |  | s. d |  | d. | s. d. |
| London |  |  |  | 0 | 17610 |
| Coventry ... ...... | ... |  |  | 0 | 1726 |
| Provinces in Great Britain... |  | 246 |  | 0 | 1700 |
| Northern Ireland:- |  |  |  |  |  |
| Belfast (including Holywood, Rosepark and Lisburn) | Kinnegar, |  |  |  | 16510 |
| Other areas of Northern Ireland | ... ... | 246 |  | 0 | 1626 |

Note.-The rates became operative from the beginning of the pay week containing 1st April 1964.

## IV.-Workers employed in certain Explosives Factories ("X"' rates)

[Agreements of the Engineering Trades Joint Council for Government Industrial Establishments]*

| Class of Worker |  |  | Minimum Weekly Time Rates (commonly called " X " rates) $\dagger$ |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | London | Provinces |  |
|  |  |  | s. d. |  |  |
| Men, 21 years and over:- s. |  |  |  |  |  |
| Skilled ...... | $\ldots$ | $\ldots$ | 260 0 |  |  |
| Non-skilled ... ... | $\ldots$ | ... | 2160 |  | 0 |
| Women, 21 years and over | ... | $\cdots$ | 17610 | 170 | 0 |

Note.-The rates became operative from the beginning of the pay week containing 1st April 1964.

Hours of Work
Generally the working week of the classes specified in the Tables is one of 42 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.

## Shift Work Allowances

In " M " rated establishments, certain employees on shift work receive an allowance of 13 s . 0 d . a week on rotating shifts and 11s. 0d. a week on alternating shifts. These allowances are computable for overtime.

## 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.

[^156]
## PRISON SERVICES-ENGLAND, WALES AND SCOTLAND

[Agreements between the Home Office and Scottish Home and Health Department and Prison Officers' Association]


Note.-The rates became operative from 1st December 1963.

## Hours of Work

The conditioned hours of work (i.e., the number of hours worked before overtime is payable to those eligible) are 84 a fortnight, exclusive of mealtimes, normally to be worked in 12 consecutive days from Monday to the following Friday week. The hours of night patrols are 50 weekly, to be worked in 5 nights, and certain specialist officers work 42 hours in a $5 \frac{1}{2}$-day week from Monday to 12 midday Saturday.

[^157]
## POLICE-ENGLAND, WALES AND SCOTLAND

[The Police Regulations and the Police (Scotland) Regulations]*


Note.-The rates became operative from 1st February 1963.

## 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.
As from 1st July 1964, so far as the exigencies of duty permit, every member of a police force below the rank of superintendent will, in addition to his weekly rest days, be granted additional rest days at the rate of one rest day in each fortnight and one further rest day in each period of four weeks.

## London Allowance

Station sergeants, 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 and equipment necessary for the performance of police duty are provided free of cost, except that officers of and above the rank of inspector not supplied with uniform are 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.

[^158]
## 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)]


Note.-The rates became operative from 2nd September 1963. From 7th September 1964


Hours of Work
The normal weekly hours of work, exclusive of overtime, are 42 for day workers, to be worked over 5 or $5 \frac{1}{2}$ days according to local circumstances, and an average of 42, over the cycle of shifts, for shift workers.

## Night Workers

With certain exceptions a rate of time-and-a-quarter is paid to employees engaged on night work. This allowance is not taken into account in the calculation of overtime, Saturday and Sunday or public holiday rates of pay. Providing the finishing time is later than 10 p.m. the night-work rate applies after 8 p.m. to day workers not working overtime.

Service Supplement
A service supplement of 7 s . a week for men and 5 s . 3 d . a week for women is payable to all full-time workers after 5 years' continuous service.

[^159]
## Local Authorities' Services-contd.

I.-England and Wales-contd.
(a) Manual and Semi-skilled Engineering Workers-contd.

## Shift Workers

Employees on rotating shifts are paid $4 \frac{1}{4} \mathrm{~d}$. an hour and employees on alternating shifts $3 \frac{1}{4} d$. an hour in addition to the day-workers' rate for all hours worked. These allowances are not taken into account in the calculation of overtime, Saturday and Sunday or public holiday rates of pay.

## 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.

## 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 8 s . on weekdays and Saturday to 12 noon, 12s. on Saturday after 12 noon and 16 s . on Sunday and public holidays, for a period not exceeding 8 hours and a pro-rata payment in respect of any period in excess of 8 hours.

## Week-end Work

Work performed at the week-end as part of the normal working week is paid at the rate of time-and-a-half for all hours worked after 12 noon on Saturday and at double time for all hours worked on Sunday.

## 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 and analogous occupations, e.g., turkish bath, locker and cleansing station attendants, swimming instructors and shampooers).

## Grouping of Occupations of Manual Workers

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 1-Car park attendant (class II), chair attendant (class II), cleaner (male), lavatory attendant (without other responsibilities), messenger, park attendant (class II).
Group 2-Salvage picker, salvage baler (hand press), bath/laundry attendant (without qualification), car park attendant (class I), chair attendant (class I), general and sewage farm labourers, porter, street sweeper, lavatory attendant (with certain other responsibilities such as care of parcels and cloaks).
Group 3-Salvage baler (mechanical press), washing machine attendant, sewage disposal works and destructor labourers, receiving hopper man (salvage plant), salvage picker (destructor plant screen rooms).
Group 4-Stoker (plus 2d. an hour if certificated), abattoir labourer, sewage disposal works attendant, gully pump attendant.
Group 5-Destructor stoker, ashbinman, pail closet man, nightsoil man, controlled tip attendant, cess pool emptier machine attendant, pool attendant (with Bronze Medallion of Royal Life Saving Society).
Group 6-Stationary engine driver, rodent operative, grave digger, stoker (steam) (plus 2d. an hour if certificated).

Grading of Occupations of Roadworkers, etc.
The following are the gradings recommended by the National Joint Council, the allocation of workers being a matter for determination by the employing authority.
Grade A-Road labourers (employed on patching, pot-holing, gritting, etc.), roadmen in course of training.
Grade B-General roadmen (trained and experienced), sewer labourers, plant attendants (minor powered plant).
Grade C-Skilled roadmen, sewermen (pipelayers or timbermen), plant operators (medium powered plant).
Grade D -Skilled sewermen, skilled pipelayers, skilled timbermen, plant operators (heavy plant).
Grade E-Plant operators (exceptionally heavy plant).

## Allocation of Authorities to Zones

The London rates apply in the Metropolitan Police District. The allocation of Authorities to Zones $\mathbf{A}$ and $\mathbf{B}$ is specified in the agreements of the Provincial Councils, the guiding principles being rateable values and population.

## Local Authorities' Services-contd.

I.-England and Wales-contd.

## (b) 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 finishers, coach body makers, coach painters, coach trimmers, coppersmiths, electricians $\dagger$, engine fitters, engine turners, millwrights, motor mechanics (able to undertake without supervision 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 2nd September 1963 and are to be increased by $2 \frac{1}{2} \mathrm{~d}$. an hour from 7th September 1964 and 6th September 1965.

## Hours of Work

The normal working week consists of 42 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers

With certain exceptions a rate of time-and-a-quarter is paid to employees engaged on night work, i.e., work carried on throughout the night for not less than three 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 p.m. to day workers not working overtime.

## Shift Workers

Shift workers are paid $4 \frac{1}{4} \mathrm{~d}$. 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.

## Week-end Work

Day workers and shift workers who work at the week-end as part of their normal working week are paid at the rate of time-and-a-half for all hours worked after 12 noon on Saturday and at double time for all hours worked on Sunday.

## Service Supplement

A service supplement of 2d. an hour is payable to all full-time employees with 5 years' continuous service.

## Classification of Areas

The zoning of local authorities is in accordance with the zoning arrangements for manual workers (see page 249).

[^160]
## Local Authorities' Services-contd.

I.-England and Wales-contd.
(c) 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 2nd March 1964. From 2nd November 1964 and 1st November 1965 the rates are to be increased by 3d. and $2 \frac{1}{2} \mathrm{~d}$. an hour for craftsmen and 2d. and 1d. an hour for labourers, respectively.

## Hours of Work

A normal working week consists of 42 hours, to be worked in 5 or $5 \frac{1}{2}$ days.
Night Workers
With certain exceptions a rate of time-and-a-quarter 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 page 169).

Other Classes of Workers
A chargehand craftsman, whilst so employed, is paid a minimum plus rate of $3 \frac{1}{8} \mathrm{~d}$. an hour above the craftsman's rate.

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 2 d . an hour below the standard rate for craftsmen.

Service Supplement
A service supplement of 2 d . an hour is payable to all full-time employees with 5 years' continuous service.

## II.-Glamorganshire and Monmouthshire

[Agreement of the Joint Wages Board for Local Authorities of Glamorganshire and Monmouthshire Non-Trading Services (Manual Workers)]

| Class of Worker | Minimum Hourly <br> Rates of Wages |  |
| :---: | :---: | :---: |
| Adult male workers, other than watchmen and flagmen* | $\cdots$ | s. |

Note.-The rates became operative from 12th October 1963.
Hours of Work
The normal weekly hours of work, exclusive of mealtimes, are 42, 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.
*The agreements specify higher rates for various categories of workers or for exceptional kinds of work.

Local Authorities' Services-contd.

# III.-Scotland <br> (a) Manual Workers 

[Agreements of the National Joint Industrial Councils for Local Authority Services (Scotland)]


Note.-The rates became operative from the beginning of the first full pay period commencing on or after 6th January 1964.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 42 , to be worked in not more than 6 days in the case of day workers and in not more than 6 shifts averaged over the cycle in the case of shift workers. The weekly number of hours may exceed 42 at certain periods provided the weekly average for the year does not exceed 42.

## 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.

## Day Workers on Night Work

Workers, other than night watchmen, engaged on night work (i.e., normal periods of duty wholly worked between 8 p.m. and 8 a.m.) are paid an allowance of 1 s . an hour for all hours worked in addition to their day-work rate.

[^161]
## Local Authorities' services-contd.

II.-Scotland-contd.
(a) Manual workers-contd.

## Shift Workers

Shift workers receive plus payments of $4 \frac{1}{4} \mathrm{~d}$. an hour on rotating shifts and $2 \frac{1}{4} \mathrm{~d}$. or $3 \frac{1}{4} \mathrm{~d}$. an hour on alternating shifts.

## Split Duty Payments

Subject to certain conditions, employees who are required to make more than one attendance to complete a normal daily duty are paid an allowance, not computable for overtime or other additional payments, of 2 s . a day.

## Week-end Work

Where not normally required to work on Sunday, workers are paid at the rate of double time for Sunday work, and where normally required to work on Sunday at the rate of time-and-a-half. All workers are paid at the rate of time-and-a-half for all hours worked after 12 noon on Saturdays.

## 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

The grouping of local authorities is as follows:-
Group 1-Cities and Burghs-Glasgow, Edinburgh, Dundee, Aberdeen, Paisley, Greenock, Motherwell, Clydebank, Kilmarnock, Ayr, Falkirk, Linlithgow, Rutherglen, Dumbarton, Kirkcaldy, Dunfermline, Perth, Airdrie, Dumfries, Stirling, Inverness, Port Glasgow, Renfrew, Johnstone, Loanhead, Barrhead, Grangemouth, Gourock, Hamilton, Prestwick, Coatbridge, Buckhaven, Musselburgh, Alloa, Cowdenbeath, Irvine, Kirkintilloch, Helensburgh, Bo'ness, Lochgelly, Dunoon, Kilsyth, Dalkeith, Levens, Largs, Denny, Burntisland, Milngavie, Arbroath, Hawick, Bathgate, Whitburn, Penicuik, Kinghorn, Bonnyrigg, Tayport, Rothesay, Darvel, Cove, Cockenzie, Wick, Cumnock, Kilwinning, Campbeltown, Bearsden, Girvan, Brechin, Stonehaven, Forfar, Carnoustie, North Berwick, Montrose, St. Andrews.

Counties-Dunbarton, Lanark, Renfrew, Ayr, Stirling, Fife, East Lothian, Midlothian, West Lothian, Sutherland, Clackmannan, Perth, Kinross, Caithness, Bute, Argyll. Group 2-All authorities other than those in Group 1.

## (b) Engineering Craftsmen

## [Agreements of the Committee of the Manual Workers' Industrial Council for Engineering Craftsmen]

\begin{tabular}{|c|c|c|}
\hline \multirow[t]{2}{*}{Class of Worker} \& \multicolumn{2}{|l|}{Hourly Rates of Wages} \\
\hline \& Group 1 Authorities \& \begin{tabular}{l}
Group 2 \\
Authorities
\end{tabular} \\
\hline Skilled engineering craftsmen (blacksmiths, brass finishers, coach body makers, coach painters, coach trimmers, coppersmiths, engine fitters, engine turners, millwrights, motor mechanics, pattern-makers, platers, riveters, sheet metal workers, welders, wheelwrights) \& \(\begin{array}{ll}\text { s. } \& \text { d. } \\ \\ 6 \& 4\end{array}\) \& s. d.

$6 \quad 3$ <br>
\hline
\end{tabular}

NoTE.-The rates became operative from the first full pay period commencing on or after
30th March 1964 .
Hours of Work, etc.
The hours of work and other conditions of employment are as for manual workers.

## Grouping of Local Authorities

The grouping of authorities is the same as that for manual workers (see above).

Local Authorities' Services-contd.
III.-Scotland-contd.

## (c) Building and Civil Engineering Employees

## [Agreements of the Committee of the Manual Workers' Industrial Council for Building and Civil Engineering Employees]

Rates of Wages, etc.
The agreement provides that the basic rates of wages of building and civil engineering employees shall be those prescribed from time to time by the Scottish National Joint Council for the Building Industry (see pages 170 and 171) or the Civil Engineering Joint Construction Conciliation Board for Great Britain (see pages 172 and 173) as appropriate.

The working conditions are those for manual workers generally with the addition of any allowances which are normally paid under the working rules of the building or civil engineering industries.

## COUNTY COUNCIL ROADMEN-ENGLAND AND WALES*

> [Agreements of the National and Regional Joint Councils for County Council Roadmen]

| Class of Worker |  | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  | London Area (Metropolitan Police District) | Zone A | Zone B |
|  |  | s. d. | s. d. | s. d. |
| Grade A1 | .. | 2207 | 2097 | 2067 |
| Grade B | $\ldots$ | 2347 | 2237 | 2207 |
| Grade C |  | 23910 | 22810 | 22510 |
| Grade D | ... | 2451 | 2341 | 2311 |
| Grade E |  | 2504 | 2394 | 2364 |
| Grade F | ... | 2557 | 2447 | 2417 |

Note.-The rates became opeative from the pay day in the week commencing 2 nd September 1963 and are to be increased by 7s. a week from 7th September 1964 and 6th September 1965.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 42 or an average of 42 over the year, to be worked in 5 or $5 \frac{1}{2}$ days according to local circumstances. Where pussible the 5 -day spreadover should operate.

## Service Supplement

A service supplement of 7 s . a week is paid to a full-time employee with at least 5 years' continuous service who is not on an incremental scale or on a system of payment which includes an element in respect of years of service.

## Extra Payments for Exceptional Work

An additional 1d. an hour is paid to employees working continuously in water, for work in direct contact with liquid tar and/or liquid bitumen, and for exceptionally dirty work.

[^162]
## County Council Roadmen-contd.

## Grading of Occupations

The occupations allocated to the grades include the following:-
Grade A1-Lengthsmen employed in minor patching, potholing, gritting, etc., road workers under training.
Grade A2-Roadmen with some experience.
Grade B-Road workers (trained and experienced), plant operators (minor powered plant), drivers of vehicles of under 30 cwts. carrying capacity and wheeled-type tractors with agricultural trailers and other simple equipment, gully pump attendants.
Grade C-Skilled roadmen, plant operators (medium powered plant).
Grade D-Plant operators (heavy plant), drivers of vehicles of 30 cwts. and up to and including 8 tons carrying capacity and wheeled-type tractors with civil engineering equipment.
Grade E-Drivers of vehicles over 8 tons carrying capacity, gully emptiers, mechanical sweepers, plant operators of excavators with a rated bucket capacity up to and including $\frac{1}{2}$ cubic yard.
Grade F-Drivers of 4 axle or articulated vehicles or towed low-loaders over 10 tons carrying capacity and macks (when snow-ploughing and gritting), plant operators of excavators with a rated bucket capacity of over $\frac{1}{2}$ cubic yard, Barber-Green operators, Blaw Knox operators.
The rates for watchmen and supervisory grades are determined by Regional Councils.

## Allocation of County Councils to Zones

Zone A-Bedfordshire, Berkshire, Buckinghamshire, Caernarvonshire, Cumberland, Denbighshire, Derbyshire, Essex (outside London area), Flintshire, Gloucestershire, Hampshire, Hertfordshire (outside London area), Isle of Wight, Kent (outside London area), Leicestershire, Lincolnshire (Holland), Northamptonshire, Northumberland, Nottinghamshire, Oxfordshire, Surrey (outside London area), Sussex, Westmorland, Worcestershire, Yorkshire (East and North Ridings).

Zone B-Anglesey, Cambridgeshire, Cornwall, Devon, Dorset, Herefordshire, Huntingdonshire, Isle of Ely, Lincolnshire (Kesteven and Lindsey), Merioneth, Montgomeryshire, Norfolk, Rutland, Shropshire, Soke of Peterborough, Somerset, Suffolk, Wiltshire.
The above list does not include the County Councils of Breconshire, Cardiganshire, Carmarthenshire, Cheshire, Durham, Glamorgan, Lancashire, London, 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 248).

## RIVER AUTHORITIES-ENGLAND AND WALES

[Agreements of the National Joint Industrial Council for River Authorities]

| Class of Worker and Area | Standard Weekly Rates of Wages |
| :---: | :---: |
| M |  |
| Greater London area* |  |
| Other areas | 210 |
| Other Classes of Workers:- | Plus rate per hour of: |
| Excavator drivers | 6d. to 9d.t† |
| Dredger and crane drivers | 5d. to 7d. $\dagger$ |
|  | 5 d . to 7d. |
| Transport drivers (2 tons and over carrying capacity) | 5d. |
| Tractor (including attachments), locomotive, dumper, weedcutting launch, hoist winch, trench-cutting machine and motor launch drivers; Chaseside shovel and mechanical trench digger operators, transport drivers (up to 2 tons carrying capacity) | 3d. to 4d. $\dagger$ |
| Portable air compressor, portable pump, concrete mixer, power saw and steam boiler attendants; power rammer, motor scythe, pneumatic drill and hand propelled machine scythe operators; tar boilermen, agricultural drain layers, timbermen, stonepitchers, blocklayers, faggot layers, rat catchers, assistant storemen, tree loppers, tree fellers, men engaged on work requiring additional skill and ability | 2d. to 4d. |

Note.-The rates became operative from the commencement of the first full pay period on or after 1st January 1964.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 42 (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 42 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 3d. an hour above the highest paid man in his charge excluding any in receipt of a plus rate in excess of 4 d . 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 including dirty (including loading and unloading dry cement) and foul work. For tide work involving split shifts with a break of not less than two hours by reason of the tide and not merely an alteration in the hours of a complete shift the additional payment is 3 d . an hour.

[^163][Agreements of the National Joint Council for Local Authorities' Fire Brigades in Great Britain]

| Grade and Length of Service | Annual Rates of Pay* |  |  |
| :---: | :---: | :---: | :---: |
|  | Provinces | Metropolitan | London |
| Firemen:- | £ | £ | £ |
| First year of service $\dagger$... ... | 645 | 695 | 730 |
| Second year of service ... | 680 | 730 | 755 |
| Third year of service ... | 705 | 755 | 780 |
| Fourth year of service | 730 | 780 | 805 |
| Sixth year of service $\ldots$.... | 755 | 805 | 830 |
| Seventh year of service ... ... | 810 | 860 | 888 |
| Eighth year of service ... ... | 835 | 885 | 910 |
| Ninth and subsequent years of service | 860 | 910 | 937 |
| Leading firemen ... ... ... | 895 | 945 | 972 |
|  |  |  |  |
| Second year of service ... | 930 | 980 | 1,007 |
| Third and subsequent years of $\ldots$ service | 1,005 | 1,020 | $\begin{aligned} & 1,047 \\ & 1,082 \end{aligned}$ |
| Firewomen, after attaining the age of 20 years:- |  |  |  |
| First year of service | 510 | 560 |  |
| Second year of service Third year of service | 545 | 595 |  |
| Fourth year of service .... | 570 | 620 |  |
| Fifth year of service ... ... ... | 625 | 675 |  |
| Sixth and subsequent years of service ... | 650 | 700 |  |
| Leading firewomen ... Senior leading firewomen ... | 680 | 730 |  |
| Senior leading firewomen ... | 745 | 795 |  |

Note.-The rates became operative from 1st August 1963.

## Hours of Duty

The normal weekly hours of duty are such as the fire authority determine to be appropriate within the limits of 48 and 80 hours a week. The standard duty system requires an average period of duty of 56 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 42 hours a week.

## London and Metropolitan Rates of Pay

The London rates of pay apply to a member of a fire brigade whose usual place of duty is at a station within the administrative County of London, and the Metropolitan rates where the usual place of duty is at a station within the Metropolitan Police District but outside the administrative County of London.

## 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 50 s a week if the normal weekly hours of duty are 72 and at a proportionately lower rate if the hours are less than 72 but in excess of 56 .
Where the usual place of duty is a station which is manned for some part only of each day, the extra duty allowance is 50 s . a week if the normal weekly hours of duty are 80 and at a proportionately lower rate if the hours are between 56 and 80 .

## Other Conditions

Where residential accommodation is provided by the fire authority a charge is made but fuel and light may be provided free.

[^164]
## INDUSTRIES COVERED BY WAGES REGULATION ORDERS

IMinimum Rates of Wages fixed by Wages Regulation Orders issued under the Wages Councils Acts and the Agricultural Wages Acts 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 (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, and in England and Wales from the Divisional Offices of the Ministry of Agriculture, Fisheries and Food.
(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 Britain

| Industry | General Minimum Time Rates as at 1st April 1964 |  | Weekly Hours of Work in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
|  | Per week s. d. | Per week s. d. |  |
| Aerated waters (England and Wales) | 1736 | 1230 (a) | 43 |
| Aerated waters (Scotland):- |  |  |  |
| Orkney and Shetland Islands Rest of Scotland | $\begin{array}{ll}169 & 0 \\ 173 & 0\end{array}$ | $\begin{array}{ll}119 & 0 \\ 123 & 0 \\ \text { (a) }\end{array}$ | 48 |
| Agriculture (England and Wales):Cambridgeshire and Yorkshire .. | 190 0 (b) | 1396 (c) | $\stackrel{45}{\text { (44 for women) }}$ |
| Other areas ... | 1900 (b) | 1426 (c) | 45 |
| Agriculture (Scotland) ... ... | 1860 (b) | 1416 (c) | $47,45 \frac{3}{4} \text { or } 41 \frac{3}{4}$ according to |
| Baking (England and Wales) ... | $\begin{array}{ll}168 & 2(f) \\ 172 & 0(f) \\ 174 & 0(f)\end{array}$ | $\begin{array}{ll}121 & 3(c)(f) \\ 125 & 1(c)(f) \\ 127 & 0(c)(f)\end{array}$ | season |
| Boot and floor polish... | 1716 | 1226 | 42 |
| Boot and shoe repairing and bespoke footwear manufacture | 1840 | 1320 (c) | 43 |
| Brush and broom ... ... ... | $172{ }^{152}$ | $111{ }^{1 \frac{1}{2}}$ (a) | 22 |
| Button manufacturing... Coffin furniture and cerement-mak-ing:- | $152 \quad 3$ 1610 | $11210 \frac{1}{2}$ | 42 |
| $\begin{array}{lll}\text { Coffin furniture section } & \ldots & \ldots \\ \text { Cerement-making section } & \ldots & \ldots\end{array}$ | 1610 | 131 131 13 | 42 |
| Corset ... | 1820 | 1366 | 42 |
| Cotton waste reclamation:England and Wales Scotland | 15510 15510 | 128  <br> 127 4 <br> 1  | $42 \frac{1}{1}$ |
| Cutlery $\ldots$ | 1610 | 1103 (c) | 42 |
| Dressmaking and women's light clothing (England and Wales):Retail bespoke branch | 163 | $\begin{array}{ll}108 & 3(f) \\ 115 & 1(f) \\ 122 & 0(f)\end{array}$ | 42 |
| Wholesale manufacturing branch ... | 1634 | 1220 | 42 |
| Dressmaking and women's light clothing (Scotland): - <br> Retail bespoke branch | 165 41 | $\begin{gathered} 105 \\ 10 \frac{1}{2}(f) \\ 112 \\ 0 \end{gathered}(f)$ | 42 |
| Wholesale manufacturing branch ... |  | $\begin{array}{ll} 119 & 0 \\ 114 \end{array}$ | $\begin{aligned} & 42 \\ & 42 \frac{1}{2} \end{aligned}$ |
| Flax and hemp ... ... ... | 171 157 150 | $\begin{array}{r}114 \\ 97 \\ \hline 1\end{array}$ | $42{ }^{2}$ |
| Fur ${ }_{\text {General }} \ldots$ waste materials reclamation |  | $1243^{(a)}$ | 42 |

Industries covered by Wages Regulation Orders-contd.
I.-Great Britain-contd.


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 1964 |  | Weekly Hours of Work in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
| Retail food trades (England and Wales) | Per week d. | Per week <br> s. d. | 44(j) |
|  | $18100(d)(f)(g)$ | $1316(d)(f)(g)$ |  |
|  | $\begin{array}{ll}173 & 0(d)(f)(g) \\ 166 & 6(d)(f)(g)\end{array}$ | $\begin{array}{ll}124 & 6(d)(f)(g) \\ 119 & 6(d)(f)(g)\end{array}$ |  |
| Retail food trades (Scotland) | $17900{ }^{17}$ (d)(f) | 1296 (d) (f) | 4444 |
| Retail furnishing and allied trades | 1700 0 (d) (f) | 1240 (d) (f) |  |
|  | $18100(d)(f)(g)$ | $1326(d)(f)(g)$ |  |
|  | 173 <br> 166 <br> 160 | $\begin{array}{ll}126 & 6(d)(f)(g) \\ 118 & 6(d)(f)(g)\end{array}$ |  |
| Retail newsagency, tobacco and confectionery trades (England and Wales) | $1740(e)(f)$ | $1270(e)(f)$ | 44 |
|  | $1690(e)(f)$ | $1220(e)(f)$ |  |
|  | $1620(e)(f)$ | 11600 0 $e(f)$ |  |
| Retail newsagency, tobacco and con- | 1626 (d) (f) | 1166 6 $(d)(f)$ | 44 |
| fectionery trades (Scotland) | 157 6 (d) (f) | $112 \underset{(k)}{6(d)(f)}$ | 42 |
| Road haulage ... ... ... | $\begin{array}{ll} 183 & 0(f)(k) \\ 187 & 0(f)(k) \end{array}$ |  |  |
|  | 1900 (f) (k) |  |  |
| Rope, twine and net:- |  |  |  |
| Net section | 17194 | 122 21 | $42 \frac{1}{2}$ |
| Other sections | 173 61 | 123 111 | 421 |
| Rubber proofed garment | $172{ }_{1} 158$ | 1345 (c) | 42 |
| Sack and bag ... | $158{ }^{7 \frac{1}{4}}$ | $115{ }^{1 \frac{1}{4}}$ | $43 \frac{1}{2}$ |
| Shirtmaking ... | 1699 | 1226 | 42 |
| Stamped or pressed metal-wares ... |  | $130{ }^{3}$ | 42 |
|  | $\begin{array}{ll}166 & 3 \\ 165 & 0\end{array}(f)(g)$ | $\begin{array}{ll}126 \\ 121 & 0 \\ 10 \frac{1}{2}\end{array}(f)(g)$ | 42 |
| Unlicensed places of refreshment (any other worker) | 170 712 $(f)(g)$ | $127 \quad 6(f)(g)$ |  |
|  | 176 | 133 112 $(f)(g)$ |  |
| Wholesale mantle and costume | 1750 | 1383 | 42 |

(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 Council.
(g) Lower rates apply if board, lodging or meals are supplied.
(h) The minimum rates are not fixed by reference to sex, but are believed to apply to females only.
(i) Payable on completion of 5 years' employment in the trade.
(j) 46 for undertakings with a 7 -day licence open on 7 days in the week and 45 for shops wholly or mainly engaged in sale of cooked meats or other cooked foods.
(k) The minimum rates are not fixed by reference to sex and the rates quoted apply to " Other road haulage workers".

## Industries Covered by Wages Regulation Orders-contd.

## II.-Northern Ireland

| Industry | General Minimum Time Rates as at 1st April 1964 |  | Weekly Hours of Work in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
| Aerated waters | $\begin{aligned} & \text { Per week } \\ & \text { s. d. } \end{aligned}$ | Per week d. |  |
| Agriculture | 1760 to | 121 132 0 | 44 |
|  | $1830(a)(c)$ | $1370(a)(c)$ |  |
| Baking ... ${ }_{\text {Boot and shoe }}$ repairing | 2056 | 1340 (d) | 42 |
| Boot and shoe repairing Brush and broom ... | $\begin{array}{ll}180 \\ 172 & 0 \\ 4 \frac{1}{2}\end{array}$ | 1286 (d) | $43 \frac{1}{2}$ |
| Dressmaking and women's light cloth-ing:- |  | 111 1 $1_{2}^{1}(b)$ | 42 |
| Retail bespoke branch | - | 1173 (a) | 42 |
| Factory branch | 175 | $1117{ }_{117} 3^{\frac{1}{2}(a)}$ | 42 |
| General waste materials reclamation | 1769 | 770 (c) | 42 |
| Hat, cap and millinery:Retail branch ... | - | 1103 (a) | 42 |
|  |  | 1086 (a) |  |
| Laundry branch | 1523 | 1139 | 42 |
| Laundry <br> Linen and cotton handkerchief and | 16410 | $11210 \frac{1}{2}(c)(f)$ | 43 |
| Linen and cotton handkerchief and household goods and linen piece goods |  | $110{ }^{21}$ | 43 |
| Paper box ... | 1680 (h) | 1186 | 42 |
| Ready-made and wholesale bespoke tailoring |  | 118 131 | 42 |
| Retail bespoke tailoring ... | 180 0 (a) | 1086 (a) | 42 |
|  | 1740 (a) | 1050 (a) |  |
| Road haulage ... | 174 0(a)(i) |  | 42 |
|  | 1726 (a) (i) | - |  |
| Rope, twine and net | 1646 (a)(i) |  |  |
|  | 171 170 0 | $116{ }_{114} 0(a)$ | 421 |
| Shirtmaking <br> Sugar confectionery and food preserving | 173 3 (e) | $117{ }^{114}{ }^{2 \frac{3}{4}(a)}$ | 42 |
| Sugar confectionery and food preserving Wholesale mantle and costume |  |  |  |
| Wholesale mantle and costume | $161{ }^{1}$ | 1190 | $\begin{aligned} & 42 \\ & 42 \end{aligned}$ |

(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 Work 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．


| Engineering： | Proportion of fitter＇s rate，see pages 48 to 51. |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | － | 27⿺夂丶 \％ | 321 \％ | $45 \%$ | $52 \frac{1}{2} \%$ | 62 $\frac{1}{2}$ \％ |
| Youths and boys | 221 $\%$ | 271 $\%$ | $32 \frac{1}{2} \%$ | $45 \%$ $45 \%$ | 521 $\frac{1}{2}$ \％ | 621 $\%$ |
|  |  | 1011 | $\begin{aligned} & \text { plus in each case } \\ & 1400 \\ & 19 \end{aligned}$ |  | 241 | 280 |
| Electrical cable making | $73 \quad 6$ | 876 | 1016 | 128 71／ | 1470 | 1610 |
| Shipbuilding： |  |  |  |  |  |  |
| Other boys and youths ．．． | 6111 | 75 | 90 | 11910 | 140 | 1610 |
| Vehicle building： <br> England and Wales and <br> Proportion of craftsman＇s rate，see page |  |  |  |  |  |  |
| Apprentices，boys and youths | $\begin{aligned} & 25 \% \\ & 27 \frac{1}{2} \% \end{aligned}$ | $\begin{aligned} & 30 \% \\ & 35 \% \end{aligned}$ | $\begin{aligned} & 40 \% \\ & 45 \% \end{aligned}$ | $\begin{aligned} & 50 \% \\ & 55 \% \end{aligned}$ | $\begin{aligned} & 60 \% \\ & 65 \% \end{aligned}$ | $\begin{aligned} & 70 \% \\ & 85 \% \end{aligned}$ |
| Scotland－ | Proportion of journeyman＇s rate，see page 58. |  |  |  |  |  |
| Apprentices ．．． | － | $\left\{\begin{array}{l}30 \% \\ 35 \%\end{array}\right.$ | $\begin{aligned} & 40 \% \\ & 45 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 50 \% \\ & 55 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 60 \% \\ & 65 \% \end{aligned}$ | $\begin{aligned} & 70 \% \\ & 85 \% \end{aligned}$ |

Higher rates are $\underset{\text { specified for }}{\text { rater }}$ foundry appren－ tices，boys and youths．For pattern－ making apprentices a differential of 1 s ．， 2s．，3s．and 4s．a week over the rate of the apprentice fitter is paid for the last four years
prenticeship prenticeshi
spectively

On repair work the rates are increased by 1 s ． 6 d ．

For explanatory notes see pages 275／276．

Young Workers in Certain Industries-contd.
I.-MALES-contd.

| Industry, Class of Worker and Locality | Weekly Rates of Wages unless otherwise stated |  |  |  |  |  | Remarks |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 15 years | $\begin{gathered} 16 \\ \text { years } \end{gathered}$ | $\begin{gathered} 17 \\ \text { years } \end{gathered}$ | $\begin{gathered} 18 \\ \text { years } \end{gathered}$ | $\begin{gathered} 19 \\ \text { years } \end{gathered}$ | $\begin{gathered} 20 \\ \text { years } \end{gathered}$ |  |
|  | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |  |
| Railway workshops: London (within 10 miles of Charing Cross) Other districts | 68 64 0 | $\begin{array}{ll}85 & 6 \\ 81 & 6\end{array}$ | 103 99 | $\begin{array}{ll}121 \\ 117 & 0\end{array}$ | $\begin{array}{ll} 144 & 0 \\ 140 & 0 \end{array}$ | $\begin{array}{ll}167 & 6 \\ 163 & 6\end{array}$ |  |
| Gold, silver and jewellery trades (Birmingham): Indentured apprentices ... | Proportion of adult rate, see page 62. |  |  |  |  |  |  |
| Indentured apprentices ... <br> Approved trainees and other boys $\qquad$ $\square$ | $\begin{aligned} & 40 \% \\ & 42 \frac{\%}{\%} \% \\ & 370 \% \\ & 40 \% \end{aligned}$ | $\begin{aligned} & 45 \% \\ & 50 \% \\ & 42 \frac{1}{2} \% \\ & 47 \frac{1}{2} \% \end{aligned}$ | $\left.\begin{array}{l}55 \% \\ 60 \% \\ 52 \frac{1}{2} \% \\ 57 \frac{1}{2} \%\end{array}\right\}$ | $\begin{aligned} & 65 \% \\ & 62 \frac{1}{2} \% \end{aligned}$ | $\begin{aligned} & 77 \frac{1}{2} \% \\ & 75 \% \end{aligned}$ | $\begin{aligned} & 97 \frac{1}{2} \% \\ & 95 \% \end{aligned}$ | Youths 18 and over receive adult rates of pay if performing, with full competence, the work of an adult |
| Tin box manufacture ... | 910 | 1103 | 1296 | $148 \quad 9$ | 1680 | - |  |
| Hollow-ware manufacture: Learners ... | $60 \quad 4 \frac{1}{2}$ | $73 \quad 0 \frac{3}{4}$ | $87 \quad 0 \frac{3}{4}$ | 10388 | 11788 | 1419 | Wages Council rates. Learners entering at 17 or over are paid 3s. 6d. less during first six months and 1 s .9 d . less during second six months or until they reach the age of 21 |
| Cotton spinning and weaving: <br> Assistant spinners | $\begin{aligned} & 101{ }^{\text {to }} \\ & 112^{2} \end{aligned}$ | $\begin{aligned} & 1100^{\text {to }} \\ & 122^{-} \end{aligned}$ | $\begin{aligned} & 120 \text { to } 0 \\ & 133^{4} 4 \end{aligned}$ | $\begin{aligned} & 129 \\ & \text { to } \\ & 144 \quad 0 \\ & 108 \quad 9 \end{aligned}$ | $\begin{array}{ll} 138 & 1 \\ 154 & \text { to } \\ 116 & 11 \end{array}$ | $\begin{aligned} & 146 \text { to } \\ & \text { to } \\ & 164 \quad 3 \\ & 125 \quad 3 \end{aligned}$ | According to number \} of spindles attended Trainees, all ages, are paid 95 s . 6 d . during first four weeks and 102s. 2d. during second four weeks |
|  |  |  |  |  |  |  |  |
| Mule assistants |  |  |  |  |  |  |  |
| Ancillarystaffincardroom, ring and mule spinning rooms | 615 | 74 | 890 | 1048 | 11210 | 1212 |  |
| Weavers, winders and warpers (new entrants and young persons not on a full complement of machinery) | $\begin{array}{ll}62 & 5 \\ 67 & 0\end{array}$ | $\begin{array}{ll}71 & 4 \\ 76 & 1\end{array}$ | $\left.\begin{array}{ll} 80 & 7 \\ 85 & 5 \end{array}\right\}$ | 900 | 11210 | 121 | (these operatives are $\begin{aligned} & \text { The the usual } \\ & \text { paid } \\ & \text { piece-price rates or } \\ & \text { the minimum rates } \\ & \text { stated, if higher }\end{aligned}$ |
| Boys and youths in cloth warehouse |  |  | $94 \quad 4$ |  |  |  |  |
| Reachers (coloured work) | $80 \quad 7$ | $90 \quad 2$ | 958 | 1012 | 105 | 1124 | 119s. 1d. at 21 |
| Silk spinning, throwing and weaving(UnitedKingdom) | $\begin{array}{ll}80 \\ 90 & 0 \\ 0\end{array}$ | 100  <br> 111 0 | $\begin{array}{ll}121 & 0 \\ 131 & 0\end{array}$ | $\left.\begin{array}{ll} 141 & 0 \\ 155 & 0 \end{array}\right\}$ | - | - |  |
| Woollen and worsted spinning and weaving (Yorkshire) ( $f$ ) | 9011 100 | $\begin{array}{ll}109 & 1 \\ 118 & 2\end{array}$ | $\begin{array}{ll}127 & 3 \\ 136 & 4\end{array}$ | $\begin{array}{ll}145 & 5 \\ 154 & 6\end{array}$ | $\left.\begin{array}{ll} 163 & 7 \\ 172 & 8 \end{array}\right\}$ | - |  |
| Textile bleaching, dyeing, printing and finishing: Lancashire and Yorkshire |  | $\left\{\begin{array}{r}939 \\ 1009\end{array}\right.$ |  |  |  |  |  |
|  |  |  | 11610 | 137 | 15311 | 180 | in accordance with |
| Scotland ... ... | 8711 | $\left\{\begin{array}{r}939 \\ 100 \\ 9\end{array}\right.$ | 109 11610 | 130 137 | $\begin{array}{lll}146 & 2 \\ 153 & 11\end{array}$ | $\begin{array}{ll}167 & 4 \\ 180 & 0\end{array}$ | $\int \begin{aligned} & \text { the official index } \\ & \text { of retail prices }\end{aligned}$ |
| Northern Ireland... ... | 52 56 56 | 63 70 70 | 78 87 87 | 96 105 103 | 115 124 120 | 135 145 145 | \} Workers entering the trade for the first time between the ages of 17 and 21 may be paid a rate $10 \%$ less during the first four weeks |
| Leather producing industry: <br> London (within 17 miles of <br> Charing Cross)- |  |  |  |  |  |  |  |
| $\begin{array}{lll}\text { Unskilled } & \ldots & \ldots \\ \text { Semi-skilled } & \cdots & \ldots\end{array}$ | 95 104 <br> 95 104 <br> 1  | $\begin{array}{ll}100 & 4 \\ 100 & 4\end{array}$ | $\begin{array}{ll}111 & 111^{\frac{3}{3}} \\ 113 & 91\end{array}$ | $\begin{array}{ll}132 & 7 \\ 134 & 4 \frac{1}{2}\end{array}$ | $\begin{array}{lll}151 & 4 \\ 154 & 113^{\frac{3}{4}}\end{array}$ | 166  <br> 172 $7 \frac{1}{2}$ | Youths entering at 18 or over are paid |
| Provinces and Scotland ... | $90 \quad 5 \frac{3}{4}$ | 94 11 | 106 7노 | $127 \quad 2 \frac{1}{2}$ | 147 93 ${ }^{\frac{3}{4}}$ | 16410 | $\int \begin{aligned} & \text { the scale rate for } \\ & \text { one year younger }\end{aligned}$ for the first three months |

For explanatory notes see pages 275/276.

Young Workers in Certain Industries-contd.
I.-MALES-contd.


## Young Workers in Certain Industries-contd.

## I.-Males-contd.



For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

 1.-Males-contd.| Industry, Class of Worker and Locality | Weekly Rates of Wages unless otherwise stated |  |  |  |  |  | Remarks |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{gathered} 15 \\ \text { years } \end{gathered}$ | $\begin{gathered} 16 \\ \text { years } \end{gathered}$ | $\begin{gathered} 17 \\ \text { years } \end{gathered}$ | $\begin{gathered} 18 \\ \text { years } \end{gathered}$ | $\begin{gathered} 19 \\ \text { years } \end{gathered}$ | $\begin{gathered} 20 \\ \text { years } \end{gathered}$ |  |
| Building industry-contd ScotiandApprentices (i) $\qquad$ | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |  |
|  |  | ${ }_{\text {roportio }}$ | f labou | s rate, | page 17 |  |  |
| Young labourers ... | $33 \frac{1}{3}$ | $45 \%$ | $66 \frac{3}{3} \%$ |  |  |  |  |
| Northern Ireland- | Proportion of craftsman's rate, see page 174. |  |  |  |  |  |  |
| Belfast, Bangor, Lisburn and Newtownards All other districts $\qquad$ | 20\% $12 \frac{1}{2}$ \% | $\begin{aligned} & 30 \% \\ & 20 \% \end{aligned}$ | $40 \%$ | $\begin{aligned} & 50 \% \\ & 33 \end{aligned}$ | $\begin{aligned} & 60 \% \\ & 50 \% \end{aligned}$ | 二 |  |
| Civil engineering construc- | Proportion of labourer's rate, see page 172. |  |  |  |  |  |  |
| Boys and youths doing boys' and youths' work | Proportion of contractors' plant mechanic's rate, see page $\overline{\frac{\frac{1}{2}}{7}} 12$. |  |  |  |  |  |  |
| Trainee contractors' plant mechanics | $\ddagger$ | $\frac{1}{3}$ | $\frac{1}{2}$ | 8 | $\frac{3}{4}$ | $\frac{7}{8}$ |  |

Electrical contracting industry:

## England and Wales Northern Ireland Scotland (d)

Proportion of journeyman's hourly rate, see page 176.

| $20 \%$ | $25 \%$ | $30 \%$ | $50 \%$ | $65 \%$ | $75 \%$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
| $17 \frac{1}{2} \%$ | $22 \frac{2}{2} \%$ | $27 \frac{1}{2} \%$ | $40 \%$ | $50 \%$ | $60 \%$ |
|  | $30 \%$ | $35 \%$ | $50 \%$ | $65 \%$ | $75 \%$ |

Proportion of improver gas fitters' rate, see page 178.
Gas supply:
Apprentices to gas fitters

| 35\% | 40\% | 50\% | 65\% | 75\% | 85\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Proportion of craftsman's rate, see page179. |  |  |  |  |  |
| 321\% | 3712\% | 4712\% | 60\% | 70\% | 80\% |

Proportion of craftsman's rate, see page 180.

| Electricity supply: <br> Apprentices | portion of craftsman's rate, see p |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 25\% | $33 \frac{1}{3} \%$ <br> oporti | $40 \%$ <br> labou | $50 \%$ rate, | $66 \frac{2}{3} \%$ | 75\% |
| Juniors other than apprentices ... ... ... | 30\% | 40\% | 50\% | 70\% | 80\% | 90\% |
| Railway service (British |  |  |  |  |  |  |

Railways):
Junior conciliation and

Retail food trades:
England and Wales-
Clerks, shop assistants, stockmen or ordermen, canvassers, van salesmen, cashiers and central warehouse workers: London Provincial A area Provincial B area
All other workers except transport workers:London Provincial A area Provincial B area
Scotland-
Clerks, shop assistants, central warehouse work ers and workers other than transport workers: Area 1 Area 2

Proportion of adult base rate for conciliation staff, see page 184.

| $45 \%$ | 50\% |  | $55 \%$ |  | $70 \%$ |  | 80\% |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 850 | 92 | 6 | 100 | 6 | 119 | 0 | 132 | 6 | 143 | 0 |
| 80 0 | 86 | 6 | 94 | 6 | 114 | 0 | 127 | 6 | 138 | 0 |
| 746 |  | 0 | 88 | 0 | 105 | 0 | 117 | 6 | 128 | 0 |
| 840 | 91 | 6 | 99 | 6 | 118 | 0 | 131 | 6 | 142 | 0 |
| 790 |  | 6 |  | 6 | 113 | 0 | 126 | 6 | 137 | 0 |
| 736 |  | 0 | 87 | 0 | 104 | 0 | 116 | 6 | 127 | 0 |
| 796 | 84 | 6 | 90 | 6 | 110 | 0 | 123 | 0 | 134 | 0 |
| 760 |  | 0 |  | 0 | 106 | 0 | 117 | 0 | 127 | 0 |

Youths 18 and over with 2 years' continuous service receive an additional 5 s . a week. Youths, other than apprentices, 18 or over performing the work of an adult are paid the adult
rate

Wages Council rates.
The maximum rate is not reached until 22 years of age. InEngland and Wales. lower rates apply if board, lodging or meals are provided and sales assistants. entering for the first time at 20 or over are paid lower rates. For grading of areas see pages.
210 and 211

For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

I.-Males-contd.


For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

I.-Males-contd.


For explanatory notes see pages 275/276.

## II.-FEMALES



## Young Workers in Certain Industries-contd.

II.-Females-contd.


For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

## II.-Females-contd.



For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

## II.-Females-contd.



For explanatory notes see pages 275/276.

Young Workers in Certain Industries-contd.
II.-Females-contd.


For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

II.-Females-contd.


## Explanatory Notes

(a) See footnote $\dagger$ on page 2.
(b) 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.
(c) The rates are based on years of service and not upon age.
(d) The rates are based on years of apprenticeship and not upon age. The rates quoted are on the assumption that entry is at 16 years of age.

## Young Workers in Certain Industries-contd.

## Explanatory Notes-contd.

(e) Apprentices who are 21 years or over but have not yet completed their apprenticeship are paid the appropriate journeyman's rate less 10s. 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 56 .
( $f$ ) 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 122 s . 0 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 123 s . 4 d .
(g) New entrants starting at the age of 18 or over 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.
( $h$ ) 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.
(i) 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) The rates are based on years of service and not upon age and are irrespective of the age
at entry.
(k) In regions where the normal apprenticeship period is four years and apprenticeship is completed before age 20, the rate of wages for the interim period between completion of apprenticeship and the 20th birthday is 90 per cent. of the current standard rate for craftsmen.
(l) The rates quoted are subject to the addition of the following bonuses for apprentices attending Technical Education Classes sponsored by the Scottish Federation of Meat Traders (Inc.).

On obtaining a Pass in First Year Course-2s. 6d. a week.
", ", ", ". Third Year Course-7s. 6d. a week.
The holder of a Diploma" is, "o attaining 21 years of age, entitled to the minimum wage payable at 22, in the area in which he is employed.
(m) For certain "service workers" 18 to 20 years of age (see footnote $\ddagger$ on page 236) the rates are lower by 34 s . 0 d . a week for male workers and 24 s . 6 d . for female workers (20s. Od. chambermaids). 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.
(n) 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.

## 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 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) page 277) |
| Food, Drink and Tobacco |  |  |
| Flour milling (Great Britain) | 112 | As for weekdays; 2 after 6 p.m |
| Corn trade (Great Britain): Millworkers | $1 \frac{1}{1} 1 \frac{1}{2}$ after 2 hours in week |  |
| Transport workers ... | 11\%; $1 \frac{1}{2}$ after 6 hours in week | noon; 2 after 6 p.m. As for weekdays |
| Baking:England and Wales- |  |  |
| England and Wales- Wages Regulation Order |  |  |
| National agreement for multiple bakers | ${ }_{1 \frac{1}{2}}^{1 \frac{1}{2}} ; 1 \frac{1}{2}$ after 2 hours (c)(f) | As for weekdays As for weekdays |
| National agreement for master bakers | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours ( $f$ ) | As for weekdays |
| Co-operative Societies ... ... ... |  | As for weekdays |
| Scotland Northern Ireland ( $\quad \ldots$ - | $1 \frac{1}{2}$ | Sixth shift-1 $\frac{1}{2} ; 2$ after 2 hours |
| Men (day workers) | 7 s . to 8 s . $2 \frac{1}{2} \mathrm{~d}$. an hour (accord- | As for weekdays |
| Women | 910 to 5 s . 5d. an hour | As for weekdays |
| Transport workers | (according to occupation) |  |
|  |  |  |
| Biscuit manufacture (Great Britain) | 17; $1 \frac{1}{2}$ after 2 hours | $5 \frac{1}{2}$-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 |
| Bacon curing (Great Britain) ... | 11 ${ }_{4} ; 1 \frac{1}{2}$ after 1 hour | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 1 p.m.; <br> 2 after 6 p.m. <br> 5-day week- 11 ; 2 after $6 \mathrm{p} . \mathrm{m}$. |
| Beet sugar manufacture (Great Britain) | 112 | As for weekdays |
| Cocoa. chocolate and sugar confectionery manufacture (Great Britain) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week (c) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon or normal stopping time 5-day week- $1 \frac{1}{2}$ (all hours) |
| Sugar confectionery and food preserving (Northern Ireland) (g) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (h) | As for weekdays (5-day week) |
| Food manufacturing industry (Great Britain) | 11; $1 \frac{1}{2}$ after 2 hours (c) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon or normal stopping time 5-day week- $1 \frac{1}{2}$ (all hours) |
| Brewing: <br> London, Kent (certain brewery companies), |  |  |
| London, Kent (certain brewery companies), Sussex, Hampshire and Isle of Wight, South Wales and Monmouthshire, Burton-on-Trent, East Midlands | 112 | As for weekdays |
| Birmingham and Wolverhampton ... | $1 \frac{1}{2}$ |  |
| Yorkshire and North Midlands ${ }_{\text {South Lancashire and East Cheshire }}$... | $1 \frac{1}{2}(i)$ | 11 |
| South Lancashire and East Cheshire ... | $1 \frac{1}{2}$ | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon 5-day week- $1 \frac{1}{2}$ with minimum |
| Scotland | 112 | of 2 hours' work <br> $1 \frac{1}{2} ; 2$ after 2 p.m. |
| Grain distilling (The Distillers Co. Ltd.) (Scotland) | 112 | As for weekdays |
| Pot still malt distilling (Scotland) ... | 112 | As for weekdays |
| Aerated waters manufacture: England and Wales (g) |  |  |
| Driver salesmen or delivery workers ... | 11; $1 \frac{1}{2}$ after 8 hours in week | $1 \frac{1}{2}$ after 4 hours' work |
| Other workers ... ... ... ... | $1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours in week | $1 \frac{1}{2}$ after 4 hours' work |
| Scotland (g) | $1 \frac{1}{2}$ in week $(j)$ | A's for weekdays |
| Northern Ireland (g) | $1 \frac{1}{2}$ | $5 \frac{1}{2}$-day week $-1 \frac{1}{2}$ after $2 \frac{1}{2}$ hours' work <br> 5-day week-1 $\frac{1}{2}$ |
| Tobacco manufacture (United Kingdom) ... | 113 $; 1 \frac{1}{2}$ after 2 hours (c) | As for weekdays (5-day week) |
| Chemicals and Allied Industries |  |  |
| Coke ovens and by-product works associated with coal mining (Great Britain) | $1 \frac{1}{8}$ | $1 \frac{1}{2}$ or 2 (according to area) |
| Heavy chemicals manufacture (Great Britain): |  |  |
| Agreement of Joint Industrial Council- |  |  |
| Day workers ... ... ... ... | $1 \frac{1}{1}(c)$ | As for weekdays |
| Shift workers $\begin{aligned} & \text { Imperial Chemical Industries Limited- }{ }^{\text {a }} \text { - }\end{aligned}$ | 12 | $1 \frac{1}{2} ; 2$ after 10 p.m. |
| Day or night workers $\ldots$ $\ldots$ $\ldots$ <br> Shift workers $\ldots$ $\ldots$ $\ldots$ | $1 \frac{1}{1}$ (on day rate) (c) $1 \frac{1}{2}($ (on day rate) | As for weekdays As for weekdays |


| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on:- |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Chemicals and Allied Industries-contd. <br> Drug and fine chemical manufacture (Great Britain) |  |  |
|  | $1 \frac{1}{3}$; $1 \frac{1}{1}$ after 2 hours | $5 \frac{1}{2}-$ day week-As for weekdays 5-day week-As for weekdays if not less than 4 hours worked, otherwise $1 \frac{1}{2}$ |
| Paint, varnish and lacquer manufacture (United Kingdom) | 11/3; $1 \frac{1}{8}$ after 2 hours (e) | 51-day week- $1 \frac{1}{2}$ after normal stopping time <br> 5-day week-1 $\frac{1}{2}$ (all hours) |
| Printing ink and roller making industry (United Kingdom) | 1 $\frac{1}{5} ; 1 \frac{1}{2}$ after 2 hours; 2 after 5 hours | 51 -day week- $1 \frac{1}{2} ; 2$ after normal week-day stopping time 5-day week- $1 \frac{1}{2}$ with minimum of 4 hours; 2 thereafter |
| Seed crushing, compound and provender manufacture(Great Britain and Belfast): |  |  |
| Production workers Maintenance electricians ... | ${ }_{1}^{1 \frac{1}{2}} 1{ }^{\frac{1}{3}}$ ( $j$ ) | 11, 2 after 6 p.m. As for weekdays |
| Soap, candle and edible fat manufacture (Great Britain) | 1ł; 1 $1 \frac{1}{2}$ after 2 hours (on night rate for night workers) | 112 |
| Boot and floor polish manufacture (Great Britain) (g) | 1t; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $k$ ) | As for weekdays after 4 hours' work |
| Gelatine and glue industry (Great Britain) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours | As for weekdays |
| Metal Manufacture |  |  |
| Pig iron manufacture (Great Britain) ... | No national agreement |  |
| Iron and steel manufacture (Great Britain) | No national agreement |  |
| Light castings manufacture: <br> Day workers- <br> England and Wales | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours; 2 after 12 midnight ( $l$ ) <br> $1 \frac{1}{2} ; 2$ after 12 midnight (e) <br> $1 \frac{1}{3}$ (on day rate) ( $l$ ) |  |
| Scotland <br> Night workers |  | $1 \frac{1}{2}$ ( 5 -day week) As for weekdays (5-day week) |
| Brass and copper rolling and casting (West Midlands):Day workers |  |  |
| Day workers <br> Night workers | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours ( m ) $1 \frac{1}{\frac{1}{2}}$ (on day rate) | 51 -day week-As for weekdays 5-day week-1 $\frac{1}{2}$ (all hours) <br> As for weekdays |
|  |  |  |
| Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales): <br> Day workers |  |  |
| Day workers <br> Night workers |  | As for weekdays |
| Engineering (United Kingdom): Day workers | 11 $; 1 \frac{1}{2}$ after 2 hours ( $m$ ) | $5 \frac{1}{2}$-day week-As for weekdays |
| Night workers ... ... ... .. | $1 \frac{1}{2}$ (on day rate) | 5-day week-1 $1 \frac{1}{2}$ <br> As for weekdays |
| Shuttle manufacture (Lancashire and Yorkshire) | 11; $1 \frac{1}{2}$ after 6 hours in week or after 8 p.m.; 2 after 12 midnight | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week; 2 in afternoon (5-day week) |
| Bobbin manufacture (England and Wales) | 11 $; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours until 6.30 a.m. | 112 (5-day week) |
| Bobbin and shuttle manufacture (Scotland) | 11 | $1 \frac{1}{2}$ (5-day week) |
| Ophthalmic optical industry (Great Britain) | 14; $1 \frac{1}{2}$ after 2 hours (e) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal finishing time; 2 after 5.30 p.m. 5 -day week-1 $\frac{1}{2} ; 2$ after $5.30 \mathrm{p} . \mathrm{m}$. |
| Surgical instrument and equipment manufacture (England and Wales except Sheffield) | $\begin{aligned} & 1 \frac{1}{3} \text { 1 } 1 \frac{1}{2} \text { after } 2 \text { hours; } 2 \text { after } \\ & 4 \text { hours }\end{aligned}$ | As for weekdays |
| Artificial limb manufacture (Great Britain) | $\begin{aligned} & 1 \frac{1}{3} ; 1 \frac{1}{2} \text { after } 2 \text { hours; } 2 \text { after } \\ & 4 \text { hours }\end{aligned}$ | As for weekdays |


| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on:- |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Engineering and Electrical Goods-contd. |  |  |
| Electrical cable making (Great Britain): |  |  |
| Day workers   <br> Night workers $\ldots$ $\ldots$ | $\left.\begin{array}{l} 1 \frac{1}{2} ; 1 \frac{1}{2} \text { after } 2 \text { hours } \\ 1 \frac{1}{2} ; 1 \frac{1}{5} \text { after } 2 \text { hours } \end{array}\right\} \begin{gathered} \text { (on day } \\ \text { rate) } \end{gathered}$ | $1 \downarrow$ (5-day week) <br> As for weekdays (5-day week |
| Double-day and three-shift workers- |  |  |
| 1st shift ... ... ... ... .. | (1) $\left.\begin{array}{l}1 \frac{1}{3} ; 1 \frac{1}{2} \text { after } 2 \text { hours } \\ 1 \frac{1}{2} ; 1 \frac{1}{5} \text { after } 2 \text { hours } \\ 1 \frac{1}{2} ; 1 \frac{1}{5} \text { after } 2 \text { hours }\end{array}\right\} \begin{gathered}\text { (on day } \\ \text { rate) }\end{gathered}$ | $1 \frac{1}{2}$ (5-day week) |
| 2nd shift ... ... ... ... ... |  | $1 \frac{1}{2}$ (5-day week) |
| 3rd shift Plumber jointers and mates |  | As for weekdays (5-day week) |
| Day workers |  |  |
| Night workers | $1_{3}^{2}$ (on day rate) | $\}$ As for weekdays |
| Shipbuilding and Marine Engineering |  |  |
| Shipbuilding and ship repairing (United Kingdom): |  |  |
| Timeworkers (day shift) $\ldots$... $\ldots$ | $\left.\left.\operatorname{liz}_{\frac{1}{2}}^{\frac{1}{2}} \right\rvert\,\right\}$ As for weekdays |  |
| Timeworkers (night shift) |  |  |  |
| Pieceworkers ... | Earnings from piecework prices and percentages and pieceworkers' national bonus plus one third average piecework earnings from piecework prices and percentages ( $\frac{9}{20}$ for night shift) and one half pieceworkers' national bonus ( $\frac{2}{3}$ for night shift). |  |
| Vbhicles |  |  |
| Vehicle building: |  |  |
| England, Wales and Northern Ireland ( $n$ ) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (on night | $1 \frac{1}{2}$ |
| Scotland |  | As for weekdays |
| Railway workshops (British Railways) (Great Britain): |  |  |
| Day workers     <br> Night workers $\ldots$ $\ldots$ $\ldots$ $\ldots$ | $1 \frac{1}{3} ; 1 \frac{1}{2} \text { after } 2 \text { hours (c) }$ $1 \frac{1}{2}(c)$ | \} As for weekdays |
| Railway wagon repairing (private firms in Great Britain) | $1 \frac{1}{8} ; 1 \frac{1}{2}$ after 2 hours ( $m$ ) | $5 \frac{1}{2}-$ day week-As for weekdays 5-day week-1 $\frac{1}{2}$ |
| Perambulator and invalid carriage (Great Britain) (g) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (h) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 4 hours' work <br> 5-day week-As for weekdays |
| Metal Goods not Elsewhere Specified |  |  |
| Cutlery (Great Britain) (g) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 5 hours in week (c) | As for weekdays |
| Wire and wire rope industries (Great Britain) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) | As for weekdays to 12 noon; thereafter $1 \frac{1}{2}$ |
| Tin box manufacture (Great Britain) ... | 1 $\frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (c) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon or normal stopping time 5-day week-1 $\frac{1}{2}$ |
| Jewellery industry (London and Home Counties) | $1 \ddagger$ after 9 hours' work | 2 (5-day week) |
| Gold, silver and allied trades (London) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ for afternoon 5-day week-1 $\frac{1}{2}$ |
| Gold, silver and jewellery trades (Birmingham) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 12 midnight (o) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ for afternoon |
| Cutlery and silverware trade (Sheffield) ... | $1 \frac{1}{6} ; 1 \frac{1}{2}$ after 12 midnight (e) | $1 \frac{1}{2}$ for afternoon |
| Lock, latch and key making (England) ... | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (on night rate for night-workers) (c) (e) | $1 \frac{1}{2}$ |
| Spring manufacture (West Midlands) ... | As for engineering (see page 279) |  |
| Laminated spring manufacture (Sheffield) (pieceworkers only)... | As for engineering (see page 279) |  |
| Heavy coil spring manufacture (Sheffield) ... | As for engineering (see page 279) |  |
| Keg and drum manufacture (Great Britain) (g) | 13; $1 \frac{1}{2}$ after 2 hours (c) (p) | As for weekdays |
| Hollow-ware manufacture (Great Britain) (g): <br> Fusers' helpers, dippers, annealers and scalers in enamel-ware section <br> Other workers |  |  |
|  | $1 \frac{1}{4}$ in week | As for weekdays |
|  | $1 \frac{1}{4}$ in week | $1 \frac{1}{2}$ after 4 hours' work |

## Overtime Rates of Pay-contd.



Overtime Rates of Pay-contd.


For explanatory notes see pages 292/294.

## Overtime Rates of Pay-conta.



| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on:- |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Clothing and Footwear-cont. |  |  |
| Shirt, collar, tie, etc., making: Great Britain ( $g$ ) |  | s for weekdays (5-day week) |
| Northern Ireland (g) | 4 hours (c) (h) <br> $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours; 2 after 8 hours in week (c) | As for weekdays |
| Dressmaking and women's light clothing: England and Wales (g)- |  |  |
| Alteration hands. | $1 \frac{1}{\frac{1}{2}} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $h$ ) | $1 \frac{1}{2}$ after 4 hours' work; 2 after 4 hours' overtime |
| Other workers ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $h$ ) | As for weekdays (5-day week) |
| Scotland (g)Retail branch | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) ( $h$ ) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 4 hours' work |
| Wholesale manufacturing branch | $1 \frac{1}{1}$; $1 \frac{1}{2}$ after 2 hours (c) (h) | 5-day week-As for weekdays As for weekdays (5-day week) |
| Northern Ireland (g) ... ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (u) | $5 \frac{1}{2}$-day week-1 $\frac{1}{2}$ after 4 hours' work <br> 5-day week-1 ${ }^{\frac{1}{2}}$ |
| Hat, cap and millinery: (g) England and Wales - |  |  |
| Retail branch ... | 11; $1 \frac{1}{2}$ after 2 hours (c) (h) | $5 \frac{1}{2}$-day week $-1 \frac{1}{2}$ after 4 hours' work <br> 5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours |
| Other branches ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $h$ ) | As for weekdays (5-day week) |
| Retail branches | $1 \frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours (c) ( $h$ ) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 4 hours' work |
| Wholesale and manufacturing branch | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (h) | 5-day week-As for weekdays As for weekdays ( 5 -day week) |
| Northern ${ }^{\text {Retail branch (females) }}$ | 11; $1 \frac{1}{2}$ after 2 hours ( $u$ ) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 4 hours' work |
| Other branches | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (h) | 5-day week $-1 \frac{1}{2}$ <br> $1 \frac{1}{2}$ (5-day week) |
| Corset manufacture (Great Britain) (g) ... | 1 $\frac{1}{4}$ : $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $h$ ) | As for weekdays (5-day week) |
| Glove manufacture (England and Wales) | 1ł; $1 \frac{1}{2}$ after 2 hours (c) (e) | As for weekdays |
| Ostrich and fancy feather and artificial flower (Great Britain) (g) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $h$ ) | As for weekdays (5-day week) |
| Footwear manufacture (United Kingdom excluding East Lancashire and the Fylde Coast) | $1 \frac{1}{4}(j)(l)$ | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 12 noon (5-day week) |
| Bricks, Pottery, Glass, Cement, Etc. |  |  |
| Refractory goods manufacture: England and Wales- |  |  |
| Kilnburners and boilerfiremen .. <br> Other workers | $1 \frac{1}{2} ; 1 \frac{1}{2}$ after 2 hours $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours | $1 \frac{1}{2}$ after 2 p.m.; 2 after 10 p.m. $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time |
| Scotland ... | 11; $1 \frac{1}{2}$ after 2 hours | 5-day week-As for weekdays 1 $\frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours' work or after 12 noon |
| Building brick and allied industries: |  |  |
|  |  |  |
| Kilnburners and boilerfiremen... <br> Other workers | $\begin{aligned} & 1 \frac{1}{1 \frac{1}{2}} ; \text { after } 2 \text { hours in week }(v) \\ & 1 \frac{1}{1} ; ~ \end{aligned}$ | $1 \frac{1}{2}$ after 2 p.m.; 2 after 10 p.m. $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time |
| Midands | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (e) | 5-day week-As for weekdays $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time |
| Scotland | 11; $1 \frac{1}{2}$ after 2 hours | 5-day week-As for weekdays 14; $1 \frac{1}{2}$ after 2 hours' work or after 12 noon |
| Fletton brick manufacture (Bedford, Buckinghamshire and Peterborough): |  |  |
|  |  |  |
| Other workers ... ... ... | 14; $1 \frac{1}{2}$ after 2 hours <br> 1 $\frac{1}{4}$; $1 \frac{1}{2}$ after 5 hours in week (c)(e) | As for weekdays <br> $1 \frac{1}{2}$ from 6 a.m. to 12 midnight |

## Overtime Rates of Pay-contd.



Overtime Rates of Pay-contd.
Industry, Class of Worker
and Locality

Overtime Rates of Pay-contd.


Overtime Rates of Pay-contd.


For explanatory notes see pages 292/294.

Overtime Rates of Pay-contd.


For explanatory notes see pages 292/294.

| Industry，Class of Worker and Locality | Rates of Pay for Overtime worked on：－ |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day（see Note（3）page 277） |
| Distributive Trades－contd． |  |  |
| Retail Co－operative Societies（Great Britain）： General distributive workers | 112（ff） | Weekly short day－ $1 \frac{1}{2}$ after 1 p．m． |
| Milk workers | $1 \frac{1}{2}$ in week or after 8 hours＇ work on any one day（ $j j$ ） | $1 \frac{1}{2}$ after 3 p．m． |
| Transport workers ．．．．．．．．． | $1 \frac{1}{2}$ in week or after specified number of hours＇work on any one day | Weekly short day（ $5 \frac{1}{2}$－day week） $-1 \frac{1}{3}$ after 4 hours＇work（ 5 in case of bakery roundsmen） 5－day week－1雯 |
| Retail newsagency，tobacco and confec－ tionery trades： |  |  |
| England and Wales（other than street newsvendors）（g） | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week | Weekly short day－ $1 \frac{1}{2}$ after 1.30 p．m．（ee） |
| Scotland（g）．．．．．．．．． | 1； $1 \frac{1}{2}$ after 4 hours in week | Weekly shorr day－As for week－ days（ee） |
| Retail drapery，outfitting and footwear trades（Great Britain）（g） | $1 \frac{1}{2}$ in week | Weekly short day－ $1 \frac{1}{2}$ after 1.30 p．m．（ee） |
| Retail bespoke tailoring： <br> England and Wales（g） | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours； 2 after 4 hours（c）（ $h$ ） | $5 \frac{1}{2}$－day week－2 after 4 hours＇ work <br> 5－day week－As for weekdays |
| $\underset{\text { Scotland }(g)-\text { ．．．．．．．．．．．．}}{\text { Timeworkers }}$ | 14； $1 \frac{1}{2}$ after 2 hours（u） | Weekly short day－1 $1 \frac{1}{2}$ after 4 |
| $\begin{array}{lllll}\text { Pieceworkers } & \ldots & \cdots & \cdots & \cdots \\ \text { Ple．}\end{array}$ | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week | \} hours' work |
| Northern Ireland（g）．．．．．．．．． | 11 ${ }_{2}(c)(l l)$ | As for weekdays after 4 hours＇ work |
| Retail furnishing and allied trades（Great Britain）（g） | $1 \frac{1}{2}$ in week | Weekly short day－1交 after 1.30 p．m．（ee） |
| Retail bookselling and stationery trades （Great Britain）（g） | $1 \frac{1}{2}$ in week | Weekly short day－1立 after 1.30 p．m．（ee） |
| Retail pharmacy（England and Wales）．．． | 14； $1 \frac{1}{2}$ after 4 hours in week | Weekly short day－1 $\frac{1}{2}$ after 1.30 p．m． |
|  |  |  |
| London Northern，Ÿorkshire，North Midlands， | Not applicable，all pay 11， $1 \frac{1}{2}$ after 6 hours in week | ts on tonnage rates $1 \frac{1}{2}$ |
| Northern，Yorkshire，North Midlands， Eastern，South Western | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week | $1 \frac{1}{2}$ |
| Lancashire and Cheshire ．．． | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week | As for weekdays up to 2 p．m．； thereafter $1 \frac{1}{3}$ |
| Midlands | 11： $1 \frac{1}{2}$ after 6 hours in week | $5 \frac{1}{2}$－day week－ $1 \frac{1}{4}$ <br> 5－day week－1 $1 \frac{1}{2}$ with minimum of 4 hours＇work |
| South Eastern | $1 \frac{1}{1} ; 1 \frac{1}{2}$ after 6 hours in week | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours |
| Southern ．．．．．．．．．．．． | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week | As for weekdays |
| South Wales．．．．．．．．．．．． | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week with $1 \frac{1}{2}$ for all hours worked in excess of $9 \frac{1}{2}$ on any one day | As for weekdays |
| General waste materials reclamation ： <br> Great Britain（g） | 11； $1 \frac{1}{2}$ after 2 hours（c）（h） | As for weekdays after $3 \frac{3}{4}$ hours＇ work |
| Northern Ireland（g）．．．．．．．．． | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours（c）（u） | As for weekdays after 4 hours＇ work |
| Cotton waste reclamation（Great Britain） （g） | $1 \frac{1}{6} ; 1 \frac{1}{2}$ after 2 hours in week（c） | As for weekdays |
| Iron，steel and non－ferrous scrap industry （Great Britain） | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours； 2 after 12 midnight（c） | 51－day week－As for weekdays 5－day week－1 ${ }^{\frac{1}{2}}$ |
| Professional and Scientific Services |  |  |
| Health services（Great Britain）．．．．．． | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours in week（e） | As for weekdays； $1 \frac{1}{2}$ after 12 noon |
| Miscellaneous Services |  |  |
| Cinema theatres（Great Britain）．．．．．． | $1 \frac{1}{2} ; 2$ between half an hour after termination of evening performance and 8 a．m． | As for weekdays |

Overtime Rates of Pay-contd.


| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on:- |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Public Administration and Defence-contd. |  |  |
| Local Authorities' services: <br> England and Wales- |  |  |
| Manual workers: |  |  |
| $\begin{array}{lllll}\text { Day workers } & . . & \ldots & . . & \ldots \\ \text { Shift workers } & \ldots & \ldots & . . \\ \end{array}$ | $\begin{aligned} & 1 \frac{1}{4} \\ & 1 \frac{1}{4} ; 1 \frac{1}{2} \\ & \frac{1}{2} \text { after } 2 \text { hours in week }\end{aligned}$ | As for weekdays; $1 \frac{1}{2}$ after 12 |
| Shift workers ... |  |  |
| Building and civil engineering workers ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week |  |
| Engineering craftsmen: |  |  |
| Night workers |  | $1 \frac{1}{2}$ <br> As for weekdays |
| Scotland- <br> Day workers and alternating shift workers | $1 \frac{1}{2} ; 2$ from 12 midnight to start ing time next morning | As for weekdays; $1 \frac{1}{2}$ after 12 noon |
| Glamorganshire and Monmouthshire ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours | 112 |
| River authorities (England and Wales) ... | 11; $1 \frac{1}{2}$ after 2 hours in week (e) | $1 \frac{1}{2}$ |
| County Council roadmen (England and Wales): |  |  |
| Northern, West Midlands, Mid-Eastern, Eastern, South Eastern, North Wales, |  |  |
|  | 11 <br> $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours in week <br> 11; $1 \frac{1}{2}$ after 2 hours | 1 $\frac{1}{2}$ <br> As for weekdays <br> As for weekdays |
| South Midlands |  |  |
| Western ... ... |  |  |

## Explanatory Notes

(a) The conditions are as specified in Orders made under the Agricultural Wages Acts.
(b) In weeks containing public or other holidays overtime employment is assessable on a weekly basis. Special provisions apply where the worker has agreed with his employer to work a 5-day week or to work for $4 \frac{1}{2}$ hours or less on the weekly short day. For female workers in Cambridgeshire and Yorkshire the hours are 8 and 4 respectively, instead of 8 or $8 \frac{1}{2}$ and $3 \frac{1}{2}$.
(c) Pieceworkers are paid the stated fractions of their appropriate time rates or piece work basis time rates, as the case may be, in addition to piecework earnings.
(d) Calculated on piecework earnings for pieceworkers.
(e) Where a worker absents himself from work, for reasons other than sickness or accident or any other valid or reasonable cause acceptable to the employer, overtime rates are not payable until the full recognised working day or week, as the case may be, has been worked.
(f) These rates apply to all hours worked in excess of 10 on any one day. For delivery workers who are employed in the bakery for less than 22 hours each week, the rate is time-and-a-quarter for all other hours worked in excess of 50 , and in the case of other workers the rate is time-and-a-quarter for the first 4 hours in excess of 42 and thereafter time-and-a-half. For other workers the rate of time-and-a-quarter is paid for a maximum of 4 hours in the week.
(g) The conditions are as specified in Wages Regulation Orders made under the Wages Councils Acts.
(h) 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 other hours worked in excess of the normal weekly hours.
(i) Time lost by workers at their own desire must be made up before claiming for overtime
(j) Calculated on piecework rates for pieceworkers.
(k) The rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 2 hours worked in excess of the normal weekly hours (42), the rate is time-and-a-quarter, for the next 2 hours time-and-a-half and thereafter double time.
(l) Where a worker absents himself from work for reasons other than an interruption for which the employer is responsible, or certificated sickness or any other reason acceptable to the employer, overtime rates are not payable until the full normal week has been worked.

## Overtime Rates of Pay-contd.

Explanatory Notes-contd.
( $m$ ) Pieceworkers are paid the stated fraction of the time rate in addition to piecework earnings (and piecework hourly supplement if any).
( $n$ ) 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 Employers' Federation, the entry under " Engineering" applies.
(o) Overtime rates are not payable until the full recognised working week has been worked.
( $p$ ) The rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 2 hours worked in excess of the normal weekly hours, the rate is time-and-a-third and thereafter time-and-a-half.
(q) For a shift worker continuing at work in the absence of his relief, the first 2 hours ${ }^{\circ}$ work are paid for at plain time rates.
(r) Pieceworkers are paid the stated fraction of the current minimum average rate for pieceworkers ( 10 per cent. above time rate) in addition to piecework earnings.
(s) Calculated on the hourly gross rate for timeworkers and the average hourly gross earnings over immediately preceding 12 weeks' reassessment period for pieceworkers.
( $t$ ) In accordance with a sliding scale agreement based on the official index of retail prices these rates were subject at 1st April 1964 to an additional 22 per cent.
(u) 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 (42) or, for workers who are normally required to attend on alternate Saturdays only, 44 or 45 , as the case may be, in the week in which Saturday attendance is normally required.
(v) For a shift worker continuing at work in the absence of his relief, overtime rates are not payable until 4 hours in excess of the normal week have been worked.
(w) For a shift worker continuing at work in the absence of his relief, plain time rate is paid up to a limit of 1 hour, thereafter the full appropriate overtime rates apply.
( $x$ ) The provision applies where the worker is normally employed for more than 42 hours weekly and not more than 6 days in the week in an establishment where the making and filling of waxed (or otherwise proofed) milk cartons are performed as a continuous process on 7 days in the week.
(y) Plus 6 d . an hour for each consecutive hour worked after the first 3 hours' overtime in any day, and where the overtime worked is 5 hours continuous the succeeding days' work is paid for at 3d. an hour extra.
(z) For a shift worker who is detained for a period not exceeding 2 hours due to the unauthorised absence of his relief, this period does not count as overtime.
(aa) Plus 11 d . for each hour or part of an hour worked between 7 p.m. and 6 a.m., except where a spell of duty commences before 7 p.m. and finishes not later than 9 p.m.
(bb) Carpenters, assistant carpenters, boatswains (boatswain's mates on vessels exceeding 12,000 tons gross), donkeymen, engineer assistants, engine-room storekeepers and pumpmen.
(cc) Double time after 12 midnight for workers who have completed a full turn of duty and are required to work beyond that time.
(dd) 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.

## Overtime Rates of Pay-contd.

Explanatory Notes-contd.
(ee) 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.
(ff) 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.
(gg) Plus 8d. for each hour or part of an hour worked between $9 \mathrm{p} . \mathrm{m}$. and $5 \mathrm{a} . \mathrm{m}$.
( $h h$ ) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 4 hours worked in excess of the normal weekly hours (44), 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 p.m. is double time.
(jj) Plus 6 d . an hour for each hour or part of an hour worked between 9 p.m. and 5 a.m., with a minimum payment of 2 s . 0d.
( $k k$ ) For workers who normally attend on alternate Saturdays the rates apply to all hours worked in excess of 44 instead of 42 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 3 hours in excess of 40 and thereafter time-and-a-half.
(ll) These hours relate to all hours worked in excess of a specified number on any one day. Otherwise the rate is time-and-a-half for all hours worked in excess of the normal weekly hours (42) or, for workers who are normally required to attend on alternate Saturdays, 44 in the week in which Saturday attendance is normally required.
( mm ) Otherwise for the first 5 hours in excess of the normal weekly hours (43), the rate is time-and-a-quarter and thereafter time-and-a-half.
( $n n$ ) The rates relate to all hours worked in excess of a specified number or after 6.0 p.m. on any one day. Otherwise for the first 2 hours worked in excess of the normal weekly hours (43), the rate is time-and-a-quarter and thereafter time-and-a-half.
(oo) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 3 hours worked in excess of the normal weekly hours, the rate is time-and-a-quarter and thereafter time-and-a-half.
( $p$ p) Special conditions apply to fire brigademen.
(qq) Attendance on non-working days attracts a minimum of 2 hours at the appropriate overtime rate, and in the case of Engineering Rated Establishments, where prior warning of the requirement has not been given, a minimum of 3 hours at the appropriate rate is paid.
(rr) 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.

## APPENDIX III <br> HOLIDAYS WITH PAY

Number of paid holidays granted and length of qualifying service as provided under the terms of collective agreements or statutory orders.
Note:- Unless otherwise stated, 6 public holidays with pay, or days in lieu thereof are granted in addition to the annual holidays shown below.


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 |
| :---: | :---: | :---: |
| Food, Drink and Tobacco-contd. |  |  |
| Biscuit manufacture (Great Britain): 42 days 48 week |  |  |
| 51-day establishments $\ldots$ .. $\ldots$ ... <br> 5-day establishments $\ldots$. $\ldots$ $\ldots$ $\ldots$ <br> ...     | 12 days | 48 weeks |
|  | 15 or 13 days | 10 years' continuous service |
|  | 18 or 15 days | 20 years' continuous service |
| Bacon curing (Great Britain) ... ... ... ... | 12 days | 12 months |
| Beet sugar manufacture (Great Britain) | 2 weeks | ${ }_{5}^{1}$ year |
|  | 2 weeks 3 days 2 weeks 4 days | 5 years 10 years |
|  | 3 weeks | 15 years |
| Cocoa, chocolate and sugar confectionery manufacture (Great Britain) | 2 weeks |  |
|  | 2 weeks 3 days | 10 years' continuous service |
|  | 3 weeks | 15 years' continuous service |
| Sugar confectionery and food preserving (Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Food manufacturing industry (Great Britain) | 2 weeks | 48 weeks |
|  | 2 weeks 3 days | 10 years' continuous service |
|  | 3 weeks | 15 years' continuous service |
| Brewing:London |  |  |
|  | 2 weeks <br> 3 weeks | 12 months <br> 13 years (Oct. 1964) |
|  |  | 8 years (Oct. 1965) |
| Kent (certain brewery companies)... | 2 weeks | 12 months |
|  | 2 weeks 3 days | 15 years |
| Yorkshire and North Midlands | 3 weeks 2 weeks and P.H. | 18 years 12 months |
|  | 2 weeks 3 days and P.H. | 10 years |
| South Lancashire and East Cheshire ... ... ... | 3 weeks and P.H. | 15 years |
|  | $\begin{aligned} & 2 \text { weeks }(j) \\ & 2 \text { weeks } 3 \text { days }(j) \end{aligned}$ | 1 day for every 4 weeks |
| Birmingham and Wolverhampton, Burton-on-Trent | 3 weeks ( $j$ ) | 13 years |
|  | 2 weeks ( $j$ ) | 12 months |
|  | 2 weeks 1 day ( $j$ ) 2 weeks 2 days $(j)$ | 2 years |
|  | 2 weeks 3 days ( $j$ ) | 6 years |
|  | 2 weeks 4 days ( $j$ ) | 8 years 10 years |
| East Midlands, Hampshire and Isle of Wight ... ... | 2 weeks | 12 months |
|  | 2 weeks 3 days | 10 years |
| Sussex | 2 weeks and P.H. | 12 months |
|  | 2 weeks 3 days and P.H. | 15 years |
|  | 3 weeks and P.H. 2 weeks ( $i$ ) | 18 years 12 months |
| South Wales and MonmouthshireScotland ... ... .. .. | 2 weeks | 12 months (or one malting season) |
|  | 2 weeks 3 days | 3 years |
|  | 3 weeks | 5 years |
| Grain distilling (The Distillers Co. Ltd.) (Scotland) | 2 weeks 2 weeks 3 days | 12 months |
|  | 2 weeks 3 days | 8 years |
| Pot still malt distilling (Scotland) ... ... ... ... | 2 weeks | 12 months |
| Aerated waters manufacture (England and Wales, Scotland and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Tobacco manufacture (United Kingdom) ... ... ... |  |  |
|  | 2 weeks 1 day 2 weeks 3 days | $\left.\begin{array}{l}3 \text { years } \\ 5 \text { years }\end{array}\right\} \begin{aligned} & \text { From 1st } \\ & \text { January, }\end{aligned}$ |
|  | 2 weeks 3 days | $\left.\begin{array}{l}\text { 5 years } \\ 10 \text { years }\end{array}\right\} \underset{1965}{ }$ |
| Chemicals and Allied Industries |  |  |
| Coke ovens and by-product works associated with coal mining (Great Britain) | 2 weeks | 12 months |
| Heavy chemicals manufacture (Great Britain): <br> Agreement of Joint Industrial Council |  |  |
| Agreement of Joint Industrial Council ... ... ... | 2 weeks 2 days with a further day in 1965/ 66, 2 in 1966/67 and | 12 months |
| Imperial Chemical Industries Limited | 2 weeks | 12 months |
|  | 3 weeks 4 weeks | 5 years 35 years |


| 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 |
| :---: | :---: | :---: |
| Chemicals and Allied Industries-contd. |  |  |
| Drug and fine chemical manufacture (Great Britain) ... | 2 weeks 1 day with a further day each year until 3 weeks in 1968/69 | 12 months |
| Paint, varnish and lacquer manufacture (United Kingdom) | 2 weeks 1 day with a further day in 1965/66, 2 in 1966/67, 3 in $1967 / 68$ and 4 in 1968/69 | 10 months |
| Printing ink and roller making industry (United Kingdom) | 2 weeks and P.H. | 12 months |
| Seed crushing, compound and provender manufacture (Great Britain and Belfast) | 2 weeks and P.H. 3 weeks and P.H. | 12 months 20 years |
| Soap, candle and edible fat manufacture (Great Britain) ... | 2 weeks <br> 3 weeks | 12 months 10 years |
| Boot and floor polish manufacture (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks |
| Gelatine and glue industry (Great Britain)... ... ... | 2 weeks 1 day with a further day in 1965/66, 2 in 1966/67, 3 in $1967 / 68$ and 4 in 1968/69 | 12 months |
| Metal Manufacture |  |  |
| Iron puddling and iron and steel rolling (Midlands) ... | 2 weeks 3 days | 12 months |
| Iron mills and sheet mills (West of Scotland) ... ... | 13 days and 5 days at New Year | 48 weeks |
| Heavy steel manufacture (N.E. Coast, etc.) | 21 days incl. P.H. (k) | 46 weeks |
| Steel sheet rolling (Staffs., Cheshire, Tees-side, etc.) ... | 21 days incl. P.H. | 44 weeks |
| Steel rolling mills (South Wales and Mon.) | 2 weeks 3 days | 12 months |
| Siemens steel manufacture (South-West Wales) ... ... | 15 days ( 16 days paid for) and 5 P.H. | 48 weeks |
| Tinplate manufacture (South Wales and Mon.) ... ... | 21 days incl. 5 P.H. | 48 weeks |
| Pig iron manufacture (blastfurnaces) (Great Britain) ... | 21 days ( 18 days in Scotland) incl. P.H. (k) | 46 weeks |
| Light castings manufacture (Great Britain) ... ... | 2 weeks | (l) |
| Brass and copper rolling and casting (West Midlands) | 10 days | (l) |
| Engineering and Electrical Goods |  |  |
| Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales) | 2 weeks | 12 months |
| Engineering and allied industries (Great Britain) ... ... | 2 weeks | (l) |
| Shuttle manufacture (Lancashire and Yorkshire) ... | 10 days | ( $m$ ) |
| Bobbin manufacture (England and Wales) ... ... | 2 weeks | 12 months |
| Bobbin and shuttle manufacture (Scotland) ... ... | 11 days incl. P.H. | ( $n$ ) |
| Ophthalmic optical industry (Great Britain) ... ... | 2 weeks 2 weeks 3 days 3 weeks | 48 weeks <br> 10 years' continuous service <br> 25 years' continuous service |
| Surgical instrument and equipment manufacture (England and Wales except Sheffield) | 2 weeks 3 weeks | 45 weeks <br> 10 years' continuous service |
| Artificial limb manufacture (Great Britain) ... ... | 2 weeks and P.H. | 12 months |
| Electrical cable making ( Great Britain) ... ... ... | 2 weeks | 12 months |
| Shipbuilding and Marine Engineering |  |  |
| Shipbuilding and ship repairing (United Kingdom) ... | 2 weeks | (l) |

## 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 |
| :---: | :---: | :---: |
| Vehicles |  |  |
| Vehicle building (England and Wales and Northern Ireland and Scotland) | 2 weeks | (o) |
| Railway workshops (British Railways) (Great Britain) ... | 2 weeks | 12 months |
| Railway wagon repairing (private firms in Great Britain) | 2 weeks | (l) |
| Perambulator and invalid carriage (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks ( $p$ ) |
| Metal Goods Not Elsewhere Specified |  |  |
| Cutlery (Great Britain) (b) ... ... ... ... ... | 12 days (or twice the normal working week) (a) | 48 weeks |
| Wire and wire rope industries (Great Britain) ... ... | 2 weeks | (r) |
| Tin box manufacture (Great Britain) ... ... ... | 2 weeks 2 days with a further day in 1965 | 1 year |
| Jewellery industry (London and Home Counties) ... | 2 weeks | 12 months |
| Gold, silver and allied trades (London) ... ... ... | 2 weeks | 12 months |
| Gold, silver and jewellery trades (Birmingham) ... ... | 2 weeks | (e) |
| Cutlery and silverware trade (Sheffield) ... ... ... | 2 weeks | (e) |
| Lock, latch and key making (England) ... ... ... | 2 weeks 2 days with a further day each year until 3 weeks in 1967 | (h) |
| Spring manufacture (West Midlands) ... ... ... | 10 days | (l) |
| Laminated spring manufacture (Sheffield) ... ... ... | 2 weeks | (h) |
| Heavy coil spring manufacture (Sheffield) ... ... ... | 2 weeks | (l) |
| Keg and drum manufacture (Great Britain) (b) ... ... | 12 days (or twice the normal working week) | 48 weeks |
| Hollow-ware manufacture (Great Britain) (b) ... ... | 12 days (or twice the normal working week) | 48 weeks |
| Needle, fish hook and fishing tackle manufacturing industries (Great Britain) | 2 weeks | 50 weeks |
| Stamped or pressed metal-wares (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks |
| Brass working and founding (Great Britain) ... ... | 2 weeks | (l) |
| Coffin furniture and cerement making (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks |
| Pin, hook and eye, and snap fastener (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks |
| Textiles |  |  |
| Rayon yarn production (Great Britain) ... ... ... | 2 weeks and 3 or 4 days (according to company), 2 weeks 3 days or 3 weeks in 1965 | 12 months |
| Cotton spinning and weaving ... ... ... ... | 16 working days (incl. P.H.) | (s) |
| Flax and hemp preparing, spinning and weaving (Great Britain) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Flax spinning and weaving (Northern Ireland) ... ... | 10 days ( $t$ ) | Not specified |
| Silk spinning, throwing and weaving (United Kingdom) | 2 weeks | (s) |
| Surgical dressings manufacture (Great Britain) ... ... | 2 weeks 2 days with a further day each year until 3 weeks in 1967/68 | (u |

For explanatory notes see pages 305/307.

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 |
| :---: | :---: | :---: |
| Clothing and Footwear |  |  |
| Waterproof garment manufacture (Lancashire and Cheshire) | 2 weeks | 48 weeks |
| Rubber proofed garment making industry (Great Britain) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Ready-made and wholesale bespoke tailoring (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Wholesale mantle and costume (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Shirt, collar, tie, etc., making (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Dressmaking and women's light clothing (England and Wales, Scotland and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Hat, cap and millinery (England and Wales, Scotland and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Corset making (Great Britain) (b) ... ... ... ... | 12 days (or twice the normal working week) | 48 weeks |
| Glove manufacture (England and Wales) ... ... ... | 2 weeks | 12 months |
| Ostrich and fancy feather and artificial flower (Great Britain) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Footwear manufacture (United Kingdom excluding East Lancashire and the Fylde Coast) | 2 weeks | 48 weeks |
| Bricks, Pottery, Glass, Cement, etc. |  |  |
| Refractory goods manufacture (England and Wales and Scotland) | 2 weeks | 12 months |
| Building brick and allied industries (England and Wales and Scotland) | 2 weeks | 12 months |
| Fletton brick manufacture (Bedford, Buckinghamshire and Peterborough) | 10 days ( 12 days for 6day workers) with a further day each year from 1964 until 5 extra days in 1968 (6 days for 6-day workers) | 48 weeks (for 6-day workers one 8 -hour shift paid for each 4 weeks' continuous work) |
| Salt glazed ware industry (Great Britain) ... ... | 2 weeks | 12 months |
| General stoneware manufacture (Great Britain) ... ... | 2 weeks 2 days | 12 months |
| Pottery manufacture (Great Britain) ... ... ... | 2 weeks 2 days (cc) | 12 months |
| Glass processing (Great Britain) ... ... | 2 weeks | 44 weeks |
| Glass container manufacture (Great Britain) ... ... | 2 weeks 1 day with a further day each year until 3 weeks in 1968 | 12 months |
| Cement manufacture (United Kingdom) ... ... ... | 2 weeks 3 days with a further day each year until 3 weeks in 1966/67 | 12 months |
| Ready mixed concrete industry (Great Britain) ... ... | 12 days | 12 months |
| Cast stone and cast concrete products industry (England and Wales) | 12 days | 49 weeks |
| Pre-cast concrete products industry (Scotland) ... ... | 3 holiday weeks of 42 hours each (incl. P.H.) | Not specified |
| Roofing felt manufacture (Great Britain) ... ... ... | 2 weeks | 12 months |
| Slag industry (Great Britain) ... ... ... ... | 2 weeks | 50 weeks |
| Asbestos cement manufacture (Great Britain) ... ... | 2 weeks <br> 1 extra day <br> 2 extra days from May 1965 with a further day each year until 3 weeks from May 1968 | 12 months 6 months |

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 |
| :---: | :---: | :---: |
| Timber, Furniture, btc. |  |  |
| Home grown timber trade (England and Wales) ... ... | 2 weeks | 12 months |
| Sawmilling: | 2 weeks | 1 year |
| England and Wales     <br> Manchester and district $\ldots$ $\ldots$ $\ldots$ $\ldots$ <br> $\ldots$ $\ldots$ $\ldots$   | 2 weeks and 5 P.H. | 12 months |
| Scotland- Woodcutting machinists | 2 weeks | 12 months |
|  | 2 weeks |  |
| Northern Ireland ... ... ... ... ... ... | 2 weeks |  |
| Furniture manufacture: | 2 weeks | 40 weeks |
| Northern Ireland ... ... ... | 2 weeks |  |
| Veneer producing and plywood manufacture (England and Wales) | 2 weeks | 12 months |
| Exhibition industry (Great Britain) ... ... ... .. | 2 weeks | (g) |
| Coopering (Great Britain and Belfast) ... ... ... | 2 weeks (84 hours) | 12 months |
| Wood box, packing case and wooden container manufacture: |  |  |
| England, Wales and Northern Ireland Scorland | $2 \begin{aligned} & 2 \text { weeks } \\ & 2\end{aligned}$ | 12 months |
| Basket making industry (United Kingdom) ... | 2 weeks | (dd) |
| Paper, Printing and Publishing |  |  |
| Paper making, paper coating, paper board and building board making (United Kingdom) | 12 days | 12 months |
| Fibreboard packing case industry (United Kingdom) ... | 2 weeks | 12 months |
| Paper box making (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Wallpaper manufacture (England) | 2 weeks (85 hours' pay) | 1 year |
| Paper bag industry (Great Britain): Wages Regulation Order ... | 12 days (or twice the normal working week) | 48 weeks |
| National agreement | 2 weeks | 12 months |
| Manufactured stationery (England and Wales) | 2 weeks | 12 months |
| Printing and bookbinding: England and Wales (except London) ... ... |  |  |
| England and Wales (except London) $\ldots$... ${ }^{\text {London (general printing) ... }}$... | 2 weeks | 12 months |
| London (morning, evening and Sunday newspapers) ... | 3 weeks | 6 months |
| Scotland (general printing) Scotland (morning, evening and Sunday $\ldots \ldots$ newspapers) | 2 weeks <br> 3 weeks and New | ${ }_{12} 12$ months |
| Sotland (morning, evening and Sunday newspapers) ... | Year's Day and 5 days in lieu of P.H. |  |
| Lithographic printing and photogravure (England and Wales) | 2 weeks | 12 months |
| Other Manufacturing Industries |  |  |
| Rubber manufacture (Great Britain) | 2 weeks 2 days with a further day each year until 3 weeks in 1967 | (ee) |
| Brush and broom manufacture (Great Britain and Northern Ireland) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Hair, bass and fibre (Great Britain) (b) ... ... | 12 days (or twice the normal working week) | 48 weeks |
| Toy manufacture (Great Britain) (b) ... ... ... | 12 days (or twice the normal working week) | 48 weeks |
| Penmaking and stationers' sundries manufacture (Birmingham and district) | 2 weeks | ( ff) |
| Plastics moulding and fabricating industry (Great Britain) | 2 weeks | (l) |
| Pianoforte manufacture (Great Britain) | 2 weeks | 40 weeks |
| Organ building (United Kingdom) ... ... | 2 weeks | 44 weeks |

For explanatory notes see pages 305/307.

Holidays with Pay-contd.


Holidays with Pay-contd.


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 |
| :---: | :---: | :---: |
| Public Administration and Defence |  |  |
| United Kingdom Atomic Energy Authority (industrial employees) | 2 weeks | 12 months |
|  | 2 weeks 1 day | 10 years |
|  | 2 weeks 2 days 2 weeks 3 days | 12 years 15 years |
|  | (with $8 \frac{1}{2}$ P.H. in each case) |  |
| Government Industrial Establishments | 2 weeks and $8 \frac{1}{2}$ P.H. | 12 months |
| Police (England and Wales and Scotland) (b): |  | 12 months |
| Constables ... ... | 16 days 18 days $\quad$ As from | 12 mears |
| Sergeants ... | 18 days $\} \quad 1$ st July | 12 months |
| Station sergeants (Metropolitan Police) and first class | 20 days | 12 months |
| Sergeants (C.I.D.) (Metropolitan Police) | 22 days | 10 years |
| Prison services (England and Wales and Scotland): Auxiliary officers during initial training of approximately 3 months, temporary officers Officers, clerk officers (Scotland only) and night patrols | 3 weeks and 9 P.H. | 12 months |
|  |  |  |
|  | 3 weeks and 9 P.H. <br> 3 weeks and 3 days and | 12 months 5 years |
|  | 3 weeks and 3 days and $9 \text { P.H. }$ |  |
| Principal officers, principal clerk officers (Scotland only) borstal matrons, and engineers (class II) | 4 weeks and 9 P.H. | 12 months |
|  |  | 12 months |
| Engineers (class I) ... ... ... ... | 4 weeks and 3 days and 9 P.H. | 12 months |
| Chief officers (class I and II), chief clerk officers (Scotland only), senior foremen of works and foremen of works | 5 weeks and 9 P.H. | 12 months |
| Fire services (Great Britain)... | 21 days | Not stated |
| Local Authorities' services: |  |  |
|  |  |  |
| England and Wales (except Glamorganshire and 12 mont |  |  |
| Glamorganshire and Monmouthshire ... ... ... | 2 weeks 2 weeks 3 days | 12 months |
|  | 3 weeks 3 days | 12 years |
|  | 2 weeks | 12 months |
|  | 2 weeks 3 days | 10 years |
| County Council roadmen (regional agreements in England and Wales) | 2 weeks | 12 months |
|  | 2 weeks 3 days | 5 years |
|  | 3 weeks | 12 years |
| River authorities (England and Wales) | 2 weeks | 12 months |
|  | 2 weeks 3 days 3 weeks | 5 years |

## 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) The conditions are as specified in statutory orders.
(c) One Sunday holiday is allowed if the worker is required to work 7 days a week for 16 or more weeks during the holiday year. Two Sundays are allowed if 33 or more such weeks are worked.
(d) Where no other day is allowed in lieu of employment on 6 specified days during the year, workers (except milkers and workers paid by the hour) are entitled to overtime payment for those days in addition to their minimum wage. Shepherds are entitled to additional overtime payment for employment on 10 other days.
(e) 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.
( $f$ ) Payment for holidays other than public holidays is provided by a weekly "credit" of 2 hours at a worker's normal time rate for every week or part thereof he has been employed up to a maximum of 84 hours' credit.
(g) Payment for annual holidays for operatives, other than apprentices, is provided by the accumulation of credit stamps for each weeks' work performed during the 12 months' accounting period prior to the holiday. Public holiday credit stamps accumulate from one public holiday to the next.
(h) Payment for holidays, including public holidays, is calculated on the basis of the appropriate minimum time rate increased by one-sixth.
(i) 6 months for workers who are under 18 years of age when they enter employment and who are under 19 years of age at the commencement of their first annual holiday.

Explanatory Notes-contd.
(j) Payment for holidays, other than public holidays, is calculated on the basis of the normal/ standard time rate plus one-sixth.
(k) In addition to the 18 or 21 days' holiday pay a maximum payment of 4 extra shifts is made to men called upon to work on certain agreed days.
( $l$ ) The payment for holidays, other than public holidays, amounts to one twenty-fifth of the appropriate time rate for each full week's work performed in the year plus $16_{3}^{2}$ per cent. Payment for public holidays is calculated on the basis of $8 \frac{1}{2}$ hours at the appropriate time rate plus $16_{3}^{2}$ per cent.
( $m$ ) 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.
( $n$ ) 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.
(o) The payment for holidays, other than public holidays, amounts to one twenty-fifth of the appropriate time rate for each full week's work performed in the year plus 15 per cent.
(p) 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.
(q) Payment for holidays, other than public holidays, is calculated on the basis of one twentyfifth of the worker's earnings in the 12 months preceding the holiday.
( $r$ ) The agreement recommends a minimum of eight completed weeks of service for entitlement to holidays with pay. The payment for holidays, other than public holidays, amounts to one twenty-fifth of the workers' normal datal rate for each full week's work performed in the year.
(s) Payment for holidays, including public holidays, is provided by a "credit" of $6 \frac{1}{2}$ per cent. of the worker's gross earnings over the year.
( $t$ ) Winding masters and foremen cloth passers in linen weaving qualify for additional holidays according to years of service.
(u) 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 7 per cent. of the worker's gross wages including overtime.
(v) 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.
(w) Payment for holidays, other than public holidays, is one twenty-fifth of wages earned (excluding overtime) from the beginning of the last pay period but one before the holiday in one year to the end of the third pay period immediately before the holidav in the next year.
(x) The amount payable at the summer holiday period is to be 4.06 per cent. of gross wages including overtime, earned during the year. In addition when Christmas Day falls on a day other than a Saturday or Sunday it is observed as a paid holiday.
(y) 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.
(z) 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.
(aa) Payment for holidays, including public holidays, is provided by a " credit " of 7 per cent. of the worker's gross earnings over the year. This "credit" will increase to $7 \frac{1}{2}$ per cent. in 1965/66, 8 per cent in 1966/67, $8 \frac{1}{4}$ per cent. in 1967/68 and $8 \frac{3}{4}$ per cent. in 1968/69.
(bb) 24 weeks for workers who are under 18 years of age when they enter employment and who are under 19 years of age at the commencement of their first annual holiday.

## Holidays With Pay-contd.

## Explanatory Notes-contd.

(cc) Payment for the annual holiday of two working weeks is at the rate of 4 per cent. of the total earnings (including overtime) of the operative in the 12 months 1st July to 30th June preceding the customary annual holiday.
(dd) Payment for holidays, other than public holidays, is an amount equivalent to $6 \frac{1}{2}$ per cent. of the worker's ordinary earnings calculated from the first week after his previous annual holiday or in the case of new entrants from the commencement of employment ( 4 per cent. for annual holidays and $2 \frac{1}{2}$ per cent. for public holidays).
(ee) Payment for holidays in 1964, 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 2.040 times the basic time rate for a worker with less than 12 months' service, and 2.040 times the average hourly rate for a worker with 5 years' service; a worker with 12 months' but less than 5 years' service receiving scaled proportions at basic time rate and average hourly rate.
(ff) The gross earnings, exclusive of overtime, of each worker are increased by 4 per cent. this amount being retained to cover the summer holiday payment.
( $g g$ ) Payment for annual holidays for operatives, other than apprentices, is provided by the accumulation of credit stamps for each week's work performed during the 12 months accounting period prior to the holiday.
(hh) 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.
(ii) In addition to 84 hours' pay, an additional payment of $£ 2$ is made which is intended to reflect the minimum average wage for a normal working week.
(jj) Where the exigencies of the service do not permit of the public (or local) holidays being arranged, days off in lieu are substituted.
( $k k$ ) 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.
(Il) After 12 months' continuous service in vessels in the same ownership, an established seafarer will qualify in respect of the total period of service, and whilst he remains in that owner's employment, for leave on the scale laid down for an established seafarer.
$(\mathrm{mm})$ The entitlements are based on a 5-day working week. Where a 6 -day working week is operated the entitlements are increased proportionately.
(nn) Workers receive one extra day's pay for each of 6 public holidays on which they are required to work.
(oo) In addition to the 3 days in lieu of public holidays, double time rate is paid for work done on the Spring and Autumn holidays and New Year's Day.
( $p p$ ) The payment for holidays, other than public holidays, amounts to one twenty-fifth of the appropriate time rate for each full week's work performed in the year.

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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, Great Westminster House, Horseferry Road, London, S.W.1, or the Divisional Offices of the Ministry of Agriculture, Fisheries and Food.
    $\dagger$ Rates are fixed for part-time and casual workers.
    $\ddagger$ Relate to apprenticeships entered into on or after 1st May 1961.
    § Shepherds who are required to keep a dog or dogs receive an additional payment of 3 s . a week for one dog and 6s. a week for more than one dog.

[^1]:    * The weekly value is increased by 1 s . if hot and cold water system and bath are provided.
    $\dagger$ 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 time being.

[^2]:    * 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.
    $\dagger$ These rates also apply to workers in market gardens and nursery grounds.

[^3]:    * This is the sole occupation in the Grade.

[^4]:    *The rates are adjusted in accordance with the cost-of-living sliding scale agreement of the National Joint Council for the Building Industry.
    $\dagger$ Area agreements specify higher rates for various skilled and semi-skilled occupations.

[^5]:    * Rates are specified for other categories of workers.
    $\dagger$ The cost-of-living addition varies monthly in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^6]:    * The agreements apply to the production of sand (other than moulding and refractory) and gravel aggregates for use in concrete, building construction and road-making.
    $\dagger$ Occupational differential rates ranging from $2 \frac{1}{4} \mathrm{~d}$. to 10 d . in excess of the labourers' rates have been fixed for other classes of workers, as well as rates of wages of watchmen.

[^7]:    * The cost-of-living payment or addition varies monthly in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^8]:    * Plus 4d. an hour, not subject in total to overtime enhancement.

[^9]:    * The Corn Trade covers the marketing of home grown grain, the production and distribution of animal feeding stuffs and the distribution of fertilisers, seeds and agricultural and horticultural chemicals.
    $\dagger$ These rates apply to all mills where the total number of operatives, including the owner of the mill and his family, is not fewer than 4 except for job rates which apply only to mills employing 10 or more workers.

[^10]:    * Under an agreement of the Joint Industrial Council for the Provender Milling Industry (Northern Ireland) this agreement applies to provender workers in joint mills which are predominantly flour mills.
    $\dagger$ Excluding the London Area.

[^11]:    * 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, 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 8s. 7d. a week less.

[^12]:    * 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 similar weekly rates for a week of 42 hours.

[^13]:    * In some districts (e.g. Liverpool and District) higher minimum rates are observed based on local agreements in operation before the formation of the National Agreement.
    $\dagger$ Female bread workers receive the full male rate when they carry out the work in full and 75 per cent. of the male rate when they do not carry out the work in full.

[^14]:    *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.

[^15]:    * 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.

[^16]:    Note.-The rates became operative from 1st January 1964 and continue until 31st December Hours of Work
    The working week is one of 42 hours ( 41 from 29 th June 1964), to be worked in 5 or $5 \frac{1}{2}$ days. Guaranteed Week
    A week of 42 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 $7 \frac{1}{2} \mathrm{~d}$. 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 3 s . each visit.

    * Drivers operating a vehicle with a trailer attached or an articulated vehicle are paid an allowance of 2 s . a day.
    $\dagger$ Plus 1d. an hour when employed in lifting cases of full bottles.

[^17]:    * The agreement also specifies rates for a 5-shift week and a 7-shift week.

[^18]:    * Drivers operating a vehicle with a trailer attached are paid 1s. a day extra.
    $\dagger$ This agreement also applies to one brewery in Newcastle-upon-Tyne.

[^19]:    * The agreement is applicable to grain distilleries, yeast and malt extract factories and slending and bottling warehouses.
    $\dagger$ Stillmen, mashmen, tunmen, kilnmen and boiler firemen are paid varying rates above the minimum.

[^20]:    * 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, copies of which are on sale at H.M. Stationery Office.

[^21]:    * 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.

[^22]:    * 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.

[^23]:    * A job appraisement scheme for general workers provides differentials above the basic minimum rate calculated in job steps of $\frac{3}{4} \mathrm{~d}$., 1 d ., or $1 \frac{1}{4} \mathrm{~d}$., per step per hour. A grading scheme for tradesmen gives a supplement of 2d. an hour for Grade 1 rising by 2d. steps to 1s. 0d. 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.

[^24]:    * The rates apply to workers in the manufacturing section of the industry. In the wholesale section rates are lower by 9 s . a week for men and by 6 s . a week for women.
    $\dagger$ Mercurial workers and their assistants receive 1d. an hour above the class rate.
    $\ddagger$ Women engaged on heavy stone-ware and drum washing receive 2 s . a week above the class rate.

[^25]:    * On the first pay day in January 1965 an adjustment of the cost-of-living bonus, upward or downward, will be made, according to the amount by which the index of retail prices (January $1962=100$ ) for the October preceding (taken to the nearest whole number) has risen or fallen compared with the index figure for May 1962 (taken as 102), the calculation being at the rate of 1 s . 10 d . a week for men and 1s. 5 d . a week for women for each point rise or fall in the index. The bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.

[^26]:    *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, copies of which are on sale at H.M. Stationery Office.

[^27]:    * 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 of the official index of retail prices.
    $\ddagger$ Including two special stabilised additions of 9d. a shift as well as a fluctuating addition of 10s. 9d. a shift.

[^28]:    * 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 of the official index of retail prices.
    $\ddagger$ 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.

[^29]:    * Some firms in the industry are members of the Engineering Employers' Federation and observe rates of wages obtaining in the engineering industry for those of their workpeople engaged on engineering work (see pages 48 to 51).
    $\dagger$ Rates of pay are also fixed for workers engaged on vitreous enamelling processes.
    $\ddagger$ Patternmakers receive an additional bonus of 5s. 3d. a week.

[^30]:    Note.-The rates became operative from 2nd December 1963.
    For footnotes see next page.

[^31]:    * The rates of wages agreed upon by the Welsh Engineers' and Founders' Conciliation Board for timeworkers employed in South West Wales, including the Port Talbot, Neath, Swansea, Llanelly and Milford Haven areas, as from the beginning of the pay week containing 4th November 1963 are 235s. $4 \frac{1}{2} \mathrm{~d}$. for craftsmen and 191s. $7 \frac{1}{2} \mathrm{~d}$. for labourers for a week of 42 hours.
    $\dagger$ Excluding the special South Wales bonus of 3s. 6d. a week for fitters and 1s. 8d. a week for labourers.

[^32]:    * 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 Employers' Federation and observe the engineering rates (see previous pages).

[^33]:    * The rates are subject to variation in January, April, July and October in accordance with movements of the official index of retail prices (converted to January $1956=100$ ) published in the December, March, June and September immediately preceding.
    $\dagger$ The rates are subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^34]:    * The manufacture, assembling or distribution, other than retailing to the public, of spectacle frames and lenses (including those to prescription) and cases.

[^35]:    * This agreement does not apply to Sheffield.

[^36]:    * In one or two districts, where work consists mainly of ship repairing, 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.
    $\dagger$ A compensatory payment of $1 \frac{3}{4} \mathrm{~d}$. an hour for all hours worked is paid to workers in receipt of the national plain time rate without any additions in the form of payment by results, incentive or other form of bonus payment.

[^37]:    * 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.

[^38]:    * For the rates of railway wagon repairers employed in the workshops of British Railways (see pages 60 and 61 ).
    $\dagger$ Outstation repairers working in open sidings receive an additional allowance of 1 s .6 d . for each day worked.

[^39]:    * The rates for employees of the London Transport Board are higher. Workers employed in marine workshops are paid flat-rate differentials varying from 4 s . to 12 s . a week according to occupation.

[^40]:    * 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.

[^41]:    * The addition to base time rates which varies in accordance with movements of the official index of retail prices (January $1962=100$ ), 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.
    $\ddagger$ Plus rates for printers’ assistants and other special grades are fixed by local agreement.

[^42]:    * 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 February and August each year in accordance with movements of the average of the official index of retail prices (January $1962=100$ ) for the periods July to December and January to June 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.

[^43]:    * 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, copies of which are on sale at H.M. Stationery Office.

[^44]:    * For the full details of the legally binding rates, together with any conditions and qualifcations attached to them, reference should be made to the Orders of the Minister of Labour, 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.

[^45]:    * The rate for the unskilled adult male time worker is regarded as the national standard wage and the rates for all other timeworkers are expressed as percentages thereof, i.e., skilled men 122, semi-skilled 108 and women 80.
    $\dagger$ The cost-of-living bonus is subject to variation in accordance with movements of the official index of retail prices (converted to January $1956=100$ ).

[^46]:    * The skilled rate is applicable when engaged on short runs.
    $\dagger$ 4s. Od. of the bonus is included in the base rate.

[^47]:    * Most of the operatives employed in these occupations are paid at piece rates of wages, and piece rates are calculated from wage levels which are 20 per cent. in excess of the basic time rates quoted.

[^48]:    * 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, copies of which are on sale at H.M. Stationery Office.

[^49]:    * 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 82 and 83 ), and (b) workers engaged in the maintenance or upkeep of premises, machinery or plant
    $\dagger$ The agreement covers firms engaged in dyeing, printing, knitting, smallwares, throwing and making-up.

[^50]:    Note.-The rates became operative from the pay day in the week commencing 16th December 1963.

[^51]:    * 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 97).

[^52]:    * Including bleaching and finishing, carding, linting, medicating, dyeing and all forms of making-up of prepared surgical dressings, surgical plasters and sanitary towels.

[^53]:    * 4s. 6d. a week to be added for comb minders with noil.

[^54]:    * For coloured work the rates are 1s. a week higher.
    $\dagger$ With extra payment for extra bobbins or extra machines.

[^55]:    * This amount is subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^56]:    * 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 3 s . 6 d . a loom (on time rates) or 3 s . 6 d . plus 10 per cent. (on piecework) for each loom above 10 in section.
    $\ddagger$ Experimental rates for a trial period.

[^57]:    * 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Women employed on piecework on man-made fibres of continuous filament are paid 3 s . 4 d . an hour. Women employed on handbraiding of stack nets are paid according to size of mesh and certain other conditions. Female home-workers employed on making norsells, or nets made from single twine (fibres not being hard or man-made fibres of continuous filament) are paid according to size of norsells or twine.

[^58]:    * 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.

[^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, 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.

[^60]:    * The basis of calculation of the cost-of-living bonus is the average of the index of retail prices (January $1962=100$ ) for the period January to June to become payable on the first pay day in September, and July to December to become payable on the first pay day in March of the following year.

[^61]:    * The flat rate bonus is subject to variation in accordance with movements of the official index of retail prices (converted to January $1956=100$ ).
    $\dagger$ The period of apprenticeship is 3 years.

[^62]:    * Including solid woven belting, elastic web, textile small wares, trimmings, webbings and tape manufacture.

[^63]:    * 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 movements of the official index of retail prices (January 1962 $=100$ ) published in December, March, June and September immediately preceding.
    $\ddagger$ 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, copies of which are on sale at H.M. Stationery Office.

[^64]:    * The cost-of-living payment is subject to variation in January, April, July and Octo ber each year in accordance with movements of the average of the official index of retail prices (January $1962=100$ ) during the quarters ending November, February, May and August immediately preceding.

[^65]:    * The cost-of-living payment is subject to variation in January, April, July and October each year in accordance with movements of the average of the official index of retail prices (January $1962=100$ ) during the quarters ending November, February, May and August immediately preceding.
    $\dagger$ This agreement does not cover textile printing.

[^66]:    * The cost-of-living addition of 22 per cent. is based on the official index of retail prices figure of 122 (converted to January $1956=100$ ) representing the average index during the six months period from January 1963 to June 1963.

[^67]:    * 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.

[^68]:    * 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The London district means the City of London and Metropolitan Police District.

[^69]:    * 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The London district means the City of London and Metropolitan Police District.

[^70]:    * 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 copies of which are on sale at H.M. Stationery Office.

[^71]:    * 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.

[^72]:    * 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, copies of which are on sale at H.M. Stationery Office.

[^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, copies of which are on sale at H.M. Stationery Office.

[^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.

[^75]:    * 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ On 1st March 1963 an Order came into operation abolishing the Hat, Cap and Millinery Wages Council (England \& Wales) and the Hat, Cap and Millinery Wages Council (Scotland) and establishing the Hat, Cap and Millinery Wages Council (Great Britain). Under the terms of the Order the Wages Regulation Orders in force immediately before 1st March 1963 will, for the time being, continue to have effect in England and Wales and in Scotland as the case may be.

[^76]:    * 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ See footnote $\dagger$ on page 114.

[^77]:    ${ }^{*}$ 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Leather and fabric dress gloves and industrial gloves.

[^78]:    * The particulars given apply generally throughout the country except in East Lancashire and the Fylde Coast where wages are regulated by separate agreements.
    $\dagger$ 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.
    $\ddagger$ The rates are subject to variation in March and September each year in accordance with movements of the official index of retail prices (January $1962=100$ ) published in January and July immediately preceeding.

[^79]:    * 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 125) or those composite undertakings which are parties to the agreements of other Joint Councils or Joint Wages Boards.
    $\dagger$ Drivers of vehicles with a trailer attached are paid 1s. 0d. a day for each day upon which the trailer is used.

[^80]:    * This agreement applies to undertakings in England and Wales engaged in the manufacture of building and engineering bricks, excluding Fletton bricks (see page 124) and bricks manufactured by companies within the scope of the Midland Clay Industries Joint Council (see page 122), hollow clay blocks, clay roofing tiles, clay floor quarries and cable covers, clay chimney pots and finials and clay agricultural drain pipes and tiles.

[^81]:    * Differential rates agreed by the National Joint Council apply to undertakings in North, North East and North West England, North and East Midlands, North Staffordshire, Gloucestershire, Wales, and as regards sand lime bricks, all areas.
    $\dagger$ Drivers of vehicles with a trailer attached are paid an additional 1s. a day for each day upon which the trailer is used.
    $\ddagger$ The differentials apply as regards those of $1 \frac{1}{2} \mathrm{~d}$. to workers having not less than 3 months' experience on the job, and as regards differentials of more than $1 \frac{1}{2} \mathrm{~d}$. a differential of $1 \frac{1}{2} \mathrm{~d}$. applies when the worker is put on the job and the full differential after 3 months' experience.

[^82]:    *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.

[^83]:    * Workers called upon to work on their "rest" day are paid at the rate of time-and-a-quarter for the first two hours and time-and-a-half thereafter. 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. These additions do not apply to the shift allowance of $4 \frac{1}{2} \mathrm{~d}$. an hour which is included in the shift rate quoted.

[^84]:    * 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 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.
    $\ddagger$ The London rates apply in the Liverpool area to all classes of operatives except general labourers, loaders, sand-washers and cleaners-up.
    § The cost-of-living bonus is subject to variation in February and August each year in accordance with movements of the average of the official index of retail prices (converted to January $1956=100$ ) respectively for the periods July to December and January to June immediately preceding.

[^85]:    * The full list of " plus rates" fixed for the various operations is not reproduced for reasons of space.
    $\dagger$ 1d. extra for each additional kiln when actually under operation by the burner.

[^86]:    * When employed on burning these workers are paid at the normal rate, and when on weld ing 1d. an hour above the normal rate.
    $\dagger$ The rates of wages of maintenance workers are fixed at individual depot level.

[^87]:    * The area agreements specify rates for other grades of workers.

[^88]:    * The agreements do not apply to sawmilling firms normally engaged in the production and conversion of home-grown timber (see page 137).
    $\dagger$ 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.
    § In Widnes the rates for labourers are fixed by local agreement and, as from 6th January 1964, were 5 s . 0 d . an hour for sawmill labourers and 5 s . 2d. an hour for timber yard labourers.

[^89]:    * The aggregate minimum time rate for journeymen is made up of the current minimum time rate of 3 s . 7 d . an hour and a supplementary cost-of-living allowance of 2 s . 6 d . an hour for all hours worked. This allowance is subject to variation in January, April, July and October each year in accordance with movements of the official index of retail prices (January 1962= 100) published respectively during the November, February, May and August immediately preceding. The rates for women are two-thirds of those for men.
    $\dagger$ The bonus is subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^90]:    * The rates are subject to variation in February each year in accordance with the movement of the average of the figures of the official index of retail prices (converted to January 1956=100) published during the period January to December immediately preceding.
    $\dagger$ These rates apply to operatives in membership of the Sign and Display Trades Union who may be engaged from time to time on exhibition work. A brush and tool allowance of 1s. 11d. a week is paid to operatives who supply their own tools.

[^91]:    * Coopers taken from the block and engaged on the repair or re-erection of vats receive an extra payment of 8 d . an hour whilst so employed.

[^92]:    * 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.

[^93]:    * 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.

[^94]:    * 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, 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.

[^95]:    * 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, 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.

[^96]:    * 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 gluing machine or a carton cutting and creasing machine fitted with fully automatic feeder are paid an additional amount of 8 s . 0 d . a week of 42 hours.

[^97]:    * On the first pay day in January 1965 an adjustment of the cost-of-living bonus, upward or downward, will be made, according to the amount by which the index of retail prices (January $1962=100$ ) for October 1964 (taken to the nearest whole number) has risen or fallen as compared with the index figure for May 1962 (taken as 102), the calculation being at the rate of 1 s . 10 d . a week for men and 1 s . 5 d . a week for women for each point rise or fall in the index. 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 2 s . 10 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 4 s . or 8 s . are made from the rates shown and as reduced by 2 s . 10 d .
    $\S$ With an additional 10 s. a week on completion of 4 years' experience after training period.
    $\|$ Extra rates ranging from 2 s . 6 d . a week to 47 s . 6 d . are fixed for certain binding, folding, stitching, cutting, blocking, ruling and embossing machines.

[^98]:    * There are separate agreements covering the workers employed on the production of national morning and Sunday papers in Manchester.
    $\dagger$ The cost-of-living bonus is subject to variation on 1st March, 1st June, 1st September and 1st December each year in accordance with the official index of retail prices (converted to January $1956=100$ ) published in the February, May, August and November immediately preceding and is a flat addition to wages, not to be included for the calculation of overtime or shift rates.

[^99]:    * On the first pay day in January 1965 an adjustment of the cost-of-living bonus, upward or downward, will be made, according to the amount by which the index of retail prices (January $1962=100$ ) for October 1964 (taken to the nearest whole number) has risen or fallen as compared with the index figure for May 1962 (taken as 102), the calculation being at the rate of 1 s .10 d . a week for men and 1s. 5 d . a a week for women for each point rise or fall in the index. 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.
    $\ddagger$ When employed on bronzing an additional payment of 3d. an hour is made.
    $\S$ Women washing up machines or rollers are paid an additional 1s. a day with a minimum addition of 3 s . a week.

[^100]:    *The cost-of-living bonus of 8s. a week which is paid as a flat addition is subject to variation in January and July each year in accordance with movements of the official index of retail prices (converted to January $1956=100$ ) relating to the November and May immediately

[^101]:    Note.-The cost-of-living bonus of 11s. 8d. a week for men and 8s. 10d. a week for women became operative from the first pay day in January 1964 and relates to the official index of retail prices figure for October 1963 (see details of 1962 wage settlement on page 161).

[^102]:    * On the first pay day in January 1965 an adjustment of the cost-of-living bonus, upward or downward, will be made, according to the amount by which the index of retail prices (January $1962=100$ ) for October 1964 (taken to the nearest whole number) has risen or fallen as compared with the index figure for May 1962 (taken as 102), the calculation being at the rate of 1 s . 10 d . a week for men and 1s. 5 d . a week for women for each point rise or fall in the index. The bonus is a flat addition to wages not to be included in 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.

[^103]:    * On the first pay day in January 1965 an adjustment of the cost-of-living bonus, upward or downward, will be made, according to the amount by which the index of retail prices (January $1962=100$ ) for October 1964 (taken to the nearest whole number) has risen or fallen as compared with the index figure for May 1962 (taken as 102), the calculation being at the rate of 1 s .10 d . a week for men and 1 s . 5 d . a week for women for each point rise or fall in the index. The bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.

[^104]:    * Separate agreements are in operation for rubber reclamation and rubber floor laying.
    $\dagger$ 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, copies of which are on sale at H.M. Stationery Office.

[^105]:    * 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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The rates are subject to variation in April and October each year in accordance with movements of the official index of retail prices (converted to January $1956=100$ ) for the January and July immediately preceding as published in February and August respectively.

[^106]:    * Includes the manufacture, renovation, or repair of pianofortes, players and their parts.
    $\dagger$ The supplementary cost-of-living allowance, which relates to the figure of 104.7 for the official index of retail prices (January $1962=100$ ) published in February 1964, 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 movements of the official index of retail prices published respectively during 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.

[^107]:    * The rates are subject to variation in March and September each year in accordance with movements in the official index of retail prices (January $1962=100$ ).

[^108]:    * The rate for craftsmen in Grade A districts is subject to variation in March of each year in accordance with movements of the average of the figures of the official index of retail prices (converted to January $1956=100$ ) published during the January to December immediately preceding. The rates for craftsmen in London and Liverpool are $1 \frac{1}{2} \mathrm{~d}$. above the Grade A craft standard rate. The labourer's standard rate is fixed at a margin of $9 \frac{1}{2} d$. below the craftsmen's rate. Women on craft processes, after 6 months' probation, are paid 85 per cent of the Grade A standard rate for craftsmen and women on other than craft processes 85 per cent. of the Grade A rate for labourers.

[^109]:    * 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 rate for craftsmen is subject to variation in March each year in accordance with movements of the average of the figures of the official index of retail prices (converted to January $1956=100$ ) published during the January to December immediately preceding. The labourer's standard rate is a fixed margin of $8 \frac{1}{2} \mathrm{~d}$. 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.

[^110]:    * The basic rates are subject to variation in March of each year in accordance with movements of the average of the figures of the official index of retail prices (converted to January $1956=100$ ) 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.

[^111]:    * The rates are subject to variation in February of each year in accordance with movements cfthe official index of retail prices (converted to January $1956=100$ ).

[^112]:    * The rates are subject to variation in March of each year in accordance with movements of the average of the figures of the official index of retail prices (converted to January $1956=$ 100 ) published during the period January to December immediately preceding.

[^113]:    * An agreement between the Refractory Users Federation and the Amalgamated Union of Building Trades Workers provides that, except when engaged on firebrick work, the standard hourly rates for bricklayers and masons in the employ of the Gas Council and Area Boards follow the rates agreed in the gas industry for skilled maintenance craftsmen.
    $\dagger$ Comprising works whose annual output of gas exceeds 500 million cubic feet.
    $\ddagger$ Comprising works whose annual output of gas does not exceed 500 million cubic feet.

[^114]:    * The agreements do not cover workers employed by British Railways.
    $\dagger$ The rates quoted, plus specially agreed rates for certain occupations, apply to workers in Nuclear Power Stations.
    $\ddagger$ Carpenters and joiners are paid a tool allowance of 2 s . a week, plumbers 1 s . 6 d . a week and plasterers and bricklayers 1s. a week.

[^115]:    * A driver of a vehicle with trailer attached is paid $1 \frac{1}{2} \mathrm{~d}$. an hour extra for a trailer up to 4 tons carrying capacity and 3d. an hour for a trailer of 4 tons or over carrying capacity. A driver of a vehicle with a power driven winch attached is paid 9 d . a day for any day on which he operates the winch. A driver of an articulated low loader of gross weight exceeding 40 tons is paid an additional 9d. an hour whilst so employed.
    $\dagger$ A unit operator is paid the appropriate capacity grade rate of the turbines under his control plus 6 d . an hour ( $150,000 \mathrm{KW}$ or less), 1s. an hour ( 150,001 to $400,000 \mathrm{KW}$ ) and 1 s . 6 d . an hour ( $400,001-1,000,000 \mathrm{KW}$ ), and the unit operator's assistant the appropriate capacity grade rate of the turbines plus 3 d . an hour ( $150,000 \mathrm{KW}$ or less), 6 d . an hour ( 150,001 to $400,000 \mathrm{KW}$ and 9 d . an hour ( $400,001-1,000,000 \mathrm{KW}$ ). Where the unit operator is required to carry out loading and/or synchronising he is paid an additional 4 d . an hour.

[^116]:    * The agreement does not apply to port cold stores which are covered by agreements relating to the docks industry.
    $\dagger$ 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.

[^117]:    * Permanent way labourers, lengthmen and relayers, sub-gangers, patrolmen and gangers are paid an additional 2s. a week above the group rate applicable to their grade when employed at London main line termini.

[^118]:    * Drivers of one-man-operated vehicles receive an additional 15 per cent.
    $\dagger$ 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.
    $\ddagger$ The grading of employees is settled by the separate undertakings in consultation with the local representatives of the employees.
    § Differential rates ranging from 4d. to 7d. an hour are in operation for chargehand craftsmen.

[^119]:    * 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, and to day and night staff (other than skilled maintenance workers) in garages and running sheds.
    $\dagger$ Drivers of one-man-operated vehicles receive, for all hours actually worked on such operation, an additional 15 per cent. on the rate prevailing on Sundays, rest days and public holidays and, on all other days 15 per cent. on the basic rate.
    $\ddagger$ 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 wre now placed in Group I and 2 in Group II. One other company is in a special category with higher maximum rates for drivers.

[^120]:    Note.-The rates became operative from 16th January 1963.

[^121]:    * 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 1960.
    $\dagger$ 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, copies of which are on sale at H.M. Stationery Office. The Orders are not applicable to British Road Services.
    $\ddagger$ 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.

[^122]:    * At the discretion of the employer proficiency pay of $2 \mathrm{~s} .6 \mathrm{~d} ., 5 \mathrm{~s}$. or 7 s .6 d . a week may be granted for good work and service. An additional 5 s. a week is paid to drivers required to hold public service vehicle licences.
    $\dagger$ Loaders designated to drive vehicles for loading and unloading aircraft within the airports are paid an additional 4d. an hour on fork lift trucks and 3d. on vehicles with hydraulic or mechnical lifting devices. All other loaders designated to drive vehicles within the airports receive an additional 2d. an hour.
    $\ddagger$ After 1 year's service warehousemen, who have proved themselves proficient and have passed a test in warehouse procedure, qualify for an additional $1 \frac{1}{2} \mathrm{~d}$. an hour and after a further year's service, if capable and willing to undertake lead duties, qualify for a further 1 d . an hour.

[^123]:    * For group leaders the rates are higher than those quoted by 1d. to $6 \frac{1}{2} \mathrm{~d}$. an hour (according to grade) for men and 1 d . to $3 \frac{7}{8} \mathrm{~d}$. an hour for women.
    $\dagger$ These rates may be augmented at the discretion of the employers by payment of proficiency pay of $\frac{1}{2} \mathrm{~d}$. up to maxima of 1 d . to 3 d . an hour, depending on the grade of the worker.
    $\ddagger$ Battery assistants, safety equipment workers (life rafts), workers assisting tradesmen in fibre glass work and staff employed on heat treatment, metalising, plating, anodic oxidation and metal polishing are paid within the range of grades A to E enumerated below. New entrants are normally classified in grade A, promotion being at the discretion of the employers.

[^124]:    * The rates quoted in the Table include a compensatory payment of 5 per cent. for Saturday afternoons at sea.
    $\dagger$ In cases where free food is provided by owners the rates of pay are 21 s . a week less.
    $\ddagger$ Ratings who are required to provide their own food are entitled to an allowance of 2 s . a day whilst on board on Articles.
    § 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 $£ 1$ a month or 4 s . 8d. a week extra. An Efficient Deck Hand who also holds a Lifeboatman's Certificate receives 10 s. a month or 2 s . 4 d . a week extra.
    $\|$ According to tonnage of vessel.
    II If pre-sea training in an approved course has been taken, the probationary period is reduced to 2 months.

[^125]:    * 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.
    $\dagger$ After 6 months' employment in the case of late entrants.

[^126]:    * The majority of workers are employed on piecework to whom special piece-rates are payable.

[^127]:    * The cost-of-living bonus is subject to variation on 1st March, 1st June, 1st September and 1st December each year in accordance with movements of the official index of retail prices (converted to January $1956=100$ ) published in the February, May, August and November immediately preceding and is a flat addition to wages, not to be included for the calculation of overtime.
    $\dagger$ The agreements also fix rates for regular half-night and casual employees and for Saturday forenoon and Sunday morning workers.
    $\ddagger$ The cost-of-living bonus is subject to variation in March and September each year in accordance with movements of the official index of retail prices (converted to January $1956=$
    100 ) published in the February and August immediately preceding.

[^128]:    * 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.
    $\dagger$ These rates apply to operatives employed at London Airport (Heath Row).
    $\ddagger$ Plus 6s. a week whilst regularly employed driving product vehicles with tank trailer attached or 1s. a day when employed from time to time on this duty.
    § Attendance on main steam-raising boilers to be separately recognised by an additional payment of 3 s . 6 d . a week, paid only for actual weeks in which this special duty occurs.

[^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, 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.

[^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, 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.

[^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, 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 217.

[^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, 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 217.

[^133]:    * 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 5s. a week.

[^134]:    * 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, 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.

[^135]:    * 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, 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.

[^136]:    * 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 222 s .6 d . This rate is to be reviewed at any time at the option of the parties to the agreement.
    $\ddagger 230 \mathrm{~s}$. 6 d . for 3 to 4 tons and 231s. 6 d . for 4 to 5 tons.

[^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, 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 Multiple Tailors' Association or the Multiple Shoe Retailers' ${ }^{\text { }}$ Association 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 sales assistants.

[^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, 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.

[^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 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.

[^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, 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.
    $\dagger$ The salaries quoted in the Table are not applicable to pharmacists over 65 years of age.
    $\ddagger$ After 6 months' employment in the case of new entrants.

[^142]:    * Generally applicable to male workers, 21 years and over.
    $\dagger$ Plus 15 s . 6 d . a week to workers loading and/or delivering in sacks or bags for the time so spent.

[^143]:    *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 227).

[^144]:    * 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, 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.

[^145]:    * Including psychiatric hospitals but not including Service Hospitals under the Ministry of Defence or ex-Ministry of Pensions hospitals transferred to the Ministry of Health.

[^146]:    * In the case of female staff the hours worked before 6 p .m. may exceed six if all hours are remunerated pro rata to the full time rate applicable to the type of employment concerned.
    $\dagger$ 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 3 s .2 d .

[^147]:    * 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, 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 remuneration quoted for the corresponding description of workers in the same area increased by $12 \frac{1}{2}$ per cent. for hours worked between $5 \mathrm{a} . \mathrm{m}$. and $11 \mathrm{p} . \mathrm{m}$. and by 40 per cent. between $11 \mathrm{p} . \mathrm{m}$. 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.
    $\ddagger$ Rates are also fixed for managers and manageresses.
    § The rates in these cases are fixed without reference to age.

[^148]:    * The School Meals Service and Civic Restaurants are not covered by the Unlicensed Place of Refreshment Wages Council Orders but variations in the rates agreed by this Council are applied to female employees in Civic Restaurants (see page 232).

[^149]:    * 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, 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 certain "service workers" the minimum weekly rates are lower by 39 s .6 d. a week for men and 30 s .0 d . for women (22s. 6d. for chambermaids). These "service workers" are 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 39 s . 6 d . a week for men and 30s. 0d. for women (22s. 6d. for chambermaids).
    § For waiters only after 12 months' experience as a waiter.

[^150]:    * 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, copies of which are on sale at H.M. Stationery Office.

[^151]:    * 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 42 hours.
    $\ddagger$ The hourly rate is one-and-one-eighth times the hourly general minimum time rate.

[^152]:    * In Northern Ireland outside the City of Belfast the rate is 4s. 4d. when employed in workshops and 4 s . $3 \frac{1}{2} \mathrm{~d}$. outside the workshops.
    $\dagger$ e.g., petrol pump and garage attendants, store keepers, but with the exception of night watchmen, night attendants, clerical workers and salesmen or saleswomen.
    $\ddagger$ Women employed in 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.

[^153]:    * 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, 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 wages.

[^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, 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.

[^155]:    * Craftsmen are paid, after probation, a lead of 50s. in addition to the above national minimum rate. After 9 months' and then a further year's satisfactory service they are eligible for two incentive progression payments of 7s. 6d. a week.
    $\dagger$ For general worker grades leads are paid ranging from nil by 3s. 9d. stages to 48s. 9d. a week above the national minimum weekly rate. After 9 months' and then a further year's satisfactory service they are eligible for two incentive progression payments of 6 s . 6 d . a week.

[^156]:    * 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 average level of rates paid to adult male unskilled labourers in a selected list of outside industries. The "D" and "E" rates for non-skilled personnel are equivalent to the " M " rates and those for skilled personnel are assessed on a similar basis to that used for the " M " rates. The " X " rates are also dealt with on these bases, with the addition of agreed differentials. Reviews of the "M", "D", "E" and "X" rates are carried out by the appropriate Trades Joint Council in April and October each year.

[^157]:    * All grades receive a free uniform or plain clothes allowance where uniform is not worn and all grades except those of temporary officer and night patrol receive free quarters or a rent allowance in lieu.
    $\dagger$ These rates apply to Scotland only.

[^158]:    * 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.
    $\ddagger$ In addition, a male constable receives a supplementary payment of $£ 30$ a year on completion of 17 years' service and a second supplementary payment of $£ 35$ a year on completion of 22 years' service. For a woman constable the corresponding supplementary payments are $£ 30$ and $£ 30$ a year respectively.

[^159]:    * The rates are applicable to workers with certificates in first aid. Workers not so qualified are paid 9 s . a week less.
    $\dagger$ Where lighting and extinguishing of lamps are done manually by a lamp lighter, the Group 1 rate of pay is appropriate.
    $\ddagger$ The allocation to grades depends upon the duties, responsibility and degree of skill required.

[^160]:    * 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. Under agreement with the Heating and Domestic Engineering Union rates of pay are fixed for heating, ventilating and domestic engineers and mates, the engineers receiving the same rates of pay as engineering craftsmen shown in the Table above.
    $\dagger$ In London electricians are paid electrical contracting rates (see page 176).

[^161]:    * Plus rates from 1d. to 7d. an hour above the basic rate are paid to roadmen and water workers whilst employed as plant operators or performing certain other specified duties. Skilled roadmen and water workers are only entitled to the difference between the plus rate for the grade and that for the duty performed.
    $\dagger$ Plus $\frac{3}{4} \mathrm{~d}$. an hour when a trailer or snow plough 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.

[^162]:    * 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.

[^163]:    * 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 1d. 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.
    $\S$ Plus 1 d . for driving machines of 70 h.p. or over.

[^164]:    * 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 Scheme on
    the above dates. the above dates.
    $\dagger$ If under 21 years of age the rates are $£ 620$ Provinces, $£ 670$ Metropolitan and $£ 705$ London, proceeding to the minimum rate of the appropriate scale after completing the first year of service or reaching the age of 21 years, whichever first occurs.

