

DEPARTMENT OF EMPLOYMENT

# TIME RATES OF WAGES AND HOURS OF WORK 

## APRIL 1975



LONDON
HER MAJESTY'S STATIONERY OFFICE


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## Wages and Hours

## of Work

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## INBTITUTE

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## 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 (and hours if there has been a recent change) quoted became operative. In general, the particulars given relate to the position as at April 1975. Where available, information is also provided about future changes.

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 minima, whilst in others rates are specified for a number of occupations. In some 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 and for a minimum earnings guarantee. Cost-of-living supplements based upon the general "threshold" arrangements were included in many agreements in 1974: in many instances these payments have now been consolidated into básic rates. Some agreements now provide for further payments linked to movements in the official Index of Retail Prices and details are shown where appropriate.

Information about overtime rates of pay and brief particulars of holidays-with-pay arrangements are given in Appendices II and III, respectively. Some estimates of the number of workers covered by the principal collective agreements are shown in Appendix IV.

The rates of wages quoted are generally the minima determined by collective agreements or fixed by wages regulation orders. It is probable that a considerable proportion of the workers in many of the industries referred to actually receive rates in excess of these minima. Moreover, in many industries a considerable proportion of the workpeople are paid at piece rates of wages or under other systems of payment-by-results, and their normal full-time earnings usually exceed the basic entitlements for the same occupation. In a few industries covered by Wages Councils collective agreements are also in operation and these only apply to those firms which are members of the appropriate employers' association.

## INTRODUCTION-continued

A considerable amount of the information in the tables in this volume can be kept up to date by reference to the lists of changes given in the monthly publication "Changes in Rates of Wages and Hours of Work "*.

* H.M.S.O.: 25 p monthly or $£ 3 \cdot 66$ annually inclusive of postage

Department of Employment,
Statistics Division, May 1975.

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## AGRICULTURE

I. England and Wales
[Orders of the Agricultural Wages Board]*

| Class of Workert |  |  |  |  |  |  | Minimum Weekly Rates of Wages $\ddagger$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  | £ | £ |
| Workers, 20 years and over: |  |  |  |  |  |  |  |  |
| Appointment Grade I: 37.05 (39.65) |  |  |  |  |  |  |  |  |
| Men and Women ... |  |  |  |  |  |  | $37 \cdot 05$ | (39.65) |
| Appointment Grade II: |  |  |  |  |  |  |  |  |
| Men and | Women ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 34-20 | (36-60) |
| Craftsmen |  |  |  |  |  |  |  |  |
| Men and | Vomen ... | ... | $\ldots$ | $\ldots$ | $\ldots$ | ... | $31 \cdot 35$ | (33-55) |
| Other workers: |  |  |  |  |  |  |  |  |
| Men... | $\ldots$ | $\ldots$ | $\cdots$ | $\cdots$ | $\ldots$ | .. | $28 \cdot 50$ $22 \cdot 80$ | $(30 \cdot 50)$ $(24.40)$ |
| Women | $\cdots$... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |  |  |

Note: The rates became operative from 20th January 1975 and are due to be increased to the rates shown in brackets from 21st July 1975

## Hours of Work

The normal weekly hours of work are 40, exclusive of mealtimes, but including 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 2 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.

## Grading Structure

The grading structure which came into force on 29th May 1972 introduced Appointment Grades into the industry and gave existing workers opportunities to become craftsmen.

Appointment Grade I refers to workers occupying a managerial position with responsibility for managing either a farm, a flock or herd, the arable or horticultural operation on a farm or any other agricultural operation of similar scope and regularly having control of at least two whole-time workers.

Appointment Grade II refers to workers occupying a position with day-to-day supervision of either any of the above and regularly having control of at least one whole-time worker or would require to have such a worker under his control but for the use, to an unusual extent, of labour saving machinery or techniques or a managerial position with general responsibility for the management of a farm large enough to provide him with full-time employment.

Night Work
The minimum rates are increased for work (other than overtime) of more than two hours' total duration between 7 p.m. on one day and $6 \mathrm{a} . \mathrm{m}$. on the following day by $14 \frac{1}{2} \mathrm{p}\left(15 \frac{1}{2} \mathrm{p}\right)$ per hour for all classes of workers age 20 years and over, except for other female workers age 20 years and over when the rate is increased by $11 \frac{1}{2} \mathrm{p}(12 \mathrm{p})$ per hour.

## 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 are:

Housing accommodation
Board (7-day week)
Lodging (7-day week) ..
Whole milk
Potatoes ... ... ..
... 50 p a week.
Males, 20 years and over Females, 20 years and over £8.91 (£9.53) £1.78 (£1.91)
$2 \frac{1}{2}$ p a pint.
The current wholesale price prevailing in the district.

[^0]
# II. Scotland <br> [Orders of the Scottish Agricultural Wages Board]* 

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | All Classes except Qualified Former Apprentices | Qualified Former Apprentices $\dagger$ |
|  | $£$ | £ |
| Men, 20 years and over (employed by the week or longer period): |  |  |
| General workers ... ... ... ... $\ldots$ | $28 \cdot 00$ | $30 \cdot 80$ |
| Shepherds (in charge of a breeding or hill stock) $\ddagger$ and grieves | $33 \cdot 25$ | $36 \cdot 60$ |
| Other shepherds $\ddagger$ and stockmen ... ... | 32.65 29.95 | 35.90 32.95 |
| Horsemen and tractormen ... ... ... | 29.95 | $32 \cdot 95$ |
| Women, 20 years and over (employed by the week or longer period): |  |  |
| General workers ... ... ... ... ${ }^{\text {a }}$. |  |  |
| Stockwomen, poultrywomen and dairymaids ... Horsewomen and tractorwomen ... ... | $29 \cdot 40$ 26.95 | $32 \cdot 35$ 29.65 |
| Horsewomen and tractorwomen ... .. | 26.95 |  |

Note: The rates became operative from 23rd December 1974.

## 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 ... ... ..
Grieves ... ... ... ...

Stockmen, stockwomen, poultrywomen, dairymaids
From midnight on the second Sunday in October to midnight on the second Sunday in April
From midnight on the second Sunday in April to midnight on the second Sunday in October

## General workers:

From midnight on the second Sunday in February to midnight on the second Sunday in November ... ... ...
From midnight on the second Sunday in November to midnight on the second Sunday in February
Horsemen and horsewomen, tractormen and tractorwomen

## Working hours per week

Customary hours tending sheep and grazing stock. Customary hours.

In alternate weeks.
$\left\{\begin{array}{l}49 \text { hours } \\ 40 \text { hours (to be worked between Sunday } \\ \text { midnight and Friday midnight) }\end{array}\right.$
$\left\{\begin{array}{l}47 \text { hours. } \\ 40 \text { hours (to be worked between Sunday } \\ \text { midnight and Friday midnight). }\end{array}\right.$
$41 \frac{1}{4}$ hours ( $8 \frac{1}{4}$ Monday to Friday).
$36 \frac{1}{4}$ hours (71 Monday to Friday).
As for general workers plus not more than 1 hour per week for customary stable work or daily maintenance.

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

[^1]
## Agriculture-contd.

II. Scotland-contd.

## Allowances in Kind

The Orders define the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash as well as the extent and the values at which they are to be so reckoned. These include the following:

House or house and garden-
(i) of four or more rooms with inside w.c. and inside water supply* ... ... ... ... 93p a week.
(ii) of three rooms with inside w.c. and inside water supply* ... ... ... ... ... ...

81p a week.
(iii) Any other house ... ... ... ... ... 15p a week.

Milk from attested herds-not exceeding 4 pints a day 27p a gallon.
Potatoes $\dagger$-up to but not exceeding one ton dressed
or 30 cwts. undressed a year-
(i) grade " $A$ " (dressed) ... ... ... ... $£ 1 \cdot 09$ p per cwt.
(ii) grade " $A$ " (undressed) ... ... ... ... £1.01p per cwt.
(iii) grade " $B$ " (dressed) ... ... ... ... 96p per cwt.
(iv) grade " B " (undressed) ... ... ... ... 89p per cwt.

| Board and lodging- |  |  |  |  | Board | Lodging |
| :--- | :--- | :--- | :--- | :--- | :--- | ---: |
| Males, 18 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $£ 8 \cdot 40$ | $£ 1 \cdot 08$ a week |
| Females, 18 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $£ 7 \cdot 57$ | 97 p a week |

Single meals-
Males and females, 18 years and over ... ... 50p a meal.
Bothy accommodation-
(i) With attendance, furnishings, bed, bedding,
fire and light
... ...
90 p a week.
(ii) Without attendance but with furnishings, bed, bedding, fire and light .. ... 40p a week.

Hill cows-employer providing grazing and byre only-
Workers' cows (not exceeding 2) ... ... ... £8. 50 per cow per annum.
Followers (not exceeding 2) ... ... ... ... $£ 4 \cdot 25$ per head per annum.

Hill sheep-
Ewes and gimmers (not more than 20 with not more than 5 hoggs)
$£ 1.05$ per ewe or gimmer per annum.

[^2]III. Northern Ireland
[Orders of the Agricultural Wages Board for Northern Ireland]*

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

Note: The rates and hours became operative from 3rd February 1975.

## Hours of Work

The weekly number of hours in respect of which the above rates are payable is 41 . These hours 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
44 p a week.
Board (including any meals but not intoxicating drink) and
lodging
84p a day for workers, 19 years and over.
New milk ... ... .... At producer's price for grade supplied as determined from time to time by appropriate price fixing authority.
Potatoes ... ... ... At growers' prices.
Land for potatoes ... ... 50p a statute rood a week, when cultivated, tilled, seeded and crop lifted by employer and 12 p a week otherwise.

* 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.

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 |
| :---: | :---: |
|  | £ |
| Adults, 20 years and over: | 32.65* to $36 \cdot 60$ |
|  | $34 \cdot 70^{*}$ to $39 \cdot 30$ |
| Forest workers (minimum rate) ... ... ... | 29.00 30.15 |
|  | 31.90 |
| Horsemen ... ... ... ... ... | 31.90 |
| Gangers | 32.65 35.20 |
| Leading gangers $\ldots$ | $31.90^{*}$ to $33 \cdot 20$ |
| Rangers-Grade $2 \ldots . . .$. | 32.25* to $34 \cdot 45$ |
| Rangers-Grade Ag . $\ldots$ \%ricultural tractor driver |  |
| Forestry tractor drivers | 36.35 to $38 \cdot 50$ |
| Drivers of vehicles of carrying capacity |  |
| Up to and including 5 tons | 31.90 32.05 2 |
| Oner 10 tons and up to and including 18 tons | 32.35 |
| Over 18 tons and up to and including 26 tons | 32.65 |
| Over 26 tons ... ... ... ... | 33.60 |

Note: The rates became operative from 27th January 1975.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days.

## 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, aggregated over a day.

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

When piecework is desirable, piecework rates, and any subsequent change in these rates, are to be agreed locally. The piecework rates are to be such as to enable a skilled forest worker to earn in the ordinary hours at least 30 per cent. above the appropriate time rates for the period he is employed on piecework.

## Extra Payments for Exceptional Work

Timeworkers working in water, e.g., in main wet drains and other abnormally wet drains, are paid $£ 0 \cdot 009$ an hour above their plain time rates when engaged on such work. Men working with liquid creosote or tar are paid $£ 0.009$ an hour above their plain time rates, with a minimum payment for 4 hours.

[^3][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 3rd March 1975 and are all-inclusive rates not subject to any additions, other than national production bonus, except for temporary allowances to men working in specified abnormal conditions or for additional responsibilities and rent allowances where made as an addition to wages.

## National Production Bonus*

All rates are subject to the addition of a weekly bonus based upon the national output of coal above a certain level in the previous quarter. This bonus is reassessed quarterly. In April 1975 the weekly bonus for adults was $£ 2 \cdot 90$.

## 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 40 hours, inclusive of meal-times, to be worked in 5 consecutive shifts of 8 hours.

As from 1st May 1964, underground and surface workers have been granted seven rest days a year in lieu of a shorter working week.

## Guaranteed Week

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

## Pieceworkers

The rates given in the Table 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."

## Night Allowance

Mineworkers receive a night allowance ranging from 20 p to $£ 1 \cdot 60$ a shift, depending on the starting time of the shift.

## 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 shift rate.

## Grading of Occupations

Examples of grading of occupations are as follows:

## Underground workers:

U.1-Operating equipment on power loaded face, salvage and installation work on face; strata control boring.
U.2-Roadway salvage, fire prevention work.
U.3-Transporting supplies to the face.
U.4-Onsetters I, staple pit winders, heavy tandem locomotive drivers.
U.5-Slant enginemen, onsetters II, locomotive drivers, first-aid attendants.
U.6-Slusher operator, main or direct rope haulage engineman, dust sampler.
U.7-Onsetters' assistants, conveyor transfer point attendants, belt patrolmen, pump attendants, rope runners, general workers, tub manipulators.

Surface workers:
S.1-Winding enginemen*.

## S.2-Articulated vehicle drivers*.

S.3-Tankers over 16 tons gross vehicle weight, rigid goods vehicles and rigid coal, loco. drivers (incl. B.R. lines), banksmen I, coal preparation plant central control room operators I, remote control conveyor transport system operators (bunker control), slant enginemen.
S. 4 Rigid goods vehicles and rigid coal tankers over $3 \frac{1}{2}$ tons and up to 16 tons $1 / \mathrm{w}$, loco. drivers (N.C.B. lines), banksmen II, coal preparation plant central control room operators II, first-aid room attendants, shunters (incl. B.R. lines).
S.5-Drivers of motor vehicles, cars, ambulances, rigid goods vehicles up to $3 \frac{1}{2}$ tons $\mathrm{g} / \mathrm{w}$, haulage enginemen, banksmen's assistants, lampsmen, stokers, shunters (N.C.B. lines), platelayers, timber impregnation plant operators, explosives stores attendants.
S.6-Washery attendants, wagon lowerers, bath attendants, tub tippler operators, general workers, screen hands, tub manipulators.

## Craftsmen:

## Underground:

Colliery electro/mechanics*.
Craftsmen Grade IA-Fitters, electricians, blacksmiths, communications electricians, mason/bricklayers, shaftsmen A, carpenters (including joiners and wheelwrights).
Craftsmen Grade IB-Ropemen, bricklayers, shaftsmen B.
Craftsmen Grade 2-Maintenance men (mechanical appliances), pipemen, electricians ${ }^{*}$ helps, rough sawyers, tub repairers, maintenance men (self advancing powered supports), woodworkers.

[^4]
## Grading of Occupations-contd.

## Surface:

Colliery electro/mechanics*.
Inspectors (Quality Control) at central workshops*.
Craftsmen Grade IA-Painter decorators, plumbers, blacksmiths, fitters, electricians, mason/bricklayers, motor mechanics and fitters, turners, millers, welders, structural fitters, pattern makers.
Craftsmen Grade IB-Ropemen, structural erectors, motor mechanics, steel arch reformers, braziers, band sawers, drilling machine repairers and testers, chain suspension and gear testers, bricklayers.
Craftsmen Grade 2-Electric cable repairers, burners, electricians' helps, rough sawyers, guillotine operators, blacksmiths' strikers, assistant structural erectors, woodworkers, butt welders.

## ROADSTONE QUARRYING—GREAT BRITAIN

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

| Class of Workert |  |  |  | Minimum Hourly Rate of <br> Wages |
| :---: | :---: | :---: | :---: | :---: | :---: |
| UNSKILLED LABOURERS, 19 years and over | $\ldots$ | $\ldots$ | $\ldots$ | p <br> $75 \cdot 00$ |

Note: The rate became operative from 9th December 1974.

## Hours of Work

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

## Guaranteed Week

Subject to certain conditions and qualifications, a worker is guaranteed remuneration for a standard working week, in respect of any pay week during any part of which he has performed actual work and been available for work.

## QUARRYING - NORTHERN IRELAND

[Agreements of the Northern Ireland Joint Industrial Council for the Quarrying Industry


Note: The rate became operative from the first pay day after 20th January 1975.

## Hours of Work

The normal working week is 40 hours, to be worked in 5 days in the Summer period and in $5 \frac{1}{2}$ days in the Winter period.

## Guaranteed Bonus $\ddagger$

A guaranteed minimum bonus of $£ 3.00$ a week was introduced from 20th January 1975.

[^5]
## LIMESTONE QUARRYING - PORTLAND

## [Agreements between the Portland Quarry Owners and the Union of Construction, Allied Trades and Technicians]

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

Note: The rates became operative from 25th September 1973.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

Guaranteed Minimum Bonus*
A guaranteed minimum bonus was introduced from 25th September 1973, subject to certain conditions. Craftsmen receive $£ 2 \cdot 60$ per week and labourers $£ 2 \cdot 20$ per week.

## SAND AND GRAVEL INDUSTRY-GREAT BRITAIN $\dagger$

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

| Class of Worker | Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over: |  |
| Group A-Operatives |  |
| Barge hands, crane banksmen or loaders, hopper or feed attendants, loco. drivers, dredger pumpmen, dumper and |  |
|  |  |
| mechanical shovel drivers, machine attendants, drivers |  |
| $\begin{array}{lcc}\text { mates } & \ldots & \ldots \\ \text { mer }\end{array}$ | $70 \cdot 00$ |
| Group B-Semi-skilled men Electricians, fitters $\ddagger$, welders, carpenters (handymen) ... |  |
|  | $72 \cdot 77$ |
| Group C-Drivers (except as specified in Groups A, E, F \& G) |  |
| Crane drivers, drivers of "Euclid" 15 -ton rear dump vehicles, drivers of tractors/bulldozers/scrapers, excavator |  |
| drivers ... ... ... ... ... ... ... | $74 \cdot 15$ |
| Group D-Skilled men |  |
| Electricians, fitters $\ddagger$, welders ... ... ... | $75 \cdot 53$ |
| Transport drivers- |  |
| Group E-Vehicles having 2 axles ... ... | $72 \cdot 77$ |
| Group F-Vehicles having more than 2 axles | $74 \cdot 15$ |
| Group G-Articulated vehicles or vehicles towing rigid |  |
| $\begin{array}{llllll}\text { trailers } \\ \text { Group } & H-W a t c h m e n ~ & \ldots & \ldots & \ldots & \ldots \\ \end{array}$ | $\begin{aligned} & 75 \cdot 53 \\ & £ 4 \cdot 70 \text { per shift } \end{aligned}$ |

Note: The rates became operative from 29th December 1974.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40 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 40 hours at ordinary plain time rate is guaranteed, subject to certain conditions and qualifications.

[^6]
# BALL CLAY INDUSTRY-NORTH AND SOUTH DEVON AND DORSET 

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

All employees are graded according to the work content and responsibility of their particular jobs. The N.J.I.C. of the industry has established a minimum grade rate, all other rates being negotiated at Company level, but subject to ratification by the N.J.I.C.

The minimum rate, which includes provision for up to 100 hours a year of extended duty by each employee, is $£ 32 \cdot 50$ per week.

Note: The rate became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes, average 40 and are normally worked in 5 days.

## 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 $£ 2 \cdot 50$ per week on 2 shift cycle days and afternoons, and $£ 5 \cdot 00$ per week on 3 shift cycle days, afternoons and nights.

## SILICA AND MOULDING SANDS QUARRYING-GREAT BRITAIN

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


Note: The rate became operative from the beginning of the first full pay period following 2nd February 1975.

## Hours of Work

The recognised normal working week is an average of 40 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 40 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.

# CHINA CLAY, CHINA STONE AND ANCILLARY INDUSTRIESCORNWALL AND DEVON 

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


Note: The rates became operative from the first full pay week in March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes, are 40 for day workers, to be worked in five 8 -hour periods of attendance; for shift workers the hours are $37 \frac{1}{2}$, exclusive of a daily meal-break of half-an-hour, to be worked in five $7 \frac{1}{2}$-hour periods of attendance, the basic weekly rate being the same in either case.

## Guaranteed Week

Workers are entitled to their basic weekly rates providing they are capable of and available for and willing to perform satisfactorily, during such required attendances, the duties normally associated with their usual grading, or other alternative duties.

## Shift Workers

Shift workers are paid a flat addition of 40 p per full attendance period for the morning shift, 60 p for the afternoon shift and $£ 1 \cdot 40$ for the night shift. At week-ends the additions are $£ 3 \cdot 00$ per full attendance for Saturdays and $£ 5 \cdot 00$ per full attendance for Sundays. It should be noted that these are inconvenience payments, as under productivity arrangements, additional time payments do not arise.

## Charge Hands

A worker appointed as a charge hand is paid an addition of 50 p per attendance period for a temporary appointment and $£ 2 \cdot 50$ per week for a regular appointment.

## Classification of Grades

Regular grade B-This grade applies to duties involving, by comparison, the lowest levels of skill and/or responsibility.
Higher grade C-This grade applies to duties involving longer training and the exercise of more personal responsibility.
Special grade D-This is for a minority of operatives whose duties are particularly and continuously arduous and/or include high personal responsibility and considerable training.
This system of grading provides flexibility for job enlargement and maximum individual utilisation.

# CORN TRADE-GREAT BRITAIN* 

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

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

Note: The rates became operative from 30th December 1974.

## Hours of Work

The normal working week for day workers is 40 hours, excluding mealtimes, and 40 hours, ncluding mealtimes, for shift workers.

## Shift Workers

Workers employed on shift work are paid an allowance (not computable for overtime) of $£ 2 \cdot 90$ a week on a two-shift system and $£ 4 \cdot 35$ a week on a three-shift system.

[^7]
## FLOUR MILLING-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Flour Milling Industry]*


Note: The rates became operative from 30th December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 for day workers, i.e., workers whose ordinary hours of work are between 6 a.m. and 6 p.m., to be worked over 5 days. 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.

## Shift Workers

Shift workers are paid the day-work rate appropriate to their job, plus a shift allowance of 17 per cent. for 2 shift workers and 21 per cent. for 3 shift workers (calculated to the nearest jp).

## Week-End Work

Overtime rates are paid for all hours worked after 6 p.m. Friday for day workers and 6 a.m. Saturday for shift workers, whether or not 40 hours have been worked.

## Rates for Other Classes of Workers

The rates of wages for other classes of workers are settled by the Joint District Councils.
Provender and compound workers covered by Flour Milling Agreement: The weekly rates for day workers are settled by the Joint District Councils concerned. Shift workers are paid the day-work rate appropriate to their job, plus a shift allowance of 17 per cent. for 2 shift workers and 21 per cent. for 3 shift workers. The rates for day labourers are the same as for flour mill operatives.

Under an agreement between the employers and the Amalgamated Union of Engineering Workers, the Electrical, Electronic and Telecommunications Union/Plumbing Trades Union and the Union of Construction, Allied Trades and Technicians, the national minimum rate of wages for a 40-hour week as from the 30th December 1974 is $£ 34.90$ for mechanics, electricians, carpenters, joiners and qualified painters.

[^8]
# 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 17th March 1975.

## Hours of Work

The normal working week is one of 40 hours, exclusive of mealtimes, for day workers and night workers, and 40 or an average of 40 hours, inclusive of mealtimes, for shift workers. The method of applying these hours is determined locally.

## Equal Pay

The J.I.C. has agreed a timetable for a phased movement towards equal pay for women which will be achieved in December 1975.

## Shift Workers

Additionai payments of $£ 2 \cdot 14$ per 40 hours are made to persons working on a two-shift system, and of $£ 2 \cdot 62$, $£ 2 \cdot 62$ and $£ 4 \cdot 29$ per 40 hours for the first, second and third shifts, respectively, of a three-shift system.

## Night Workers

An additional payment of $£ 4 \cdot 29$ 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 minimum time rates, except where suitable alternative work has been offered and refused.

## SUGAR CONFECTIONERY AND FOOD PRESERVINGNORTHERN IRELAND

[Sugar Confectionery and Food Preserving Wages Regulation Order (Northern Ireland)]*


Note: The rates for men became operative from 17th September 1974, and for women from 30th December 1974.

## 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 40 , which may be worked in 5 or $4 \frac{1}{2}$ days.

## Shift Workers

When employed on a two-shift system (alternating shift) workers are paid an additional $36 \cdot 67 \mathrm{p}$ per week of 40 hours, and when employed on a three-shift system (rotary shift) an additional 60 p per week of 40 hours for the night shift, i.e., a turn of duty commencing after 8 p.m. on any day, and 40 p per week of 40 hours for the morning and afternoon shifts.

[^9]
## BAKING

## I. England and Wales (National Agreement of the Baking Industry)

Agreements of the National Joint Committee of the Baking Industry in England and Wales between the Federation of Bakers and the Bakers' Union]*

| Class of Worker |  |  |  |  |  |  | Weekly Wage Rates |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  | £ |  | Per week £ |
| Men, 19 years and over: |  |  |  |  |  |  |  | 7 |  |
| Group 1 | $\ldots$ |  | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $31 \cdot 17$ |  |  |
| Group 2 | $\ldots$ | ... | ... | ... | ... | . | $30 \cdot 50$ |  |  |
| Group 3 | $\ldots$ | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $30 \cdot 16$ |  |  |
| Group 4 | $\ldots$ | $\ldots$ | $\ldots$ | ... | $\ldots$ | $\ldots$ | $29 \cdot 61$ |  |  |
| Group 5 | $\ldots$ |  | $\ldots$ | $\ldots$ | $\ldots$ |  | $28 \cdot 50$ |  |  |
| Group 6 | ... |  | $\ldots$ | ... | $\ldots$ | $\ldots$ | $27 \cdot 72$ |  | $4 \cdot 40$ |
| Women, 19 years and over: |  |  |  |  |  |  |  |  |  |
| Group 4 | ... |  | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $29 \cdot 61$ |  |  |
| Group 5 | , |  | ... | ... | ... | ... | $28 \cdot 50$ |  |  |
| Group 7 | $\ldots$ |  | ... | $\ldots$ | $\ldots$ | $\ldots$ | $23 \cdot 72$ 23.27 |  |  |
| Group 8 | $\cdots$ | $\cdots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $23 \cdot 27$ $22 \cdot 81$ |  |  |
| Group 9 | $\ldots$ | $\ldots$ | .. | $\ldots$ | $\ldots$ | $\ldots$ | $22 \cdot 81$ | J |  |

Note: The rates became operative from 1st December 1974

## Hours of Work

The basic working week for full time workers, exclusive of mealtimes and overtime, is one of 40 hours, to be worked in 5 days.

## Guaranteed Weekly Remuneration

A worker who ordinarily works for at least 32 hours a week is, subject to certain conditions and qualifications, guaranteed remuneration equal to the remuneration to which he would be entitled if he worked for 40 hours in his normal occupation.

## Shift Workers

Night shift workers are paid their appropriate weekly wage rate plus 20 per cent. of the pay hours actually worked.

## Classification of Workers

The occupational classifications for men apply equally to the bread and the confectionery sections of the industry. The classifications for women apply mainly to the confectionery section.

Workers are classified as follows:
Men, 19 years and over:
Group 1-Section leaders.
Group 2-Chargehands.
Group 3-Bread:
Doughmakers (Grade " $A$ ").
Group 4-Bread:
Doughmakers (Grade "B"), ovenmen, dividermen, handmoulders.
Confectionery:
Plant controllers, mixer/doughmakers, ovenmen, cake decorators, recipe weighers, handmoulders.
Group 5-Bakery operatives, stores assistants.
Group 6-Ancillary workers.
Women, 19 years and over:
Group 4 -Forewomen.
Group 5-Bakery operators (Grade "A"), stores assistants, chargehands.
Group 7-Mixer/doughmakers, ovenwomen.
Group 8-Assistant cake decorators, order assemblers and stock checkers, recipe weighers.
Group 9-Bakery operatives.

[^10]BAKING-contd.

## II. England and Wales (National Agreement for Master Bakers)

[Agreements between the National Association of Master Bakers, Confectioners and Caterers and the Bakers' Union]


Note: The rates became operative from 29th December 1974.

## Hours of Work

The normal working week consists of 40 hours.

## Guaranteed Weekly Wage

A worker who ordinarily works for at least 32 hours a week is, subject to certain conditions and qualifications, guaranteed remuneration equal to the remuneration to which he would be entitled if he worked for 40 hours in his normal occupation.

## 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.

## 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 20 per cent. Workers engaged on regular night work receive a further addition of 50 p a week.

[^11]
## III. Scotland

[Agreements of the National Joint Committee for the Scottish Baking Industry, representative of the Scottish Association of Master Bakers, the Co-operative Employers' Association, the Federation of Bakers (Scottish Area), and the Scottish Union of Bakers and Allied Workers]

| Class of Worker | National Minimum Weekly Rates of Wages* Shifts commencing |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | At or after 5 a.m. but before 6 a.m. | At or after 6 a.m. and First Shift | Before 5 a.m. Second and Third Shifts | Cost of Living Supplement |
|  | £ | £ | £ | Per week £ |
| Men: |  |  |  |  |
| Journeymen bakers | $30 \cdot 62$ | $30 \cdot 00$ | $36 \cdot 00$ |  |
| Doughmakers and ovensmen | $31 \cdot 62$ | 31.00 | 37.00 |  |
| Bread runners ... ... | $31 \cdot 37$ | $30 \cdot 75$ | $36 \cdot 75$ |  |
| Storemen, 18 years and over ... | $28 \cdot 03$ | 27.47 | $32 \cdot 96$ |  |
| Ingredient storekeeper chargehands | 27-91 | $27 \cdot 35$ | $32 \cdot 82$ |  |
| Bakery workers and ingredient storekeeper assistants, 18 years and over | $27 \cdot 52$ | $26 \cdot 97$ | $32 \cdot 37$ | $4 \cdot 40$ |
|  | $\begin{aligned} & \text { At or after } 6 \text { a. } \\ & \text { First Shi } \end{aligned}$ |  | cond Shift $\dagger$ |  |
|  | $£$ |  | $£$ |  |
| Women, 18 years and over: |  |  |  |  |
| Ingredient storekeeper chargehands | $23 \cdot 61$ |  | $28 \cdot 33$ |  |
| Assistant bakers and ingredient storekeeper assistants | $23 \cdot 13$ |  | $27 \cdot 76$ |  |
| Bakery workers ... ... ... | $21 \cdot 12$ |  | $25 \cdot 34$ | J |

Note: The rates became operative from the first pay day following 3rd November 1974.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days.

## Shift Workers

The hours of work for shift workers on alternating or rotating shifts are subject to the following limitations:

First shift: Any period of work commencing not earlier than 6 a.m. and finishing not later than 6 p.m.
Second shift: Any period of work finishing after 6 p.m. but not later than 11 p.m.
Third shift: Any period of work commencing not earlier than 10 p.m.
Unsocial hours payments are incorporated into the new rates.

[^12]
## IV. Northern Ireland

[Baking Wages Regulation Order (Northern Ireland)] ${ }^{*}$

| Class of Worker | Basic Weekly Rates of Wages $\dagger$ | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | £ | Per week £ |
| Men: |  |  |
| Doughmakers, ovensmen and confectionery mixers ... | $25 \cdot 72$ |  |
| Journeymen bakers ... ... ... | $24 \cdot 65$ |  |
| Bakehouse labourers and packers | 22.75 |  |
| Other workers, 20 years and over | $21 \cdot 82$ |  |
| Drivers of vehicles (other than articulated vehicles) with an overall length in excess of 25 feet, articulated vehicles with an overall length in excess of 30 feet and vehicles drawing trailers | $24 \cdot 44$ |  |
| Drivers of vehicles of carrying capacity of over 2 tons ... | $23 \cdot 78$ | $4 \cdot 40$ |
| Drivers of vehicles of carrying capacity of 2 tons and under | 23.02 |  |
| Helpers, carters, loaders at quays ... ... ... | 22.75 |  |
| Workers, 20 years and over, wholly or mainly employed as stablemen, harness cleaners, van washers or greasers | 21.82 |  |
| Lorry boys, 20 years and over ... ... ... ... | $21 \cdot 82$ |  |
| Women: |  |  |
| Bakers | $20 \cdot 25$ |  |
| Other workers, other than learners, 20 years and over $\ddagger$ | $18 \cdot 60$ |  |

Note: The rates became operative from 19th November 1974.

## Hours of Work

The normal working week is one of 40 hours, to be worked on 5 consecutive working days.

## Guaranteed Minimum Remuneration

From 19th November 1974, provision has been made for a guaranteed minimum remuneration for a 40 -hour week of $£ 26 \cdot 61$ for doughmakers, ovensmen and confectionery mixers, $£ 25 \cdot 52$ for journeymen bakers and $£ 23 \cdot 91$ for all other male workers (including transport workers).

[^13]
## BISCUIT MANUFACTURE-GREAT BRITAIN

[Agreements of the Joint Industrial Council for the Biscuit Industry]

The current agreement makes no provision for minimum time rates of wages (but see table below on Minimum Earnings Levels).

|  |  |  | Class of Worker |  |  |  |  | Minimum Earnings <br> Levels for a week <br> of 40 hours |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from 6th January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days. In the case of rotating shift workers the hours may be arranged over two or three weeks.

## Bonus Calculator Rates

From 6th January 1975 the bonus and piecework calculator rates, for a 40-hour week, are $£ 22 \cdot 40$ for men and $£ 21 \cdot 28$ for women.

## Guaranteed Week

Subject to certain conditions and qualifications a worker, other than a part-time worker, is guaranteed weekly remuneration for not less than 40 hours at the appropriate minimum time rate which has been agreed at plant level.

## Pieceworkers

Piecework rates shall be calculated so as to enable a normal individual worker to earn not less than 25 per cent. above the bonus calculator 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 rate for shift workers is the sum total of the agreed minimum earnings level, plus 15 per cent. for all hours worked between $6.00 \mathrm{a} . \mathrm{m}$. and $8.00 \mathrm{p} . \mathrm{m}$. and 20 per cent. for all hours worked between $8.00 \mathrm{p} . \mathrm{m}$. and $6.00 \mathrm{a} . \mathrm{m}$. This premium of 15 or 20 per cent. is not computable for overtime or piecework.

## Night Workers

The rate for night workers, i.e., workers engaged on regular night work, is the sum total of the agreed minimum earnings level plus 20 per cent. for all hours worked. The premium of 20 per cent. is not computable for overtime or piecework.

## Grading of Occupations

The Joint Industrial Council determines which occupations are appropriate to each particular grade.

## BACON CURING

## I. Great Britain

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

| Class of Worker | Minimum Rates of Wages | Minimum Earnings Levels for a 40 hour week | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
| Men, 18 years and over: | £ | £ | Per week £ |
| Grade A-Highly skilled work requiring a long period of training with a high |  |  |  |
| degree of judgement employing recognised industry skills | $24 \cdot 57$ | $25 \cdot 61$ |  |
| Grade B-Work necessitating a shorter training period than grade A jobs, but, still requiring skill and judgement and in addition a degree of physical effort | $23 \cdot 79$ | $25 \cdot 61$ | \} $4 \cdot 40$ |
| Grade C-Work involving a considerable degree of manual dexterity but of a light nature or heavy work requiring limited training ... | $23 \cdot 01$ | $24 \cdot 05$ |  |
| Grade D-(basic rate) Light work requiring limited training <br> Women, 18 years and over | $\begin{aligned} & 22 \cdot 23 \\ & 21 \cdot 535 \\ & \hline \end{aligned}$ | $\begin{aligned} & 24 \cdot 05 \\ & 21 \cdot 66 \\ & \hline \end{aligned}$ |  |

Note: The rates for men became operative from the pay week commencing 14th August 1974 and for women from 28th December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are not to be more than 40 . Where individual employers customarily operate a normal full-time week of less than 40 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 40 hours by reason of short time or other abnormal circumstances. A 5-day week may be worked.

## Equal Pay

A revised grading structure has been agreed which is designed to cover workers of both sexes. Women will be assimilated into this structure by December 1975 on rates of pay equal tothose paid to men for similar work. Women's rates are due to be raised to the grade D rate, or whichever higher rate is applicable in December 1975.

## II. Northern Ireland

[Agreements of the Northern Ireland Joint Council for the Bacon Curing Industry]

| Class of Worker |  |  |  |  |  | Minimum Weekly Pates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | $\begin{gathered} £ \\ 33 \cdot 82 \end{gathered}$ |
| Charge Hands: |  |  |  |  |  |  |
| Men ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 33.98 28.94 |
|  |  |  |  |  |  |  |
| Men, 18 years and over: 32.48 |  |  |  |  |  |  |
|  | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |  | 32.48 31.73 |
| Grade II* Grade III** | ... | $\ldots$ | $\ldots$ | $\ldots$ |  | 31.19 |
| WOMEN, 18 years and over | $\ldots$ | $\ldots$ | ... | $\ldots$ | .. | $28 \cdot 19$ |

Note: The rates became operative from 17th February 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are not to be more than 40 which may be worked in 5 days. Where individual employers customarily work a normal full-time week of less than 40 hours, the hourly wage rates are to be increased so as to secure for the worker, for a normal full-time working week, the weekly wage quoted above. This does not apply where the week is less than 40 hours by reason of short time or other abnormal circumstances.

[^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]

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

Note: The rates became operative from 18th November 1974.

## Hours of Work

The hours of work in a normal week are 40 but it is recognised that in order to meet the exigencies of the industry during the campaign season (approximately mid-September to end of January) hours are extended. For 7-day-a-week, day and shift workers, hours are 56 a week. These workers receive one day off in each 14 day period.

Out of campaign season, hours of work are 40 a week spread as evenly as possible over 5 days-Monday to Friday (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 20 p an hour for all hours worked on a shift system. This allowance is not computable for overtime.

## Grading of Occupations

The agreement enumerates the various occupations in each grade. Grade 1 includes, among others, cleaners, whilst Grade 8 relates to utility men and instrument controllers.

## II. Maintenance Engineers

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

| Class of Worker |  |  |  |  |  | Minimum Rates of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: |
| Staff tradesmen | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | Per annum |
|  |  |  |  |  |  | $£ 2,784$ |
|  |  |  |  |  |  | Per hour |
| Class A tradesmen $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $£$ |  |
| Class B tradesmen $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1.0480 |  |
| Semi-skilled workers | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 0.9970 |  |
|  |  |  |  |  | 0.8098 to 0.9460 |  |

[^15]
## MILK PROCESSING-NORTHERN IRELAND

[Agreements of the Joint Industrial Council for the Milk Processing Industry (Northern Ireland)]

| Class of Worker |  |  |  |  | Basic Weekly Rates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Specialised workers: $\mathrm{E}^{\text {¢ }}$ |  |  |  |  |  |
|  |  |  |  |  |  |
| Pasteurisers, boilermen and platform milk examiners |  |  |  |  | $37 \cdot 12$ $36 \cdot 72$ |
| Recorders (intake) and checkers (liquid distributive) |  |  |  |  | $36 \cdot 72$ |
| Other male workers, 20 years and over ... . |  |  |  |  | $35 \cdot 60$ |
| Other female workers, 20 y | rs | . |  |  | $34 \cdot 44$ |
| Drivers of vehicles of carrying capacity of: ....... |  |  |  |  |  |
| Under 2 tons ... ... | . | $\ldots$ | $\ldots$ | $\ldots$ | $37 \cdot 00$ |
| 2 tons and under 8 tons | ... |  | ... | . | $37 \cdot 50$ |
| 8 tons and under 12 tons |  |  |  | . | $38 \cdot 25$ |
| 12 tons and under 18 tons |  |  |  | $\ldots$ | $38 \cdot 75$ |
| 18 tons and under 20 tons | ... |  |  |  | $39 \cdot 25$ |
| 20 tons and over | $\ldots$ |  |  |  | 40.00 |

Note: The rates became operative from the first full pay week following 1st April, 1975.

## Hours of Work

The hours of work in respect of which the above rates are payable, are 40 to be worked in 5 days.

## Shift Workers

Where either 2-shift (alternating) or 3-shift (rotary) systems are in operation, an additional 4 p per hour is paid for all hours worked between $6 \mathrm{p} . \mathrm{m}$. and $7 \mathrm{a} . \mathrm{m}$. Where 24 -hour working is in operation, 16 hours qualify for the additional rate and where 2 shifts are worked in 16 hours, one shift only qualifies for the additional rate.

## Night Workers

Workers who are ordinarily employed wholly or partly between the hours of 9 p.m. and $6 \mathrm{a} . \mathrm{m}$. are paid an allowance of one-fifth of the hourly rate in respect of all time worked between these hours.

## FOOD MANUFACTURING INDUSTRY-GREAT BRITAIN

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



Note: The rates became operative from 3rd March 1975.

## Hours of Work

The hours of work in a standard week are 40, exclusive of mealtimes and overtime, for day workers and night workers, and 40 or an average of 40 , inclusive of mealtimes, for shift workers. In the case of shift workers the normal hours are to be worked between $6 \mathrm{a} . \mathrm{m}$. Monday and 2 p.m. Saturday.

## Equal Pay

The J.I.C. has agreed a timetable for the phased movement towards equal pay for women, which will be achieved from December 1975.

## Shift and Night Allowances

Additional payments of $£ 1.98$ a week are made to persons working on day shifts whether forming part of a two or three-shift system and $£ 4 \cdot 25$ a week for night work whether part of a three-shift system or permanent night work.

# SEED CRUSHING, COMPOUND AND PROVENDER MANUFACTURE--UNITED KINGDOM 

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

| Class of Worker | Standard Weekly Rates of Wages |
| :---: | :---: |
| Adult Male General Labourers, 18 years and over (day workers and workers on single shift production) | $\begin{gathered} £ \\ 33 \cdot 00 \end{gathered}$ |
| Women, 18 years and over, employed in sack shop, packing small bags, sweeping, cleaning (machinery excepted) and messroom attendance | $32 \cdot 38$ |

Note: The rates became operative from 14th April 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 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.

## Equal Pay

The N.J.I.C. has agreed a timetable for the phased movement towards equal pay for women A final increment of $62 \cdot 5$ p a week is to take effect from December 1975.

## 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 $12 \cdot 5$ p an hour in addition to their ordinary rate of pay for all hours worked and on a two-shift system an allowance of 8 p an hour. These allowances are not computable for overtime or piecework, and are operative from 14th April 1975.

# GRAIN DISTILLING AND ANCILLARY TRADES*-SCOTLAND 

[Agreements between the Distillers Company Limited and the General and Municipal Workers' Union and the Transport and General Workers' Union]


Note: The rates became operative from 1st September 1974.

## Hours of Work

The normal hours of work in a full week are 40, exclusive of mealtimes for day workers but inclusive of a meal break of half-an-hour for shift workers. The hours are to be worked in 5 days.

## Guarantee of Employment

Subject to certain conditions and qualifications, all employees who have been continuously employed for not less than 4 weeks are guaranteed employment for 40 hours at their normal job rate in each normal pay week.

## Shift Workers

Employees working a recognised shift system will be paid an allowance for each hour worked on shift as follows:


## Night Workers

Permanent night shift. An allowance of one-third of the job rate is payable to employees from the beginning of the second week on night shift, the first being paid at the normal night shift rate of 22 p .

## MALT DISTILLING-SCOTLAND

[Agreements between the Malt Distillers' Association of Scotland and the Transport and General Workers' Union and the General and Municipal Workers' Union]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Grade I-General production workers, floor maltmen | $\begin{aligned} & \mathrm{p} \\ & 93 \end{aligned}$ |
| Grade II-General warehousemen, tunroom men, boiler men, transport drivers, millmen, effluent disposers | 95 |
| Grade III-Stillmen, mashmen, senior warehousemen, mechanical maltings operators | 97 |

Note: The rates became operative from 8th April 1975.

## Hours of Work

The hours of work in a full week are 40, to be worked in 5 days.

## Shift Workers

All workers on constant night shifts receive time-and-one-third for all hours worked and workers on three shifts or alternating day and night shifts receive a shift differential of 15 p an hour for all hours worked.

[^16]
## AERATED WATERS MANUFACTURE

## I. England and Wales

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


Note: The rates became operative from 1st October 1974.

## 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 41.

## 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.

## 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.

## III. Scotland

[Aerated Waters Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker |  |  |  |  | General Minimum Time Rates | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men, 19 years and over ... Women, 19 years and over | $\ldots$ | $\cdots$ | $\ldots$ | $\cdots$ | $\begin{gathered} \text { Per week } \\ £ \\ 21 \cdot 05 \\ 21.05 \end{gathered}$ | Payable from 1st January 1975 Per week £ $5 \cdot 60$ |

Note: The rates became operative from 4th October 1974.

## 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 40.

## 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.

[^17]
## TOBACCO MANUFACTURE-UNITED KINGDOM

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

The current agreement of the National Joint Negotiating Committee makes no provision for minimum time rates of wages, these rates now being the subject of negotiation at plant level (but see paragraph below on Minimum Earnings Levels).

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 38, to be worked in $4 \frac{1}{2}$ days.

## Guaranteed Week

Subject to certain conditions and qualifications, full-time tobacco workers are guaranteed in respect of each pay week 80 per cent. of their full basic weekly wages, if they have less than 1 year's continuous service, 90 per cent. if they have not less than 1 but less than 3 years' continuous service and 100 per cent. if they have continuous service of 3 years or more.

## Minimum Earnings Levels

From 1975 the minimum earnings level for a 38 hour week is $£ 28.00$ for all full-time adult employees.

## Service Pay

After 10 years' continuous full-time service men receive an additional $12 \frac{1}{2} p$ a week and women $7 \frac{1}{2}$ p. These amounts are increased by 5 p for every additional 5 years' service up to maxima of $42 \frac{1}{2}$ p and $37 \frac{1}{2} p$, respectively, after 40 years' service.

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

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


Note: The rates became operative from 3rd March 1975 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 40 hours. Day workers work either 40 hours each week or an average of 40 hours a week over a cycle. Continuous shift workers work an average of 42 hours a week over a cycle of 4 weeks, payment for two hours each week being made at overtime rates.

## Guaranteed Wage

Subject to certain conditions a worker is guaranteed a sum 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.

## Night Allowance

Men working at night receive a night allowance ranging from 20 p to $£ 1 \cdot 60$ a shift, depending on the starting time of the shift.

## Week-end Shifts

Week-end work performed by shift workers within their rostered normal working hours other than the Saturday morning shift is paid for at enhanced rates-generally double time for a maximum period of 32 hours and time-and-a-half for the remainder.

## 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 20 p a shift higher than the rates quoted above.

## Grading of Occupations

Examples of the grading of occupations are as follows:

## Craftsmen:

Electro-mechanic grade-Electro mechanics.*
Grade IA-Blacksmiths, fitters, electricians, joiners, painters and decorators, plumbers, mason/bricklayers.
Grade IB-Bricklayers, riggers.
Grade 2-Assistant welders, blacksmiths' strikers, maintenance men (mechanical appliances).
Workers other than Craftsmen:
Grade 1 -Chargers (non-mechanical), ram men, valvemen, coke carmen, gas regulators or heaters, process control room operators, press drivers, patchers.
Grade 2-Boosters, compressor plant attendants, exhausters, producer men, sulphuric acid plant operators, tar distillation plant operators, boilerhouse operators or chargehands.
Grade 3-Loco. drivers, powerhouse attendants (Class I), benzole washers, coke screeners (mechanical), tar distillation plant assistants, first aid men, oxide handlers.
Grade 4-Coke screeners (non-mechanical), crane drivers, powerhouse attendants (Class II), shunters, sulphate plant assistants.
Grade 5-Boiler flue cleaners, bath attendants, daubers, greasers, pumpmen, stores assistants, wagon lowerers, aerial ropeway men, general workers, loco. cleaners, slack emptiers.
"Attendants" are in charge of plant.
"Chargehands" are in charge of plant and/or other workmen.
Articulated vehicles, grade 1 above.
Rigid goods vehicles and rigid coal tankers over 16 tons gross vehicle weight, grade 2 above.
Rigid goods vehicles and rigid coal tankers over $3 \frac{1}{2}$ tons up to 16 tons gross vehicle weight, grade 3 above.
Motor vehicles, cars, ambulances or rigid goods vehicles up to $3 \frac{1}{2}$ tons gross vehicle weight, grade 4 above.

## 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 Chemical Industries Association and the Joint Trade Union Committee for the Drug and Fine Chemical Trade]

| Class of Worker |  |  |  | Minimum Weekly Rates <br> of Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| MEN, 21 years and over $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |
| London <br> (within <br> Charing Cross) | Rest of Great <br> Britain |  |  |  |  |
| Women, 21 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |

Note: The rates became operative from 1st January 1975. The female rates were increased by $£ 1.00$ from 1st April 1975 to achieve equal pay.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 or $5 \frac{1}{2}$ days; for shift workers the hours are 40, inclusive of mealtimes.

## Pieceworkers

Piecework prices are to be such as to yield to workers of average ability at least 12 per cent. more than the appropriate time rates.

## Shift and Night Workers

Shift workers on a three-shift system are paid an additional $£ 3.48$ a week and men and women on a two-shift system an additional $£ 2 \cdot 40$ a week. Workers on continuous night work receive an additional $£ 6 \cdot 52$ a week. These allowances are not computable for overtime.

Week-end Pay for Shift Workers
Shift workers who work on a Saturday or a Sunday as part of their normal working week are paid at the rate of time-and-a-half for any shift worked on a Saturday and at the rate of double time for any shift worked on a Sunday.

[^18]
## HEAVY CHEMICALS MANUFACTURE—GREAT BRITAIN

## I. Firms affiliated to the Chemical Industries Association

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

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |
|  | p | p |
| Workers, 21 years and over: Day labourers ... ... |  | $61 \cdot 30 *$ |
|  |  |  |
| Maintenance Craftsmen: |  |  |
| Skilled fitters, electricians, boilermakers, blacksmiths, coppersmiths, pipe fitters, etc. | $76 \cdot 30$ | $75 \cdot 30$ |
| Building trade craftsmen ... ... ... ... | $76 \cdot 30$ | $75 \cdot 30$ |

Note: The male rates became operative from 25 th November 1974 and women day labourers achieved equal pay as from 1st January 1975.

## Hours of Work

The hours of work in a full week are 40, exclusive of mealtimes for day workers, to be worked in 5 or $5 \frac{1}{2}$ days, and an average of 40 , 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 12 per cent. more than the rate for a timeworker employed during the same period on the same job.

## Shift and Night Workers

Adult workers receive a differential of 8.7 p an hour worked when engaged on a threeshift system or a two-shift system which includes night work, of $6 \cdot 0 \mathrm{p}$ when engaged on a two-day shift system, of $2 \cdot 2 \mathrm{p}$ on the morning shift and of $8 \cdot 4 \mathrm{p}$ on the afternoon shift when engaged on a non-rotating shift system and of $17 \cdot 8 p$ 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 $6 \mathrm{a} . \mathrm{m}$. Monday.

[^19]
## II. Imperial Chemical Industries Ltd.

[Agreements between the Company and the Trade Unions concerned]

| Grade of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :---: | :---: |

Note: The rates for men became operative from 26th July 1974 and women achieved equal pay as from 6th January 1975.

## Hours of Work

The hours of work in a full week are not to exceed 40, exclusive of mealtimes, for day workers and night workers. For shift workers the hours, inclusive of mealtimes, are not to exceed an average of 40 over the cycle of shifts.

## Guaranteed Week

It is intended that there should be full stability of earnings in all normal circumstances and the weekly salary will be paid except where a worker makes himself unavailable for work or where production is halted by the strike action of others or by circumstances beyond the Company's control.

## Shift Workers

From 20th January 1975, the disturbance allowances paid to employees working on shift rotas, are as follows:

> Three-shift continuous workers- $£ 11 \cdot 51 \mathrm{a}$ week.
> Three-shift non-continuous workers- $£ 5 \cdot 68$ a week.
> Two-shift non-continuous workers- $£ 4.01$ a week.

[^20]
## Heavy Chemicals Manufacture-contd.

## II. Imperial Chemical Industries Ltd.-contd.

## Day Rota Work

Day rota systems provide for the normal daywork hours to be worked in five days spread over six or seven days of the calendar week on an agreed rota basis and for workers so employed, an allowance is paid for each weekend-day worked. From January 1975, workers employed in the basic salary grade or in grades $2-3$ the sum is $£ 3.65$ a day, in grades $4-6-£ 4.08$ a day and in grade 7 and specialist and technical grade- $£ 4 \cdot 52$ a day.

## Night Work

From January 1975, workers employed on permanent night work receive an allowance of $£ 11.51$ a week. Employees alternating regularly between night work and day work are paid a proportion of this allowance according to the time spent on nights.
$\$$ Where the normal weekly hours of work of a night worker include any weekend, an additional allowance of $£ 1 \cdot 40$ is paid for each weekend-day. Otherwise payment for any weekend-night is by overtime rates.

## Grading of Occupations

Employees are graded according to an agreed job assessment method. The standard basic grade and grades 2-3 comprise of jobs not linked to production such as some cleaners and canteen workers whereas the specialist grade may contain operators with exceptional responsibilities. (Conditions requiring special qualities of mind, temperament or physique could raise someone into a higher grade than skill would indicate).

## 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 (see Note below) |  |
| :---: | :---: | :---: |
|  | London (within 20 miles of Charing Cross) | Provincial Areas |
|  | £ | $£$ |
| Adults, 21 years and over: |  |  |
| Grade 1 ... ... | 37.01 | $36 \cdot 30$ |
| Grade 2 ... | $36 \cdot 30$ | $35 \cdot 70$ |
| Grade 3 .. | $35 \cdot 81$ | $35 \cdot 15$ |
| Grade 4 ... $\ldots$... ... | 35-59 | $35 \cdot 04$ |
| Grade 5 (First 6 months probationary employment with automatic promotion to grade 4 | 35.42 | 34.82 |

Note: The rates became operative from 1st May 1975. In addition a cost-of-living supplement of 45 p for each full 1 per cent. rise over a threshold of 10 per cent. above the base figure of $119 \cdot 9$ (Retail Prices Index for January 1975) is payable.

## 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.

# PAINT, VARNISH AND LACQUER MANUFACTUREUNITED KINGDOM 

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

| Class of Worker | National Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men, 20 years and over ... ... ... | £ $30 \cdot 00$ |
| Women, 20 years and over, on women's work | $28 \cdot 85$ |

Note: The rates became operative from the first full pay period commencing on or after 1st January 1975.

## Hours of Work

The normal working week for day workers or shift workers consists of 40 hours, exclusive of mealtimes and overtime, to be worked in 5 or $5 \frac{1}{2}$ days.

## Equal Pay

The Joint Industrial Council has agreed a time table for the phased movement towards equal pay for women, and the achievement of this will be completed by July 1975.

## Shift Workers

An additional $6 \cdot 3 \mathrm{p}$ 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 $6 \cdot 3 \mathrm{p}$ an hour over and above the ordinary day-time rate and the night shift at $10 \cdot 5 \mathrm{p}$ an hour above.

## Night Workers

An additional $10 \cdot 5 \mathrm{p}$ an hour over and above the ordinary day-time rate is paid to night workers as distinct from shift workers.

## London 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) $\ldots \quad \ldots \quad \ldots \quad \ldots$.... $£ 0.325$ a week above minimum rate
Semi-skilled men ... ... ... ... ... £0.650
$\begin{array}{llllllllll}\text { Semi-skilled men } & \ldots & \ldots & \ldots & \ldots & \ldots & £ 0 \cdot 650 & " & " & " \\ \text { Skilled men } \ldots & \ldots & \ldots & \ldots & \ldots & \ldots & £ 1 \cdot 250 & " & , & ,\end{array}$
$\begin{array}{cccccccc}\text { Highly-skilled men ... } & \ldots & \ldots & \ldots & \ldots & £ 2 \cdot 375 & ", & , \\ , & ",\end{array}$

## MATCH MANUFACTURE-UNITED KINGDOM

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


Note: The rates became operative from 3rd April 1972.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## BRITISH NUCLEAR FUELS LIMITED

[Agreements of the Company Joint Industrial Council for British Nuclear Fuels Limited]

| Class of Worker |  |  |  |  |  | Basic <br> Weekly Rates of Pay |
| :--- | :---: | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from the beginning of the pay week containing 1st October 1974.

## Hours of Work

The standard hours of work are 40 a week, exclusive of mealtimes, to be worked in 5 days.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment to day workers and night workers equivalent to 40 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

The standard shift hours of work are eight; a half-an-hour paid mealbreak is allowed making the hours of attendance eight-and-a-half.

A flat-rate shift supplement is paid for craftsmen and another for general workers for each shift system. For temporary shift workers for up to 5 consecutive shifts, payment is made at overtime rates for those shift hours which fall outside the normal day-conditioned hours which will be paid at the day work rate. If shift working continues for more than 5 consecutive shifts, any further shifts worked in the pay week during which the 5 consecutive shifts are completed will attract one-fifth of the weekly shift supplement. Thereafter, the weekly shift supplement will be payable during a continuous period of shift working totalling up to 12 weeks.

## Night Workers

Night workers, other than shift workers, are paid at the rate of time-and-a-third the grade rate.

## Equal Pay

All elements of pay are now identical for males and females.

## SUPERVISORY PAY

Charge hands of craftsmen are paid a rate of $£ 3 \cdot 15$ a week above their own craft rate.
Charge hands of general worker grades are paid $£ 3 \cdot 15$ or $£ 2 \cdot 10$ 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.

## Additional Payments

Craftsmen performing the full range of craft duties are paid a lead of $£ 6.27$ in addition to the basic rate. For general worker grades leads are paid, under a system of job evaluation, ranging from $£ 2.44$ by 45 p stages to $£ 7 \cdot 39$ a week above the basic weekly rate. Group incentive bonus schemes based on work measurement are in operation and cover nearly all employees. For a performance of 100 on the British Standard Scale, a bonus of one-third of the incentive Bonus Standard Rate less than the amount consolidated into the basic and lead rates is payable. The Incentive Bonus Standard Rates are the basic rates less that part of the bonus payment consolidated into them and are $£ 30 \cdot 25$ for craftsmen and $£ 25 \cdot 53$ for general workers.

## Irksome Clothing and Abnormal Conditions Allowances

Irksome clothing allowances of $6 p$ to $27 p$ an hour are paid to industrial employees for time spent in impervious suits, air hoods, pressurised suits, etc.

Allowances are payable for working under abnormal conditions, e.g., 5 p an hour to craftsmen and their mates working in temperatures exceeding 40 degrees Centigrade.

These allowances are not enhanceable for overtime, week-end or night shift payments.

# SOAP, CANDLE AND EDIBLE FAT MANUFACTUREGREAT BRITAIN 

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

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

Note: The rates for men became operative from 4th June 1974 and for women from 30th November 1974.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Equal Pay for Women

The J.I.C. has agreed a timetable for a phased introduction of equal pay for women culminating in November 1975.

## 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 $£ 3 \cdot 39$ a week 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 $£ 3 \cdot 39$ a week for all hours worked.

## Relay Workers

Relay workers, i.e., workers engaged on a regular system of work carried out in two shifts between $6 \mathrm{a} . \mathrm{m}$. and $10 \mathrm{p} . \mathrm{m}$. or such hours as may be mutually agreed, are paid an allowance of $£ 1.76$ a week 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 $6 \mathrm{p} . \mathrm{m}$. and 7 a.m. for not less than three consecutive nights.

## GELATINE AND GLUE INDUSTRY-GREAT BRITAIN

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

| Class of Worker | Minimum Hourly Rates of Wages |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |  |
| Men, 21 years and over: | p | p | per week £ |
| Day labourers ... ... | $58 \cdot 5$ | $58 \cdot 1$ |  |
| Women, 21 years and over: Employed on women's work | $55 \cdot 6$ | $55 \cdot 4$ | $2 \cdot 20$ |

Note: The rates became operative from the beginning of the pay week containing 1st March 1975.

## Hours of Work

The hours of work in a full week are 40 , exclusive of mealtimes for day workers, to be worked in 5 or $5 \frac{1}{2}$ days, and an average of 40 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 15 per cent. more than a timeworker employed during the same period on the same job.

## Shift Workers

Adult male workers receive a differential of $6 \cdot 4 \mathrm{p}$ an hour when employed on a three-shift system and $4 \cdot 0$ p 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 a.m. and 10 p.m. are paid $3 \cdot 3 \mathrm{p}$ 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.

SURGICAL DRESSINGS MANUFACTURE-GREAT BRITAIN*
[Agreements of the National Joint Industrial Council for the Surgical Dressings Industry]


Note: The rates became operative from the first pay day on or after 3rd March 1975.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 or 6 days. Where any firm is operating a normal week of less than 40 hours, the above minimum weekly rates are to apply to such shorter week.

## Guaranteed Week

Where in any week a worker, who is capable of and available for work, works for less than 40 hours (exclusive of overtime), such worker is 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 the minimum weekly 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 $7 \cdot 35$ p an hour and other shift workers engaged on a regular system of shifts between $6 \mathrm{a} . \mathrm{m}$. and $10 \mathrm{p} . \mathrm{m}$. are paid an allowance of 5 p an hour. These allowances are not computable for overtime. The adult rate is paid to men 18 years and over, when employed on shift work.

## Night Workers

Permanent night workers, other than shift workers and night watchmen, engaged on a permanent system of work carried out between the hours of 6 p.m. and $6 \mathrm{a} . \mathrm{m}$. are paid an allowance of $9 \cdot 50 \mathrm{p}$ an hour which is not computable for overtime.

[^21]
# LIGHT METAL TRADES MANUFACTURE-GREAT BRITAIN 

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

| Class of Worker | Weekly Timework Rates |
| :---: | :---: |
|  | $£$ |
| Men, 20 years and over: |  |
| Moulders, patternmakers and any other craft defined as such by the Industrial Training Board | $32 \cdot 00$ |
| Patternfilers, dressers, sheet iron workers, polishers, grinders, blacksmiths, box fitters and dusters (dry enamelling) | $29 \cdot 25$ |
| Assembly workers, mechanised plant workpeople, press operators, dry process (other than dusters) and wet process enamellers, shot blast machine operators | $27 \cdot 75$ |
| Labourers ... ... ... ... ... ... | $25 \cdot 50$ |
| Women, 20 years and over ... ... ... | $23 \cdot 50$ |

Note: The rates became operative from 3rd March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked over 5 days.

## Guaranteed Week

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.

## 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.

# IRON AND STEEL AND PIG IRON MANUFACTUREGREAT BRITAIN 

[Agreements between the British Steel Corporation and the Trade Unions concerned]

| Section of Industry and District | Class of Worker | Minimum Rates of Wages* |
| :---: | :---: | :---: |
| Iron and Steel <br> 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 | £ |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  | Per week |
|  |  | 31.00 |
|  |  | Per shift |
| Steel sheet rolling-Staffs., Cheshire, Teesside, South Wales and Mon., and Glasgow district ... |  |  |
|  | Day labourers | Per week |
|  |  | 31.00 |
|  |  | Per shift |
|  | Shift labourers | $6 \cdot 20$ |
| Tinplate manufacture - South Wales and Mon. | Day or shift labourers | Per day or |
|  |  | shift |
|  |  | $6 \cdot 20$ |
| Pig Iron | Day labourershourly rated |  |
| Integrated plants-England and Wales and certain works in Scotland |  | Per week $31 \cdot 00$ |
|  |  | Per shift |
|  | Shift labourers | $6 \cdot 20$ |

Note: The rates became operative from 29th December 1974.

## Hours of Work

The hours of work are generally 8 a shift for shift workers and 40 a week for day workers. Workers employed on a rotating shift system are paid the following additions to their rates:

|  | 6 a.m. to 2 p.m. | 2 p.m. to 10 p.m. | 10 p.m. to 6 a.m. |
| :---: | :---: | :---: | :---: |
| Monday to Friday | plain time | 1212\% | 25\% |
| Saturday | 50\% | 50\% | 100\% |
| Sunday | 100\% | 100\% | 50\% |

## Guaranteed Webk

Workers are guaranteed employment for 5 shifts or days during any week, subject to certain oonditions and qualifications.

[^22][Agreements between the Metal Sections of the West Midlands Engineering Employers' Association, the General and Municipal Workers' Union and the Transport and General Workers' Union]

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

Note: The rates became operative from 1st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked over 5 days unless otherwise arranged on account of particular circumstances.

## Guaranteb of Employment

Subject to certain conditions and qualifications, workers are guaranteed 5 days' employment in any pay week.

## Payment-by-Results

National agreements do not provide for a minimum piecework standard and incentives are to be a matter for determination at plant level.

## Night Workras

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 

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

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

Note: The rates became operative from the first full pay week containing 1st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 for day workers, to be worked in 5 days.

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 48 hours on the third shift, which is usually 10 p.m. to 6 a.m.

The night shift hours are 40 a week, normally to be worked in 5 nights, but may by mutual agreement be worked over 4 long shifts and one short shift of not less than 4 hours or 4 long nights each of 10 hours duration.

## Guarantee of Employment

Subject to certain conditions and qualifications, all hourly-rated manual workers who have been continuously employed by a federated firm for not less than four weeks are guaranteed employment for 5 days in each normal pay week. In the event of work not being available for the whole or part of the 5 days, employees covered by the guarantee are assured earnings equivalent to their minimum weekly rate for 40 hours.

## Payment-by-Results Workers

National agreements do not provide for a minimum piecework standard. Piecework incentives and the level of any piecework supplement are a matter for determination domestically.

## 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.

[^23]
## SHUTTLE MANUFACTURE-LANCASHIIRE AND YORKSHIRE

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


Note: The rates became operative from the pay week ending 1st January 1975 and relate to the official index of retail prices figure of $115 \cdot 2$. A further payment of 1 p per hour is due for each 1 point increase in the index.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

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

[Agreements between the British Agricultural and Garden Machinery Association Ltd. and the Amalgamated Union of Engineering Workers, the General and Municipal Workers' Union, the Transport and General Workers' Union and the National Union of Domestic Appliance and General Metal Workers]

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

Note: The rates became operative from 17th February 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in five days.

## 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-third calculated on the ordinary day-work rate.

[^24]
## SURGICAL INSTRUMENT AND EQUIPMENT MANUFACTUREENGLAND AND WALES

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

| Class of Worker |  | Basic Minimum <br> Hourly Rates for <br> Timeworkers | Cost of Living <br> Supplement |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from 24th July 1974.

## Hours of Work

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

## Pieceworkers

Pieceworkers are guaranteed a minimum rate of $72 \cdot 44 \mathrm{p}$ an hour.

## ARTIFICIAL LIMB MANUFACTURE-GREAT BRITAIN

[Agreements between the British Surgical Trades Association (Incorporated) and the Furniture Timber and Allied Trades Union and the National Union of Sheet Metal Workers, Coppersmiths and Heating and Domestic Engineers]

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

Note: The rates became operative from 1st September 1974.

## Hours of Work

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

## Charge Hands

Charge hands, when on an hourly basis, are paid 5p an hour above the Grade A rate.

## ELECTRICAL CABLE MAKING-GREAT BRITAIN

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

| Class of Worker |  |  | Men, 21 years and over |  | Women, 18 years and over |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Timeworkers Rates | Minimum Earnings Levels | Timeworkers Rates | Minimum Earnings Levels |
|  |  |  | per week £ | per week $£$ | per week £ | per week £ |
| Grade A |  |  | $26 \cdot 10$ | $30 \cdot 00$ | 25.66 | $29 \cdot 50$ |
| Grade B |  |  | $26 \cdot 40$ | $30 \cdot 30$ | 25.96 | $29 \cdot 80$ |
| Grade C |  |  | $26 \cdot 90$ | $30 \cdot 80$ | $26 \cdot 46$ | $30 \cdot 30$ |
| Grade D |  |  | 27.40 | $31 \cdot 30$ | 26.96 | 30.80 |
| Grade E | .. |  | $27 \cdot 90$ | $31 \cdot 80$ | - | - |
| Grade F |  |  | $28 \cdot 40$ | $32 \cdot 30$ | - | - |
| Grade G |  | ... | $28 \cdot 90$ | $32 \cdot 80$ | - | - |
| Grade H | $\ldots$ | ... | $29 \cdot 40$ | $33 \cdot 30$ | - | - |

Note: The rates became operative from 4th November 1974 with a consolidation of threshold payments at $£ 4 \cdot 00$ per week into time-working rates at that date.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, 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.

## Equal Pay

A timetable for the phased introduction of equal pay for women has been agreed and full equal pay is due to be achieved from 1st May 1975.

## Guaranteed Week

All full-time employees, after four weeks' continuous service, are guaranteed 5 days' or shifts' employment in any pay week such as will enable them to earn, during such period, the equivalent of their respective normal day-time rates for 40 hours, subject to certain conditions and qualifications.

## 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.

## 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. On continuous shift working these payments apply to shifts worked on Monday to Friday. On Saturday time-and-a-half is paid for all hours worked on the first and second shifts and time-and-a-half for the first two hours and time-and-four-fifths thereafter on the third shift. All shifts worked on Sunday are paid at double time.

## Night Shifts

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

## Occupational Classifications

Occupations are graded in accordance with an industry-wide job evaluation scheme.

# SHIPBUILDING AND SHIP REPAIRING-UNITED KINGDOM 

## [ Agreements between the Shipbuilders and Repairers National Association and the Confederation of Shipbuilding and Engineering Unions]

| Class of Worker | Weekly Inclusive National Uniform Plain Time Rates |  |
| :---: | :---: | :---: |
| Workers, 20 years and over: <br> 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 <br> Semi-skilled classes: | New $\begin{aligned} & \text { Nowk }\end{aligned}$ | Repair Work |
|  |  |  |
|  | 28.50 | 28.65 |
|  |  |  |
| Certificated ambulance attendants and certificated first-aid men when solely employed in first-aid duties, cranemen operating tower (whether cantilever, hammerhead or jib), gantry cranes and floating cranes |  |  |
| Cranemen operating steam cranes or mobile or runabout cranes (whether electric, diesel or petrol driven), locomotive drivers (steam, diesel or electric), lorry drivers |  |  |
| 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 continously employed as such, spare or emergency cranemen when not operating cranes |  |  |
| Launchmen (motor or steam) continuously employed as such... Boilermen and firemen continuously employed as such on large type boilers in yard |  |  |
| 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 ... | $\begin{gathered} 25 \cdot 12 \\ (28 \cdot 25) \end{gathered}$ | $\begin{gathered} 25 \cdot 12 \\ (28 \cdot 25) \end{gathered}$ |
| Plate furnace, frame furnace, shell screw-up and shell tackle helpers continuously employed as such |  |  |
| 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, |  |  |
| Redleaders, tilers ... ... ... ... ... ... ... |  |  |
| Blacksmiths' strikers... ... ... ... ... ... ...il |  |  |
| 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 ... ... ... ... ... ... ... ... | $\xrightarrow{25 \cdot 12}$ | 25.27 $(28.40)$ |
| Unskilled 'classes' | 22.75 $(25 \cdot 50)$ | 22.90 $(25.65)$ |

Note: The rates became operative from 20th May 1974 and are due to be increased to the figures shown in brackets from 19th May 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be arranged locally. For night-shift workers a full week is one of 40 hours, payment being made only for hours actually worked. The hours are normally to be worked equally over 5 nights but may by mutual agreement be worked over 4 long nights and one short shift of not less than 4 hours duration or 4 long nights each of 10 hours duration, provided not less than four consecutive nights are worked.

## Guarantee of Employment

All 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 5 days in each normal pay week. In the event of work not being available for the whole or part of the 5 days, employees covered by the guarantee are assured earnings equivalent to their plain time rate for 40 hours.

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.

## RAILWAY WAGON REPAIRING-GREAT BRITAIN*

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

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

Note: The rates became operative from 25th August 1973.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40. 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 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Subject to certain conditions and qualifications, workers are guaranteed 5 days' employment in any pay week.

## Payment-by-Results

National agreements do not provide for a minimum piecework standard and incentives are to be a matter for determination domestically.

## London Rates

For workers employed within a radius of 15 miles from Charing Cross the provincial rates are increased by 25 p a week.

[^25]
## RAILWAY WORKSHOPS-GREAT BRITAIN*

[Agreements between the British Railwavs Board and the Confederation of Shipbuilding and Engineering Unions and the National Union of Railwaymen]

| Class of Worker | Standard weekly rates of wages outside London | Cost of Living Supplement |
| :---: | :---: | :---: |
| Railway Shopmen, 20 years and over: |  | per week |
| Category 4-Fully skilled work with an apprenticeship or 5 years' service in the respective trades as follows: | £ | £ |
| Patternmakers ... ... ... ... ... | $32 \cdot 00$ |  |
| Examiners (cranes and lifting tackle), metal |  |  |
| workers, foundrymen, fitters, smiths, electricians, vehicle builders, bricklayers, wood workers, painters, trimmers, masons, plasterers, plumbers, roofers, metal machinists, welders | $32 \cdot 00$ |  |
| Category 3-Work of a lesser skilled character with a modified standard of competence | $29 \cdot 15$ |  |
| Category 2-Work on which men have sufficient instruction or experience to assist others engaged in skilled work | $27 \cdot 45$ | $4 \cdot 40$ |
| Category 1-Work which can be carried out with limited experience or training | $25 \cdot 65$ | $4 \cdot 40$ |
| Railway Shopwomen, 21 years and over: (those being |  |  |
| staged towards equal pay). ... ... ... ... |  |  |
| Shopwoman Category 1 to Shopman Category 1 ... | $24 \cdot 10$ |  |
| Shopwoman Category 1 to Shopman Category 2 ... | $25 \cdot 25$ |  |
| Shopwoman Category 2 to Shopman Category 1 ... | $24 \cdot 50$ |  |
| Shopwoman Category 2 to Shopman Category 2 ... | $25 \cdot 60$ |  |
| Shopwoman Category 2 to Shopman Category 3 ... | $26 \cdot 80$ |  |
| Shopwoman Category 3 to Shopman Category 2 ... | $26 \cdot 00$ |  |
| Shopwoman Category 3 to Shopman Category 3 ... | $27 \cdot 25$ |  |

Note: The rates became operative from 29th April 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 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 periods during which the works are closed for annual leave, staff who are available for work throughout the week are guaranteed a week's wage on the basis, in each case, of the timeworker's weekday rate of pay for a 40 -hour week.

## Minimum Earnings Level

From 29th April 1974, minimum earnings levels for a 40 -hour week are, $£ 25.00$ for men and for women in adult male equal pay posts.

## Incentive Bonus Arrangements

Work study based incentive bonus schemes cover 80 per cent. workshop staff and are designed to pay 25 per cent. of the individual's basic pay as it stood at 30th April 1973, for work performed at a standard; (100 on B.S. scale).

## London Allowance

The London allowance is $£ 5 \cdot 18$ a week for all adult workers.

## Night Shifts

All ordinary time worked between 6 p.m. and $6 \mathrm{a} . \mathrm{m}$. whether on the night shift or intermediate shift is paid at the rate of time-and-a-third.

[^26]
## I. England and Wales and Northern Ireland

> [Agreements between the United Kingdom Joint Wages Board of Employers for the Vehicle Building Industry and the Transport and General Workers Union (Vehicle Building and Automotive Group), the National Union of Sheet Metal Workers, Coppersmiths, Heating and Domestic Engineers, the Furniture, Timber and Allied Trades Union, and in the case of electricians the Electrical, Electronic and Telecommunication Union/Plumbing Trades Union]

| Class of Worker | Minimum Hourly Rates of Wages outside London |
| :---: | :---: |
| Workers, 20 years and over: | p |
| Panel beaters ... ... | $81 \cdot 88$ |
| Wing makers (manufacture of private bodywork) | $81 \cdot 04$ |
| Wing makers (manufacture of public service and commercial vehicle bodywork) | $80 \cdot 42$ |
| Riveters, welders, (excluding spot-welders) bodymakers, wheelwrights, finishers, fitters, electricians, smiths, painters, trimmers, mounters, general machinists, sawyers and general sheet metal workers employed on the manufacture and/or repair of road vehicles, except as specified below | 80.00 |
| Auxiliary sheet metal workers ... ... ... ... | $76 \cdot 46$ |
| Electricians' assistants, vicemen, drillers, riveters' mates, sewing machinists (machining only) and spot-welders | $76 \cdot 25$ |
| Hammermen or strikers, brush hands, cellulose polishers, transport drivers (internal), paintshop rubbers and maskers ... | $75 \cdot 00$ |
| Labourers, vehicle body cleaners | $72 \cdot 50$ |
| Workers, employed on the manufacture and repair of plastics and/or metal framed bodies: |  |
| Final erection and alignment ... | $80 \cdot 00$ |
| Unit assembly (metal framed bodies) | $79 \cdot 58$ |
| Detail work (metal framed bodies) | $76 \cdot 25$ |
| Fabrication of plastics components ... | $76 \cdot 25$ |

Note: The rates became operative from 1st April 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, 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 are guaranteed employment for a period of 5 days in each normal pay week, such as will enable them to earn during such period the equivalent of their minimum hourly rate for 40 hours. The terms of the guarantee are dependent on workers being 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.

## Night Workers

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

## Other Classes of Workers

An additional 1.25 p an hour is paid to charge hands and an additional 0.83 p an hour to leading spindle and four-cutter hands.

## London Rates

For workers employed within a radius of 20 miles from Charing Cross the provincial rate is increased by $0 \cdot 21 \mathrm{p}$ an hour.

## Pieceworkers

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

## II. Scotland

[Agreements between the Scottish National Vehicle Builders' Association, the Transport and General Workers Union (Vehicle Building and Automotive Group), the Furniture, Timber and Allied Trades Union, and in the case of electricians the Electrical, Electronic and Telecommunications Union/Plumbing Trades Union]

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | National Minimum Rates | Standard Rates in East and West of Scotland Areas |
|  | p | p |
| Bodymakers, cartwrights, finishers, panel beaters, smiths, wheelers, woodcutting machinists ... | $80 \cdot 00$ | $80 \cdot 00 \dagger$ |
| Painters and trimmers ... ... ... ... | $80 \cdot 00$ | $80 \cdot 00 \dagger$ |
| Coach fitters ... ... | $79 \cdot 58$ | $79 \cdot 58 \dagger$ |
| Vicemen ... ... ... ... | $76 \cdot 25$ | - |
| Brush hands and hammermen ... ... | $75 \cdot 00$ | - |
| Labourers ... ... ... ... ... ... | $72 \cdot 50$ | - |
| Skilled automobile and/or traction electricians and skilled maintenance electricians ... | $80 \cdot 00$ | - |
| Electricians' assistants ... ... ... ... | $76 \cdot 25$ | - |
| Workers employed on the manufacture and repair of plastic bodies and components: |  |  |
| Final erection and alignment ... ... | $80 \cdot 00$ | 76. |
| Fabrication of plastics components ... | $76 \cdot 25$ | $76 \cdot 25$ |

Note: The rates became operative from 1st April 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, 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 are guaranteed employment for a period of 5 days in each normal pay week, such as will enable them to earn during such period the equivalent of their hourly plain time rate for 40 hours. The terms of the guarantee are dependent on workers being capable of, available for and willing to satisfactorily perform during working hours, the work associated with their usual occupations, or reasonable alternative work where their usual work is not available.

## Pieceworkers

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

## Night Workers

Workers, 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.

[^27]
## JEWELLERY INDUSTRY-LONDON AND HOME COUNTIES

[Agreements between the South Area of the Manufacturing Jewellers of the British Jewellers' Association and the National Union of Gold, Silver and Allied Trades (London District)]

| Class of Worker | Hourly <br> Minimum Rates* |
| :---: | :---: |
|  | £ |
|  |  |
| Category A-Model makers, diamond and ring mounters, lapidaries, goldsmiths, signet ring setters | $1 \cdot 15$ |
| Category B-Gold, general and jobber mounters, lappers, polishers (high class), ring makers (hand made), diamond millers (overseers), engine turners, melters, rollers, draw wire drawers ... | $1 \cdot 07$ |
| Category C-Masonic mounters, badge makers, wedding and signet ring makers polishers (production), jobbers, casters, mould makers, ring assemblers, diamond millers, operators, engine turner opera- |  |
| tors, seal stone signet ring makers ... ... ... ... ... | 0.99 |
| Category D-Plain wedding ring makers, general assembly hands, all other gold workers | $0 \cdot 76$ |

Note: The rates became operative from 1st February 1975.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days.

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

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men (except silver spinners) | $\begin{gathered} p \\ 80 \cdot 00 \end{gathered}$ |
|  |  |
| Skilled women employed on burnishing, sawpiercing and hand colouring: |  |
| 19 years of age ... ... ... ... ... ... |  |
| 20 years of age | $47 \frac{1}{2}$ per cent. $\}$ mum male |
| Other women, after 5 years' training ( 4 years for polishers) $\ldots$ | 50 per cent. $\int$ rate |
| at the age of 21 , whichever is the later ... ... ... | Minimum male rate |

Note: The rates became operative from the first pay day after 13th May 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days.

## Pieceworkers

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

[^28]
# SILVER AND ELECTRO-PLATE TRADES-BIRMINGHAM* 

[Agreements between the North Area Silversmiths and Electro-Plate Manufacturers Trade Section of the British Jewellers Association and the Birmingham District Branch of the National Union of Gold, Silver and Allied Trades]

| Class of Worker | Minimum Weekly Earnings $\dagger$ | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | £ | per week |
| Grade 1-Silversmiths, spinners, toolmakers (design) | In excess of 41.20 |  |
| Grade 2-Includes: tool makers (machining), makers up, hand engravers/designers, diesinkers | $41 \cdot 20$ |  |
| Grade 3-Includes: stampers, electro-platers, engine turners, solderers/assemblers, repairers | $35 \cdot 97$ |  |
| Grade 4-Includes: inspectors, press tool setters ... | $33 \cdot 83$ |  |
| Grade 5-Includes: storekeepers, grease moppers ... | $31 \cdot 83$ | $\stackrel{\text { ¢ }}{4 \cdot 40}$ |
| Grade 6-Finishers, packers, staypolers ... ... | $30 \cdot 06$ |  |
| Grade 7-Viewer/correctors, power and hand press operators | 27.78 |  |
| Grade 8-Includes: piercers, plating shop assistants ... | $26 \cdot 13$ |  |
| Grade 9-Includes: warehouse workers, jiggers and | $25 \cdot 33$ |  |
| Grade 10-Unskilled | $24 \cdot 15$ |  |

Note: The rates became operative from 1st January 1975.

## Hours of Work

The normal working week is one of 40 hours to be worked in 5 days.

## Guaranteed Weekly Payment

During periods of short-time, workers are guaranteed three days of employment at the following rates of pay:

A full-time day worker is paid a minimum of 70 per cent. and a full-time pieceworker 60 per cent. of their average weekly earnings based on the last income tax return. These payments are subject to a minimum of $£ 15 \cdot 50$ for adult skilled males, and all other grades including women and juveniles are paid the proportion of $£ 15 \cdot 50$ that their normal day rate bears to the normal minimum day rate of an adult skilled male.

## Pieceworkers

Piecework rates are to be arranged so as to yield to an average worker, at least $22 \frac{1}{2}$ per cent. over and above the day workers weekly minimum wage.

## Equal Pay for Women

Differentials between the weekly earnings of women and the appropriate weekly earnings of men are to be reduced as follows:

| Phase | Date | Percentage reduction |
| :---: | :---: | :---: |
| 1 | $1 / 7 / 73$ | 25 |
| 2 | $1 / 1 / 74$ | 25 |
| 3 | $1 / 7 / 74$ | $33 \frac{1}{3}$ |
| 4 | $1 / 1 / 75$ | 50 |
| 5 | $1 / 7 / 75$ | The remaining differential |

Phases 1, 2, 3 and 4 are already implemented.

[^29]
# GOLD AND JEWELLERY TRADES-BIRMINGHAM* 

[Agreements between the North Area Goldsmiths and Jewellers Trade Section of the British Jewellers Association and the Birmingham District Branch of the National Union of Gold, Silver and Allied Trades]

|  |  |  |  | Minimum Weekly Rates $\dagger$ <br> of Wages |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from 1st January 1975.

## Hours of Work

The normal working week is one of 40 hours to be worked in 5 days.

## Guaranteed Weekly Payment

During periods of short-time, workers are guaranteed three days of employment at the following rates of pay:

A full-time day worker is paid a minimum of 70 per cent. and a full-time pieceworker 60 per cent. of their average weekly earnings based on the last income tax return. These payments are subject to a minimum of $£ 23 \cdot 30$ for adult skilled males, and all other grades including women and juveniles are paid the proportion of $£ 23 \cdot 30$ that their normal day rate bears to the normal minimum day rate of an adult skilled male.

## Pieceworkers

Piecework rates are to be arranged so as to yield to an average worker at least 10 per cent. over and above the minimum day rate.

## Class I skilled:

## Grouping of Occupations

(1) Any worker capable of performing without supervision any job which the custom of the trade would expect them to perform, namely: diamond setters and mounters, general setters and mounters, gold chain makers, engravers, engine turners, polishers, enamellers, casters, burnishers, jewellery diesinkers, tool makers and finishers, workers engaged in repair of jewellery.
(2) (a) Stampers, power press operators:
any workers capable of setting their own dies and making their own forces without supervision. (b) press tool setters.
(3) Women viewers engaged solely and exclusively on warehouse work.

Class 2 semi-skilled:
any workers who do not come within the scope of class 1 or class 3 and women who are engaged solely and exclusively on warehouse work other than viewers.

## Class 3 unskilled:

any workers performing work which could be performed by an average person without previous training.

[^30] the National Union of Gold, Silver and Allied Trades (Sheffield Branch)]

| Class of Worker | $\begin{array}{c}\text { Minimum Weekly } \\ \text { Fall-back Earnings }\end{array}$ |
| :--- | :---: | :---: |
| $\begin{array}{c}\text { Workers, } \\ \text { Craftworkers-Any workers engaged in a craft or trade which is so } \\ \text { recognised by custom and practice within the industry and which }\end{array}$ | $£$ |
| is subject to a minimum five years apprenticeship or training |  |
| period of a mutually acceptable nature. After such training the |  |
| employees shall be capable of and be performing all the opera- |  |$)$

Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , normally to be worked in 5 days.

## Night Work

Night work between 10.00 p.m. and the normal daily starting time is paid at the rate of time-and-one-third for time workers. For pieceworkers the rate is time-and-one-third of the appropriate minimum datal rate plus 20 per cent.
II. [Agreements of the United Kingdom Cutlery and Silverware Manufacturer's Association and the General and Municipal Workers' Union (Cutlery Council)]

| Class of Worker | Minimum Weekly Fall-back Earnings |
| :---: | :---: |
| Workers, 20 years and over: | £ |
| Grade I-Any worker capable of and performing all the operations in connection with his trade of task without regular supervision | $32 \cdot 50$ |
| Grade II-Any worker capable of and performing all the operations in connection with his trade or task, having received adequate training but who requires regular supervision | $30 \cdot 00$ |
| Grade III-Any worker performing work which could be performed by an average person, given the necessary job instruction, but which is evaluated at a higher rate than Grade IV due, for example, to the more arduous or unpleasant nature of the job | $27 \cdot 50$ |
| Grade IV-Any worker performing work which could be performed by an average person given the necessary job instruction | $23 \cdot 00$ |

Note: The rates became operative from 1st January 1975.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , normally to be worked in 5 days.

## Night Work

Night work between 10.00 p.m. and 6.00 a.m. is paid at the rate of time-and-one-third for time workers. For pieceworkers, the rate is equal to an addition of one third of the appropriate minimum incentive rate.

## LOCK, LATCH AND KEY MAKING-ENGLAND*

[Agreements of the Joint Industrial Council for the Lock Industry]


Note: The rates became operative from the 28th October 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $37 \frac{1}{2}$.

## Equal Pay

In those cases where Equal Pay does not already exist, female workers shall, until the first full pay week in August 1975, be paid either half the difference between their existing wage rate and the appropriate consolidated rate for their grade or not less than $90 \%$ of the consolidated rate for their grade set out above, whichever is the greater, plus the Threshold Supplement. After such date male and female workers in the same grade shall rank equally.

## Cost of Living Supplement

As an integral part of the Wage Structure for the Industry, cognizance is taken of the current cost of living as indicated by the Index of Retail Prices. A supplement to the basic wage shall be payable at the rate of $1 \%$ of the appropriate time base rate for each whole point by which the Retail Price Index increases (base, January $1974=100$ ). The cumulative figure for each such increase shall be rounded to the nearest whole penny.

The Supplement shall be revised when, either the Retail Price Index rises by four whole points, or six months has elapsed since the previous revision. Any increase due, shall be paid on and from the first full pay week in the month following the date of publication.

Should the Retail Price Index fall, the matter shall be reviewed by the J.I.C. within 14 days of its publication.

[^31]
## WIRE AND WIRE ROPE INDUSTRIES—GREAT BRITAIN

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


Note: The rates became operative from 3rd February 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked over 5 days where practicable, otherwise the balance of hours is worked on Saturday morning at normal rates.

## Shift Workers

All normal hours worked between 6 p.m. and 6 a.m. are paid at 30 per cent. above the minimum rate.

# BRASS WORKING AND FOUNDING-GREAT BRITAIN 

[Agreements between the National Building and Allied Hardware Manufacturers' Federation and the National Society of Metal Mechanics]

| Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
|  | £ |
| Brassworkers: | $25 \cdot 50$ |
| Grade C-Äll workers, 200 years and over, not qualified for grades D and E ... | $28 \cdot 40$ |
| Grade D-Workers, 20 years and over, with 6 years' qualification in the trade-Dressers who turn, screw inside and out, or plug and seat or file flat and square at vice, or braze, dippers who are all-round dippers and bronzers, or do art bronzing and colouring, or electro-plating, or have a knowledge of electro-plating and solutions, burnishers who are hook or straight burnishers at the vice or satisfactorily burnish deep thin shell work at the lathe, chasers and repairers who are not qualified for grade E, makers-up who have knowledge and experience of all classes of the trade or branch in which employed, stampers who undertake all classes of deep or shallow work in all strengths of the metal |  |
| used <br> Grade D-Polishers of average ability who have 6 years' qualification in the trade | $29 \cdot 00$ $29 \cdot 30$ |
| Grade E-Dressers who have a complete expert knowledge and experience of all classes of lathe or vice work, or work to blue prints or drawings, art bronzers who have an expert knowledge of art bronzing or metal colouring, or electro depositing and solutions, pattern makers or pattern chasers, chasers and repairers with expert knowledge of all classes of work, burnishers who are experts in all classes of work, makers-up who are experts, stampers who are experts in all classes of work | $32 \cdot 00$ |
| Grade E-Polishers expert in all processes ... ... ... | $32 \cdot 00$ |
| Foundry Workers: <br> Categories A and B-Casters (i.e., pourers of metal), hand coremakers, oddside, bench or stump moulders (if pouring metal), floor moulders ... | $32 \cdot 67$ |
| Category C (i)-Machine moulders, plate moulders, tub or stump moulders (not pouring metal)... | $29 \cdot 25$ |
| Category C (ii)-Furnace men (not pouring metal), machine coremakers, getters-down (i.e., corelaying, marrying boxes and screwing down), fettlers and grinders, shell moulders | 28.90 |
| Category D-Sand preparation (including mulling and aerating), core sand drying and mixing, knockers-oul (ibreakers), shotblasters, general foundry workers | $25 \cdot 83$ |
| Women: <br> 20 years and over ... | $24 \cdot 50$ |

Note: The rates became operative from 1st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, normally to be worked in 5 days.

## Guaranteed Week

Subject to certain conditions and qualifications, all hourly-rated manual workers who have been continuously employed by a member firm for not less than four weeks are guaranteed employment for not less than 40 hours in each normal pay week. In the event of work not being available for the whole or part of the 40 hours, employees covered by the guarantee are assured payment based on individual average earnings for such hours that work is not available. The guarantee limited to 80 hours in any one holiday year.

## Payment-by-Results

National agreements do not provide for a minimum piecework standard and incentives are to be a matter for determination domestically.

## Night Shifts

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

## SPRING MANUFACTURE-WEST MIDLANDS

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

| Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
|  | £ |
| Men, 20 years and over: |  |
| Labourers ... ... ... ... ... ... | $25 \cdot 53$ |
| Intermediate grade "A" workers - General hands | $28 \cdot 35$ |
| Intermediate grade " B " workers-Grinders, testers, hardeners, temperers, cold spring makers, flat spring makers (all 2nd grade) | $28 \cdot 70$ |
| 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 2 nd grade), bar temperers or drawers | $28 \cdot 98$ |
| 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 | $32 \cdot 03$ |
| Fully skilled engineering toolmakers $\ldots \ldots$ | 32.09 |

Note: The rates became operative from 1st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, normally to be worked in 5 days.

## Guarantee of Employment

Subject to certain conditions and qualifications, workers are guaranteed 5 days' employment in any pay week.

## Payment-by-Results

National agreements do not provide for a minimum piecework standard and incentives are to be a matter for determination domestically.

## 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.

# FARRIERY, BLACKSMITH AND AGRICULTURAL ENGINEERING TRADE-GREAT BRITAIN 

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


Note: The rate became operative from 7th November 1973 and are due to be increased to the figure shown in brackets from Ist July 1975.

## Hours of Work

The normal working week is 40 hours, exclusive of mealtimes and overtime, to be worked in 5 or $5 \frac{1}{2}$ days.

## KEG AND DRUM MANUFACTURE-GREAT BRITAIN

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

| Class of Worker |  | General Minimum <br> Time Rates | Piecework Basis <br> Time Rates | Cost of Living <br> Supplement <br> (payable from <br> 24th March 1975) |
| :--- | :---: | :---: | :---: | :---: |
|  |  | Per Hour | Per Hour | Per Week |
| p |  | p | p |  |
| MEN, 21 years and over $\ldots$ | $\ldots$ | $45 \cdot 60$ | $49 \cdot 60$ | $45 \cdot 95$ |

Note: The rates became operative from 24th March 1975.

## 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 40 , 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.

[^32]
# COTTON SPINNING AND WEAVING 

[Agreements between the British Textile Employers' Association (Cotton, Man-Made and Allied Fibres) and the Trade Unions concerned]

|  |  |  |  | Minimum Weekly Rates of <br> Wages, inclusive of percentages <br> and flat-rate additions |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative for work done on and after 3rd March 1975.

[^33]| Class of Worker | Minimum Weekly Rates of Wages, inclusive of percentages and flat-rate additions |
| :---: | :---: |
|  | £ |
| Ring Spinning Rooms: |  |
| Ring jobbers ... ... ... ... ... ... ... | 25.08 |
| Oilers and banders, weft and bobbin carriers, layers-on and other adult male ancillary labour ... | $24 \cdot 85$ |
| Sundry labour common to all above departments (truckers, bobbin carriers, weft carriers, waste men, hoist men, male cleaners and oilers, sweepers) | $24 \cdot 85$ |
| Winding Rooms: |  |
| Winders and reelers in spinning mills on average wage rates (except in Bolton district) | 21.60 |
| Beamers and crossballers in spinning mills on average wage rates (except in Bolton district) | $\left\{\begin{array}{l}22 \cdot 15 \text { ( } 1 \text { machine) } \\ 22 \cdot 81 \text { ( } 1 \frac{1}{2} \text { machines }\end{array}\right.$ |
| Labourers ... ... ... ... ... | 24.85 |
| Arehouse: |  |
| Male packers, 21 years and over (Bolton district) | 24.59 |
| Female packers, 21 years and over (Bolton district) | 21.08 |
| Warehouse assistants, 21 years and over ... | $24 \cdot 85$ |
| Manufacturing Section: |  |
| Men in charge of Barber-Colman wire heald type and Uster automatic (including drop pins) type warp drawing machines | $33 \cdot 69$ |
| Men in charge of Barber-Colman cotton heald type and |  |
| Uster wire heald only type warp drawing machines ... | 32.47 |
| Warp drawing machine operators (male or female) ... | 27.62* |
| Warp drawing machine springers and assemblers of drop wires, 18 years and over | $24 \cdot 02$ 31.26 |
| Drop pinning machine operators ... ... ... ... |  |
| (a) on ordinary system of 4 looms ... | 21-87† |
| (b) on more than 6 loom system ... .... ... ... | $22 \cdot 95 \ddagger$ |
| (c) on Cotton Manufacturing Commission system ... | 8.03 plus efficiency bonus plus 11.96 flat rate addition |
| Winders (fully competent) | $21 \cdot 20 \dagger$ |
| Warpers (beamers)-male or female ... | $21.84 \dagger$ |
| Cloth inspectors ... ... ... | 27.37 |
| Cloth examiners | $24 \cdot 17$ |
| General male workers, labourers, warehousemen, etc. $\ldots$ | 24.85 |
| Menders, repairers and trimmers, hemmers and stitchers, females, 21 years and over ... | 23.06 |
| Warp tying machine operatives-front men ... | 32.47 |
| Warp tying machine operatives-backmen ... | 31.26 |
| Female reachers, 18 years and over |  |
| Tape sizers ... ... | (M.E.L. of $£ 36 \cdot 40$ ) |
| Skilled maintenance mechanics and skilled blacksmiths, turners, welders, electricians in all sections and loom fitters employed on maintenance work in cotton mills | Per week <br> $35 \cdot 60$ (see Note) |

Note: The rates became operative for work done on and after 3rd March 1975 except for skilled maintenance mechanics, etc., whose rates became operative from 30th December 1974. A cost-of-living supplement of $£ 4 \cdot 40$ per week is also in payment to skilled maintenance mechanics etc. only.

[^34]
## Hours of Work

The normal working week for single shift workers is one of 40 hours, to be worked in 5 days. Where double shifts are operated on a 5-day basis, the normal working week is $37 \frac{1}{2}$ hours paid at the normal piece or hourly rates. Rates for a $37 \frac{1}{2}$-hour double shift week are normally 5.6 per cent. higher than the rates for a 40 -hour single shift week.

## Guaranteed Week

In the preparation and spinning sections, provision is made for the payment of a guaranteed weekly wage, subject to certain conditions and qualifications, of 75 per cent. of average weekly wages, excluding overtime. In the manufacturing section, provision is made for the payment of a guaranteed weekly wage, subject to certain conditions and qualifications, of three-quarters of net normal wages (i.e., gross wages less the flat-rate addition) plus the flat-rate addition in full ( $£ 14.95$ a week for workers normally engaged on a full complement of work). Weavers on the Cotton Manufacturing Commission system receive a flat-rate addition of $£ 11.96$ only.

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

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


Note: The rates became operative from 12th October 1974.

## 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 40, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piece rates, where no piecework 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.

[^35]
## 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]


Note: The rates became operative from 16th December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## Pieceworkers

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

| Class of Worker |  |  |  |  |  |  | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  | Male | Female |
|  |  |  |  |  |  |  | £ | £ |
| Workers, aged 18 and over: |  |  |  |  |  |  |  |  |
| Grade E | , | , | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $28 \cdot 50$ | 25.90 |
| Grade D |  |  | ... |  |  | $\ldots$ | $27 \cdot 50$ | 25.00 |
| Grade C |  |  |  |  |  | $\ldots$ | $26 \cdot 50$ | $24 \cdot 10$ |
| Grade B |  | ... |  |  | $\ldots$ | ... | $25 \cdot 50$ | $23 \cdot 20$ $22 \cdot 30$ |
| Grade A | $\ldots$ | $\ldots$ | ... | $\ldots$ | $\ldots$ | $\ldots$ | $24 \cdot 50$ | $22 \cdot 30$ |

Note: The rates became operative from 16th December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## III. Maintenance Workers

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

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

Note: The rates became operative from 16th December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, 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 40 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.

## WOOL TEXTILE INDUSTRY

## I. Yorkshire (Woollen and Worsted Spinning and Weaving)

(a) Workers other than maintenance workers

[Agreements between the Wool (and Allied) Textile Employers' Council and the National Association of Unions in the Textile Trade]

The current agreement makes no provision for minimum time rates, these now being the subject of negotiation at factory level, but earnings levels have been established for a normal working week of 40 hours. These earnings levels are to include all payments other than overtime, night work and shift work.


Note: The earnings levels became operative on the pay day in week ending 4th May 1974

## Wool Textile Industry-contd.

I. Yorkshire (Woollen and Worsted Spinning and Weaving)-contd.
(b) Maintenance Workers
[Agreements between the Wool (and Allied) Textile Employers' Council and the Amalgamated Union of Engineering Workers or the National Union of Enginemen, Firemen, Mechanics and Electrical Workers, for mechanics, enginemen and firemen, and in the case of the other workers the Trade Unions concerned]

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

Note: The rates for enginemen and firemen and transport workers became operative from 4th May 1974. The rates for building trade workers become operative from 3rd February 1975, and for mechanics from 11th January 1975. A cost-of-living supplement of $£ 4.40$ per week is also in payment for enginemen and firemen and transport workers.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days. For double-day shift workers the normal working week is $37 \frac{1}{2}$ hours.

## Guaranteed Week

Provision is made for the payment, subject to certain conditions and qualifications, of a guaranteed weekly wage of 75 per cent. of the earnings levels or timework rates at which employed.

## Night Workers

Night workers are paid an allowance of 10.62 p an hour for all hours actually worked, including overtime hours.

[^36]
## II. West of England

## [Agreements of the West of England Joint Industrial Council for the Woollen and Worsted Trade]

Under a new agreement, the Joint Industrial Council has established minimum earnings levels for each grade. These earnings levels are to include all forms of bonus, incentive and additional payments over the basic rates which are to be negotiated either at individual mills, mills within the same financial group or at district level.

| Class of Worker | Timeworkers | Pieceworkers |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | Minimum Earnings Levels | Appropriate Time Rates | Group Average Minimum Earnings |  |
| Men, 18 years and over: | £ | £ | £ | Per week £ |
| Supervisory ... ... | $26 \cdot 50$ | $26 \cdot 50$ | - |  |
| Grade 1 ... ... | $24 \cdot 50$ | $24 \cdot 50$ | - |  |
| Grade 2 | $23 \cdot 50$ | $23 \cdot 50$ | $25 \cdot 122$ |  |
| Grade 3 | $22 \cdot 75$ | $22 \cdot 75$ | $24 \cdot 082$ |  |
| Women, 18 years and over: |  |  |  |  |
| Supervisory ... ... | $22 \cdot 81$ | $22 \cdot 81$ |  |  |
| Grade 1 ... ... | $21 \cdot 81$ | $21 \cdot 81$ | 22.916 |  |
| Grade 2 ... ... | 21.06 | $21 \cdot 06$ | $21 \cdot 876$ |  |

Note: The minimum earnings levels and appropriate time rates relate to a 40 -hour week and became operative for men from 6th May 1974 and for women from 1st January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Guaranteed Week Agreement

Any payments under this agreement are restricted to 75 per cent. of a timeworker's appropriate minimum earnings level or 75 per cent. of a pieceworker's appropriate time rate.

## Pieceworkers

The pieceworkers' appropriate time rates are identical with the Minimum Earnings Levels for the appropriate grade of timeworkers.

## Shift Workers

Workers employed on double-day shifts receive a minimum shift premium of 6.05 p an hour. Operatives working shifts of less than $37 \frac{1}{2}$ hours in any normal week of 40 hours are not entitled to the shift premium.

## Equal Pay

Progress towards equal pay is provided for in 84 p stages which are payable on 1st July 1975 and 1st January 1976.

Wool Textile Industry-contd.
II. West of England-contd.

## Grading of Occupations

The grading of occupations is as follows:

## Men:

Supervisory or key workers-head tuners, head overlookers, maintenance workers-class 1A, key personnel-class 1.
Grade 1-tuners, overlookers, maintenance workers, key personnel and pattern weaversfully qualified.

Grade 2-class A workers, assistant tuners, assistant overlookers, mates to maintenance workers, all weavers with the exception of those specified in grade 3 below, carders/fettlers.

Grade 3-all other male textile workers including weavers employed on:one plain, one fancy loom, two blanket looms, single loom.

## Women:

Supervisory or key workers-key personnel-class 1 and all women working in a supervisory capacity.

Grade 1 -all weavers with the exception of those specified in Grade 2 below, pattern weavers-fully qualified, wool sorters-fully qualified, key personnel, menders, warpersfully qualified working entirely without technical supervision.

Grade 2-all other female textile workers including weavers employed on:two blanket looms, single loom.

## III. Yorkshire (Woolcombing)

[Agreements between the British Wool Confederation and the General and Municipal Workers' Union]

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

Note: The rates became operative from 30th November 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Guaranteed Week

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

## Night Workers

Workers normally employed on night work receive a night allowance of 20 per cent. on the basic weekly rates.

## IV. Scotland

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


Note: The rates became operative from the first full pay period on or after 1st July 1974.

## Hours of Work

For day workers the hours of work in a full week are 40, exclusive of mealtimes, normally to be worked in 5 days, and 40, inclusive of mealtimes, for workers on double-day shifts.

## Pieceworkers

No provision is made in the agreement for rates for pieceworkers as these are negotiated at local level.

## Shift Workers

On double-day shifts men are paid an allowance of $12 \frac{1}{2}$ per cent. of the time rate of category II (men) and women are paid an allowance of $12 \frac{1}{2}$ per cent. of the time rate of category II (women). For night shift workers the allowance is 25 per cent. of category II.

## Guaranteed Week

Subject to certain conditions and qualifications, provision is made for a guaranteed payment in respect of any pay week of 80 per cent. of the worker's minimum time rate.

## Category Defintions

The category definitions are as follows:

## Men

Category I-General labourers.
Category II-Dryers (wool or hank), wool hydro extractors, piecers (mule, throstle or frame), carding room operatives (i.e., carding bank watchers, condenser watchers, hopper watchers), warehousemen, dry finishers - semi-skilled (includes: dampers, blowers, brushers, cuttlers), tenterers, scourers (wool or yarn), dyehouse operatives.
Category III-Dyeing machine operatives, dye storemen, willeyers and teasers, yarn storemen, fettlers (cleaners), finishers (wet or dry-skilled i.e., raisers, pressers, croppers, millhouse operatives), warehouse workers, warpers (stake or mill), drawers, weavers.
Category IV-Wool sorters, yarn manufacturers (i.e., carding and spinning $\dagger$ ), finishers (wet or dry), dyers, tuners $\ddagger$, pattern weavers.

## Women

Yarn bundlers, hank dryers, clean pickers, greasy burlers, knotters, scarf room workers, carding bank watchers, piecers (throstle or mule), winders (warp, weft, reeling).

[^37]
# SILK SPINNING, THROWING AND WEAVING 

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

| Class of Worker |  |  |  |  |  |  |  |  |  |  |  | Minimum Weekly Time Rates of Wages** <br> (see also paragraph <br> SUPPLEMENTARY PAYMENT) |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from the week commencing 30th December 1974.

## Supplementary Payment

A supplementary payment of $£ 2 \cdot 00$ will be paid for 40 hours or more weekly to all operatives, including juveniles. Persons working less than 40 hours a week will be paid pro-rata at the rate of 5 p per hour.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40, normally to be worked in 5 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.

## 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]


Note: For operative date of rates, hours, etc., see National Agreement.

[^38]
## IIII. Macclesfield*

[Agreements between the Macclesfield Textile Manufacturers' Association and the Amalgamated Society of Textile Workers and Kindred Trades]

| Section of Industry and Class of Worker |  | Minimum Weekly Time |
| :---: | :---: | :---: |
| Rates of Wages |  |  |

Note: The rates became operative from the week commencing 30th December 1974.
For Hours, etc. see National Agreement.

[^39]
# ROPE, TWINE AND NET MAKING 

## I. Great Britain

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

| Class of Worker | General Minimum Time Rates | Piecework Basis Time Rates | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Per hour p | Per hour p | Per week £ |
| Male Workers, 18 years and over: |  |  |  |
| On day shifts ... ... ... | $55 \cdot 50$ | $56 \cdot 25$ |  |
| On night shifts ... ... . | $59 \cdot 00$ | $60 \cdot 00$ |  |
| Other than shift workers (including home-workers) | $49 \cdot 25$ | $50 \cdot 00$ |  |
| Female Workers, 18 years and over: |  |  | $4 \cdot 40$ |
| On day shifts ... ... ... | $53 \cdot 25$ | $54 \cdot 00$ |  |
| Other than shift workers (including home-workers) | $47 \cdot 25$ | $48 \cdot 00$ |  |

Note: The rates became operative from 14th July 1974.

## Minimum Weekly Remuneration

Subject to certain conditions and qualifications, provision is made in the Order for workers to be paid not less than a minimum weekly amount, for 40 hours, as follows:


## 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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^40]
## II. Northern Ireland

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

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

Note: The rates became operative from 8th January 1968.

## 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 40 , to be worked in 5 days.

[^41]
## JUTE PREPARING, SPINNING AND WEAVING-DUNDEE

[Agreements of the Joint Council (Dundee) for the Jute Industry]

| Class of Worker | General Minimum Time Rates | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | Per week $£$ | Per week £ |
| Men: |  |  |
| Other workers, 19 years and over ... | $20 \cdot 70$ <br> Cylinder <br> Hibbert and |  |
|  | $\mathrm{M} / \mathrm{C}$ <br> Knowles |  |
| Dressers, 19 years and over: | £ £ |  |
| Up to 50 ins ... ... ... ... | $20 \cdot 7000$ - |  |
| Over 50 ins to 80 ins ... ... ... | $21.2150 \quad 21.5300$ |  |
| Over 80 ins to 100 ins ... ... | $21.5300 \quad 22.0400$ |  |
| Over 100 ins to 120 ins ... | $21 \cdot 7850 \quad 22 \cdot 4700$ |  |
| Over 120 ins ... ... | $22 \cdot 2000 \quad 23 \cdot 1394$ |  |
| Assistant dressers, 19 years and over ... | $20 \cdot 7000$ | $4 \cdot 40$ |
| Charge calendermen, charge manglemen | 21.0200 |  |
| Charge packers ... ... ... ... | $20 \cdot 9650$ |  |
| Charge croppers, charge toppers, charge roymen, charge stampers ... | $20 \cdot 8750$ |  |
| Dyehouse workers .... ... ... | $20 \cdot 7000$ |  |
| Machine operators in dyehouses ... | $21 \cdot 0650$ |  |
| Women, 18 years and over ... ... | 19.9200 |  |

Note: The rates became operative from 2nd September 1974.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 40 for day and night workers not working shifts and $37 \frac{1}{2}$ for shift workers, normally to be worked in 5 days or nights.

## Shift Workers

Timeworkers on day shift are paid their appropriate minimum rates. Timeworkers who are employed on double-day shift working are paid their day shift rates for all hours worked plus $12 \frac{1}{2}$ per cent. plus 50 p a week of $37 \frac{1}{2}$ hours. Night shift workers are paid their day shift rates plus 20 per cent. whilst workers who are employed on a night shift which is part of a threeshift system are paid their day shift rates plus 20 per cent. plus 50 p a week of $37 \frac{1}{2}$ hours. Workers on the back shift are paid their day shift rates for all hours worked. For workers on double shift the premium is increased from $12 \frac{1}{2}$ per cent. to 20 per cent. for work done between the hours $8.00 \mathrm{p} . \mathrm{m}$. and $10.00 \mathrm{p} . \mathrm{m}$.

## 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.

# KNITTING INDUSTRIES-MIDLANDS 

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

Rates of wages and wage values on which piecework rates are based are the subject of negotiation at factory level.

## Hours of Work

The standard working week for production workers is one of 40 hours to be worked in 5 days. The hours may be averaged over two weeks when double shifts are operated and over three weeks when three shifts are operated.

## Guarantee of Employment

Subject to certain conditions and qualifications, an employee who has contracted to work 32 hours or more a week is guaranteed employment for four-fifths of the number of contracted hours and is paid at not less than the following minimum rates:-

| Experienced males | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | ... | $29 \cdot 15$ p an hour |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Experienced females | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $18 \cdot 15$ p an hour |

## Pieceworkers

For women, piece rates are to be such as to enable a worker of average skill and ability to earn $33 \frac{1}{3}$ per cent. above the appropriate wage value.

## Shift Working

The agreement makes provision for single, double and three-shift working. For hours worked between $8.00 \mathrm{p} . \mathrm{m}$. and $6.00 \mathrm{a} . \mathrm{m}$. a premium of 20 p per hour is paid.

## KNITWEAR MANUFACTURE

## I. Scotland (except Hawick)

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

Rates of wages and wage values on which piecework rates are based are the subject of negotiation at factory level.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## 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.

## II. Hawick

[Agreements between the Hawick Knitwear Manufacturers' Association and the General and Municipal Workers' Union]

| Class of Worker |  |  |  |  |  | Minimum Basic Rate |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Male | Female |
|  |  |  |  |  |  | £ | £ |
| Grade A |  |  | $\ldots$ |  | $\ldots$ | $17 \cdot 70$ | $17 \cdot 70$ |
| Grade B |  |  | $\ldots$ | $\ldots$ | $\ldots$ | 18.45 | $18 \cdot 20$ |
| Grade C | $\cdots$ | $\ldots$ |  |  | $\ldots$ | $19 \cdot 20$ | 18.70 |
| Grade D | ... |  |  |  |  | $19 \cdot 95$ | 19.45 |
| Grade E | . | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $20 \cdot 70$ | 19.95 |
| Grade F |  |  |  |  |  | $21 \cdot 45$ | $20 \cdot 70$ |
| Grade G | ... |  |  |  |  | 22.20 | 21.20 |
| Grade H | . | $\ldots$ | ... | $\ldots$ | $\ldots$ | $22 \cdot 95$ | 21.95 |

Note: The rates became operative from the first pay week in December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days of 8 hours each day.

# CARPET MANUFACTURE-GREAT BRITAIN 

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



Note: The basic rates and the cost-of-living bonus became operative from 1st December 1973 and the cost-of-living bonus is related to the official index of retail prices.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are not to exceed 40. 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 rate or piecework earnings for the hours worked plus $6 \frac{2}{3}$ per cent. Timeworkers and pieceworkers on double-day shift work receive a disturbance of hours payment of 15 p per hour for male workers and $13 \cdot 5$ p per hour for female workers for hours worked outside ordinary working hours. Timeworkers or pieceworkers on a third shift are paid time rate or piecework earnings plus 15 p an hour for all hours worked, plus $6_{3}^{2}$ per cent. of this total, up to a maximum of $37 \frac{1}{2}$ hours.

## Night Workers

Timeworkers and pieceworkers on night-shift work are paid a night allowance of 15 p an hour for all hours worked.

## Pieceworkers

Many of the workpeople in this industry are paid at piece rates. 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.

[^42]
## NARROW FABRICS INDUSTRY-GREAT BRITAIN*

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


Note: The rates became operative from 24th March 1975.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## Guaranteed Payment

Where in any period of four pay weeks, work is available to a worker for less than 75 per cent. of the normal working hours in that period, exclusive of overtime, the worker shall, subject to certain conditions, receive for the hours which he has worked the appropriate time rate or piecework earnings, whichever is the greater, and for the remainder of the 75 per cent. of the normal working hours in that period he shall 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.

[^43]
# TEXTILE MAKING-UP AND PACKING-MANCHESTER 

[Agreements between the Federation of Master Packers and the General and Municipal Workers' Union]

| Class of Worker | Basic Weekly Rates of Wages* |
| :---: | :---: |
| Men: | £ |
| Hydraulic packers and makers-up ... | $32 \cdot 85$ |
| Competent grey and print lookers | $32 \cdot 65$ |
| Assistant lookers, markers-off, stampers and pressersoff | $32 \cdot 45$ |
| Plaiters, cutters, lappers, hoistmen and general warehousemen | $32 \cdot 25$ |
| Trainees ... ... ... ... ... ... .. | $31 \cdot 85$ |
| Women, 18 years and over, with not less than 3 years' experience: |  |
| Markers-off ... ... ... ... ... ... | $27 \cdot 87$ |
| Cutters and machine creasers ... ... ... | $27 \cdot 65$ |
| Stitches, plaiters, parcellers, hand and wince creasers. lap and selvedge stampers, banders and tapers, tiers-up and all other general workers | 27.55 17.05 |
| Trainees ... ... ... ... ... ... ... | $17 \cdot 05$ |

Note: The rates became operative from 31st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## MADE-UP TEXTILES-GREAT BRITAIN

[Made-up Textiles Wages Council (Great Britain) Wages Regulation Order] $\dagger$

| Class of Worker |  |  | General Minimum <br> Time Rates |
| :---: | :---: | :---: | :---: | | Per hour |
| :---: |
| p |

Note: The rates became operative from 29th January 1975.

## 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 40, which may be worked in 5 or $5 \frac{1}{2}$ days.

Piecework
Piecework basis time rates are the appropriate general minimum time rates increased by $12 \frac{1}{2}$ per cent.

[^44]
# 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 Hourly Time Rates | Hourly Piecework Rates |
| :---: | :---: | :---: |
| Men, 19 years and over ... ... $\ldots$... | $\stackrel{\mathrm{p}}{41 \cdot 50}$ | $\underset{\dagger}{\mathrm{p}}$ |
| Women, 18 years and over, after 1 year's employ- | $39 \cdot 43$ | $40 \cdot 43$ |

Note: The rates for men became operative from 14th January 1974, and for women from 1st September 1974.

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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Equal Pay

Equal pay is due to be achieved from 1st September 1975 when the time rate for women will be raised to the level of the male rate and the piecework rate will be increased to $42 \cdot 50 \mathrm{p}$. From the same date the adult rate for men will be paid at 18 years of age.

## II. Northern Ireland <br> [Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Hourly Time Rates |  | Hourly Piecework Rates |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area $\mathbf{A}$ | Area B |
| Men: | p | p | p | p |
| Measurers and samplemakers, after 5 years' apprenticeship | $67 \cdot 20$ | $65 \cdot 50$ | - | - |
| Lappers, after 5 years' apprenticeship ... | $66 \cdot 50$ | $64 \cdot 90$ | - | - |
| Workers operating Swiss embroidery machines, after 12 months' employment | $59 \cdot 60$ | $59 \cdot 60$ | - | - |
| Workers operating Swiss embroidery machines: |  |  |  |  |
| Single machines with 2 or 3 tiers | $60 \cdot 50$ | $60 \cdot 50$ | - | - |
| Single machines with 4 tiers or any coupled machines | $61 \cdot 50$ | $61 \cdot 50$ | - |  |
| Warehouse assistants and warehouse clerks, after 5 years' apprenticeship | $60 \cdot 70$ | $59 \cdot 30$ | - | - |
| Other workers, 20 years and over, with not less than 2 years' employment | $59 \cdot 60$ | $58 \cdot 80$ | $58 \cdot 60$ | $57 \cdot 80$ |
| Women: | p |  | p |  |
| Workers (including clippers and menders) assisting at Swiss embroidery machines | $50 \cdot 00$ |  |  |  |
| assisting at Swiss embroidery machines |  |  |  |  |
| under 18 years of age) ... ... | $50 \cdot 00$ |  | $50 \cdot 00$ |  |

Note: The rates became operative from 15th October 1974.

## 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 40 , 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.

[^45]
## TEXTILE BLEACHING, DYEING, PRINTING AND FINISHING

## I. Great Britain

[Agreements between the British Textile Employers' Association and the National Union of Dyers, Bleachers and Textile Workers]

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

Note: The rates became operative from 27th January 1975.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days.

Minimum Earnings Levels
From 27th January 1975, minimum earnings levels for a 40 -hour week, are $£ 26.95$ for adult males and $£ 25 \cdot 52$ for adult females.

Night Workers
All employees on night work are paid $7 \cdot 00$ p for each hour worked before 8 p.m. and after 6 a.m. and $12 \cdot 81$ p for each hour worked between 8 p.m. and 6 a.m.

## Maintenance Craftsmen

Lancashire, Cheshire, Derbyshire and Cumberland
Under agreements between the employers and the Amalgamated Union of Engineering Workers and the Electrical, Electronic and Telecommunication Union/Plumbing Trades Union and the Union of Construction, Allied Trades and Technicians, the rate for maintenance millwrights, fitters, turners, blacksmiths, etc., electricians and building trade craftsmen is 89.00 p an hour from the pay day in the week commencing 9th December 1974.

## Road Transport Workers

Under an agreement between the employers and the Transport and General Workers' Union and the United Road Transport Union of England, the rates for road haulage workers for a guaranteed week of 40 hours as from 27th January 1975 are as set out below.

| Class of Worker |  |  | Basic Rate for 40 hours | Minimum Earnings Level for 40 hours |
| :---: | :---: | :---: | :---: | :---: |
| Drivers: |  |  | , | ${ }^{\text {f }}$ |
| Without H.G.V. licence | ... | ... | $32 \cdot 10$ |  |
| With H.G.V. licence: |  |  |  |  |
| Up to 10 tons capacity $15 \ldots$ |  | $\ldots$ | $33 \cdot 10$ $33 \cdot 60$ | 37.50 38.50 |
| Over 10 tons and up to 15 tons | $\ldots$ | $\ldots$ | $33 \cdot 60$ $34 \cdot 10$ | 38.50 39.00 |
| Over 15 tons and up to 18 tons |  |  | 34.10 | $39 \cdot 00$ 39.50 |
| Over 18 tons and up to 21 tons |  |  | $34 \cdot 60$ $35 \cdot 10$ | $39 \cdot 50$ 40.00 |
| Over 21 tons Drivers' mates |  |  | $35 \cdot 10$ $30 \cdot 60$ | $40 \cdot 00$ $34 \cdot 00$ |

## II. Northern Ireland*

[Agreements between the Irish Bleachers' Association Ltd., the Irish Dyers Ltd. and the Hydraulic Mangle Finishers' Association and the Amalgamated Transport and General Workers' Union and the General and Municipal Workers' Union]


Note: The rates became operative from 16th December 1974.

- This agreement does not cover textile printing.


## Textile Bleaching, Dyeing, Printing and Finishing-contd.

## II. Northern Ireland-contd.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 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 basic rate for maintenance craftsmen is $£ 35 \cdot 50$ for a 40 -hour week, as from 16 th December 1974 with a minimum earnings level of $£ 37 \cdot 50$ a week.

# HOSIERY AND KNITWEAR, DYEING AND FINISHING INDUSTRY-MIIDLANDS 

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

| Class of Worker |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Minimum Earnings Level |  |

Note: The rates became operative from the first pay day in April 1975.

## Hours of Work

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

## Shift Workers

Where double-day shifts are worked, compensatory payments of 3.23 p and 3.96 p an hour are paid for all hours worked on the first and second shift, respectively. The total gross payment for hours of the afternoon shift worked after 8 p.m. will be $10 \cdot 8$ p per hour (i.e., including $3 \cdot 96 \mathrm{p}$ and sliding scale bonus there on).

## Night Workers

Workers employed on night shifts, i.e., shifts commencing before midnight and ending after midnight, are paid an additional 25 per cent. on total earnings.

## Minimum Earnings Levels

The agreements provides for minimum earning levels from the first pay day in April 1975, for a 40 -hour week of $£ 31$ for auxiliary grade 1 and $£ 26$ for auxiliary grade 2 .

## Lieu Payments

Productive workers who are paid the minimum time rate for performing operations customarily carried out under piece rate or incentive conditions may request the management to introduce piece rates or incentive bonus schemes and, if the request is turned down, bonus rates of 1.98 p an hour for men and 1.56 p for women are paid in lieu, subject to certain conditions.

[^46]
# 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* |  |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | Rochdale and Hindley Green (South Block) | Hindley Green (North Block) |  |  |
|  |  | Day Workers | Pieceworkers |  |
| Men, 18 years and over, other than | p | p | p | Per week |
| non able-bodied men doing light |  |  |  |  |
| work ... ... ... ... | $42 \cdot 60$ | $42 \cdot 60$ | $41 \cdot 88$ |  |
| Women, 18 years and over, doing recognised women's work | $39 \cdot 76$ | $39 \cdot 76$ | $39 \cdot 09$ |  |

Note: The rates for men became operative from 5th November 1972, and for women from 2nd September 1973.

## 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 40 , to be worked as agreed by local negotiation.

## 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 are 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 is a worker to be paid less than the graded time rate for the work in question.

The rate of pay for women doing men's piecework jobs is agreed with the Trade Union concerned.

## FELLMONGERING-UNITED KINGDOM

## [Agreements between the United Kingdom Fellmongers' Association and the National Union of Footwear, Leather and Allied Trades]

| Class of Worker |  |  | Hourly Rates <br> of Wages | Cost of Living <br> Supplement |
| :--- | :--- | :--- | :---: | :---: |

Note: The rates became operative from 1st July 1974.
Hours of Work
The normal working week, exclusive of mealtimes and overtime, is one of 40 hours, to be worked in 5 days.

## Minimum Earnings Levels

From 1st July 1974, a minimum earnings level of $£ 24 \cdot 05$, for a 40 -hour week, is operative for men.

## 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.

[^47]
# LEATHER PRODUCING INDUSTRY (TANNING, CURRYING AND DRESSING)-GREAT BRITAIN 

[Agreements between the Leather Producers' Association and the National Union of Footwear, Leather and Allied Trades, the General and Municipal Workers' Union and the Transport and General Workers' Union]

| Class of Worker and District | Hourly Rates of Wages |  |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | Skilled | Semi-skilled | Unskilled |  |
|  | p | p | p | Per week £ |
| Men, 18 years and over: London (within 17 miles of Charing Cross) <br> Provinces and Scotland ... | $58 \cdot 3$ | $57 \cdot 1$ | $56 \cdot 7$ | $£$$4 \cdot 40$ |
|  | $57 \cdot 4$ | $56 \cdot 3$ | $55 \cdot 9$ |  |
| Women, 18 years and over: | $\left\{\begin{array}{l} 52 \cdot 9 \text { (Unskilled) } \\ 53 \cdot 5 \text { (Semi-skilled) } \\ 52 \cdot 9 \end{array}\right.$ |  |  |  |
| London (within 17 miles of Charing Cross) |  |  |  |  |
| Provinces and Scotland ... |  |  |  |  |

Note: The rates became operative from the first full pay week commencing on or after 1st July 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Pieceworkers

The minimum earnings for pieceworkers of average ability (i.e., earnings from piece rates and hourly bonus) are the appropriate basic rates plus 25 per cent. In addition to earnings from piece rates, adult pieceworkers receive a bonus of $38 \cdot 3 \mathrm{p}$ an hour for men, 18 years and over, and $37 \cdot 6 \mathrm{p}$ for women, 18 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. Payment for the second shift of double-day shift and three shift systems increase from one-sixth to one-fifth for hours after 8 p.m. which are worked as part of such second shifts.

## Charge Hands

Where men work in a gang in which there is a "charge" or " leading" hand responsible to the foreman for the work of the gang, a payment of 50 p a week is made to the "charge "or "leading" hand.

# LEATHER GOODS AND ALLIED TRADESGREAT BRITAIN* 

[Agreements of the National Joint Wages Board for Leather Goods and Allied Trades]

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

Note: The rates became operative from the first full pay period on or after 6th January 1975. The current agreement provides for the above minimum weekly earnings rates each to be increased by $£ 1 \cdot 00$ when the Retail Price Index reaches $137 \cdot 5$.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days.

## Pieceworkers and Incentive Workers

Piecework and incentive rates for production workers are fixed so as to enable workers of average ability to earn not less than the minimum weekly earnings rates quoted above for standard performance, supplemented by $£ 4 \cdot 15$ in respect of male production workers and $£ 3.05$ in respect of female production workers.

# RETAIL SADDLERY AND LEATHER GOODS TRADEGREAT BRITAIN $\dagger$ 

[Agreements between the Society of Master Saddlers Limited and the National Union of Footwear, Leather and Allied Trades]

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

Note: The rate and hours became operative from the first pay day in September 1973.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, 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 hourly rates.

[^48]
# HIIDE 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 R outside Lon |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Yard foremen acting as hide and/or skin classers and in charge of six additional men or over |  |  |  |  | £ |
|  |  |  |  |  | $32 \cdot 30$ |
| Yard foremen (as above) in charge of five additional |  |  |  |  | 31.95 |
| Hide and/or skin classers | ... |  |  |  | $31 \cdot 30$ |
| Classers assistants ... | ... |  |  |  | $30 \cdot 10$ |
| Hide trimmers (skilled) ... | $\ldots$ | $\ldots$ |  | $\ldots$ | $29 \cdot 80$ |
| Labourers, 18 years and over |  |  |  |  | $29 \cdot 50$ |
| Motor drivers |  |  |  |  | $30 \cdot 40$ |
| Heavy goods vehicle drivers | ... | ... |  | ... | $31 \cdot 00$ |

Note: The rates became operative from 1st November 1974.

## Hours of Work

The hours of work in a full week, excluding mealtimes and overtime, are 40, to be worked in 5 or $5 \frac{1}{2}$ days according to local negotiation.

## London Rates

For men employed within a radius of 20 miles from Charing Cross, the provincial rate is increased by 1 p per hour.

## INDUSTRIAL LEATHERS MANUFACTURE-UNITED KINGDOM

Agreements between the Industrial Leathers Federation and the National Union of Footwear, Leather and Allied Trades and the National Leather Trades Federation]


Note: The rates became operative from the first full pay week commencing on or after 1st July 1974.

## Hours of Work

The normal working week, excluding mealtimes and overtime, is one of 40 hours, to be worked in 5 days.

## Minimum Earnings Levels

From 1st July 1974, minimum earnings levels for men, for a 40-hour week, are as follows:

| Class of Worker |  |  |  |  |  | London | Provinces |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Skilled Semi-skilled Unskilled | $\ldots$ | $\ldots$ |  |  |  | $\stackrel{\text { £ }}{24.95}$ | ${ }^{£}$ |
|  | $\ldots$ | $\ldots$ | $\ldots$ |  | . | $24 \cdot 38$ | 24.75 |
|  | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $24 \cdot 21$ | $24 \cdot 25$ $24 \cdot 05$ |

# RUBBER PROOFED GARMENT MAKING INDUSTRYGREAT BRITAIN 

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

| Class of Worker | General Minimum Time Rates | Piecework Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week £ | Per week £ |
| Men: |  |  |
| Measure cutters with 3 years' employment after the age of 18 years: |  |  |
| London district $\dagger$ <br> Other districts | $24 \cdot 35$ $23 \cdot 81$ | $\begin{aligned} & 26 \cdot 13 \\ & 25 \cdot 53 \end{aligned}$ |
| Cutters, trimmers, knife cutters or knifemen, with 3 years' employment after the age of 18 years: |  |  |
| London district $\dagger$... ... ... ... | $23 \cdot 74$ | 25.45 |
| Other districts $\quad \ldots$... $\ldots$... | $23 \cdot 22$ | $24 \cdot 88$ |
| Makers, machinists or passers, with 3 years' employment | $24 \cdot 14$ | $25 \cdot 89$ |
| Warehousemen with 3 years' employment after the age of 18 years | $22 \cdot 68$ | $24 \cdot 29$ |
| Packers with 3 years' employment after the age of 18 years | 22.45 | 24.04 23.36 |
| Porters, 21 years and over $\ldots \ldots \ldots$ | $21 \cdot 84$ | $23 \cdot 36$ |
| Learners, 21 years and over, after 1 year's employment | $24 \cdot 14$ | 23-72 |
| Other workers, 21 years and over $\ldots$... | $21 \cdot 49$ | $23 \cdot 72$ |
| Women: |  |  |
| Makers, machinists, passers or finishers, with 3 years' employment | $22 \cdot 98$ | $24 \cdot 85$ |
| Buttonhole machinists, button machinists, bar tackers, markers, folders, eyeletters and studders, 21 years and over or with 3 years' experience | $21 \cdot 22$ | $23 \cdot 41$ |
| Learners, 21 years and over, after 1 year's employment | $\begin{aligned} & 22 \cdot 98 \\ & 21 \cdot 12 \end{aligned}$ | $23 \cdot 29$ |
| Other workers, 21 years and over ... ... | $21 \cdot 12$ | $23 \cdot 29$ |

Note: The rates became operative from 24th February 1975.

## 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 40 , 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.

[^49]
## WHOLESALE MANTLE AND COSTUME MAKING-GREAT BRITAIN

[Wholesale Mantle and Costume Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | Minimum Hourly Time Rates |
| :---: | :---: |
|  | p |
| Measure cutters with 3 years' employment after the age of 18 years as measure cutters, but excluding designing, tailors with 3 years' employment after the age of 18 years | $59 \cdot 58$ |
| Cutters, trimmers, knife cutters, knifemen, fitters-up, pressers, machinists and passers, with not less than 3 years' employment after the age of 18 years ... | $58 \cdot 75$ |
| Under pressers and plain machinists, with not less than 3 years' employment after the age of 18 years | $57 \cdot 29$ |
| Warehousemen with not less than 3 years' employment after the age of 18 years | $57 \cdot 92$ |
| Packers with not less than 3 years' employment after the age of 18 years | $57 \cdot 92$ |
| Learners, 21 years and over, after 1 year's employment ... ... | $56 \cdot 04$ |
| Women, other than learners ... ... ... ... ... | $54 \cdot 83$ |

Note: The rates became operative from 6th January 1975.

## 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 40 , 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 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.

[^50]
# READY-MADE AND WHOLESALE BESPOKE TAILORING 

## I. Great Britain

## [Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | Minimum Hourly Time Rates |
| :---: | :---: |
| Men: | p |
| Measure cutters and tailors with 3 years' employment after the age of 18 years | 59.58 |
| Cutters, trimmers, knife cutters or knifemen, fitters-up, pressers, machinists and passers, with 3 years' employment after the age of 18 years | $58 \cdot 75$ |
| Under-pressers and plain machinists, with 3 years' employment after the age of 18 years | 57-29 |
| Warehousemen and packers with 3 years' employment after the age of 18 years | 57.92 |
| Porters, 21 years and over $\ldots$... ... ... ... | 57.92 |
| Learners, 21 years and over, after 1 year's employment | $56 \cdot 04$ |
| Women, other than learners ... ... ... ... ... | $54 \cdot 83$ |

Note: The rates became operative from 12th December 1974.

## 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 40 , to be worked in 5 days.

## 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.

## II. Northern Ireland <br> [Ready-made and Wholesale Bespoke Tailoring Wages Regulation Order (Northern Ireland)]*

| Class of Worker |  |  |  |  |  | Minimum hourly Time Rates |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men: |  |  |  |  |  | - |
| Measure cutters with 3 years' employment after the age of 19 years ... Stock cutters, knife cutters or knifemen, fitters-up, tailors, pressers, machinists and passers, with 3 years' employment after the age of 19 years |  |  |  |  |  | $59 \cdot 38$ |
|  |  |  |  |  |  | $58 \cdot 54$ |
| Under pressers and plain machinists, with 3 years' employment after the age of 19 years |  |  |  |  |  | $56 \cdot 88$ |
| Warehousemen, 24 years of age and over and not less than 2 years' experience after the age of 22 years ... |  |  |  |  |  | $57 \cdot 71$ |
| Packers, 24 years of age and over and not less than 2 years' experience |  |  |  |  |  | 57.29 |
| Porters 21 years of age and over | ... |  | ... |  |  | $56 \cdot 25$ 56.04 |
| Other workers 21 years and over | ... |  | ... |  |  | 56.04 |
| Women: |  |  |  |  |  |  |
| Conveyor belt machinists Other workers, except learners | $\ldots$ | $\ldots$ | $\cdots$ |  |  | 54.42 53.79 |
|  | ... | ... | ... | ... |  |  |

Note: The rates became operative from 19th November 1974.
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 40.

## Pieceworkers

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.

[^51]
## CLOTHING MANUFACTURE—GREAT BRITAIN

[Agreements between the Clothing Manufacturers' Federation and the National Union of Tailors and Garment Workers]

| Class of Worker | $\underset{\text { Time Rates }}{\text { Minimum Hourly }}$ | Yield Level for Standard Performance on Payment-by-Results |
| :---: | :---: | :---: |
|  | p | p |
|  |  |  |
| Measure cutters and tailors with 3 years' employment after the age of 18 years | $59 \cdot 58$ | $67 \cdot 46$ |
| Cutters, trimmers, knife cutters or knifemen, fitters-up, pressers, machinists and passers, with 3 years' employment after the age of 18 years | 58.75 | $66 \cdot 42$ |
| Under-pressers and plain machinists, with 3 years' employment after the age of 18 years | $57 \cdot 29$ | $64 \cdot 75$ |
| Warehousemen and packers with 3 years' employment after the age of 18 years | 57.92 57.92 | $65 \cdot 58$ $65 \cdot 58$ |
| Porters, 21 years and over $\ldots \ldots$ | $57 \cdot 92$ | $65 \cdot 58$ |
| Learners, 21 years and over, after 1 year's employment | $56 \cdot 04$ | - |
| Women, other than learners ... ... | $54 \cdot 83$ | $61 \cdot 04$ |

Note: The rates became operative from 23rd September 1974.

## 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 40, to be worked in 5 days.

# I. Great Britain <br> [Shirtmaking Wages Council (Great Britain) Wages Regulation Order]* 

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

Note: The rates became operative from 13th January 1975.

## 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 40 , to be worked in 5 days.

## 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.

## II. Northern Ireland

[Shirtmaking Wages Regulation Order (Northern Ireland)]*

| Class of Worker |  |  |  |  |  | Minimum Hourly |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men: |  |  |  |  |  | p |
|  |  |  |  |  |  |  |
| Special or measure cutters, pattern cutters or pattern takers,with 5 years' experience after the age of 19 years $\quad \ldots$ |  |  |  |  |  |  |
| Cutters, 21 years and over, with 5 years' experience |  |  |  |  |  | 59.64 |
| Other workers, 21 years and | over | , | - |  | .. | 57.90 |
| Women, other than learners: |  |  |  |  |  |  |
| Conveyor belt machinists |  |  |  |  | ... | 55.34 |
| Other workers ... ... |  | ... |  | ... |  |  |

Note: The rates became operative from 7th January 1975.

## 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 40.

## 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.

[^52]
# DRESSMAKING AND WOMEN'S LIGHT CLOTHING 

## I. England and Wales <br> [Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker |  |  |  |  |  |  |  |  | Minimum Hourly <br> Time Rates | Hourly Piecework Basis <br> Time Rates |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from 31st March 1975.

## 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 40, 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 piecework basis time rates are 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 1961.
"Area B" means all areas in England and Wales other than Areas A and C.
" Area C" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.

[^53]
## II. Scotland

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

| Class of Worker |  | Minimum Hourly <br> Time Rates | Hourly Piecework Basic <br> Time Rates |  |
| :---: | :---: | :---: | :---: | :---: |
| WORKERS: <br> ADULTS, 21 years and over | $\ldots$ | $\ldots$ | $\ldots$ | p |

Note: The rates became operative from 27th February 1975.

## 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 40.

## Pieceworkers

Piece rates, where no piecework basis time rates are 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 1961, certain Special Lighting Districts and the following burghs, viz., Armadale, Brechin, Dunoon, Gourock, Helensburgh, Kilsyth, Leven, Lochgelly, Rothesay, St. Andrews and Troon.
" Area B" means all other areas in Scotland.

[^54]
## Dressmaking and Women's Light Clothing-contd.

## III. Northern Ireland

[Dressmaking and Women's Light Clothing Wages Regulation Order (Northern Ireland)] ${ }^{\text {* }}$

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

Note: The rates for men became operative from 1st April 1975.

## 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 40.

## Pieceworkers

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.

## 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.

[^55]
## HAT, CAP AND MILLINERY-GREAT BRITAIN

[Hat, Cap and Millinery Wages Council (Great Britain) Wages Regulation Order]*

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

Note: The rates became operative from 1st April 1975.

## 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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days in the retail branch and in 5 days in other branches.

[^56]
# CORSET MANUFACTURE-GREAT BRITAIN 

## [Corset Wages Council Wages Regulation Order]*

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

Note: The rates became operative from 17th April 1975.

## 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 40, to be worked in 5 days.

## 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.

## GLOVE MANUFACTURE-ENGLAND AND WALES $\dagger$

[Agreements between the National Association of Glove Manufacturers and the General and Municipal Workers' Union, the National Union of Footwear, Leather and Allied Trades and the Transport and General Workers' Union, representing the two sides of the National Standing Joint Committee for Wages and Conditions in the Glove Manufacturing Industry]

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

Note: The rates became operative from 1st April 1975.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 40.

## Pieceworkers

Piecework basis time rates are fixed at amounts 25 per cent. above the appropriate minimum time rates.

[^57]
## FOOTWEAR MANUFACTURE-UNITED KINGDOM*

# [Agreements between the British Footwear Manufacturers' Federation and the National Union of Footwear, Leather and Allied Trades] 

| Class of Workert |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from 1st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Guaranteed Week

Provision is made for a guaranteed weekly payment, subject to certain specified conditions and qualifications, of 75 per cent. of the contract weekly wage rate for day workers, and of 75 per cent. of the basic weekly wage for pieceworkers, the latter being assessed on the basis of four full consecutive 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.

[^58]
# FLETTON BRICK MANUFACTUREBEDFORD, BUCKINGHAMSHIRE AND PETERBOROUGH 

[Agreements of the Process Workers' Negotiating Committee for the Fletton Brick Industry]

| Class of Worker | Minimum Hourly Rates of Wages | Cost of Living |
| :---: | :---: | :---: |
| Men 18 years and over: |  | Per week |
| General labourers | $69 \cdot 23$ |  |
| Graded classes: | Labourer's rate plus: |  |
| Labourers engaged full time in knothole or on callow | plus. <br> 2.57 |  |
| Chamber cleaners ... ... ... ... | $3 \cdot 09$ |  |
| Pan feeders ... | $3 \cdot 64$ |  |
| Elevator boot men ... ... | $5 \cdot 15$ |  |
| Setting for fork lift operation | $5 \cdot 16$ |  |
| Drawers (by barrow ex kiln) | 5.97 |  |
| Setters (in kiln chambers) ... | $7 \cdot 52$ |  |
| Calf dozer tractor drivers ... | $3 \cdot 90$ |  |
| Track type tractor drivers Chaseside shovel drivers | $8 \cdot 58$ |  |
| Chaseside shovel drivers $\ldots \ldots$... $\ldots$ dumper drivers licensed for use on public highway | $5 \cdot 16$ |  |
| Dumper drivers licensed for use on public highway Other dumper drivers a | $5 \cdot 15$ | $4 \cdot 40$ |
| $\begin{array}{llll}\text { Other dumper drivers } & \ldots \\ \text { Loco. drivers (oil or petrol narrow gauge) }\end{array}$ | $3 \cdot 64$ |  |
| Loco. drivers (oil or petrol narrow gauge) Fork lift truck drivers: | $5 \cdot 45$ |  |
| Fork lift truck drivers: Up to and including $5,000 \mathrm{lb}$. capacity ... |  |  |
| Up to and including $5,000 \mathrm{lb}$. capacity ... Over $5,000 \mathrm{lbs}$ and up to $10,000 \mathrm{lbs}$. | $6 \cdot 23$ |  |
| Over $5,000 \mathrm{lbs}$. and up to $10,000 \mathrm{lbs}$. $\ldots$ Over $10,000 \mathrm{lbs}$ and up to $15,000 \mathrm{lbs}$. | $7 \cdot 52$ |  |
| Over $10,000 \mathrm{lbs}$ and up to $15,000 \mathrm{lbs} . \ldots$ Over $15,000 \mathrm{lbs}$....... | $8 \cdot 58$ |  |
| Over $15,000 \mathrm{lbs}$. ... ... ${ }^{\text {a }}$... | $9 \cdot 62$ |  |
| Navvy drivers (bucket capacity) Up to $1 \frac{1}{2}$ cubic yards |  |  |
| Up to $1^{\frac{1}{2}}$ cubic yards ${ }^{\frac{1}{2}}$ and up to 5 cubic yards | 9.88 |  |
| Over $1 \frac{1}{2}$ and up to 5 cubic yards Over 5 cubic yards | $11 \cdot 19$ |  |
| Over 5 cubic yards | $12 \cdot 51$ |  |
| Shaler drivers | $11 \cdot 19$ |  |
| Women, 18 years and over | Per week £26•12 |  |

Note: The rates became operative from 6th January 1975.

## Hours of Work

The recognised basic working week consists of 40 hours.

## Pieceworkers

Piecework rates are such as to enable pieceworkers of average ability to earn a minimum of 25 per cent. above the amount they would earn if employed at their time rates.

## Night Shifts

When on the night shift, i.e., shifts starting at or after 3 p.m., hourly paid workers (other than continuous shift workers) receive an additional 25 per cent. 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 earnings. The allowances are not compounded for overtime.

## Work on Callow and in Knotholes

All men are paid an additional 1.74 p an hour for all hours worked on callowing or in knotholes to compensate for arduous conditions due to weather.

## Kilnburners and Boilerfiremen

Kilnburners ( 2 fires) and boilerfiremen receive $83 \cdot 33$ p an hour, plus a shift allowance of 13p an hour. Shift time worked from midnight Friday to midnight Saturday is paid at the rate of time-and-a-half and from midnight Saturday to midnight Sunday at double time, the shift allowance not being compounded for overtime calculations.

Technical burners on large kilns having two fires are paid $5 \cdot 34$ p an hour extra if competent to use T/couples and/or other instruments without supervision. Qualified burners tending more than two fires in separate kilns are paid $56 \cdot 28 \mathrm{p}$ extra a shift regardless of chamber capacity.

## BUILDING BRICK AND ALLIED INDUSTRIES

## I. England and Wales*

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

| Class of Worker |  |  | Minimum Hourly Rates of Wages |
| :---: | :---: | :---: | :---: |
| Able-bodied Male Labourers, 19 years and over $\dagger$ | $\ldots$ | ... | ${ }_{73}{ }_{7}$ |
| Women, 18 years and over ... ... ... . |  | ... | $68 \cdot 0$ |

Note: The rates became operative from the beginning of the first full pay period following 9th November 1974.

## Hours of Work

The recognised standard working week is one of 40 hours, to be worked in $5 \frac{1}{2}$ days unless otherwise agreed. For kilnburners and boilerfiremen employed on continuous shift work the normal working week is 40 hours, to be worked on a rotating shift basis over an appropriate tıme cycle, to be arranged at local level.

## 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 15 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 $82 \cdot 9$ p an hour, made up of a basic rate of $73 \cdot 3 \mathrm{p}$ an hour plus a differential of $2 \cdot 5 \mathrm{p}$ an hour and a shift allowance of $7 \cdot 1 \mathrm{p}$ an hour.

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

The shift allowance of $7 \cdot 1 \mathrm{p}$ an hour, which is included in the shift rate quoted above, does not qualify for the special week-end or "rest " day premium payments.

[^59]
## 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, 19 years and over, employed at undertakings party to the Sectional agreements, and operate as plussages to the national minimum basic hourly day-work rate, are as follows:

|  |  |  |  |  | Per hour £ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| National Joint Council*: |  |  |  |  |  |
| Shale hole and clay hole men: |  |  |  |  |  |
| Shotfirers ... ... ... | $\ldots$ |  |  | $\ldots$ | 0.0177 |
| Getters |  |  |  |  | 0.0146 |
| Fillers | ... |  |  |  | $0 \cdot 0125$ |
| Fillers from shale heaps, etc. |  |  |  |  | $0 \cdot 0125$ |
| Wheelers (only) ... | ... |  |  | $\ldots$ | $0 \cdot 0073$ |
| Panmen, mill feeders | ... |  |  |  | $0 \cdot 0094$ |
| Wheelers and drawers | $\ldots$ |  |  | $\ldots$ | $0 \cdot 0115$ |
| Wheelers and setters |  |  |  |  | $0 \cdot 0135$ |
| Setters (only) ... | ... |  |  |  | $0 \cdot 0188$ |
| Fork lift truck drivers: |  |  |  |  |  |
| Mechanically operated gripper fork | $\ldots$ |  |  |  | $0 \cdot 0156$ |
| Other forks |  |  |  | ... | 0.0115 |
| Dumper drivers | ... |  |  |  | $0 \cdot 0115$ |
| Drivers of mechanical excavators and diggers |  |  |  |  | $0 \cdot 0282$ |
| Transport drivers, carrying capacity of vehicle $\dagger$ : |  |  |  |  |  |
| Up to and including 2 tons . ... ... |  |  |  | $\ldots$ | $0 \cdot 0125$ |
| Over 2 tons and up to and including 8 tons |  |  |  |  | $0 \cdot 0188$ |
| Over 8 tons ... ... ... ... | ... |  |  |  | $0 \cdot 0229$ |

Southern Counties Brick and Tile Joint Industrial Council $\ddagger$ :


[^60]
## II. Midlands*

[Agreements of the Midland Clay Industries Joint Council]

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

Note: The rates became operative from the beginning of the first full pay period following 9th November 1974.

## Hours of Work

The hours of work in a full week are 40 , to be worked in $5 \frac{1}{2}$ days unless otherwise agreed. For kilnburners and boilerfiremen employed on continuous shift work the normal week is 40 hours, to be worked on a rotating shift basis over an appropriate time cycle, to be arranged at local level.

## 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 15 per cent. above the amount they would earn during the same period if employed at their appropriate day-work rate.

## Double-Day Shifts

Workers, other than kilnburners and boilerfiremen on continuous shifts, are paid an additional 25 per cent. an hour when employed on definite night shifts, i.e., on shifts commencing or finishing between 6 p.m. and 6 a.m.

## Kilnburners and Bollerfiremen

Kilnburners and boilerfiremen are paid a basic rate of 82.9 p an hour plus a skill differential of $2 \cdot 50 \mathrm{p}$ an hour plus a shift allowance of $7 \cdot 1 \mathrm{p}$ an hour when employed on shift work.

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.

[^61]Building Brick and Allied Industries-contd.

## III. Scotland

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

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

Note: The rates became operative from the first full pay period following 29th November 1974.

## Hours of Work

For workers, excluding kilnburners and others on continuous shift work, the normal working week is 40 hours, to be worked over 5 days, except in cases where a two-or three-shift system necessitates working on Saturday to complete a normal working week. Where a two- or three-shift system is worked the working week may not have the same number of hours in each shift and may be spread over $5 \frac{1}{2}$ days in special circumstances.

For kilnburners and others on continuous shift work the normal week is one of 6 shifts of 8 hours each, but other arrangements may be adopted in any factory by mutual local agreement.

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 ( 36 hours aggregate) at the appropriate hourly day-work rate.

## Shift Workers and Night Workers

When employed on a two- or three-shift system or on constant night shift, workers, excluding kilnburners and others on continuous shift work, are paid an extra $£ 0 \cdot 09975$ an hour for all hours worked on the backshifts and $£ 0 \cdot 12145$ on night shifts. These allowances are not computable for overtime or any other premiums. 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 $£ 0.0874$ an hour for all hours worked in lieu of allowances for back and night shifts. Kilnburners working on the Saturday afternoon shift, 2 p.m. to 10 p.m., are paid at the rate of time-and-a-half.

## Grouping of Occupations

The grouping of occupations is as follows:
Men:
Grade I-Charge hands only.
Grade II-Kilnburners, dumper drivers (over $2 \frac{1}{2}$ tons), excavator drivers (over $2 \frac{1}{2}$ tons), fork lift truck drivers (over $2 \frac{1}{2}$ tons), power loading shovel operators (over $2 \frac{1}{2}$ tons), machinemen-leading hands.
Grade III-Crusher operators, cutting and grinding operators, loftmen (bin controllers), mixers and machine operators (responsible for operation of brickmaking plant), pan mill men, setters, dumper drivers (up to $2 \frac{1}{2}$ tons), excavator drivers (up to $2 \frac{1}{2}$ tons), fork lift truck drivers (up to $2 \frac{1}{2}$ tons), power loading shovel operators (up to $2 \frac{1}{2}$ tons).
Grade IV-Drawers, emptiers, trimmers.
Grade V-Bogie maintenance men, bogie marshalling men, brick machine lifters off, kiln door builders, Lister tow motor operators, loftmen, manually driven truck operators, pedestrian truck operators, cleaners-all types, all other operatives employed on nonspecified operations.

# REFRACTORY GOODS MANUFACTURE 

## I. England and Wales*

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

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

Note: The rates became operative from the beginning of the first full pay period following 1st January 1975.

## Hours of Work

The recognised standard working week is one of 40 hours, to be worked in $5 \frac{1}{2}$ days unless otherwise agreed. For kilnburners and boilerfiremen employed on continuous shifts the normal week is 40 hours, to be worked on a rotating shift basis, over an appropriate time cycle, to be arranged at local level.

## 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 15 per cent. over the appropriate time rate per hour.

## Shift Workers

Workers, other than kilnburners and boilerfiremen employed on continuous shift work, are paid a shift allowance of 5 p an hour for all hours worked on a three-shift system, and at the following rates on a double-day shift system: Morning shift (i.e., 6 a.m. to 2 p.m.) $2 \cdot 5 \mathrm{p}$ per hour. Afternoon shift (i.e., 2 p.m. to 10 p.m.) 5 p per hour. Night shifts (i.e., 6 p.m. to 6 a.m.) are paid at the rate of time-and-a-quarter.

## Kilnburners and Boilerfiremen

Fully qualified kilnburners and boilerfiremen employed on continuous shift work are paid $57 \cdot 1 \mathrm{p}$ an hour basic rate, plus a differential of $2 \cdot 5 \mathrm{p}$ an hour and a shift allowance of $7 \cdot 33$ p an hour.

When called upon to work on a " rest " day, payment is made at the rate of time-and-a-half. Week-end work is paid at the rate of time-and-a-half from $6 \mathrm{a} . \mathrm{m}$. to midnight on Saturday and at double-time from Saturday midnight to Sunday midnight.

The shift allowance of $7 \cdot 33$ p an hour does not qualify for the special week-end or "rest" day premium payments.

## Productive Grade Differentials

Except in areas where there is district joint negotiating machinery, the following differentials, over the minimum hourly rate, apply nationally to operators of:-

Category 1-Breakers, crushers and graders, power driven brick machines and presses, loading shovels, dumpers, forklifts and trained operatives not otherwise classified with similar skills and responsibilities ... ... ... ... ... ... ... 1.67p

Category 2-Kilnsetters, kilnburners and hand moulders ... ... ... 2•50p

[^62]
## 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 |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: |

Note: The rates became operative from the beginning of the first full pay period following 29th November 1974.

## Hours of Work

For workers, excluding kilnburners and others on continuous shift work, the normal working week is 40 hours, to be worked over 5 days, except in cases where a two- or three-shift system necessitates working on Saturday to complete a normal working week. Where a two- or three-shift system is worked the working week may not have the same number of hours in each shift and may be spread over $5 \frac{1}{2}$ days in special circumstances.

For kilnburners and others on continuous shift work the normal week is one of 6 shifts of 8 hours each, but other arrangements may be adopted in any factory by mutual local agreement.

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 ( 36 hours aggregate) at the appropriate hourly day-work rate.

## Shift Workers and Night Workers

When employed on a two- or three-shift system or on constant night shift, workers excluding kilnburners and others on continuous shift work, are paid an extra $£ 0.09975$ an hour for all hours worked on the backshifts and $£ 0 \cdot 12145$ on night shifts. These allowances are not computable for overtime or any other premiums. 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 $£ 0 \cdot 0874$ an hour for all hours worked in lieu of allowances for back and night shifts. For week-end work all work performed on the Saturday afternoon shift, immediately preceding the commencement of the 24-hour Saturday night to Sunday night double time shift, is paid at the rate of time-and-a-half.

## Refractory Goods Manufacture-contd.

II. Scotland-contd.

## Grouping of Occupations

The grouping of occupations is as follows:
Men:
Grade I-Charge hands only.
Grade $I$-Kilnburners, dumper drivers (over $2 \frac{1}{2}$ tons), excavator drivers (over $2 \frac{1}{2}$ tons), fork lift truck drivers (over $2 \frac{1}{2}$ tons), power loading shovel operators (over $2 \frac{1}{2}$ tons), hand moulders, machinemen-leading hands.

Grade III-Brick dressers, crusher operators, cutter and grinding operators, drawers, loftmen (bin controllers), machine operators, mixers and press operators (including wet mix operators), setters, tamping machine operators, wet pan mill operators, dumper drivers (up to $2 \frac{1}{2}$ tons), excavator drivers (up to $2 \frac{1}{2}$ tons), fork lift truck drivers (up to $2 \frac{1}{2}$ tons), power loading shovel operators (up to $2 \frac{1}{2}$ tons).

Grade IV-Brick dryer operators, pan mill operators.
Grade V-Bogie maintenance men, bogie marshalling men, dryer operators, kiln door builders, lifters off, Lister tow motor operators, loftmen, pallet packers and tapers, wheelers, cleaners-all types, all other operatives employed on non-specified operations.

## SLAG INDUSTRY-GREAT BRITAIN

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


Note: The rate became operative from 22nd April 1975.

## Hours of Work

The normal hours of work for single day-shift workers are 40 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 the minimum basic weekly hours.

## 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 0.83 p an hour on the 2 p.m. to 10 p.m. shift and $1 \cdot 25 \mathrm{p}$ an hour on the $10 \mathrm{p} . \mathrm{m}$. to $6 \mathrm{a} . \mathrm{m}$. shift.

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 |
| :---: | :---: |
| All Adult workers 18 years and over: | p |

Note: The rates for men became operative from 10th November 1974.

## 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 40 , to be worked in 5 or $5 \frac{1}{2}$ days, as agreed by local negotiation. 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 continue ously employed for four weeks are guaranteed employment at their appropriate basic hourly rates of pay for 4 shifts or days, each of 8 hours' duration, in each pay week.

## Equal Pay

Equal pay for women established 1st September, 1974.

## Pieceworkers

Piecework rates are 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 20 per cent.

## Grading of Occupations

Grade rates are subject to local negotiation.

## Shift and Night Workers

The following hourly allowances are paid to shift workers and night workers in addition to their graded rates:

|  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
| Continuous night workers and night shift in two-shift working | $\ldots$ | $\ldots$ | $21 \cdot 00$ |  |
| Three-shift workers (continuous shifts) | 6 a.m. to 2 p.m. | $\ldots$ | $\ldots$ | $9 \cdot 00$ |
|  | 2 p.m. to 10 p.m. | $\ldots$ | $\ldots$ | $15 \cdot 00$ |
|  | 10 p.m. to 6 a.m. | $\ldots$ | $\ldots$ | $21 \cdot 00$ |

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
$11 \cdot 00$

# ROOFING FELT MANUFACTURE-GREAT BRITAIN 

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

| Class of Worker | Minimum Hourly Rates of Wages |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |  |
| Adult male workers ... ... ... | $\underset{56 \cdot 76}{\mathrm{p}^{2}}$ | $\underset{56 \cdot 22}{p}$ | $\begin{gathered} \text { Per week } \\ £ \\ 4 \cdot 40 \end{gathered}$ |

Note: The rates became operative from the beginning of the first full pay period following 25th May 1974.

## Hours of Work

The normal working hours are 40 a week for day workers, exclusive of mealtimes, to be worked in 5 days. For shift workers the hours are an average of 40 spread over the shift cycle.

## Shift Workers

Shift workers are paid a shift differential of $5 \cdot 20$ p per hour on a two-shift system, and $6 \cdot 24 \mathrm{p}$ per hour on a three-shift system and 5 p per hour worked between 8 p.m. and 6 a.m.

## READY MIXED CONCRETE INDUSTRY-GREAT BRITAIN

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


Note: The rates became operative from 1st April 1973.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked over $5 \frac{1}{2}$ days, unless otherwise agreed at local level.

## 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 $44 \frac{1}{2}$ 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-third for all time worked between these hours. This allowance is not computable for overtime.

[^63]| Class of Workers | Basic $\substack{\text { Hourly } \\ \text { Rates }}$ |
| :---: | :---: |
| Men, 18 years and over | $84 \cdot 10$ |
| Group M1-Includes lavatory attendants, labourers, clay carriers, marl mixers, saggarmakers' bottom knockers, carton packers (fitted cartons), assistants on continuous and intermittent ovens and kilns, mechanical dippers (tiles and electrical), pressmen (iron presses), glaziers (fireclay), gas producer men, warehouse workers, stokers, stokerenginemen, pressmen (wooden presses), tile packers, cutters and grinders, machine saggarmakers, lookers-to-ware, grinders (electrical hand), extruders (electrical), saggarmakers' frame fillers, sand-blasters where machinery gives complete protection, casemakers (sanitary section), printers' transferers, glaze and stain mill and colour room workers (excluding colour mixers), sanitary ware fitting assemblers, oven oddmen, 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 tracks or platform kilns, enginemen <br> Group M2-Includes jolliers' assistants (electrical-big ware only), handlers, platemakers, cup and bowl makers, hollowware pressers, printers, packers (except tiles), mechanical turners, grinders (electrical, except hand), sandblasters where machinery in use does not give complete protection, glazing machine operatives, glost warehouse inspectorssanitary, saggarmakers (except machine), fireclay kilnsetters and drawers, faience workers-tiles, glaze sprayers (vitreous sanitary ware), profile setter placers <br> Group M3-Includes scollop makers, mouldmakers, hollowware jiggerers and jolliers, dippers, turners (hand) (except electrical porcelain, big ware), figure makers, ornamenters, colour mixers, block printers, bowl-makers (yellow ware, sizes 12 's and upwards), kiln firemen, mechanical turners (electrical porcelain, big ware only), throwers-china and earthenware tile slabbers <br> Group M4-Hand turners (electrical porcelain, big ware only) Group M5-Throwers-electrical, china biscuit bedders, stickers-up and jolliers (electrical, big ware only) <br> Group M6-Mouldmakers when blocking and casing <br> Group M7-Modellers <br> Group M8-Engravers <br> Women, 18 years and over: <br> Group F1-Includes glost warehouse workers, including carton or similar packing, polishers and grinders, mech- anical casemakers (tile section) biscuit warehouse workers and scourers, tile dippers (machine), glaze sprayers, sanitary fireclay glaziers, bodiers and enamellers, glost and enamel placers and drawers on continuous ovens and kilns (except electrical porcelain), pinners machine/hand attendants, Murray Curvex attendants, electrical porcelain cementers and assemblers, figure and vase mottlers, potters' assistants, including mouldrunners, batters-out and carriers, handlemakers, mottlers (machine), printers' transferers, glost and biscuit placers, burnishers, on glaze and under-glaze decorators, full decorators <br> Group F2-Includes throwers" assistants, $\cdots \cdots{ }^{\ldots} \ldots \ldots$ treaders, overlookers and greenhouse women, lookers-toware (except electrical), handlers (by hand), tile pressers, electrical porcelain casters, pressers, fettlers, glaziers, electrica porcelain casters, pressers, fettlers, glaziers, cleaners, sanders, dust sievers and extruders (small ware only) <br> Group F3 $\because$ Platemakers, $\cdots \quad \ldots \ldots \ldots \ldots$ trical), dishmakers, cup and bowl makers, jiggerers and jolliers, turners (except electrical, porcelain), tile dippers and mottlers (hand), aerographers, groundlayers, printers, mottlers (hand) aerographers, groundlayers, printers, flowermakers, tube liners, pattern gilders $\ldots$ |  |
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|  | $77 \cdot 60$ |
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|  | $80 \cdot 35$ |

[^64]
## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## 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.

## Maintenance Workers

Under an agreement between the British Pottery Manufacturers' Federation and the Amalgamated Union of Engineering Workers, the rate for skilled engineering maintenance fitters employed in pottery factories is $£ 40 \cdot 00$ a week, operative from 3rd March 1975. Tile die fitters in tile factories receive the skilled engineering maintenance fitters' weekly rate plus a further $7 \frac{1}{2}$ per cent.

## GLASS CONTAINER MANUFACTURE-GREAT BRITAIN

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


Note: The rates became operative from the 27th December 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 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 three shifts of 8 hours each, operated by a rota of 4 crews or "sets" of workers. The 4 sets average 40 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 40 are paid at overtime rates.

## Week-End Allowance for Shift Workers

For the five week-end shifts from Saturday afternoon to early Monday morning on all shift systems, an allowance on basic rates (i.e., day rates plus shift allowances) of 100 per cent. is paid for the three Sunday shifts and of 50 per cent. for the other two shifts. For continuous shift workers only, time-and-a-half is paid for the normal Saturday morning shifts.

## Grading of Occupations

The National Joint Industrial Council defines the qualifications required for each particular grade for sorters and automatic machine operators, but the actual grading of individual workers is determined at factory level.

## FLAT GLASS INDUSTRY-GREAT BRITAIN*

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

| Class of Worker | Standard Hourly Rates of Wages |
| :---: | :---: |
|  | p |
| Men, 19 years and over: |  |
| Group 1-Specialist operatives: |  |
| Freehand brilliant cutters, writers, stainers and gilders, embossers, sandblasters, kiln firers | $95 \cdot 00$ |
| Group 2-1-Specialist operatives: |  |
| Hand bevellers, specialist cutters and glaziers, siders, silverers, specialist leaded light makers and craftsmen ... | $90 \cdot 00$ |
| Group 2-2-General operatives: |  |
| General glass trade operatives, general leaded light makers, machine operators | $87 \cdot 50$ |
| Group 2-3-Sundry operatives: |  |
| Includes embossers' assistants, sandblasters' assistants, silk screen operatives, silverers' assistants, factory glaziers, machine assistants, windscreen fitters, fork lift |  |
| Group 3: ${ }^{\text {3 }}$ - ${ }^{\text {a }}$ | $84 \cdot 50$ |
| Leaded light cementers, general labourers, loaders, warehousemen, sandwashers and cleaners-up | $81 \cdot 00$ |

Note: The rates became operative from 3rd February 1975. $\dagger$

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Minimum Earnings Levels

All employees are guaranteed a minimum weekly wage equal to their basic rates of pay, plus 10 per cent. multiplied by the number of hours worked in the week, but subject to the following:-
(a) The minimum earnings level will only be paid if it is greater than the actual weekly wage i.e., basic rate plus bonus, overtime, travelling time etc.
(b) The addition will not be paid in respect of any week during which an employee unreasonably refuses to work overtime or fails to comply with the National Labour Agreement.

## Payment-By-Results Workers

Payments-by-results schemes or bonuses are to be such as may reasonably 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 $25 \%$ of the basic hourly rate, 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, 19 years and over, employed on all operations on which female labour is permitted, now receive equal pay.

[^65]
## 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 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over: |  |  |  |  |  | p |
| Grade A operatives ... | $\ldots$ | ... | $\ldots$ | $\ldots$ | $\ldots$ | $93 \cdot 00$ |
| Grade B operatives ... | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 94.75 |
| Grade C operatives . |  | ... |  |  | ... | $96 \cdot 50$ |
| Grade D operatives . |  | $\ldots$ |  |  | ... | $98 \cdot 25$ |
| Grade E operatives |  | $\ldots$ |  | $\ldots$ | $\ldots$ | $100 \cdot 00$ |
| Grade F operatives ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $102 \cdot 00$ |
| Grade G operatives ... |  | $\ldots$ | $\ldots$ | ... | ... | $104 \cdot 00$ |
| Grade H operatives . |  | ... | ... | ... | ... | $106 \cdot 00$ |
| Grade I operatives |  |  |  |  | ... | $109 \cdot 50$ |
| Grade J operatives .. |  |  |  |  |  | $114 \cdot 00$ |
| Grade K operatives ... | $\ldots$ | . | $\ldots$ | $\ldots$ | $\ldots$ | $120 \cdot 00$ |

Note: The rates became operative from 28th April 1974.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 40 for day workers and for shift workers working a two-shift or a three-rotating shift system, to be worked over 5 or 6 days. Workers on a continuous shift system work 42 hours a week over a four-week cycle.

## Pieceworkers

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

## Guaranterd Wages

Provision is made, subject to certain specified conditions and qualifications, for all full-time workers to be guaranteed a weekly sum of 40 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

Workers employed on continuous shift working, two rotating shifts consisting of a day shift and a night shift and three rotating shifts of 8 hours each a day are paid an allowance of 15 p an hour. Workers employed on two rotating shifts of 8 hours each day, not including night shift, are paid an allowance of 10p an hour. These allowances are paid in respect of the hours actually worked and are not compounded for week-end work or overtime. Payment for week-end work is calculated at the rate of time-and-a-half for the three Saturday shifts commencing on midnight Friday, and double time for the three Sunday shifts.

## Staggered-Day Workers

Workers employed on a five-day working week, staggered between Monday and Saturday or Monday and Sunday, are paid an additional $3 \cdot 84$ p an hour which is 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-a-third. This does not apply to any night worker whose weekly or hourly rate takes the fact of night work into consideration.

## II. Maintenance Craftsmen

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

| Class of Worker |  |  |  |  |  |  |  |  | Minimum Hourly |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Skilled craftsmen (fitters, turners, electricians, welders, blacksmiths, boilermakers, painters and body builders at Beddington) ... |  |  |  |  |  |  |  |  | $\begin{gathered} p \\ 105 \cdot 00 \end{gathered}$ |
| Semi-skilled (maintenance operatives) Grade E Semi-skilled (maintenance operatives) Grade F Semi-skilled (maintenance operatives) Grade G |  |  |  |  |  |  |  | $\ldots$ | 87.00 |
|  |  |  |  |  |  | .. |  | $\ldots$ | 89.00 |
|  |  |  |  |  |  | ... | $\ldots$ | $\ldots$ | $91 \cdot 00$ |
| Assistants to craftsmen |  |  |  |  |  |  |  |  |  |
| Grade C | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $83 \cdot 50$ |
| Grade D | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $85 \cdot 25$ |
| Grade E | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |  | $\ldots$ | $\ldots$ | $\ldots$ | $87 \cdot 00$ |

Note: The rates became operative from 2nd December 1974.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 40 for day workers and for shift workers working a two-shift or a three-rotating shift system, to be worked over 5 or 6 days. Workers on a continuous shift system work 42 hours a week over a four-week cycle.

## Shift Workers

Workers employed on continuous shift working, two rotating shifts consisting of a day shift and a night shift and three rotating shifts of 8 hours each a day are paid an allowance of $15 \cdot 0 \mathrm{p}$ an hour. Workers employed on two rotating shifts of 8 hours each day, not including night shift, are paid an allowance of 10 p an hour. These allowances are paid in respect of the hours actually worked and are not compounded for week-end work or overtime. Payment for week-end work is calculated at the rate of time-and-a-half for the three Saturday shifts commencing on midnight Friday, and double time for the three Sunday shifts.

## Staggered-Day Workers

Workers employed on a five-day working week, staggered between Monday and Saturday or Monday and Sunday, are paid an additional $3 \cdot 84$ p an hour which is not compounded for week-end work or overtime.

## 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-a-third and the normal week is to be worked in 5 nights.

# 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 |
| :---: | :---: |
|  | p |
| Adults employed in the lowest-rated grade, 18 years and over*: |  |
| London (within 15 miles of Charing Cross) ... | $75 \cdot 42$ |
| Outside London ... ... ... | 75-00 |
| Road transport workers ... ... | Rates laid down in Road Haulage |
|  | Wages Council Wages Regulation Orders (see page 174). |

Note: The rates became operative from 31st March 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be arranged locally.

## Equal Pay

Female workers not undertaking the full range of duties previously carried out by male workers are paid not less than 95 per cent. of the appropriate male rate. This percentage is to be increased from 29th December 1975 to achieve equal pay.

## 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 1.25 p 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.

[^66]
# PRE-CAST CONCRETE PRODUCTS INDUSTRY-SCOTLAND 

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

| Class of Worker |  |  | Minimum Hourly |
| :---: | :---: | :---: | :---: |
| Men, 18 years and over: |  |  | p |
|  |  |  |  |
| Grade 1-Pre-cast concrete operatives |  |  | $82 \cdot 5$ |
| Grade 2-Finishers ... ... Grade 3-Steel benders and fixers |  |  | $85 \cdot 5$ |
|  | $\ldots$ | $\ldots$ | $87 \cdot 5$ |

Note: The rates became operative from the first full pay week following 1st April 1975.

## Hours of Work

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

## Guaranteed Week

An employee who has been continuously employed for not less than four weeks, and who ordinarily works a working week of 40 hours is, subject to certain conditions, guaranteed payment for 34 hours at the appropriate hourly daytime rate.

## Pieceworkers

Piecework rates are such as to enable a pieceworker of average ability, skill and experience to earn not less than 15 per cent. over and above the appropriate minimum basic time rate.

## Shift Workers

Workers on a two-shift or three-shift system are paid the following shift allowances:-
Between 6 a.m. and 2 p.m. ... ... ... ... ... ... ... 2p an hour
Between 2 p.m. and 10 p.m. ... ... ... ... ... ... ... 5p an hour
Between 10 p.m. and 6 a.m. ... ... ... ... ... ... 10p an hour
Employees working on a night shift which does not form part of a two- or three-shift system are paid a shift allowance of 25 per cent. of their appropriate time rate.

Work done between 6 a.m. Saturday ( 12 noon $5 \frac{1}{2}$ day week) and 6 a.m. Monday is paid at overtime rates, i.e., time-and-a-half to midnight Saturday and double time thereafter.

## Women

Women are paid the corresponding rate for men.

## MASTIC ASPHALT MANUFACTURE-GREAT BRITAIN

[Agreement of the National Joint Council for the Mastic Asphalt Industry (manufacturing side)]

| Class of Worker |  | Hourly Rates of Wages |  |  |
| :--- | :--- | :--- | :--- | :--- |
|  |  |  | London Area (within 15 <br> miles of Charing Cross) | Provincial Areas |
|  | $\ldots$ | $\ldots$ | $\ldots$ | p |

Note: The rates became operative from 10th June 1974.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Guaranteed Week

A man who is available for work is guaranteed, subject to certain conditions and qualifications, not less than the appropriate hourly rate for the normal hours worked in a week.

## Shift Workers

Shift workers on rotating shift systems are paid $4 p$ an hour above the basic rate, for all hours worked. Payment not to be less than 32p a shift.

## Night Workers

Workers employed on regular night work are paid $2 \frac{1}{2} \mathrm{p}$ an hour above the basic rate, for all hours worked.

## Cost of Living Adjustment

The basic rates of wages effective from 25 th June 1973 shall be subject to adjustment with effect from 1st October 1973 on the basis of a percentage nett rise above $8 \frac{1}{2}$ per cent. in the official Retail Prices Index between the figure published in August 1972 and the figure published in August 1973. The adjustment shall be by an addition of 20 p per week for each full 0.75 per cent. rise in the index beyond $8 \frac{1}{2}$ per cent. The addition will continue to be paid with the rates effective from 10th June 1974.

## SAWMILLING

## I. England and Wales (National Agreements)*

[Agreements between the National Sawmilling Association and the Furniture, Timber and Allied Trades Union]


Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 or $5 \frac{1}{2}$ days at the option of the employers.

## Night Shifts

Wood cutting machinists and sawyers, other than those working during the day, receive a premium of 20 per cent. above ordinary day-time rates when employed on the night shift, i.e., work commencing after 9 p.m. The additional payment for labourers is 11.3 p an hour.

## II. Northern Ireland

[Agreements between the Northern Ireland Timber Importers' Association and the Furniture, Timber and Allied Trades Union or the Amalgamated Transport and General Workers' Union]

| Class of Worker |  |  | Hourly Rates of Wages |  |
| :--- | :--- | :--- | :--- | :---: |
|  |  |  |  | p |
| Woodcutting machinists and sawyers $\dagger$ | $\cdots$ | $\cdots$ | $\cdots$ | 95 |
| Storemen and labourers, 18 years and over $\dagger \cdots$ | $\cdots$ | $\cdots$ | 80 |  |

Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

[^67]
## III. Scotland

[Agreements between the Scottish Timber Merchants' and Sawmillers' Association and the Furniture, Timber and Allied Trades Union or the General and Municipal Workers' Union and the Transport and General Workers' Union]

| Class of Worker |  |  | Hourly Rates <br> of Wages | Cost of Living <br> Supplement |
| :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from the pay day in the week ending 1st April 1975.

## Hours of Work

The hours of work in a full week are 40, to be worked in 5 days.

## 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.

## Minimum Earnings Level

From 1st April 1975 a minimum earnings level of $£ 42 \cdot 80$ is paid to journeymen for a 40 -hour week.

## COOPERING-GREAT BRITAIN AND BELFAST

[Agreements of the National Joint Industrial Council of the Cooperage Industry]

| Class of Worker |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Journeymen | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | Minimum Weekly Rate of Wages |  |

Note: The rate became operative from the first full pay week following 1st January 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked over 5 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 rate.

[^68]HOME GROWN TIMBER TRADE-ENGLAND AND WALES
[Agreements of the National Joint Industrial Council for the Home Grown Timber Trade

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

Note: The rates became operative from the first full pay week in September 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 days unless otherwise agreed. Shift work may be arranged on the basis of two shifts of 8 hours each, including a half-hour break for meals.

## 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.

## Shift Workers

Workers employed on a double-day shift system are paid at 17 per cent. over and above the appropriate minimum basic time rate.

## Night Workers

Workers employed solely on night work are paid 30 per cent. above the appropriate day work rates.

# FURNITURE MANUFACTURE 

## I. Great Britain*

[Agreements between the British Furniture Manufacturers' Federated Association and the National Federation of Furniture Trade Unions, being respectively the employers' and workers' sides of the British Furniture Trade Joint Industrial Council]

| Class of Worker | National <br> Minimum Hourly Time Rates of Wages | Minimum Hourly <br> Payment-by-Results Rates of Wages | Hourly <br> Allowances for Time and Payment-by-Results Workers $\dagger$ |
| :---: | :---: | :---: | :---: |
|  | p | p | p |
| Journeymen ... ... ... | $82 \cdot 46$ | $60 \cdot 20$ | $12 \cdot 54$ |
| Upholstery cutters, loose cover cutters, soft furnishing cutters, carpet machinists, sewers and sewing machinists, qualified packers and hand sandpaperers ... | $74 \cdot 21$ | 54-18 | $11 \cdot 29$ |
| Cushion fillers and workers fixing fabrics to radio cabinet frets and similar jobs | $72 \cdot 15$ | $52 \cdot 68$ | 10.97 |
| Labourers and porters ... ... ... | $70 \cdot 09$ | 51.17 | $10 \cdot 66$ |

Note: The rates became operative from 1st January 1975, and a cost-of-living arrangement is included whereby additional payments will fall due in the event of a rise of 15 per cent. over the published Retail Prices Index figure of December 1974.

## Hours of Work

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

## Payment-by-Results Workers

Times fixed for individual jobs are to be such as to enable an average worker by appropriate effort to earn at least $33 \frac{1}{3}$ per cent. more than the appropriate payment-by-results workers rate. Collective bonus schemes are to be such as to enable a group of workers to receive among them as a whole at least $27 \frac{1}{2}$ per cent. more than they would receive among them as a whole at the appropriate payment-by-results workers rates. No worker under any scheme of payment-by-results is to receive less than the wages to which he or she would be entitled to, at the payment-by-results workers rate and hourly allowance.

## Shift Workers

On double-day shift and three-shift systems workers are paid allowances of 5 p an hour on the day shifts and 12 p 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 12 p 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.

[^69]
## Furniture Manufacture-contd.

## II. Northern Ireland

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

|  |  |  |  | Minimum Hourly Time Rates of Worker <br> of Wages | Hourly <br> Allowance* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from the first full pay week in January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Payment-by-Results Workers

Times fixed for individual jobs are to be such as to enable an average worker by appropriate effort to earn at least 25 per cent. more than the appropriate 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 rate. No worker under any scheme of payment-by-results is to receive less than the appropriate time rate.

# VENEER PRODUCING AND PLYWOOD MANUFACTUREENGLAND AND WALES 

[Agreements of the National Joint Industrial Council for the British Veneer Producing and Plywood Manufacturing Industry]

| Class of Worker | National Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 20 years and over: | p |
| Group 1- |  |
| Woodworking machinists capable of setting up and operating a variety of woodworking machines, peeler setter operators, slicer setter operators, machine setters capable of setting up and operating all woodworking machines and setting out from drawings, saw doctors and decorative veneer preparers working from drawings ... |  |
|  |  |
|  |  |
|  |  |
|  |  |
| Group 2- ... |  |
| Group 3- |  |
|  |  |
| General yard and machine workers ..., ... | $70 \cdot 00$ |
| Women, 19 years and over, after three months' employment | 95 per cent. of appropriate male rate |

Note: The rates became operative from the first full pay week in January 1975.

## Hours of Work

The normal working week for day workers consists of 40 hours, exclusive of mealtimes, to be worked in 5 days. For shift workers the hours are not to exceed 45, inclusive of meal breaks, when averaged over three shifts.

## Shift Workers

Three-shift workers are paid the day-time rate plus 8 per cent. for the two day shifts and the day-time rate plus 25 per cent. for the night shift.

## Night Workers

The normal hours on night work, which are not to exceed 40 over 5 nights, are paid at the day-time rate plus 25 per cent.

[^70]
## TIMBER CONTAINER INDUSTRY

## [Agreements of the Joint Industrial Council for the Timber Container Industry]

## I. England, Wales and Northern Ireland

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

Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a normal week, exclusive of mealtimes and overtime, are 40 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Minimum Earnings Levels

As from 1st January 1975 minimum earnings levels, for a 40 -hour week, are as follows:


Box and packing case makers ...
Labourers ... ... ... ... ... ... ... ... $33 \cdot 50$

## Payment-by-Results

Workers employed under a payment-by-results scheme should, by appropriate effort, be able to earn not less than $22 \frac{1}{2}$ per cent. over the hourly time rates.

## 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 are paid the rate for box and packing case makers.

## II. Scotland

[Agreements between the Scottish National Federation of Packing Case Manufacturers and the Furniture, Timber and Allied Trades Union]

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

Note: The rates became operative from 24th August 1974.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40 .
Night Shifts
Workers employed on night shifts are paid one-quarter time rate in addition to their ordinary time rate. This applies when five consecutive nights have been worked.

## Double-Day Shifts

Workers employed on double-day shifts are paid overtime rates for all hours worked prior to or after the normal day-time working hours.

[^71]
## EXHIBITION INDUSTRY-GREAT BRITAIN

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

| Class of Worker | Standard Hourly Rates of Wages |
| :---: | :---: |
|  | p |
| Men: | $127 \cdot 00$ |
| Craftsmen | $115 \cdot 50$ |
| Labourers |  |
| Other classes of workers*: | $131 \cdot 00$ |
| Signwriters, including show card and ticket writers $\ldots$... ... | $131 \cdot 00$ |
| Full-time specialist production artists (capable of producing finished art work) and specialist full-time model makers $\ldots$. | $134 \cdot 00$ |
| Silk screen printers: | $127 \cdot 00$ |
| Technicians $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ <br> Printers $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ | 127.00 |
| $\begin{array}{lllllll}\text { Printers } \\ \text { Journeymen electricians } & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \text { Al }\end{array}$ | $132 \cdot 00$ |
| Adult mates ... .. | $121 \cdot 00$ |
| Ancillary Workers: |  |
| Male landscape gardeners | $127 \cdot 00$ |
| Male/female floral decorators | $115 \cdot 50$ |
| Female florists ... ... ... | $109 \cdot 50$ |
| Female exhibition stand cleaners | $107 \cdot 00$ |
| Photographic Printers: |  |
| Craftsmen categories (irrespective of sex): |  |
| Copyists or copy negative makers (fully competent to operate a copy camera making negatives of two dimensional as opposed to three dimensional objects) | $131 \cdot 00 \dagger$ |
| Horizontal enlarger operators producing enlargements extending over more than one piece of paper | $134 \cdot 00 \dagger$ |
| Enlarger operators able to produce competent prints on one piece of paper of any size on either a vertical or horizontal enlarger | $127 \cdot 00 \dagger$ |
| Contact printers $\ldots$... | $127 \cdot 00 \dagger$ |
| Unskilled category: Male assistants | $115 \cdot 50 \dagger$ |

Note: The rates became operative from 18th November 1974.

## 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 40p a week; bricklayers, masons and plasterers, 20p a week; painters, 20 p a week (overall and tool allowance).

[^72]
# PAPER MAKING, PAPER COATING, PAPER BOARD AND BUILDING BOARD MAKING-UNITED KINGDOM 

[Agreements between the British Paper and Board Federation and the Society of Graphical and Allied Trades, the Transport and General Workers' Union and the General and Municipal Workers' Union, and in the case of skilled craftsmen the appropriate craft Trade Unions concerned]

| Class of Worker | National Minimum Hourly Rates of Wages |  |  |  | Cost ofLivingSupplement |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\underset{\text { Day }}{\substack{\text { Dork }}}$ | $\begin{aligned} & \text { Double- } \\ & \text { day shift } \end{aligned}$ | Threeshift | $\begin{aligned} & \text { Four- } \\ & \text { shift } \end{aligned}$ |  |
|  | p | p | p | p | Per week $£$ |
| MEN, 18 years and over: Class 1 occupations ... | $64 \cdot 60$ | $76 \cdot 60$ | $82 \cdot 60$ | 89.10 |  |
| Class 1A occupations ... | 60.45 | $71 \cdot 45$ | 77.45 | 83.45 |  |
| Class 2 occupations ... | $57 \cdot 55$ | 68.05 | 74.05 | 79.55 |  |
| Class 3 occupations ... ... | $56 \cdot 30$ | $66 \cdot 30$ | $72 \cdot 30$ | $77 \cdot 30$ | 4.40 |
| Women, 18 years and over ... | 54.05 | - |  |  |  |
| Skilled maintenance craftsmen ... | 70.30 57.55 | 82.30 68.05 | 88.30 74.05 | 94.80 79.55 |  |
| Craftsmen's mates ... ... | 57.55 | 68.05 | $74 \cdot 05$ | $79 \cdot 55$ |  |

Note: The rates became operative from the beginning of the first full pay period following noon on 1st November 1974.

## Hours of Work

The hours of work in a full week are 40, exclusive of mealtimes, for day workers and an average of 40 , inclusive of mealtimes, over the cycle of shifts for shift workers.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for all full-time employees who have been continuously employed for not less than 26 weeks to be paid 75 per cent. of their mill basic rate for each shift or day of lay-off. Where it is not possible to avoid short-time working, employees will be given at least one week's warning where they are likely to be "stood off" for more than one shift in any pay week.

## Equal Pay

A phased timetable for the implementation of the Equal Pay Act 1970 has been agreed. A formula has been adopted on the joint basis of general increases for women and consolidation of bonuses into basic rates over a four year period from 1972, equality thus being achieved by the end of 1975.

## 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 $1 \cdot 25$ p 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, gangs (after 6 months' continuous employment as such), engineers' and electrical stores' attendants.
Full-time engineering machinists are paid the actual Class 1A rate (or 4.15 p 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 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 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 loaders, sheet carriers, labourers, ashwheelers and gantrymen, etc.

## CARTON INDUSTRY-GREAT BRITAIN

[Agreements between the British Carton Association and the Society of Graphical and Allied Trades and the General and Municipal Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages outside London |  |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | Day work | Double-day shift shift | Three-shift system |  |
|  | £ | £ | $£$ | Per week £ |
| Men, 18 years and over: |  |  |  |  |
| Class I occupations | 27.08 | $31 \cdot 59$ 29.50 | $33 \cdot 85$ 31.61 |  |
| Class II occupations | 25.29 | $29 \cdot 50$ 28.34 | $31 \cdot 61$ |  |
| Class III occupations | $24 \cdot 30$ | $28 \cdot 34$ | $30 \cdot 37$ | $4 \cdot 40$ |
| Class IV occupations | $23 \cdot 32$ | $27 \cdot 20$ | $29 \cdot 15$ |  |
| Class V occupations | $22 \cdot 81$ | $26 \cdot 61$ | $28 \cdot 51$ |  |
| Women, 18 years and over | $21 \cdot 67$ | $25 \cdot 21$ | - |  |

Note: The rates became operative from 1st August 1974.

## Hours of Work

The normal working week for day workers is 40 hours and for shift workers an average not exceeding 40 hours over the cycle of shifts.

## Equal Pay

A timetable for the phased movement towards equal pay for women has been agreed and from 1st September 1975 equal pay is due to be achieved.

## Pieceworkers

Piecework rates are to be such 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 agreed day-work 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 an allowance of 30 per cent. of the night rate for all hours worked. This allowance is not computable for overtime payment.

## London Rate

For workers employed within a radius of 15 miles from Charing Cross the rates quoted in the Table are increased by 40 p a week.

## Grouping of Occupations

The grouping of occupations is as follows:
Class I-Minders of auto-feed cylinder or platen cutting or creasing machines (except Heidelberg cylinder $22 \times 30$, Glockner cylinder $16 \times 22$ and Heidelberg vertical platen $13 \times 18$ or other similar machines) and of auto-feed multi-purpose gluing machines, cutting and creasing forme setters or die makers and design sample makers.
Class II-Minders of cutting and creasing machines not covered by Class I, of auto-feed side-seam gluing machines, of water-cooled waxing machines, of auto-feed window machines and guillotine cutters.
Class III-Sample makers, minders of surface waxing machines, assistants on auto and hand feed cutting and creasing machines, slitters and sheeters doing their own setting and lift truck drivers, automatic palletising and strapping machine operators.
Class IV-Machine operatives, strippers, loaders of auto-feed cutting and creasing machines, packers and all other power assisted truck handlers, palletising press operators and hand strapping operators.
Class V-Labourers, porters and all other undefined workers.

## FIBREBOARD PACKING CASE INDUSTRY-UNITED KINGDOM

## [Agreements between the Fibreboard Packing Case Employers' Association and the Society of Graphical and Allied Trades and the General and Municipal Workers' Union]

| Class of Worker | Minimum Hourly Rates of Wages outside London |  |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | Day work | Double-day shift | Night shift in conjunction with double day shift |  |
|  | p | p | p | Per week $£$ |
| Men, 18 years and over: |  |  |  |  |
| Class I occupations | 66.05 | 77.05 73.08 | $82 \cdot 56$ 78.31 |  |
| Class II occupations .. | 62.65 61.05 | 73.08 | $78 \cdot 31$ $76 \cdot 31$ |  |
| Class III occupations | 61.05 59.65 | $71 \cdot 22$ $69 \cdot 58$ | $76 \cdot 31$ $74 \cdot 56$ | $\} 4 \cdot 40$ |
| Class V occupations | 58.45 | $68 \cdot 18$ | 73.06 |  |
| Women, 18 years and over | $55 \cdot 53$ | $66 \cdot 63$ | - |  |

Note: The rates became operative from the beginning of the first full pay period following 1st September 1974.

## Hours of Work

The normal working week for day workers is 40 hours and for shift workers an average not exceeding 40 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 20 per cent. above the adult basic time rate of wage applicable to the occupation in which the worker is engaged.

## Nhght 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 an additional 30 per cent. for all normal night hours worked, calculated on the night rate of the worker concerned.

## London Rate

For adult men employed within a radius of 15 miles from Charing Cross the rates quoted in the Table are increased by amounts ranging from $1 \cdot 20 \mathrm{p}$ to 1.41 p per hour. Adult women are paid an additional 1.05 p an hour on day work and 1.18 p an hour on double-day shifts.

## Equal Pay

A timetable for the phased introduction of equal pay for women has been agreed. The final stage operative due from 1st September 1975 will raise the female rates to the same level as Class V male rates.

## Grouping of Occupations

The grouping of occupations is as follows:
Class I-Minders of: double backing corrugator and solid board laminator (63 inches and over width), printer slotter (solid and corrugated), printer slotter folder gluer and fully automatic printing cutting and creasing (flat bed or rotary) machines.
Class II-Minders of: double backing corrugator and solid board laminator (less than 63 inches in width), fully automatic cutting and creasing machines (not printing) and fully automatic folder gluer; assistant minders of: double backing corrugator and solid board laminator ( 63 inches and over in width), printer slotter (solid and corrugated) and printer slotter folder gluer; die pre-setters (responsible for off-machine setting of printing dies in two or more colours), forme or die makers and designer sample makers.
Class III-Minders (other than in Classes I and II), assistant minders of double backing corrugator and solid board laminator (less than 63 inches in width); machine setters, lift truck drivers, crane drivers, paste mixers and die pre-setters (other than in Class II).
Class IV-Machine operatives, reelermen and spindlers (solid and corrugated), feeders (with responsibility for starting and stopping machines), checkers (intake and despatch), rider controlled truck drivers (other than fork lift), baler press operators, palletising press operators, pedestrian controlled fork lift truck drivers.
Class V-Porters or labourers.

## PAPER BOX MAKING

## I. Great Britain

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

| Class of Worker | General <br> Minimum Time Rates | Piecework Basis <br> Time Rates | [See Note] Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Per week $£$ | Per week £ | Per week £ |
| Men, 19 years and over: |  |  |  |
| Machine minders of carton cutting and creasing machines fitted with fully automatic feeders, |  |  |  |
| or carton automatic gluing machines on carton manufacture; forme setters or die |  |  |  |
| makers, or designer sample makers on carton or rigid box manufacture; machine minders of double backing corrugated board machines over 63 inches wide on fibreboard packing |  |  |  |
| case manufacture ... | $20 \cdot 55$ | $\dagger$ |  |
| Machine minders of carton or rigid box cutting and creasing machines or head stock keepers |  |  |  |
| on carton or rigid box manufacture; guillotine cutters or machine minders of automatic |  |  |  |
| windowing machines on carton manufacture; machine minders of box wrapping machines |  |  |  |
| or quad stayer machines on rigid box manufacture; machine minders of solid board laminating machines or double backing cor- |  |  | \} $3 \cdot 60$ |
| laminating machines or double backing corrugated board machines up to and including 63 inches in width or fully automatic cutting |  |  | ¢ $3 \cdot 60$ |
| and creasing press with automatic feeder and stripper, forme setters or die makers, head stock keepers, designers and sample makers on fibreboard packing case manufacture | $20 \cdot 15$ | $\dagger$ |  |
| Makers of sample boxes and cartons and other machine minders on carton and rigid box manufacture; guillotine cutters or shear |  |  |  |
| cutters and other machine minders on fibreboard packing case manufacture; drivers of fork lift trucks | $19 \cdot 65$ | $\dagger$ |  |
| Other workers (including workers employed in corner cutting, punching or paper snipping or in the manufacture of fibreboard packing cases) | $18 \cdot 65$ | $20 \cdot 25$ |  |
| Women, 18 years and over | $17 \cdot 65$ | $19 \cdot 15$ |  |

Note: The rates became operative from 5th December 1974. The council will be abolished on 1st June 1975.

## 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 40 , which may be worked in $5,5 \frac{1}{2}$ or 6 days. The weekly rates specified are subject to a proportionate reduction when the number of hours in any week is less than 40.

## Equal Pay

The introduction of equal pay for women has been agreed from 30th November 1975. The adult male rate will be paid at 18 years and any separate reference to women will be deleted with the job specifications above, relating to all workers.

[^73]
## II. Northern Ireland

[Paper Box Wages Regulation Order (Northern Ireland)]*

| Class of Worker | $\begin{array}{c}\text { Minimum Weekly } \\ \text { Time Rates }\end{array}$ | $\begin{array}{c}\text { Hourly Piecework basis } \\ \text { Time Rates }\end{array}$ |
| :--- | :---: | :---: |
| MEN: | $£$ | p |
| Die makers, forme setters, shear cutters, guil- |  |  |
| lotine cutters, workers on (a) rotary cutting, |  |  |
| (b) scoring, when combined with rotary cut- |  |  |
| ting, or (c) slitting and rewinding (in each |  |  |
| case only when the operator sets the machine), |  |  |$)$

Note: The rates became operative from 3rd December 1974.

## 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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## PAPER BAG INDUSTRY-GREAT BRITAIN

[Agreements between the British Paper Bag Federation and the Society of Graphical and Allied Trades and the National Society of Operative Printers, Graphical and Media Personnel]

| Class of Worker | ates of Wage |  |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Provinces |
| Men, 19 years and over: | £ | £ |
| Class I-Tacklers 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 | $23 \cdot 80$ | $23 \cdot 38$ |
| Class II-Cutters, guillotine operators, slitters ... | $22 \cdot 22$ | $21 \cdot 80$ |
| Class III-Stock keepers, packers or despatchers, fork lift drivers | $21 \cdot 18$ | $20 \cdot 76$ |
| Class IV-Workers other than those specified above | $20 \cdot 47$ | $20 \cdot 05$ |
| Women: <br> 18 years and over | $19 \cdot 45$ | $19 \cdot 05$ |

Note: The rates for men became operative from 24th August 1973 and for women 1st December 1974.

## 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 40 , to be worked in 5 days.

## Pieceworkers

Piecework rates are fixed so as to enable a worker of average ability, working with reasonable diligence, to earn not less than 20 per cent. above the basic time rate of wage for the occupation.

## 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.

[^74]WALLPAPER MANUFACTURE-ENGLAND
[Agreements of the Wall Paper Makers' Industrial Council]


Note: The rates became operative from 1st pay day after 30th September 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 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.

## Permanent Night Workers

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

## Job Evaluation Grades

The industry is engaged in formulating full productivity agreements resulting from evaluation of jobs and job specifications.

## PRINTING AND BOOKBINDING

## I. England and Wales (Except London)

[Agreements between the British Printing Industries Federation, the Newspaper Society and the Trade Unions concerned for certain classes of workers]

| Class of Worker | National Minimum Weekly Rates of Wages | Cost of Living Supplement |
| :---: | :---: | :---: |
| Men, 21 years and over: | £ | Per week £ |
| Hand compositors, monotype casters, Ludlow operators: |  |  |
| Jobbing, weekly and bi-weekly newspapers* ... ... | 29.43 |  |
| Evening newspapers ... ... | $32 \cdot 68$ |  |
| Morning and tri-weekly newspapers | $34 \cdot 57$ |  |
| Rotary letterpress machine minders: $\quad \cdots \quad \cdots \quad \cdots$ |  |  |
| Weekly newspapers* | $30 \cdot 31$ |  |
| Evening newspapers ... ... | $33 \cdot 56$ |  |
| Morning and tri-weekly newspapers ... | $35 \cdot 45$ |  |
| Second minders-weekly newspapers ... | $30 \cdot 13$ |  |
| Web-offset workers in newspaper offices: |  |  |
| Weekly newspapers |  |  |
| Evening newspapers | 33.93 |  |
| Morning and tri-weekly newspapers | $35 \cdot 82$ |  |
| Leading minders: |  |  |
| Weekly newspapers ... | $34 \cdot 55$ |  |
| Evening newspapers | $37 \cdot 80$ |  |
| Morning and tri-weekly newspapers | $39 \cdot 69$ |  |
| Other machine minders: |  |  |
| Weekly newspapers | $32 \cdot 55$ |  |
| Evening newspapers ... ... | $35 \cdot 80$ |  |
| Morning and tri-weekly newspapers ... | $37 \cdot 69$ |  |
| Linotype, intertype and monotype operators and readers: |  |  |
| Jobbing and weekly newspapers* | $30 \cdot 31$ |  |
| Evening newspapers ... ... | $33 \cdot 56$ $35 \cdot 45$ |  |
| Morning and tri-weekly newspapers | $35 \cdot 45$ | $4 \cdot 40$ |
| Electrotypers and stereotypers: |  |  |
| Weekly newspapers ... | $30 \cdot 31$ |  |
| Evening newspapers $\ldots$... $\ldots$... ... Morning and tri-weekly newspapers | $33 \cdot 56$ $35 \cdot 45$ |  |
| Morning and tri-weekly newspapers ... ... ... | $35 \cdot 45$ |  |
|  |  |  |
| Class I-Experienced cutters, head stock keepers, relief stampers and embossers-after 3 years' experience ... |  |  |
| Class II-Folding machine minders in charge and men responsible for setting " Strong" semi-auto- | $26 \cdot 94$ |  |
| Class III-Packers (ordinary), ${ }_{\text {auxiliary workers }} \ldots$ |  | composing department, hydraulic and other book press operators, assistant stock keepers, ware- |
| housemen, pallet stacker operators, varnishing machine operators, male feeders of Wharfedale and |  |  |
| flat-bed litho machines of Double Crown size andabove, lithographic plate grainers and plate pre- |  |  |
| parers, male feeders of two-revolution machines and rotary litho machines, or assistants directly employed |  |  |
| in connection with the manning of fully automatic |  |  |
|  |  |  |
| including Quad Crown $\ddagger$-after 1 years' experience | 25.91 29.43 |  |

For note and footnotes see next page.

## Printing and Bookbinding-contd.

I. England and Wales (except London)-contd.

| Class of Worker |  |  | National <br> Minimum <br> Weekly Rates <br> of Wages | Cost of Living <br> Supplement |
| :---: | :---: | :---: | :---: | :---: |

Note: The rates for men became operative from 24th April 1974, and for women from 7th October 1974.

## 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.

## Shift Workers

For workers employed on double-day shifts in jobbing and weekly newspaper offices the hourly rates are 20 per cent. above the basic day hourly rates, including any agreed machine extras. Workers employed on treble shifts are paid $33 \frac{1}{3}$ per cent. above the basic day rate for each of the three shifts, or other rates, totalling 100 per cent. for three shifts, by arrangement locally.

## Night Shift Workers

For workers employed on permanent nights in jobbing and weekly newspaper offices the hourly rates are 25 per cent. above the basic day hourly rates, including any agreed machine extras.

[^75]
## II. London (General Printing)

[Agreements between the London Master Printers' Association and the Trade Unions concerned for certain classes of workers]


For note and footnotes see next page

Printing and Bookbinding-contd.

## II. London (General Printing)-contd.

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

Note: The rates became operative from 24th April 1974.

## 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 <br> The basic weekly rates for night shifts are 50 per cent. above the day-work basic weekly rates.

[^76]
## Printing and Bookbinding-contd.

## III. London (Morning, Evening and Sunday Newspapers)*

[Agreements of the Newspaper Publishers' Association and the Trade Unions concerned for certain classes of workers]


Note: The rates became operative from 1st October 1974.
For footnote see next page.
III. London (Morning, Evening and Sunday Newspapers)*-contd.

| Class of Worker |  |  |  | Minimum Weekly <br> Rates of Wages | Hours of Work <br> in a full week <br> ofdays <br> exclusive of <br> mealtimes and <br> overtime |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from 1st October 1974. A further increase of 2 per cent. became payable from 1st April 1975.

## 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 29.4913
Evening papers $29 \cdot 1857$
Sunday papers $29 \cdot 1857$

[^77]
## IV. Scotland (General Printing)

[Agreements between the Society of Master Printers of Scotland and the Scottish Graphical Association and the Society of Graphical and Allied Trades]

| Class of Worker | Minimum Weekly Rates of Wages | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | £ | Per week £ |
| Letterpress Department: |  |  |
| Compositors and machinemen ... ... ... ... | 32.20* |  |
| Monotype keyboard operators and readers ... ... | $33 \cdot 44$ |  |
| Linotype operators ... ... ... ... | $33 \cdot 60$ |  |
| Female compositors ... ... ... ... ... | $30 \cdot 56$ |  |
| Machine and general assistants $\dagger$... ... ... ... | $28 \cdot 30$ |  |
| Female feeders, etc. $\dagger$, ... ... ... ... ... | $25 \cdot 75 \ddagger$ |  |
| Feeders, with 2 years' or more experience as an adult worker $\dagger$ | 26-25 $\ddagger$ |  |
| Bookbinding, etc., Departments: |  | $3 \cdot 20$ |
| Bookbinders, machine rulers, guillotine cutters and qualified warehousemen (with not less than 5 years' experience) | 32-20* |  |
| Porters, packers and general assistants (over 21 years with not less than 1 year's experience) ... | $28 \cdot 30$ |  |
| Women engaged in bookbinding, stationery manufacture, machine feeding and warehousing: |  |  |
| On completion of training $\ldots$.. $\ldots$. ${ }^{\text {a }}$, $\ldots$ | $25 \cdot 75 \ddagger$ |  |

Note: The rates became operative from 6th January 1975.

## 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 at the rate of 30 per cent. above the worker's normal basic rate for the day shift.

## Double-Day Shift Workers

The approved hours for double-day shifts are Monday to Friday 6 a.m. to 2 p.m. and 2 p.m. to 10 p.m., with a break of half-an-hour each shift which is not paid for. Workers on either of these shifts receive a weekly payment of 20 per cent. above normal basic rate for the day shift.

[^78]Printing and Bookbinding-contd.

## V. Scotland (Morning, Evening and Sunday Newspapers)

[Agreements between the Scottish Daily Newspaper Society and the Trade Unions concerned]

| Class of Worker | Minimum Weekly Ratesof Wages |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Day Work | Night Work |  |
| Reading, Linotype, etc., Departments: | £ | $£$ | Per week $£$ |
| Linotype operators | $25 \cdot 07$ | $28 \cdot 32$ |  |
| Upmakers, readers | $24 \cdot 92$ | $28 \cdot 06$ |  |
| Compositors, Ludlow operators and Monotype casters, etc. | $24 \cdot 46$ | $27 \cdot 57$ |  |
| Copyholders | $22 \cdot 16$ | $25 \cdot 12$ |  |
| General assistants ... ... ... | $22 \cdot 00$ | $24 \cdot 48$ |  |
| Machine Department: |  |  | \} $4 \cdot 40$ |
| Rotary machine minders ... ... | 25.07 | $28 \cdot 32$ |  |
| Brake and tension hands | 22.98 | $25 \cdot 55$ |  |
| Oilers, striker and rewinder hands | $22 \cdot 64$ | $25 \cdot 12$ |  |
| Fly, reel and general hands ... ... | $22 \cdot 00$ | $24 \cdot 48$ |  |
| Despatch Department: |  |  |  |
| Packers, despatchers and tiers-up .. | $22 \cdot 16$ | $25 \cdot 12$ |  |
| General assistants | $22 \cdot 00$ | $24 \cdot 48$ | J |

Note: The rates became operative from 3rd July 1974.

## 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.

# LITHOGRAPHIC PRINTING AND PHOTOGRAVURE 

## I. England and Wales

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


For note and footnote see next page.

## Lithographic Printing and Photogravure-contd.

I. England and Wales-contd.

| Class of Worker | Minimum Weekly Rates of Wages |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | London | Provinces |  |
|  | $£$ | £ | Per week £ |
| Lithographic Printing-contd. |  |  |  |
| Pantographic engraving machine operators who undertake no other work | $30 \cdot 23$ | $29 \cdot 43$ |  |
| Pantographic engraving machine operators who cut up their own work or finish it by any of the customary means | 31.73 | $30 \cdot 93$ |  |
| Other craft operations including artistdesigners, copper plate and steel engravers, relief engravers, die sinkers, router machin- | $32 \cdot 73$ | 31.93 | $\} 4 \cdot 40$ |
| Photogravure: <br> Machine departments: |  |  |  |
|  |  |  |  |  |
| Minimum rate for machine minders $\dagger$ | $30 \cdot 61$ | $29 \cdot 81$ |  |
| Minimum rate for direct assistants $\dagger$... | 26.44 | $25 \cdot 91$ |  |
| General assistants not directly employed on photogravure machines | $26 \cdot 04$ | $25 \cdot 44$ |  |
| Plate and cylinder production assistants ... | $26 \cdot 44$ | 25.91 |  |

Note: The rates for men became operative from 24th April 1974, and for women from 7th October 1974.

## Hours of Work

The hours of work and enhanced rates for shift work are as for general printing (see pages 129 or 131).

[^79]
## II. Scotland

[Agreements between the Society of Master Printers of Scotland and the National Graphical Association (Lithographic Section) and the Society of Lithographic Artists, Designers and Engravers]

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

Note: The rates became operative from 6th January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## MANUFACTURED STATIONERY-ENGLAND AND WALES

[ Agreements between the British Federation of Master Printers, the Society of Graphical and Allied Trades and the National Society of Operative Printers, Graphical and Media Personnel

| Class of Worker | Minimum Weekly Rates of Wages | Cost of Living Supplement |
| :---: | :---: | :---: |
|  |  | Per week |
|  | £ | £ |
| London: |  |  |
| Men, 21 years and over: |  |  |
| Envelope machine adjusters, relief stampers. cutters (guillotine and envelope) and head stock-keepers | $30 \cdot 23$ |  |
| Tag machine adjusters, doyley machine adjusters, warehousemen (leading hands) and packers for export | $28 \cdot 08$ |  |
| Warehousemen and packers (ordinary, including rail), slitters and reelers (for mill reels) | $27 \cdot 18$ |  |
| Porters and general assistants ... ... | 26.04 |  |
| Women, 18 years and over: <br> On completion of training | $25 \cdot 17$ |  |
| With 3 years' experience after training $\ldots$... $\ldots$ | $25 \cdot 67$ |  |
|  |  | $4 \cdot 40$ |
| Provinces: |  |  |
| Men, 21 years and over: |  |  |
| Envelope machine adjusters, cutters (guillotine and envelope), head stock-keepers, relief stampers-after 3 years' experience | $29 \cdot 43$ |  |
| Tag machine adjusters, doyley machine adjusters -after 2 years' experience | 26-94 |  |
| Warehousemen, packers and slitters (for mill reels)-after 1 year's experience ... | 25.91 |  |
| Porters and general assistants ... ... ... | $25 \cdot 30$ |  |
| Women, 18 years and over: |  |  |
| On completion of training ... ... | $24 \cdot 76$ |  |
| With 3 years' experience after training ... ... | $25 \cdot 26$ |  |

Note: The rates for men became operative from 6th May 1974, and for women from 3rd March 1975.

## 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 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 131).

## RUBBER MANUFACTURE-GREAT BRITAIN*

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

The agreements of the National Joint Industrial Council no longer specify minimum wage rates, these now being the subject of local negotiation, but minimum earnings levels have been established for a normal working week (see paragraph below).

## Hours or Work

The standard working week is 40 hours extending over 5 shifts of 8 hours, excluding meal breaks.

For double-day and three-shift systems the standard working week is $37 \frac{1}{2}$ hours extending over 5 shifts of $7 \frac{1}{2}$ hours, excluding meal breaks. This may be extended at local level to 8 hours without a meal break.

## Minimum Earnings Levels

The agreement provides for minimum earnings levels for a standard working week, operative from 1st March 1975, of $£ 30 \cdot 00$ for men 18 years and over and $£ 28 \cdot 50$ for women 18 years and over.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed not less than their appropriate minimum weekly wage in any pay week.

## Shift Work Allowances

Men employed on double-day or three-shift systems are paid an allowance of $£ 0 \cdot 650$ an hour on morning shifts, $£ 0 \cdot 1200$ on afternoon shifts and $£ 0 \cdot 1787$ on night shifts. For women the allowances are $£ 0 \cdot 617$ an hour on morning shifts and $£ 0 \cdot 1140$ on afternoon shifts.

## Night Work Allowance

Men employed on night shifts, which commence between the hours of 6 p.m. and 4 a.m. and continue through the night and are not part of a three-shift system, are paid an allowance of $£ 0 \cdot 1737$ for all hours worked that do not qualify for overtime payment.

## BUTTON MANUFACTURE-GREAT BRITAIN

[Button Manufacturing Wages Council (Great Britain) Wages Regulation Order] $\dagger$

| Class of Worker |  | General Minimum <br> Time Rates | Piecework Basis <br> Time Rates | Cost of Living <br> Supplement |
| :---: | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from 3rd May 1974.

## 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 40.

[^80]
## TOY MANUFACTURE-GREAT BRITAIN

[Toy Manufacturing Wages Council (Great Britain) Wages Regulation Order]*


Note: The rates became operative from 11th March 1974.

## 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 40, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

The piecework 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 a.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]

| Class of Worker | Minimum Hourly Rates of Wages $\dagger$ |
| :---: | :---: |
| Journeymen, 20 years and over | $\begin{gathered} p \\ 100 \end{gathered}$ |

Note: The rate became operative from 1st January 1975. The January 1975 minimum rate of 100 p per hour includes the accumulated "threshold increases", and the agreement is subject to review on 1st May 1975.

## Hours of Work

The normal hours of work, exclusive of mealtimes and overtime, are a maximum of 40 , normally to be worked in 5 days unless otherwise agreed.

## Night Shifts

Normal night shifts of 8 hours are paid at the rate of time-and-a-quarter.

[^81]
# PIANOFORTE MANUFACTURE-GREAT BRITAIN* 

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

| Class of Worker |  |  |  | Hourly Timework | Payment-by-Results Rates | Hourly Allowance $\dagger$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Adults, 20 years and over: $\quad$ p |  |  |  |  |  |  |
| Journeymen ... .. | $\ldots$ | $\ldots$ | $\ldots$ | $82 \cdot 46$ | $60 \cdot 20$ | 12.54 |
| Key and action production | ... | ... |  | $74 \cdot 21$ | $54 \cdot 18$ | $11 \cdot 29$ |
| Other processes ... ... | $\ldots$ | ... |  | $72 \cdot 15$ | $52 \cdot 68$ | $10 \cdot 97$ |
| Labourers and porters ... |  |  |  | $70 \cdot 09$ | $51 \cdot 17$ | $10 \cdot 66$ |

Note: The rates became operative from the beginning of the first full pay week in January 1975.

## Hours of Work

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

## Payment-by-Results Workers

Times or prices on individual systems of payment-by-results are to be such as to enable the average productive worker to earn at least $33 \frac{1}{3}$ per cent. more than the appropriate payment-by-results workers' rate. Bonuses under collective systems of payments-by-results are to be such as to enable the group of workers concerned to receive among them as a whole at least $33 \frac{1}{3}$ per cent. more than they would receive among them as a whole at the appropriate payment-by-results workers' rates. No worker under any scheme of payment-by-results is to receive less than the wages to which he or she would be entitled to at the payment-by-results workers' rate and hourly allowance.

## Cost of Living Safeguard Agreement

If the Retail Price Index (R.P.I.) shows an increase during 1975 of 15 per cent. or more above the December 1974 figure, the following additional payments will apply from the first full pay week in the month following the publication of such increased figure:-
p

| Journeymen |  |  |  |  | . |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Key and action production | ... | ... | $\ldots$ |  |  |
| Other processes | ... | ... |  |  | . 6 |

Further additional payments of the same amounts will be made following publication of the R.P.I. figures showing any further increases of 3 per cent. over the December 1974 figure.

## Shift Workers

On double-day or three-shift systems workers are paid an additional 5 p an hour for all hours worked on the day shift and 12 p 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 12 p 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.

[^82]
# PLASTICS MOULDING AND FABRICATING INDUSTRYGREAT BRITAIN 

[Agreements between the Engineering Employers' Federation and the Amalgamated Union of Engineering Workers, the General and Municipal Workers' Union and the Transport and General Workers' Union]

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

Note: The rates became operative from the first full pay week containing 1st March 1975.

Hours of Work, Etc.
The 40 -hour working week and the general engineering working conditions which are regulated by agreement between the Federation and the Unions (see page 40) apply to workers employed in plastics establishments.

## Payment-by-Results Workers

National agreements do not provide for a minimum piecework standard and incentives are to be a matter for determination domestically.

# MECHANICAL CONSTRUCTION ENGINEERING 

## [Agreements between the Engineering Employers' Federation and the Trade Unions concerned]

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

Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked over 5 days. The night-shift hours are to be worked over 4 or 5 nights.

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 48 on the third shift, usually from 10 p.m. to 6 a.m.

## Guarantee of Employment

Subject to certain conditions and qualifications provision is made for a guarantee of 5 days' employment in each normal pay week.

## 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, calculated on the day-shift rate.

## Radius Allowance

Daily allowances are paid 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 over 2 miles from the worker's home. For example, a radius allowance of 47 p a day is payable on sites 2 to 5 miles each way, ranging up to an allowance of $£ 1 \cdot 90$ a day on sites over 25 miles each way. Where suitable free transport is provided the allowance ranges from 32 p to $£ 1 \cdot 27$.

## Extra Payments for Exceptional Work

An additional payment of $£ 0 \cdot 0042$ 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 $£ 0.0125$ an hour is made with a further $£ 0.0125$ an hour in respect of heat, fumes, etc.
All men working at heights are paid allowances ranging from $£ 0.0083$ an hour for 50 feet but under 75 feet to $£ 0 \cdot 1000$ an hour for 250 feet but under 300 feet, with an addition of $£ 0.0250$ an hour for each additional 50 feet.

## BUILDING INDUSTRY

## Great Britain

[Agreement of the National Joint Council for the Building Industry]

| Class of Worker and Locality | Standard Weekly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Craft Operative $\dagger$ | Labourers. 18 years and over |
| Men: | £ | $£$ |
| London (within 15 miles radius of Charing |  |  |
| Cross) and Liverpool district <br> Grade A districts | $34 \cdot 20(37 \cdot 20)$ $34 \cdot 00(37 \cdot 00)$ | $29 \cdot 20(31 \cdot 60)$ $29.00(31 \cdot 40)$ |
| Women, 18 years and over: |  |  |
| On craft processes (after 6 months' probation) |  |  |
| On other than craft processes (Scotland) ... |  |  |
| On other than craft processes (E. \& W.) |  |  |

Note: The rates became operative from 3rd February 1975 and are due to be increased to the rates shown in brackets from 30th June 1975.

## Hours of Work

The normal hours of work in a full week are 40, exclusive of meal breaks for day workers and double-day shift workers, and inclusive of meal breaks for three-shift workers. These hours are worked in 5 days.

## Guaranteed Weekly Wage

Subject to certain conditions, an operative is guaranteed payment at his standard weekly rate of wages for the full normal working hours of each subsequent and complete pay-week of the period of employment whether work is, or is not, provided by the employer and regardless of temporary stoppages through inclement weather or other causes beyond the control of the parties.
An operative who has not been available for work within the meaning of the preceding paragraph throughout the normal working hours of a pay-week is not entitled to the weekly guarantee, but is entitled to payment of the appropriate proportion of his guaranteed minimum weekly rate of wages for half the number of any hours during which, although available for work, he has been prevented from working by inclement weather or other cause beyond the control of the parties.
Where work is temporarily stopped or is not provided by the employer and a pay-week during which the operative actually works is followed by a complete pay-week during which, although remaining available for work he is prevented from performing actual work, he is paid for that pay-week at his standard basic weekly rate of wages together with the guaranteed minimum bonus payment and the Joint Board Supplement. Thereafter, and while the stoppage of work continues and the operative is similarly prevented from actually working, he may be required by the employer to register as an unemployed person, in which event the provisions relating to continuity of employment during temporary stoppage will apply to him.

Guaranteed Minimum Bonus*
Subject to certain conditions and variations all workers are paid a guaranteed minimum bonus as follows:

$$
\begin{array}{ll}
\text { Craft Operative } & £ 3.40 \text { per week } \\
\text { Labourers } & £ 2.80 \text { per week }
\end{array}
$$

From 30th June 1975 the minimum bonus payment will be increased to $£ 4 \cdot 20$ and $£ 3 \cdot 60$ respectively.

## Joint Board Supplement

Subject to certain conditions and variations all workers are paid a Joint Board Supplement as follows:-

|  |  | 3rd February 1975 | 30th June 1975 |
| :---: | :---: | :---: | :---: |
| Craft operatives |  | £2.60 | £5.00 |
| Labourers |  | £2. 20 | £4.20 |

## Night Gangs and Shift Work

Men who are employed for at least three nights consecutively are paid time-and-one-fifth of the plain time rate.
For double-day shift working, men are paid a shift allowance of one-eighth of the plain time rate for each completed shift. In the case of three-shift working, the allowances are one-eighth of the plain time rate when completing the first and second shift and one-fifth of the plain time rate when completing the third shift.

[^83]
## BUilding Industry-contd.

I. Great Britain-contd.

## 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.

## Tool Money

Certain workers who supply and maintain their own tools are paid tool allowances as follows:

Carpenters and joiners, 20p a week; repetitive process workers in woodworking factories or shops, 10 p a week.
Banker masons, 15p a week.
Mason fixers, plasterers and bricklayers, 10p a week.
Painters, overalls allowance, 10p a week (providing he supplies himself with freshly laundered overalls at least once a week).
Wall and floor tilers, 10 p 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:
Discomfort, inconvenience or risk:
Furnace or similar work up to $120^{\circ}$ Fahrenheit
Foul or dirty work $\ldots \ldots$
Forking in swings, cradles, boats or boatswain's chairs
Wher hour
Whe

## Intermittent responsibility:

Labourer's rate plus:
Men engaged on concrete levelling ... ... ... ... 1p

## Continuous extra skill or responsibility:

Timbermen recognised as such
Drivers or operators of mechanical plant, such as compressors, cranes, derricks, dumpers, excavators, pumps, road rollers, scrapers, shovels, tractors, winches, mechanical barrows, elevators

1p
Labourer's rate plus:
Per week
Not less than 60 p

The extra payments for discomfort, inconvenience or risk and intermittent responsibility are made 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 60p a week 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 the standard rate for craftsmen.

Repetitive process workers in woodworking factories or shops are paid a differential rate of 40 p a week 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. The rates became operative from 3rd February 1975.

London ... ...

> Drivers, according to carrying capacity of vehicle $£ 34 \cdot 20$ to $£ 35 \cdot 00$

Mates and Statutory Attendants, 18 years and over

Grade 1 districts
$£ 34 \cdot 00$ to $£ 34 \cdot 80$
£34.00
$£ 33 \cdot 80$
Drivers with trailer attached $2 \frac{1}{2}$ p. a day extra
Grade 1 districts correspond to Grade A districts and Liverpool and district.
The working week is one of 40 hours, inclusive of garage duties but excluding mealtimes, to be worked in 5 days. Subject to certain conditions and qualifications such workers are paid a week's wages in respect of any week in which they have performed some road haulage work.

## PLUMBING INDUSTRY

## I. England and Wales

## [Agreements of the Joint Industry Board for Plumbing Mechanical <br> Engineering Services]

| Class of Worker |  |  |  |  |  |  | Hourly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Technical plumber | $\ldots$ |  |  |  |  |  |  | 1 |
| Advanced plumber ... | $\ldots$ |  | $\ldots$ | $\ldots$ | $\ldots$ | $\cdots$ |  |  |
| Trained plumber . |  | $\ldots$ | ... | $\ldots$ | $\ldots$ | $\ldots$ | 921 | (1012) |
| Labourer ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $81 \frac{1}{2}$ | $\left(90 \frac{1}{2}\right)$ |

Note: The rates became operative from 6th January 1975 and are to be increased to the rates shown in brackets from 11th August 1975.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes, are 40 to be worked over 5 days.

## Responsibility Money

Advanced plumbers while undertaking the supervision of other journeymen shall be paid "responsibility" money of 5 p per hour for the period during which they are required to carry out this function.

## Cost of Living Regulator

If the Retail Price Index (R.P.I.) in August 1975 is more than 5 per cent. in excess of the figure in January 1975 (R.P.I. base January $1974=100$ ), the wage rates prescribed to take effect from 11th August 1975 shall be adjusted from 5th January 1976 by the percentage by which the Retail Price Index has been exceeded on the basis of 1 p per hour for each 0.75 per cent. rise above 5 per cent.

## PLUMBING INDUSTRY

## II. Scotland and Northern Ireland

[Agreements of the Joint Industry Board for the Plumbing Industry]


Note: The rates became operative from 3rd March 1975 and are to be increased to the rates shown in brackets from 11th August 1975.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes, are 40, to be worked over 5 days.

## Responsibility Money

Advanced plumbers while undertaking the supervision of other journeymen shall be paid "responsibility" money of not less than $2 \frac{1}{2}$ p and not more than 5 p per hour for the period during which they are required to carry out this function.

## Cost of Living Regulator

If the Retail Price Index (R.P.I.) in August 1975 is more than 5 per cent. in excess of the figure in January 1975 (R.P.I. base January $1974=100$ ), the wage rates prescribed to take effect from 11th August 1975 shall be adjusted from 5th January 1976 by the percentage by which the retail price index has been exceeded on the basis of 1 p per hour for each 0.75 per cent. rise above 5 per cent.

## DEMOLITION CONTRACTING－GREAT BRITAIN

［Agreements between the National Federation of Demolition Contractors and the Trade Unions concerned］

| Class of Worker | Basic Hourly Rates of Wages＊ |  |
| :---: | :---: | :---: |
|  | London and Liverpool District | Grade A and |
| Topmen capable of carrying out and fully skilled | p | p |
| in all operations in connection with demolition work，burner topmen，shorers（timber） | 85 （92⿺⿻⿻一㇂㇒丶⿱口八土） | 841 ${ }^{\frac{1}{2}}$（92） |
| Mattockmen，burner ground men，shorers＇mates assisting in preparation and erection of shoring （timber） | 79 （851） | 781 ${ }^{\frac{1}{2}}$（85） |
| General labourers when using breaker compressed air drills or pneumatic punching machines or spades，cleaner sorters or improvers | 75 （81） | 74 （801） |
| Labourers employed in demolition work ．．． | $72 \frac{1}{2}$（781） | 72 （78） |

Note：The rates became operative from 3rd February 1975 and are due to be increased to the rates shown in brackets from 30th June 1975.

## Hours of Work

The hours of work in a full week，exclusive of mealtimes and overtime，are 40，to be worked in 5 days．

## Guaranteed Weekly Wage

The provisions are the same as for the building industry（see page 145）．

## Night Shifts

Separate men from those at work during the day are paid an additional $12 \frac{1}{2} \mathrm{p}$ per hour．

Classification of Areas
The classifications are the same as for the civil engineering construction industry（see page 151）．

## Demolition Board Supplement（D．B．S．）and Guaranteed Minimum Attendance（G．M．A．）Payment＊

In addition to the above rates the following payments will be made：－

|  | $\underset{£}{\text { D.B.S. }}$ | G.M.A. |
| :---: | :---: | :---: |
| Labourer，cleaner，sorter or improver | $2 \cdot 20$（4．20） | $2 \cdot 80(3 \cdot 60)$ |
| Mattockman，burner，groundman，shorer＇s mate | $2 \cdot 35$（4．50） | $3 \cdot 00$（3．75） |
| Topman，burner，topman，shorer ．．． | $2 \cdot 60$（5．00） | $3 \cdot 40$（4．00） |

## CIVIL ENGINEERING CONSTRUCTION-GREAT BRITAIN

[Agreements of the Civil Engineering Construction Conciliation Board]

| Class of Worker and Locality | Hourly Rates of Wages* |
| :---: | :---: |
| Craftsmen: | p |
| London Super Grade ... | $85 \frac{1}{2}$ |
| Liverpool ... ... ... ... | $85 \frac{1}{2}$ |
| Class I districts ... ... | 85 |
| General Operatives: |  |
| London Super Grade | 73 |
| Class I districts ... | $72 \frac{1}{2}$ |
|  | General Operatives' |
| Other Classes of Workers $\dagger$ : | rate plus: |
| Gangers | 7 p and upwards |
| Crane and derrick drivers | $5 \frac{1}{2} \mathrm{p}$ to $24 \frac{1}{2} \mathrm{p}$ |
| Dumper drivers ... | 3p to 23p |
| Excavator drivers | 7p to 30p |
| Maintenance mechanics on site | 15p |
| Contractors' plant mechanics ... | 18p |
| Contractors' plant mechanics (highly skilled) | $20 \frac{1}{2} \mathrm{p}$ and upwards |
| Contractors' plant mechanics' mates |  |
| Tractor drivers ... | 3p to 19p |
| Scaffolders ... ... | $12 \frac{1}{2} \mathrm{p}$ plus height money |
| Tunnel miners, (skilled) ... | 13⿺辶 |
| Tunnel miners' mates ... | $8 \frac{1}{2} \mathrm{p}$ |
| Drivers of road vehicles of gross vehicle weight: |  |
| Up to and including $3 \frac{1}{2}$ tons ... ... | Adjusted between employer and employee |
| Over $3 \frac{1}{2}$ tons up to and including 6 tons | ${ }^{61} \mathrm{p}$ |
| Over 6 tons up to and including 10 tons | 9 p |
| Over 10 tons up to and including 16 tons | $10 \frac{1}{2} \mathrm{p}$ |
| Over 16 tons up to and including 24 tons ... | $11 \frac{1}{2} \mathrm{p}$ |
| Over 24 tons $\ldots \ldots$, $\ldots \ldots$, $\ldots$ | $12 \frac{1}{2} \mathrm{p}$ |
| Special vehicles (e.g. indivisible lump loads not within construction and use regulations) | Adjusted between employer and employee |

Note: The rates became operative from 3rd February 1975. Further increases of $7 \frac{1}{2}$ p per week for craftsmen and $6 p$ per week for general operatives will be payable from 30 th June 1975.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes, are 40, to be worked in 5 days.

## Joint Board Supplement

A Joint Board Supplement of $£ 2.60$ per week (craftsmen and general operatives in receipt of a plus rate of 14 p and over) and $£ 2 \cdot 20$ per week (general operatives) is paid for a 40 -hour week, in addition to the above rates. The supplement will be increased on and from 30th June 1975 to $£ 5 \cdot 00$ and $£ 4 \cdot 20$ per week respectively.

## Guaranteed Week

A man who is available for work is guaranteed, subject to certain conditions and qualifications, 40 times his ordinary hourly rate, in respect of normal working hours, 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-fifth. This does not apply to "shift men".

## Other Classes of Work

Provision is also made for 8-hour rotary shifts, double shifts worked in connection with tunnels and for "shift men" (i.e., men responsible for taking over from and handing over to their counterpart at commencement and completion of duty and who have to hold themselves available for work during mealtimes.

## Guaranteed Minimum Bonus*

The provisions are the same as for the building industry (see page 145).

[^84]
## Civil Engineering Construction-contd.

## Tool Money

Workers who supply and maintain their own tools are paid tool allowances as follows: Carpenters and joiners, 20p a week; plumbers, 15 p a week; bricklayers, 10p 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, 10p a week.

Contractors' plant mechanics and maintenance mechanics, 20p a week.

## Classification of Areas

The London Super Grade rate is paid in the Greater London Area, the City of London, Chigwell U.D. and Epsom and Ewell M. B.

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 Rutal District of West Lancashire.

Class I covers the remainder of England, Wales and Scotland.
In exceptional circumstances the Board may award a special classification for a particular job without prejudice to the continued operation of the agreed classification for the district.

## BUILDING AND CIVIL ENGINEERING CONSTRUCTIONNORTHERN IRELAND

[Agreements of the Joint Council for the Building and Civil Engineering Industry, Northern Ireland]

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

Note: The rates became operative from 6th January 1975. From the same date a guaranteed minimum bonus of $£ 3.40$ a week for craftsmen and $£ 2 \cdot 80$ a week for labourers came into operation.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, normally to be worked in 5 days, but a $5 \frac{1}{2}$-day week may be worked during the mid-winter period, i.e., six weeks before and after Christmas.

## Joint Board Supplement*

Subject to certain conditions and variations all workers are paid a Joint Board Supplement. Supplement as follows:

Craftsmen $£ 2 \cdot 60 \quad$ Labourers $£ 2 \cdot 20$

## Guaranteed Week

A man who is available for work, but is prevented from working by reason of inclement weather, is paid at half of his hourly rate for the time lost, subject to a minimum payment during the week of not less than 40 times his ordinary hourly rate, including any plus rate for skill and the productivity supplement but excluding any plus rate payable in respect of conditions under which work is done.

Extra Payments
Scales of payments are specified to be paid to workers when employed at heights, on trench digging, dirty work or in other special circumstances.

## Tool Money

A tool money allowance of 20p a week is payable to joiners. Plasterers receive an allowance of 5 p 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 8 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.

# HEATING, VENTILATING AND DOMESTIC ENGINEERING (INSTALLATION AND MAINTENANCE)-GREAT BRITAIN 

[Agreements between the Heating and Ventilating Contractors' Association and the National Union of Sheet Metal Workers, Coppersmiths and Heating and Domestic Engineers]


Note: The rates became operative from 10th February 1975.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## Guaranteed Week

Provision is made for a guaranteed weekly payment for 40 hours, subject to certain conditions and qualifications.

## Shift Workers

When continuous 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.

## Night Workers

The basic rate for men who work at least five consecutive nights on night shifts ${ }^{\text {is }}$ one-and-a-quarter times the normal rate, any overtime being calculated on this enhanced rate.

## Merit Money

Payment of merit money to an operative may be made at the option of the employer for mobility, loyalty, long service, etc., and for special skill over and above that detailed in the definition of the operative's grade.

## Payments for Exceptional Work

Extra payments are made for exceptional kinds of work, e.g., dirty work, abnormal conditions, work at heights, etc.

## London Rate

For men employed within a radius of 25 miles from Charing Cross the provincial rates are increased by 0.5 p an hour.
[Agreements of the Joint Industrial Committee for Power Cable Jointers]


Note: The rates became operative from the first pay week after 31st March 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, 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 5 days' or shifts' employment in any pay week such as will enable them to earn, during such period, the equivalent of their respective day-time rates for 40 hours, subject to certain conditions and qualifications.

## 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 $10 \frac{2}{3}$ rd hours on third shift. On continuous shift working these payments apply to shifts worked on Monday to Friday. On Saturday time-and-a-half is paid for all hours worked on the first and second shifts and time-and-ahalf for the first two hours and time-and-four-fifths thereafter on the third shift. All shifts worked on Sunday are paid at double time.

## Night Shifts

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

TELEPHONE CABLE INSTALLATION—GREAT BRITAIN
[Agreements of the Telephone Cable Jointers' Negotiating Committee]


Note: The rates became operative from 4th November 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , to be worked over 5 days or nights.

## Guaranteed Week

All full-time employees, after four weeks' continuous service, are guaranteed 5 days' or shifts' employment in any pay week such as will enable them to earn, during such period, the equivalent of their respective normal day-time rates for 40 hours, subject to certain conditions and qualifications.

## Payment-by-Results Workers

Standards shall be such that a worker of average ability shall in normal circumstances be able to earn 20 per cent. more than the basic time working rate applicable for the job whilst working to such standards.

## Night Shifts

Normal work on the night shift is paid at day-time rate-and-a-third. GREAT BRITAIN
[Agreements between the National Federation of Master Steeplejacks and Lightning Conductor Engineers and the Union of Construction and Allied Trades Technicians]


Note: The rates became operative from 3rd February 1975 and are due to be increased to the rates shown in brackets from 30th June 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , normally to be worked in 5 days, but a $5 \frac{1}{2}$-day week may be worked during the mid-winter period.

## Guaranteed Weekly Wage

The provisions are the same as for the building industry (see page 145)

## Tool Money

Where an operative provides his own tools, a weekly allowance of 10 p is paid.

## Night Shifts

Separate men from those at work during the day are paid an allowance of one-fifth of the basic rate provided at least three consecutive nights are worked.

## Guaranteed Minimum Bonus and Joint Board Supplement*

Subject to certain conditions and variations all workers are paid a guaranteed minimum bonus (G.M.B.) and joint board supplement (J.B.S.) from 3rd February 1975 as follows:

|  |  |  |  |  |  |  |  |  |
| :--- | :---: | :---: | :--- | :--- | :--- | :--- | :--- | :---: |
|  |  |  |  |  |  | G.M.B. | J.B.S. |  |
| Steeplejacks | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $3 \cdot 40(4 \cdot 00)$ | $2 \cdot 60(5 \cdot 00)$ |
| Steeplejacks' mates | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 80(3 \cdot 60)$ | $2 \cdot 20(4 \cdot 20)$ |  |
| Lightning conductor fitters | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $3 \cdot 40(4 \cdot 00)$ | $2 \cdot 60(5 \cdot 00)$ |  |  |
| Lightning conductor fitters' mates | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 80(3 \cdot 60)$ | $2 \cdot 20(4 \cdot 20)$ |  |  |  |
| Adult learners | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 80(3 \cdot 60)$ | $2 \cdot 20(4 \cdot 20)$ |

## ELECTRICAL CONTRACTING INDUSTRY

## I. England, Wales and Northern Ireland

[Determinations of the Joint Industry Board for the Electrical Contracting Industry]

|  |  |  |  | Standard Hourly Inclusive Rates* |  |
| :--- | :--- | :--- | :--- | :---: | :---: | :---: |

Note: The rates became operative from the payweek including 1st January 1975.

## Hours of Work

The standard hours of work in a full week for day workers are 38, exclusive of mealtimes, to be worked in 5 days. For night workers the hours are 38 , inclusive of mealtimes, to be worked in 5 nights.

## Night Workers

Night-shift workers (i.e., workers who work throughout the night for not less than three consecutive nights) are paid time-and-a-third for all hours worked up to 38 hours in any one week (Monday to Friday) before any overtime premium is calculated.

## II. Scotland

[Agreements of the Scottish Joint Industry Board for the Electrical Contracting Industry]

| Class of Worker |  |  |  |  |  |  |  | Hourly Rates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Technicians | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | ... | p 148 |
| Approved electricians§ | ... | ... | ... | $\ldots$ | ... | . | $\ldots$ | 123 |
| Electricians ... | $\ldots$ | ... | $\ldots$ | $\ldots$ |  |  | $\ldots$ | 110 |
| Labourers | $\ldots$ | ... | $\ldots$ | $\ldots$ |  | $\ldots$ | $\ldots$ | 86 |

Note: The rates became operative from 1st January 1975.

## Hours of Work

The working hours are 38 a week, to be worked in 5 days, Monday to Friday inclusive.

## Night Workers

Night-shift workers are paid plain time rate plus one-third for the first 8 hours each night, provided not less than three consecutive nights are worked.

[^85]
## MASTIC ASPHALT LAYING-GREAT BRITAIN

[Agreements of the National Joint Council for the Mastic Asphalt Industry (laying side)]

| Class of Worker | Hourly Rates of Wages* |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | London Area (within 15 miles of and Merseyside | Provincial Areas |  |
|  | $\mathrm{p}^{\mathrm{p}}$ | p | Per week £ |
| $\begin{array}{lllll}\text { Charge hands } & \ldots & \ldots . & \ldots \\ \text { Spreaders } & . . . & \ldots & \ldots & \ldots\end{array}$ | 74 | 731 | $\square$ |
| $\begin{array}{llll}\text { Mixermen } & \ldots & \ldots & \ldots \\ \text { M }\end{array}$ | $68 \frac{1}{2}$ | $68{ }^{2}$ | , |
| Potmen $\ldots$. $\ldots$. $\ldots$. $\ldots$ | 68 | $67 \frac{1}{2}$ | \} |
| Labourers, registered as "classified labourers" | 63 | $62 \frac{1}{2}$ | J |

Note: The rates became operative from 10th June 1974.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 40, to be worked in 5 days, except during the period of six weeks before and six weeks after Christmas when $5 \frac{1}{2}$ days may be worked.

## Guarantee of Employment

A man who is available for work is guaranteed, subject to certain conditions and qualifications, not less than the appropriate day's pay.

## Guaranteed Minimum Extra Payments*

Subject to certain conditions the following minimum extra payments are payable:-

|  |  |  |  |  | $£$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Chargehands | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $3 \cdot 00$ |
| Spreaders $\ldots$. | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $3 \cdot 00$ |
| Mixermen $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 80$ |
| Potmen $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 80$ |
| Labourers $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 60$ |

## Payments for Exceptional Work

Extra payments of 1 p to 3 p 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 an addition of one-fifth of the ordinary rate, provided not less than three consecutive nights have been worked.

# WATER SERVICE-GREAT BRITAIN 

## I. Water Supply

## [Agreements of the National Joint Industrial Council for the Water Service]

| Class of Worker* | National <br> Hourly Rates of Wages $\dagger$ |
| :---: | :---: |
| Operators (higher grade) duties determined locally | ${ }_{95}{ }^{\text {p }} 795$ |
| Grade F-Working supervisors of grades A to E | 95.795 |
| Grade E-Drivers (articulated-over 2 tons unladen weight), skilled operators | $82 \cdot 795$ |
| Grade D-Turncock operators, inspectors, drivers/operators of steam or oil engines, drivers (rigid-over 3 tons unladen weight), meter repairers, stores and record keepers, layers and jointers of pipes up to 12 ins. | $90 \cdot 045$ |
| Grade C-Turncock assistants, assistant inspectors, pipe layers' and jointers' assistants of pipes up to 12 ins., assistant drivers/operators of steam or oil engines, drivers (up to 3 tons unladen weight), meter testers, meter readers, assistant record keepers | $87 \cdot 795$ |
| Grade B-Sounding mains and services (at night), excavating, softening/hardening plant attendants, chlorinator operators, pipeline and aquaduct inspectors, slow sand filter cleaners, drivers (up to 2 tons unladen weight), grounds maintenance men, mechanical plant operators | $85 \cdot 545$ |
| Grade A-Labourers ... ... ... ... ... ... | 81.795 |

Note: The rates became operative from 4th November 1974.

## Hours of Work

The normal weekly hours of work are 40 (spread over the 5 days, Monday to Friday), exclusive of mealtimes, for day workers, and an average of 40 , 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 $10 \cdot 88$ p an hour, and those employed on a two-shift system a "plus rate" of 6.79 p an hour, for each hour actually worked.

## 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 rate for fully skilled building craftsmen is $97 \cdot 50$ p operative from 4th November 1974. Hours of work and conditions of service are as for waterworks undertakings employees.

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 District Counci area is $97 \cdot 50 \mathrm{p}$ an hour for a 40 -hour week from the first full pay week commencing on or after 4th November 1974.

Building and Engineering craftsmen are subject to an interim productivity payment of $£ 1$ a week for workers not covered by genuine incentive bonus schemes.

## Service Supplement

A service supplement of $2 \cdot 15$ p an hour is payable to all employees with not less than 5 years' continuous service.

## London Weighting

| Inner zone | $\ldots$ | $\ldots$ | $£ 400$ per annum |
| :--- | :---: | :---: | :---: |
| Intermediate zone | $\ldots$ | $£ 250$ per annum |  |
| Outer zone | $\ldots$ | $\ldots$ | $£ 125$ per annum |

## Interim Productivity Payment $\dagger$

$£ 2 \cdot 00$ per week as a Minimum Incentive Bonus for adults, with appropriate percentage for youths.

* Full details of grades are contained in the agreements.

Water Service-contd.

## II. Rivers

|  | Class of Worker* |  |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :---: |
| Grade A | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | Weekly Rates of Wages <br> outside London $\dagger$ |
| Grade B | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $£$ <br> Grade C |
| Grade D | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $32 \cdot 718$ |
| Grade E | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $34 \cdot 218$ |
| Grade F | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $35 \cdot 118$ |

Note: The rates became operative from 4th November 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 (guaranteed), to be worked in 5 days including Saturdays and Sundays subject in the case of the latter days to the appropriate enhanced rates.

## Guaranteed Week

The requirement of a guaranteed week of 40 hours may be met either by working not less than the standard week throughout the year, or by 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.

## Shift Workers

Shift workers are paid an additional allowance of $3 \cdot 13 \mathrm{p}$ an hour on alternating shifts and $4 \cdot 58 \mathrm{p}$ an hour on rotating shifts, 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. For standard hours on Monday to Friday in the period from 8 p.m. to 6 a.m., the present rotating and alternating shift allowances are increased to one-fifth of the employee's hourly rate.

## 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-a-third. For standard hours on Monday to Friday in the period from 8 p.m. to 6 a.m., day workers not qualifying for the night rate are paid a supplement of one-fifth of the employee's hourly rate.

[^86]
## Week-end Work

Shift workers who work at week-ends as part of their normal working week are paid at the rate of time-and-a-half for all hours worked after midnight Friday and at double time for all hours worked on Sunday, exclusive of the shift allowances.

## Leading Hands

A leading hand is a man in charge of not more than six men, where no ganger is in charge, and is paid:

## Group rate

| where he is in charge of Group B men | $\ldots$ | $\ldots$ | D |
| :--- | :--- | :--- | :--- |
| where he is in charge of Group C men | $\ldots$ | $\ldots$ | E |
| where he is in charge of Group D men | $\ldots$ | $\ldots$ | F |

## Extra Payments

Additional payments of 0.83 p to 1.25 p an hour, at the discretion of the employing authority, are made for work:
(i) in conditions involving close contact with dirt or filth to an extent and degree greater than is inherent or usual in the occupation concerned ... ... ... ... ... ... ... ...
$0 \cdot 83 p-1.25 p$ an hour
(ii) prolonged work in direct contact with hot liquid tar and/or hot bitumen
(iii) employees required by the authority to hold a current certificate in
$0 \cdot 83 \mathrm{p}$ an hour First Aid
... ..
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 $2 \cdot 5 p$ an hour.

## Service Supplement

Employees with at least 5 years' continuous service are paid a service supplement of 65 p a week.

## Lead-In Payments

From not earlier than 1st March 1972 lead-in payment schemes were introduced for adult workers, the payments being limited to occupations where genuine and viable productivity systems can be established. The lead-in payments are $£ 1.00$ a week for men and women in equal pay posts.

## GAS SUPPLY-GREAT BRITAIN

## I. Workers other than Plant Maintenance Craftsmen

## [Agreements of the National Joint Industrial Council for the Gas Industry]

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

Note: The rates became operative from 12th January 1975.

## Hours of Work

The hours of work for day workers are 40 a week, exclusive of mealtimes and overtime, to be worked in 5 days. The normal hours for shift workers are an average of 40 a week (over a cycle of 4 weeks or longer).

## Shift Workers

Shift workers are paid a shift inconvenience allowance of 4.58 p an hour over the standard rate. All time worked by shift workers between 6 a.m. Saturday and 6 a.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.

## Service Supplement

A service supplement of 1.94 p an hour is payable to all workers with 5 years' continuous service.

## Interim Productivity Payment

With the object of promoting the acceptance and more rapid extension of work-studied incentive payment schemes in the industry, an Interim Productivity Payment was introduced on 30th May 1971.
This payment is a fixed weekly amount of $£ 1.00$ for a complete working week or can be made at the rate of $2 \frac{1}{2} \mathrm{p}$ an hour, subject to a maximum of 40 hours per week or 8 hours per day, for ordinary scheduled hours worked. It is paid to those time-rated day or shift workers who are due to be transferred eventually to work-studied incentive payment schemes or to other forms of incentive bonus schemes and will cease on a worker's entry to such a scheme.

## Metropolitan Allowance

Workers in the Inner Metropolitan Area ( 16 mile radius of Charing Cross), Slough, Staines, Leatherhead, Brentwood Green, receive an extra $9 \cdot 75$ p an hour. Workers in the Outer Metropolitan Area receive an extra $7 \cdot 75$ p per hour.

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

Note: The rates became operative from 12th January 1975.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes, are 40 for day workers and night workers, to be worked in 5 days or 5 nights. For workers employed on rotating or alternating shifts the normal weekly hours are an average of 40 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 $2 \cdot 5$ p 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 $3 \cdot 5$ p an hour.
Provided that if there is a foreman in charge of the gang, the charge hand is paid only an additional $2 \cdot 5 \mathrm{p}$ an hour.

## Metropolitan Allowance

The same as for other manual operatives (see page 161).

## Service Supplement

A service supplement of 1.94 p an hour is payable to all workers with 5 years' continuous service.

## Interim Productivity Payment

The payment for maintenance craftsmen follows the same lines as the agreement for general gas supply workers see page 160.

## Other Classes

By arrangement with individual unions, paviors, plasterers and slaters are paid the same rates as the skilled grades.

[^87]
## ELECTRICITY SUPPLY-GREAT BRITAIN

[Agreements of the Nationa! Joint Industrial Council for the Electricity Supply Industry and the National Joint (Building and Civil Engineering) Committee for the Electricity Supply Industry]*

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

Note: The rates became operative from 17th March 1975.

## Hours of Work

The hours of work in a full week, exclusive of overtime, are 40 (excluding mealtimes) for day workers and night workers, to be worked over 5 days, and 40 (including mealtimes) for shift workers, averaged over the cycle of shifts. In lieu of a shorter working week each employee with effect from October 1973 is granted 8 consecutive hours relief from duty in each calendar month.

## Staggered Working

Provision is made for additional allowances over and above the schedule annual salary to be paid for " staggered day " working, " staggered hours "working, " winter/summer stagger" and "work/load stagger".

## Shift Workers

A worker employed on shift work is paid a shift enhancement over and above his schedule annual salary as follows:
(i) Seven-day week continuous three-shift system-£198.00 per annum.
(ii) Alternating or overlapping two-shift system, excluding Saturday and Sunday$£ 107 \cdot 00$ per annum.
(iii) Intermediate shift system falling between (i) and (ii) above-£124.00 per annum.

Premium time is paid at single time for all hours worked on a Sunday and half-time for all hours worked on a Saturday or public holiday, these payments being calculated on the hourly rates derived from the worker's schedule annual salary.

## Extra Payment

Extra payments are made to workers when employed at heights, in contact with acid, on dirty work, in high temperatures or other special circumstances.

[^88]
## Electrictiy Supply-contd.

## 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 $35 \cdot 00 \mathrm{p}$ a day (or shift) higher than the day (or shift) 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 $47 \cdot 70$ p a day (or shift) higher than the day (or shift) rate of the highest paid employee under his charge.

## Productivity and Lead-in Payments

Agreements were made in 1968 to provide for the introduction of local productivity payment schemes within the national framework. These schemes are based on work study and are designed to improve labour productivity in the industry. Payments are based on the level of performance achieved, up to a maximum of $33 \frac{1}{3}$ per cent. of the schedule hourly rate.

The current agreement provides for all full-time adult employees who were not, at 5th April 1971, working under such productivity payment schemes to receive "lead-in" payments from 1st November 1973 of $£ 2 \cdot 25$ per week.

These payments are to cease from the date of introduction of a specific productivity payment scheme for the group or individual concerned.

## London Weighting

An additional payment of $£ 390$ a year is made to adult workers employed within 4 miles of Charing Cross. All other adult workers employed in London receive an additional payment of £276 a year.

## Grouping of Occupations

The grouping of occupations is as follows:
Group A-Labourer, gatekeeper (plus $£ 6 \cdot 00$ p.a.).
Group B-Battery attendant, coal plant attendant, gatekeeper (security). storekeeper's assistant.

Group C-Conveyor operator, mates.
Group D-Hatchwayman, meter reader, oiler and greaser, platelayer, public lighting attendant, shunter, sub-station attendant's assistant (R) up to 4 MW (over 4 MW, plus $£ 21 \cdot 50$ p.a.), sub-station attendant's assistant (S) up to 150 MW (over 150 up to 500 MW , plus $£ 21 \cdot 50$ p.a.; over 500 up to 1,000 MW, plus $£ 33 \cdot 50$ p.a.; over 1,000 MW, plus $£ 44 \cdot 50$ p.a.), switchboard attendant's assistant up to 20 MW (over 20 up to 150 MW, plus $£ 21 \cdot 50$ p.a.; over 150 MW , plus $£ 33 \cdot 50$ p.a.), driver class (a) mobile plant up to 10 tons, (driver class (b) mobile plant over 10 tons and up to 16 tons and transport drivers up to 3 tons plus $£ 21 \cdot 50$ p.a.).
Group E-Assembler of cooking and heating apparatus, auxiliary plant attendant, boiler cleaner, meter fixer, meter tester's assistant, (driver class (c) mobile plant 16 tons and under used on public highway and transport drivers 3 tons and up to 16 tons plus $£ 22 \cdot 50$ p.a.).

## Electricity Supply-contd.

Grouping of Occupations-contd.
Group F-Boiler operator* 1-500 k.lb. boiler (over 500 up to 1,000 k.lb. boiler, plus $£ 39 \cdot 00$ p.a.; over 1.000 k.lb. boiler, plus $£ 54.50$ p.a.), lagger plus $£ 33.00$ p.a.; meter reader and collector, storekeeper, sub-station attendant (R) up to 4 MW (over 4 MW , plus $£ 22 \cdot 00$ p.a.), sub-station attendant (S) up to 150 MW (over 150 up to 500 MW , plus $£ 22 \cdot 00$ p.a.; over 500 up to $1,000 \mathrm{MW}$, plus $£ 33 \cdot 00$ p.a.; over $1,000 \mathrm{MW}$, plus $£ 44 \cdot 00$ p.a.), switchboard attendant up to 20 MW (over 20 MW up to 150 MW , plus $£ 39 \cdot 00$ p.a.; over 150 MW, plus $£ 54 \cdot 50$ p.a.), turbine operator $\dagger$ up to 55 MW set (over 55 up to 150 MW set, plus $£ 39 \cdot 00$ p.a.; over 150 MW , plus $£ 54 \cdot 50$ p.a.), unit operator’s assistant up to 55 MW, plus $£ 33.00$ p.a. (over 55 up to 150 MW, plus $£ 72 \cdot 00$ p.a.; over 150 up to 400 MW, plus $£ 121.00$ p.a.; over 400 up to $1,000 \mathrm{MW}$, plus $£ 154 \cdot 50$ p.a.), unit operators $\ddagger$ up to 55 MW , plus $£ 65.50$ p.a. (over 55 up to 150 MW , plus $£ 104.50$ p.a; over 150 up to 400 MW , plus $£ 187 \cdot 00$ p.a.; over 400 up to $1,000 \mathrm{MW}$, plus $£ 253 \cdot 50$ p.a.), (driver class (d) mobile plant over 16 tons plus $£ 17 \cdot 00$ p.a.), (driver class (e) all transport drivers over 16 tons plus $£ 49 \cdot 00$ p.a.).

Group G-Armature winder, blacksmith, electrician, fitter (electrical), fitter (mechanical), instrument mechanic, jointer (extra high tension), (jointer, less $£ 24 \cdot 50$ p.a.), linesman (over 30 KV ), (up to 30 KV , less $£ 24 \cdot 50$ p.a.), machinist, meter mechanician, meter tester, rigger, unit adjuster, welder (grade 1), (grade 2, less $£ 24 \cdot 50$ p.a.).

Group H -Installation inspector.

[^89]
## RAILWAY SERVICE

## I. British Rail-Great Britain

Agreements between the British Railways Board and the National Union of Railwaymen and the
Associated Society of Locomotive Engineers and Firemen]


For note and footnote see next page.

Railway Service-contd.

1. British Rail-Great Britain-contd.

| Class of Worker* | Standard Weekly Rates of Wages | Cost of Living Supplement |
| :---: | :---: | :---: |
|  |  | Per week |
|  | £ | £ |
| Footplate Staff: |  |  |
| Traction trainees and cleaners | $25 \cdot 65$ |  |
| After prescribed number of secondmen's turns have been worked representing one |  |  |
| year ... ... ... ... ... | $27 \cdot 25$ |  |
| Secondmen | $28 \cdot 70$ |  |
| As above-when passed for driving ... | $29 \cdot 25$ |  |
| Senior secondmen-after prescribed number of driving turns have been worked representing one year, or after 10 years' service in the |  | $4 \cdot 40$ |
| grade or after 15 years' service in line of |  |  |
| promotion ... ... ... ... ... | $34 \cdot 35$ |  |
| As above-when passed for driving ... ... | $34 \cdot 90$ |  |
| After 18 years' service in the grade or after |  |  |
| As above-when passed for driving | $36 \cdot 00$ $36 \cdot 55$ |  |
| Drivers ... ... ... ... ... ... | 41.65 |  |

Note: The rates became operative from 29th April 1974.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes, Sunday duty and overtime, are 40. 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 up to 2 a.m. and time-and-a-third thereafter.

## 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

Mileage payments are made to locomotive drivers, secondmen and guards on the basis of the number of miles worked per turn of duty.

## London Allowance

Workers employed within the area of the Greater London Council receive an allowance of $£ 270$ per annum ( $£ 5 \cdot 18$ per week).

[^90]
## II. London Transport Executive

[Agreements between the London Transport Executive and the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen]


Note: The rates became operative from 12th August 1974.

[^91]
## Railway Service-contd.

II. London Transport Executive-contd.

| Class of Worker |  |  | Weekly Rates of Wages at 18 years and over | Additional Cost of Living Payments |
| :---: | :---: | :---: | :---: | :---: |
| Assistants |  |  | $\stackrel{£}{27^{\prime} \cdot 15}$ |  |
| Assistant technicians | $\ldots$ |  | 28.41 |  |
| Technicians Class $5 \ldots$ | ... |  | 29.91 |  |
| Technicians Class $4 \ldots$ | ... |  | 31.75 | See entry |
| Technicians Class $3 \ldots$ | ... | $\ldots$ | $33 \cdot 76$ | below |
| Technicians Class $2 \ldots$ |  | ... | $37 \cdot 10$ |  |
| Technicians Class $1 . .$. |  | $\ldots$ | $41 \cdot 66$ |  |
| Automatic equipment technicians | $\ldots$ | $\ldots$ | $48 \cdot 20$ |  |

Note: The rates became operative from 12th August 1974.

## Hours of Work

The standard week is 40 hours, exclusive of Sunday duty.

## Cost of Living Payments

Special cost of living payments linked to movements in the Retail Prices Index are made• At 21st March 1975 these stood at $£ 8 \cdot 00$ per week.

## 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).

## Minimum Earnings Levels

Subject to certain conditions, the total gross earnings of all full-time staff, including women in common posts, in receipt of the adult rate of London allowance are made up to $£ 26 \cdot 20$ ( $£ 26.65$ in the case of staff on "established status") for any week in which actual gross earnings fall below this figure.

## Unsocial Hours Payment

Monday to Friday_Payment for normal duty worked between $18 \cdot 00$ hours and $07 \cdot 00$ hours is made at the rate of time and a third.
Saturday-Normal duties worked between midnight and $18 \cdot 00$ hours are paid at the rate of time and a half. Duties between $18 \cdot 00$ hours and midnight are paid at a rate of time and two thirds.

Sunday duty is paid at the rate of double time.

## Women

Women employed as railmen or leading railmen receive the same rates as men.

## Productivity Bonus

For engineering conciliation grades various incentive bonus schemes are in operation which are related to output or to reductions in failures.

## ROAD PASSENGER TRANSPORT

## I. London Transport Executive

## (a) Drivers and Conductors

[Agreements between the London Transport Executive and the Transport and General Workers' Union]

| Class of Worker |  | Weekly Rates of Wages | Additional London Allowance | Additional Cost of Living Payments |
| :---: | :---: | :---: | :---: | :---: |
| Driver/operators (21 years and over)* |  | £ | Per week $\} £ 5 \cdot 18$ | \{ See entry |
|  |  | $48 \cdot 50(50 \cdot 00)$ |  |  |
| Drivers (21 years and over) ...) ... | $\ldots$ | $41 \cdot 80(43 \cdot 30)$ |  |  |
| Conductors (18 years and over) ... | $\ldots$ | $40 \cdot 65$ (42.15) |  |  |

Note: The rates became operative from 5th April 1975 and are due to be increased to the rates shown in brackets from 19th July 1975.

## Cost of Living Payments

(a) From 5th April 1975 to 18th July 1975 a further non-enhanceable cash allowance of $£ 1 \cdot 50$ per week is payable on 19th July 1975. This is to be incorporated with the basic rates as shown in brackets in the table.
(b) From 19th July and 18th October 1975 and from 17th January 1976 additional payments based upon movements in the Index of Retail Prices may become due.

## Hours of Work

The working arrangements provide for a 40 -hour, 5 -day week, each duty carrying not less than 8 hours' pay at the standard hourly rate. Duties may be scheduled up to a maximum of 8 hours on Mondays to Fridays and 7 hours 38 minutes on Saturday and 7 hours 20 minutes on Sundays.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a full week.

## Receipts Bonus

A receipts bonus scheme is in operation whereby all staff receive a commission on individual traffic receipts.

## Women

Women employed as drivers and conductors receive the same rates as men.

## Unsocial Hours Payment

With effect from 30th November 1974 an addition of one-third of the standard hourly rate is applied to all time worked between 18.00 hours and $07 \cdot 00$ hours, Monday to Fridays. An addition of one-half is applied up to $18 \cdot 00$ hours and two-thirds from $18 \cdot 00$ hours to $24 \cdot 00$ hours on Saturdays. An addition of two-thirds is applied all day on Sundays.

## Service Award

A service award scheme was implemented on 1st December 1972 and the first payment was made on the pay day prior to Christmas 1973. The award of $£ 50$ per annum is payable to all staff who have completed 12 months' satisfactory service.

## Road Passenger Transport-contd.

I. London Transport Executive-contd.
(b) Maintenance Staff in Garages
[Agreements between the London Transport Executive and the London Transport Joint Trades' Committee]

| Class of Worker | Rates of Pay (at 18 years and over) |  |  |  | Additional Cost of Living Payments |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Basic Rates |  | Fixed Workstudy Allowance | Additional London Allowance |  |
| Skilled | $\begin{gathered} \text { Per week } \\ £ \\ 31 \cdot 85 \end{gathered}$ | $\begin{gathered} \text { Per week } \\ £ \\ 12 \cdot 35 \end{gathered}$ | $\begin{gathered} \text { Per week } \\ £ \\ 5 \cdot 20 \end{gathered}$ | $\begin{gathered} \text { Per week } \\ \underset{\perp}{\mathcal{L}} \\ 5 \cdot 18 \end{gathered}$ | See entry $\int$ below |

Note: The rates became operative from 31st July 1974.
[Agreements between the London Transport Executive and the Transport and General Workers Union]

| Class of Worker | Rates of Pay |  |  |  | Additional Cost of Living Payments |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Basic Rates | Variable Bonus (see below) | Fixed Workstudy Allowance | Additional London Allowance |  |
| Bus mechanics | Per week £ $29 \cdot 10$ | $\begin{gathered} \text { Per week } \\ £ \\ 11 \cdot 20 \end{gathered}$ | $\begin{gathered} \text { Per week } \\ £ \\ 4 \cdot 50 \end{gathered}$ | Per week £ |  |
| General hands | $27 \cdot 45$ | $10 \cdot 34$ | $3 \cdot 56$ | $5 \cdot 18$ | \} See entry |
| Handymen/Storesmen | $29 \cdot 10$ | $11 \cdot 20$ | $4 \cdot 50$ |  | $\int$ below |

Note: The rates became operative from 14th August 1974.

## Hours of Work

The hours of work are 40 a week on the basis of a 5 -shift week.

## Cost of Living Payments

Special cost of living payments linked to movements in the Retail Price Index are made. At 21st March 1975 these reached $£ 8 \cdot 00$ per week. No further increases will take place under the current agreement.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a full week

## Unsocial Hours Payment

For rostered work between 6 p.m. and 7 a.m., payment is made at time and one-third. Saturday work between midnight and 7 a.m. is paid at the rate of time-and-a-half. Between 6 p.m. and midnight payment is made at time-and-two-thirds. Sunday work is paid at the rate of double time.

## Variable Bonus Element

Manning-based incentive bonus schemes are in operation whereby staff are paid a fixed work study allowance and a bonus element varying with performance achieved equivalent at standard performance to a $33 \frac{1}{3}$ percentage of the basic rate plus work study. This standard performance bonus is shown in the tables.

## Women

Women employed as general hands receive the same rates as men.

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

Note: The rates became operative from the first full pay period in January 1975.

## Hours of Work

The normal working hours, including signing-on and signing-off time, are 40 each week, to be worked in 5 or 6 days, but with the approval of the National Joint Industrial Council, an 11 -day fortnight or a 21 -day, 160 -hour cycle may be worked.

## 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 in a 6 -day week, or 8 hours' pay in a 5 -day week.

## Saturday Afternoon and Sunday 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 is paid at the rate of time-and-a-half.

## Night Workers

The remuneration of drivers and conductors engaged on all-night services, or on other than normal schedule work between midnight and the recognised starting time the following morning, is settled by local negotiations, with reference to the National Council in the event of no agreement being reached. Depot and garage staff on night work receive an additional $1 \cdot 25$ p per hour for hours worked between $6 \mathrm{p} . \mathrm{m}$. and $8 \mathrm{p} . \mathrm{m}$., provided that the employee is not in receipt of shift allowance; between the hours of 8 p.m. and 10 p.m., payment is at day rate plus one-fifth provided that the employee is not in receipt of shift allowance or overtime premia. Employees engaged on permanent night work are paid an added rate of one-third time over the corresponding rate for day work. All such allowances are not computable for overtime, etc.

## Shift Allowance

From the first full pay day period in January 1974, the shift allowance of 10 per cent. on basic rates was uplifted to $12 \frac{1}{2}$ per cent. The shift allowance which is paid on a daily basis, including rest days, applies to all drivers and conductors with the exception of those operating regular night services. A similar shift allowance of 12 per cent. for maintenance workers was introduced on the same date and this was subsequently uplifted to $12 \frac{1}{2}$ per cent. from the first full pay period in January 1975.

[^92]
## Road Passenger Transport-contd.

II. Municipal Undertakings (Tramways, Trolleybuses and Motor Omnibuses)-Great Britain-contd.

## Spreadover Duties

Unless otherwise agreed, spreadover duties of 9 hours or more for workers scheduled to a 6 -day working week, are paid at the rate of at least $6_{\frac{2}{3}}^{2}$ hours ( 8 hours for a 5 -day week) with additional payments on a 6 -day week of one-quarter-hour when the spreadover is between 9 and 10 hours and of one-quarter-hour for each half-hour thereafter. On a 5 -day week basis, such additional payments are one-quarter-hour between 9 hours 30 minutes and 10 hours 29 minutes, rising by one-quarter-hour for each additional half-hourly step. Similar provisions are made for workers scheduled to work an 11-day fortnight or a 21 -day cycle.

## Craftsmen

Under an agreement of the National Joint Council for Craftsmen in Municipal Passenger Transport Undertakings the minimum weekly rate payable to craftsmen for a 40 -hour week, to be worked in 5 days, from the first full pay period following 15th November 1974 is $£ 32 \cdot 75$.

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 20 years of age who have served a 4 years' apprenticeship or its equivalent to the trade concerned and may be required to do, and are capable without supervision of doing, any manufacture, overhaul, repair or maintenance work in connection with public service vehicles, tramways and trolleybuses.

## III. National Council Omnibus Undertakings-Great Britain <br> (Formerly shown as company-owned Omnibus Undertakings)*

[Agreed recommendations of the National Council for the Omnibus Industry and Awards of Arbitration Tribunals]

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



The basic rate refers to the rate for other drivers, i.e. $£ 31 \cdot 26$

Semi-skilled and unskilled men in garages and running sheds (on day work):
Grade 1 workers ... ... ... ... ... ... ... 32.73
Grade 2 workers $\quad . . \quad$......$\quad$... $. . . \quad . . . \quad . . . ~ 31.76$


Note: The rates became operative from the first pay week in March 1975.

[^93]
## Road Passenger Transport-contd.

## III. National Council Omnibus Undertakings-Great Britain-contd.

## Hours of Work

The normal working week, including signing-on and signing-off time, is one of 40 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 40 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 20 minutes' pay at the rate prevailing on that day where a six-day week is worked and not less than 7 hours 36 minutes' pay at the rate prevailing on that day where a five-day week is worked.

## Saturday Afternoon and Sunday Work

All hours worked after 1 p.m. on Saturday attract an added flat rate payment of quartertime. Sunday work is paid at the rate of time-and-a-half.

## Night Workers

Unless otherwise agreed locally the remuneration of drivers and conductors engaged on stage carriage, whose duty includes the whole of the hour between $2 \mathrm{a} . \mathrm{m}$. and 3 a.m., is at the rate of time-and-a-third of the rate prevailing on the day the duty finishes. Garage and running shed staff (semi-skilled and unskilled workers) employed on permanent night work are paid an added rate of one-third 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 $7 \frac{1}{2}$ hours with additional payments of quarter-hour when the spreadover is between $9 \frac{1}{2}$ hours and $10 \frac{1}{2}$ hours and of quarter-hour for each half-hour thereafter.

## Shift Allowance

A shift allowance of $12 \frac{1}{2}$ per cent. of basic rates paid on daily basis, including rest days and annual holidays, applies to all drivers and conductors and maintenance workers required to work on two- or three-shift systems involving rotating shifts.

## Skilled Maintenance Workers

The rates of wages payable to skilled maintenance workers (as defined in section II on previous page) as from the first pay week in March 1975, are subject to a general minimum of $£ 38 \cdot 50$. The conditions of employment at central workshops and at running sheds and garages are the subject of local agreement.

## DOCK LABOUR-GREAT BRITAIN

[Agreements of the National Joint Council for the Port Transport Industry]

## Guaranteed Daily Payment

Where, on any normal working day, a dock worker is available for eight full hours of work and fulfils his obligations under the Dock Workers' Employment Scheme 1967, but, through no fault of his own, his earnings for those hours are less than $£ 6 \cdot 00$, his pay is made up to that level. This daily payment became operative from 30th September 1974.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, worked in 5 days, Monday to Friday.

## Port Agreements

Negotiations are also carried out in many ports and basic rates in excess of the national guaranteed minimum are being paid. With the introduction of shift working, hours of work in these ports may also differ. In addition, 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.
I. Employees of British Road Services and Associated CompaniesGreat 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 |  |  |
| :--- | :--- | :--- |

Note: The rates became operative from 25th November 1974.

## Basic Hours

The basic weekly hours are 40 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

A worker who reports for duty at the specified times and is available and willing to work 45 hours within the guaranteed week, is paid a consolidated overtime allowance calculated on the basis of time-and-a-half for five hours. The 45 hours will be deemed to have been worked notwithstanding that the actual work takes less time and provided the worker undertakes any other work if his regular work is not available.

## Night Workers

Workers whose hours of duty entail employment between 8 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 an allowance of one-fifth the plain time rate for all hours worked in any period of night duty.

## Women

Women are paid the appropriate rate of pay for men.

## (b) Engineering Maintenance and Repair Grades

# [Agreements of the National Joint Negotiating Committee of British Road Services <br> (Engineering Maintenance and Repair Grades)] 



Note: The rates became operative from 25th November 1974.

## Hours of Work

The basic weekly hours, exclusive of mealtimes, are 40 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

A worker who reports for duty at the specified times, and is available and willing to work 45 hours within the guaranteed week, is paid a consolidated overtime allowance calculated on the basis of time-and-a-half for five hours. The 45 hours will be deemed to have been worked notwithstanding that the actual work takes less time and provided the worker undertakes any other work if his regular work is not available.

## Night Workers

Regular night work where the normal week is worked over 5 nights is paid at the rate of time-and-a-half.

## Intermediate Shift Work

Workers employed on intermediate shifts are paid at the rate of time-and-a-half for all hours which are outside the normal day-shift hours with a minimum payment in each shift of 2 such hours.

## Merit Rates

The minimum merit rates of 75 p a week for skilled/senior storesmen and 50 p for semiskilled/storesmen were consolidated into the basic rates from 12th July 1971. Any difference between the appropriate minimum merit rate and the employees actual merit rate has been retained by the individual concerned on a personal basis, but no further merit increases are to be paid.

## Chargehands

Chargehands must be of no less skill than the highest grade under their direct supervision and they receive a merit rate of not less than the highest personal merit rate applicable to any worker within their particular group.

## II. Road Haulage Workers-Great Britain <br> [Road Haulage Wages Council Wages Regulation Order]*

(a) Regular Workers, other than Milk Workers $\dagger$


Note: The rates became operative from 9th December 1974.

## (b) Workers, other than Milk Workers $\dagger$, employed on the 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 |  | Other Areas |  | All Areas Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Drivers | Mates | Drivers | Mates |  |
|  | Per week $£$ | Per week £ | Per week $£$ | Per week $£$ | Per week (all workers) f |
| Over 6 tons and up to and including 10 tons | $23 \cdot 15$ | $21 \cdot 81$ | $22 \cdot 94$ | $21 \cdot 66$ | $\} \begin{gathered} \pm \\ 3 \cdot 20 \end{gathered}$ |
| Over 10 tons and up to and including 16 tons | $23 \cdot 69$ | $21 \cdot 81$ | $23 \cdot 48$ | $21 \cdot 66$ |  |

(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 1973(a).


Note: The rates became operative from 9th December 1974.
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 40, 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 40 hours' pay, he is paid for 40 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 $7 \frac{1}{4}$ hours on Monday to Thursday, 7 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 $2 p$, the minimum daily addition being $16 p$ for each day including Saturday.

## Night Workers

Workers whose hours of duty entail employment between 7 p.m. and 6 a.m. are paid for time worked between such hours 5 p an hour or part of an hour above the rate otherwise appropriate. If a spell of duty commences before 7 p.m. and finishes before 9 p.m. the allowance is not payable.

## Classification of Areas

The Orders specify the localities included in the London area, which is approximately the Metropolitan Police District.

[^94]III. Road Haulage Workers-Northern Ireland

A [Road Haulage Wages Regulation Order (Northern Ireland)]*

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

Note: The rates became operative from 12th November 1974.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 40 , to be worked in 5 days.

## Night Workers

The general minimum time rate payable to a worker in respect of each hour worked between 1800 hours on one day and 0800 hours on the next following day, is the appropriate hourly rate specified in the Table above increased by 25 per cent. This increase is not to be taken into account for the purpose of the calculation of statutory minimum remuneration payable in respect of overtime.

B [Agreements of the Joint Council for the Road Freight Industry (Northern Ireland)]

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

Note: The rates became operative from 18th November 1974.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 40 , to be worked in 5 days.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a 40 hour week at basic rates.

## Night Work

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

[^95]
## MERCHANT NAVY

## [Agreements of the National Maritime Board (Sailors' and 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 Consolidated Basic Rates (with free food in addition) | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | Per week £ | Per week £ |
| Deck and Engine-Room Ratings*: |  |  |
| Able seamen or Efficient deck hands | $25.44 \frac{1}{2}$ |  |
| Boatswains ... ... ... | $27 \cdot 82 \frac{1}{2}$ to $32 \cdot 02 \frac{1}{2} \dagger$ |  |
| Boatswain's mates ... ... | $25 \cdot 93 \frac{1}{2}$ to $27 \cdot 12 \frac{1}{2} \dagger$ |  |
| Carpenters ... ... Assistant carpenters, also joiners ... |  |  |
| Assistant carpenters, also joiners ... Cleaners and wipers, trimmers | $27 \cdot 82 \frac{1}{2}$ to $30 \cdot 740^{\dagger}$ |  |
| Cleaners and wipers, trimmers Deck hands (uncertificated): | $25 \cdot 44 \frac{1}{2}$ |  |
| 18 years of age ... ... | $19 \cdot 77 \frac{1}{2}$ |  |
| 19 years of age ... $\ldots$ | $21 \cdot 35$ |  |
| $\begin{gathered}20 \text { years of age and over } \\ \text { Donkeymen }\end{gathered} . \ldots \ldots$ | $23 \cdot 53 \frac{1}{2}$ $27 \cdot 12 \frac{1}{2}$ | $4 \cdot 41$ |
| Donkeymen ... ${ }_{\text {Engine-room hands, firemen }} \ldots$ $\cdots$ | $27 \cdot 12 \frac{1}{2}$ $25 \cdot 58 \frac{1}{2}$ |  |
| Firemen, leading (where carried) ... | 25.58 |  |
| Firemen stewards ... .. |  |  |
| Greasers .... | $25 \cdot 83$ |  |
| Junior ordinary seamen and engine-room ratings | $17 \cdot 57$ |  |
| Senior ordinary seamen and engine-room ratings | $19 \cdot 77 \frac{1}{2}$ |  |
| Boys, deck and engine-room ... .. | $13 \cdot 58$ |  |

Note: The rates became operative from 2nd July 1974.

## Hours of Duty

The normal working week is 40 hours to be worked in 5 days of 8 hours, Monday to Friday.

## 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 or (c) assistant steward, as follows:

|  |  |  |  |  | Per month | Per week |
| :--- | :--- | :--- | :--- | :--- | :---: | :---: |
| After 1 year's service $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $1 \cdot 05$ | 0.245 |
| After 2 years' service $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 2.25 | 0.525 |
| After 3 years' service $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $3 \cdot 15$ | 0.735 |
| After 4 years' service $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 4.50 | 1.050 |
| After 5 years' service $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 6.75 | 1.575 |

## Establishment Benefit

Established seafarers are entitled to payment of "establishment benefit" as a supplement to unemployment insurance benefit when no work is available.

[^96][Agreements between the Post Office and the Staff Associations concerned]

## I. Manipulative Grades



Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week, excluding overtime, are 42 gross ( 41 in London) for Postal Officers, and 43 gross for Postmen, Postmen Higher Grade, Telegraphists and Telephonists.

## Night Duty

For Postal Officers, Telephonists and Telegraphists each hour of night duty (i.e., duty between 7 p.m. and $6 \mathrm{a} . \mathrm{m}$.) is reckoned as equivalent to $1 \frac{1}{4}$ hours of day duty. Postmen Higher Grade and Postmen receive a monetary allowance of one-third of their normal single hourly rate of pay for each hour worked between 7 p.m. and $6 \mathrm{a} . \mathrm{m}$.

## London Weighting

National rates of pay are increased by $£ 441$ per annum or $£ 8.45$ per week in the inner London area and by $£ 282$ per annum or $£ 5.40$ per week in the outer London area, with effect from 7th November 1973

Inner London Area - Radius of 4 miles from Charing Cross.
Outer London Area - The London Postal Region and the London Telecommunications Region.
National Rate Areas-Elsewhere in the United Kingdom.

## II. Engineering Grades



Note: The rates became operative from 1st January 1975.

## Hours of Work

The hours of work in a full week are 40 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 $£ 1 \cdot 55$ a shift.

## 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.

## London Weighting

National rates of pay are increased by $£ 441$ per annum or $£ 8.45$ per week in the inner London area and by $£ 282$ per annum or $£ 5 \cdot 40$ per week in the outer London area, with effect from 7th November 1973.

Inner London Area- Radius of 4 miles from Charing Cross.
Outer London Area- The London Postal Region and the London Telecommunications Region.
National Rate Areas-Elsewhere in the United Kingdom.

## CIVIL AIR TRANSPORT-UNITED KINGDOM

## I. Engineering and Maintenance Grades employed by British Airways

[Agreements of the Engineering and Maintenance National Sectional Panel of the National Joint Council for Civil Air Transport]

| Grade* | Minimum Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | on engagement | after 1 year's satisfactory service | after 2 years' satisfactory service | after 3 years' satisfactory service |
| Men, 18 years and over: | £ | £ | £ | £ |
| Tradesmen 'I' ... . | $52 \cdot 57$ | 52.95 | $53 \cdot 33$ | $53 \cdot 64$ |
| Tradesmen 'Q' | $53 \cdot 89$ | $54 \cdot 27$ | $54 \cdot 59$ | 54.97 |
| Tradesmen 'A'... | $55 \cdot 53$ | $55 \cdot 91$ | $56 \cdot 29$ | $56 \cdot 61$ |
| Lead Tradesmen 'Q' ... | 55.03 | $55 \cdot 35$ | $55 \cdot 66$ | 55.98 |
| Lead Tradesmen ... | 56.67 | 56.99 | $57 \cdot 37$ | $57 \cdot 68$ |
| Leading hand maintenance workers | $46 \cdot 24$ | $46 \cdot 55$ | $46 \cdot 93$ | $47 \cdot 25$ |
| Maintenance 1 ... | $44 \cdot 85$ | $45 \cdot 23$ | $45 \cdot 61$ | $45 \cdot 92$ |
| Maintenance 2 ... | $44 \cdot 47$ | $44 \cdot 85$ | $45 \cdot 23$ | $45 \cdot 61$ |
| Maintenance 3 | 42.95 | $43 \cdot 33$ | 43.71 | 44.09 |
| Maintenance 4 ... | 41.94 | $42 \cdot 32$ | $42 \cdot 63$ | $42 \cdot 95$ |
| Senior Storekeepers ... | $47 \cdot 44$ | $47 \cdot 82$ | $48 \cdot 20$ | $48 \cdot 52$ |
| Storekeepers ... ... | $46 \cdot 49$ | $46 \cdot 87$ | $47 \cdot 25$ | $47 \cdot 63$ |
| Store assistants ... | $43 \cdot 90$ | 56- | - | - |
| Production assistants ... | $56 \cdot 04$ | $56 \cdot 36$ | $56 \cdot 74$ | 57.05 |
| Progress chasers ... | 51.36 | 51.68 | 51.99 | $52 \cdot 37$ |
| Progress assistants ... | $49 \cdot 08$ | $49 \cdot 46$ | $49 \cdot 84$ | $50 \cdot 16$ |
| Women, 21 years and over: |  |  |  |  |
| Group leaders ... ... | $45 \cdot 67$ |  |  |  |
| Other Workers ... | $43 \cdot 64$ | $44 \cdot 06$ | $44 \cdot 38$ | $44 \cdot 72$ |

Note: The rates became operative from 1st April 1975.

## Hours of Work

The normal weekly hours of work are 40, exclusive of mealtimes. The hours are to be worked over 5 days, nights or shifts and may be rostered to be worked on all days of the week, including Sunday, when operational circumstances require it.

## Shift and Night Workers

Provision is made in the Agreements for additional payments to be made to workers who are employed on the various day-shift systems and on night shift.

[^97]Civil Air Transport-contd.

## II. Ground Services Staff

## (a) British Airways Overseas Division

[Agreements of the Ground Services Staff Panel of the National Joint Council for Civil Air Transport $]$

| Class of Worker | Basic Weekly Rates of Wages (London) |
| :---: | :---: |
| Workers, 18 years and over: | ${ }_{50}^{£}$ |
| Group 9-Loading supervisors ... ... ... ... | $50 \cdot 60$ |
| Group 8-Apron head loaders, aircraft catering head loaders | $48 \cdot 81$ |
| Group 7-Apron specialist loader drivers <br> Group 6-Aircraft catering specialists, loader drivers, MT | $46 \cdot 06$ |
| Group 6-Aircraft catering specialists, loader drivers, MT drivers HGV1 | $44 \cdot 72$ |
| Group 5-Apron loader drivers, aircraft catering loader drivers, MT drivers HGV3, warehousemen | $43 \cdot 26$ |
| Group 4-Apron loaders, aircraft catering loaders, town terminal head loaders, drivers | $41 \cdot 78$ |
| Group 3-Town terminal loaders, GSW leading hands, passenger services, porters, commissionaires | $39 \cdot 43$ |
| Group 2-General labourers, gardeners, groundsmen, car park attendants, lift men, washhouse men | 37.79 |
| Group 1-Laundresses*, cloakroom and creche attendants ... | $33 \cdot 02$ |

Note: The rates became operative from 1st April 1975
Hours of Work
The standard hours of work are 40 a week, exclusive of mealtimes and overtime, to be worked over 5 days. The hours may be rostered to be worked on all days of the week, including Sunday, when operational circumstances require it.

## Shift and Night Workers

Workers on night shift are paid an additional $£ 6 \cdot 75$ a week and on shifts other than night shifts an additional $£ 4 \cdot 40$ a week.

## Annual Increments

Subject to satisfactory work, workers receive three annual increments as follows:

| Group 9 | $\ldots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 3 of 38 p |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :--- |
| Group 8 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 2 of $44 \mathrm{p}, 1$ of 51 p |
| Group 7 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 1 of $34 \mathrm{p}, 1$ of $38 \mathrm{p}, 1$ of 35 p |
| Group 6 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 1 of $35 \mathrm{p}, 1$ of $38 \mathrm{p}, 1$ of 34 p |
| Group 5 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 3 of 38 p |
| Group 4 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 1 of $38 \mathrm{p}, 1$ of $34 \mathrm{p}, 1$ of 33 p |
| Group 3 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 1 of $35 \mathrm{p}, 1$ of $36 \mathrm{p}, 1$ of 37 p |
| Group 2 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 3 of 38 p |
| Group 1 | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | $\cdots$ | 3 of 38 p |

## (b) British Airways European Division

[Agreements of the Ground Services Staff Panel of the National Joint Council for Civil Air Transport]

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: |
|  |  |  |  |  | Basic Weekly Rates of <br> Wages |  |
| Workers, 18 years and over: |  |  |  |  |  |  |
| Ground Services Supervisors 1 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $48 \cdot 81$ |
| Ground Services Supervisors 2 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $47 \cdot 47$ |
| Ground Services Workers 2 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $43 \cdot 26$ |
| Ground Services Workers 3 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $44 \cdot 34$ |
| Ground Services Workers 4 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $40 \cdot 10$ |
| Ground Services Workers 5 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $39 \cdot 43$ |
| Ground Services Workers 6 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $38 \cdot 80$ |
| Ground Services Workers 7 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $38 \cdot 04$ |
| Ground Services Workers 8 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $35 \cdot 39$ |
| Ground Services Workers 9 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\cdots$ | $34 \cdot 63$ |

Note: The rates became operative from 1st April 1975.
*Leading hand laundresses receive 83p above the laundresses rate.

## II. Ground Services Staff-contd. <br> British Airways European Division-contd.

## Hours of Work

The normal weekly hours of work are 40 , exclusive of mealtimes and overtime, to be worked over 5 days, nights or shifts. The hours of work may be rostered to be worked on all days of the week, including Sundays, when operational circumstances require it.

## Shift and Night Workers

Premium payments, varying according to the type of shift pattern, are made to workers employed on rotating and double-day shifts, week-end work and permanent night work.

## Annual Increments

Subject to satisfactory work, workers receive annual increments as follows:

| Ground Services Supervisors 1 | $\ldots$ | $\ldots$ | 2 of $44 \mathrm{p}, 1$ of 51 p |
| :--- | :---: | :---: | :--- |
| Ground Services Supervisors 2 | $\ldots$ | $\ldots$ | 1 of $45 \mathrm{p}, 1$ of $44 \mathrm{p}, 1$ of 50 p |
| Ground Services Workers 2 | $\ldots$ | $\ldots$ | 3 of 38 p |
| Ground Services Workers 3 | $\ldots$ | $\ldots$ | 1 of $38 \mathrm{p}, 1$ of $35 \mathrm{p}, 1$ of 38 p |
| Ground Services Workers 4 | $\ldots$ | $\ldots$ | 1 of $32 \mathrm{p}, 1$ of $35 \mathrm{p}, 1$ of 38 p |
| Ground Services Workers 5 | $\ldots$ | $\ldots$ | 1 of $35 \mathrm{p}, 1$ of $36 \mathrm{p}, 1$ of 37 p |
| Ground Services Workers 6 | $\ldots$ | $\ldots$ | 3 of 35 p |
| Ground Services Workers 7 | $\ldots$ | $\ldots$ | 1 of $35 \mathrm{p}, 1$ of $38 \mathrm{p}, 1$ of 35 p |
| Ground Services Workers 8 | $\ldots$ | $\ldots$ | 1 of $38 \mathrm{p}, 1$ of $37 \mathrm{p}, 1$ of 33 p |
| Ground Services Workers 9 | $\ldots$ | $\ldots$ | 1 of $38 \mathrm{p}, 1$ of $34 \mathrm{p}, 1$ of 38 p |

## WHOLESALE GROCERY AND PROVISION TRADE

## I. England and Wales

[Agreements of the Joint Industrial Council for the Wholesale Grocery and Provision Trade]*


Note: The rates became operative from 14th May 1975.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 40 hours, to be worked in 5 days.

## Pieceworkers

The rates for any system of payment-by-results are 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 29th July 1974.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 40 hours, to be worked in $5 \frac{1}{2}$ days.

[^98]
## 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 |

Note: The rates became operative from the first pay day after 1st July 1974.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 40 hours.

## SLAUGHTERING-ENGLAND AND WALES

[Agreements of the Joint Industrial Council for the Slaughtering Industry]

| Class of Worker | Minimum Weekly Rates of Wages* | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | £ | Per week £ |
| Foremen slaughtermen (where employed and appointed by |  |  |
| the employer) ... ... | $25 \cdot 35$ |  |
| Slaughtermen ... ... ... | 23.01 | $4 \cdot 40$ |
| Gutmen ... ... ... ... ... | 21.97 |  |
| Other grades ... ... ... ... | 21.45 |  |

Note: The rates became operative from the pay day in week commencing 12th August 1974.

## Hours of Work

The normal weekly hours of work, excluding mealtimes, are 36 during the half-year January to June and 44 during the half-year July to December, to be worked in $5 \frac{1}{2}$ days in each period By local agreement a 40 -hour week may be worked all the year round.

## Fall Back Wage

Full time slaughtermen working on piecework and head rates are guaranteed a weekly minimum fall back wage equal to the appropriate minimum rates shown in the table above. For the purpose of calculating the full back wage, payment for any overtime worked is not taken into account.

## Minimum Earnings Levels

From 12th August 1974, minimum earnings levels for a 40 -hour week are as follows:

|  |  |  |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | $£$ |
| Foremen slaughtermen | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $26 \cdot 35$ |  |
| Slaughtermen | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $24 \cdot 01$ |
| Gutmen $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $22 \cdot 97$ |
| Other grades | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $22 \cdot 45$ |

* The majority of workers are employed on piecework and head rates to whom separate agreed rates are payable.


## WHOLESALE NEWSPAPER DISTRIBUTION

## I. London

[Agreements between the Federation of London Wholesale Newspaper Distributors and the Society of Graphical and Allied Trades]

| Class of Worker | Weekly Rates of Wages | Pagination | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
| Men, 20 years and over, employed fulltime* as indoor workers and drivers: | $£$ | Per week £ | Per week £ |
| Day staff ... | $31 \cdot 49$ (33.59) | $1 \cdot 50(1 \cdot 00)$ |  |
| Night and early morning staff ... ... | 32.35 (35.02) | $3 \cdot 00(2 \cdot 00)$ | $4 \cdot 40$ |
|  | hours payment of 55 p ) |  |  |

Note: The basic rates became operative from 1st January 1975 and the rates in brackets are due to become operative from 1st July 1975.

## Hours of Work

The normal hours for day staff are 80 a fortnight and, for night staff, 70 a fortnight.

## II. Provinces in England and Wales <br> [Agreements between the Provincial Wholesale Newspaper Distributors' Association and the Society of Graphical and Allied Trades]



Note: The rates became operative from 1st April 1974.
Hours of Work
The normal weekly hours for night staff and early morning staff are 38 , to be worked over 5 nights. The normal hours for day staff are 40 a week.

[^99]
# RETAIL CO-OPERATIVE SOCIETIES-GREAT BRITAIN 

[Agreements between the National Wages Board of the Co-operative Employers' Association and the Joint Trade Union Negotiating Committee for the Retail Co-operative Movement]

| Class of Worker* | Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Metropolitan | $\begin{aligned} & \text { Provincial } \\ & \text { "A" } \end{aligned}$ | $\begin{gathered} \text { Provincial } \\ \text { " } \end{gathered}$ |
|  | $£$ | £ | $£$ |
| General distributive workers, 21 years and over: Food and dry goods trades: |  |  |  |
|  | $32 \cdot 89$ | $32 \cdot 14$ | $31 \cdot 89$ |
| Provisions hands/fishmongers, specialist sales assistants | $32 \cdot 11$ | $31 \cdot 36$ | $31 \cdot 11$ |
| Warehouse workers and porters $\ldots \ldots$ | $30 \cdot 96$ | $30 \cdot 21$ | $29 \cdot 96$ |
| Cashiers and checkout operators/skilled sales assistants | 29.02 | $28 \cdot 27$ | $28 \cdot 02$ |
| Sales assistants and other workers .. | $28 \cdot 35$ | $27 \cdot 60$ | $27 \cdot 35$ |
| $\dagger$ Milk workers: Roundsmen and roundswomen | $33 \cdot 28$ | $33 \cdot 03$ |  |
| Rotary roundsmen ... ... | - | $33 \cdot 88$ | $33 \cdot 63$ |
| Head sterilisers and head pasteurisers | - | $33 \cdot 13$ | $32 \cdot 88$ |
| Foremen (supervising 6 to 8 workers) | - | $33 \cdot 53$ | $33 \cdot 28$ |
| Assistant roundsmen, assistant pasteurisers, assistant sterilisers and all other male workers | - | $32 \cdot 53$ $31 \cdot 01$ | $32 \cdot 28$ $30 \cdot 76$ |
| Female assistant roundsworkers ... ... .. |  | $31 \cdot 01$ | $30 \cdot 76$ |
| All other female workers ... | - | $30 \cdot 51$ | $30 \cdot 26$ |
| $\dagger$ Transport workers, 21 years and over: <br> Drivers (wholly or mainly employed on milk work) of vehicles with a carrying capacity of: |  |  |  |
| Up to and including 1 ton ... ... ... | - | $32 \cdot 53$ | $32 \cdot 28$ |
| Over 1 ton and up to and incl. 2 tons ... | - | $32 \cdot 78$ | $32 \cdot 53$ |
| Over 2 tons and up to and incl. 5 tons... | - | 33.03 | $32 \cdot 78$ |
| Over 5 tons and up to and incl. 7 tons... | - | $33 \cdot 28$ | 33.03 |
| Over 7 tons and up to and incl. 9 tons... |  | $33 \cdot 53$ | $33 \cdot 28$ |
| Over 9 tons and up to and incl. 12 tons... | - | $33 \cdot 78$ | $33 \cdot 53$ |
| Over 12 tons $\ldots \ldots$... $\ldots$... $\ldots$ | - | $34 \cdot 03$ | $33 \cdot 78$ |
| General transport drivers (males or females) of vehicles with a carrying capacity of: |  | National Rates |  |
| Up to and including 1 ton ... ... | - | $33 \cdot 00$ | - |
| Over 1 ton and up to and incl. 2 tons | - | 34.00 | - |
| Over 2 tons ... ... ... ... ... ... | - | $35 \cdot 00$ | - |
| Drivers (H.G.V.) of vehicles of carrying capacity of: |  | 37.00 |  |
| 1 ton and up to and incl. 5 tons ... |  | 37.00 |  |
| Over 5 tons and up to and incl. 10 tons | - | $37 \cdot 50$ $38 \cdot 50$ |  |
| Over 10 tons and up to and incl. 15 tons |  | $38 \cdot 50$ |  |
| Over 15 tons and up to and incl. 18 tons | - | $39 \cdot 00$ $39 \cdot 50$ | - |
| Over 18 tons and up to and incl. 21 tons | - | $39 \cdot 50$ | - |
| 21 tons and over ... ... ... ... | - | $40 \cdot 00$ | - |
| Roundsworkers and other adult workers | - | $32 \cdot 50$ |  |

Note: The rates became operative from the pay day in week commencing 5th May 1975, except for milk workers, whose rates operate from 22 nd December 1974, and general transport drivers from 10th February 1975.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 40, to be worked in 5 days where possible.

## Night Work for Milk Workers

Milk workers are paid an additional 5 p an hour for all time worked between 9 p.m. and $5 \mathrm{a} . \mathrm{m}$. Where a worker commences a spell of work but works for less than 4 hours between these hours, he receives a minimum payment of 20 p .

## 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 Labour Committees of the Co-operative Employers' Association in conjunction with the trade unions. The great majority of workers are employed in Provincial "A" Societies.

[^100]
## 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 |  |  | $\begin{gathered} \text { Cost of } \\ \text { Living } \\ \text { Supplement } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: |
|  | $\begin{gathered} \text { London } \\ \text { Area } \end{gathered}$ | Provincial A Area | Provincial B Area |  |
|  | £ | £ | £ | Per week $£$ |
| Clerks, grade I: Men, 22 years and over |  |  |  |  |
| Men, 22 years and over ... ... | $18 \cdot 45$ | 18.05 | 17.35 |  |
| Women, 22 years and over $\ldots \ldots$... | $17 \cdot 65$ | $17 \cdot 30$ | $16 \cdot 75$ |  |
| Clerks, grades I and II, shop assistants, stockmen or ordermen, canvassers, van salesmen, cashiers, and central warehouse workers: |  |  |  |  |
| Men, 21 years and over ... | $18 \cdot 15 \ddagger$ | $17 \cdot 75 \ddagger$ | $17 \cdot 05 \ddagger$ |  |
| Women, 21 years and over | $17 \cdot 40 \ddagger$ | $17 \cdot 00 \ddagger$ | $16 \cdot 40 \ddagger$ |  |
| All other workers: Men, 21 years and over ... |  |  |  | $4 \cdot 40$ |
| Men, 21 years and over ... $\ldots$ | $17 \cdot 85$ $17 \cdot 10$ | 17.45 16.70 | 16.95 16.25 |  |
| Transport workers: ${ }^{\text {a }}$. ${ }^{\text {a }}$ |  |  |  |  |
| Drivers of vehicles of carrying capacity of 1 ton or less (21 years and over) | 18.15 | $17 \cdot 75$ | $17 \cdot 05$ |  |
| All ages: |  | 17.75 | 17.05 |  |
| Over 1 ton and up to 2 tons | 18.45 | 18.05 | 17.35 |  |
| Over 2 tons and up to 5 tons | $18 \cdot 65$ | 18.25 | $17 \cdot 55$ |  |
| Over 5 tons | 18.85 | 18.45 | 17.75 |  |

Note: The rates became operative from 21st October 1974.

## Hours of Work

The rates relate to a week of 40 hours ( 42 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 41 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 for 40,41 or 42 hours' work, as the case may be, in his normal occupation.

## 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- 70 p or 25 p a week, respectively.

|  | London <br> Area | Provincial A Area | Provincial B Area |
| :---: | :---: | :---: | :---: |
| For workers, 21 years and over: | £ | £ | £ |
| Full board on Sundays and customary holidays, part board only on the other days of the week and lodging for the full week | $2 \cdot 15$ | 1.90 |  |
| Full board and lodging for the full week | $2 \cdot 80$ | 1.90 $2 \cdot 50$ | 1.70 2.35 |
| Full board but not lodging for the full week | 2.00 | 2. 1.80 | 2.35 1.70 |
| Lodging for the full week ... | 0.80 | $0 \cdot 70$ | 0.65 |

[^101]
## Retail Food Trades-contd.

## I. England and Wales-contd.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, City of London, the Inner Temple and the Middle Temple.
"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 204 specified areas administered by Municipal Borough or Urban District Councils.

A Local Government Area means that area as it was on 23rd April 1961 unless otherwise tated.

## II. Scotland

[Retail Food Trades Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Area 1 | Area 2 |  |
|  | £ | £ | Per week £ |
| Clerks grade I: |  |  | (from 21st |
| Men, 22 years and over... | $18 \cdot 00$ | $17 \cdot 25$ 16.60 | April 1975) |
| Women, 22 years and over | $17 \cdot 20$ | $16 \cdot 60$ |  |
| Clerks grades I and II, shop assistants, central warehouse workers and all other workers: |  |  |  |
| Men, 21 years and over... ... | $17 \cdot 75$ | 17.05 |  |
| Women, 21 years and over ... ... | $17 \cdot 00$ | $16 \cdot 40$ |  |
| Central transport workers: |  |  | \} $4 \cdot 40$ |
|  |  |  |  |
| 1 ton or less (21 years and over) Over 1 ton and up to 5 tons | $17 \cdot 75$ 17.90 | 17.05 17.20 |  |
| $\left.\begin{array}{l}\text { Over } 1 \text { ton and up to } 5 \text { tons } \\ \text { Over } 5 \text { tons ... ... ... }\end{array}\right\}$ all ages ... | $18 \cdot 10$ | $17 \cdot 40$ |  |
| Retail transport workers (all ages): |  |  |  |
| Over $1 \frac{1}{2}$ tons up to 5 tons ... | $17 \cdot 75$ | $17 \cdot 05$ |  |
| Over 5 tons ... ... ... ... | $17 \cdot 95$ | $17 \cdot 25$ |  |

Note: The rates became operative from 1st July 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

## 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 for 40 hours' work in his usual occupation.

## Classification of Areas

"Area 1 " means all burghs with a population of 10,000 or more in 1961 and certain Special Lighting Districts and 25 specified burghs and areas.
"Area 2" means all other areas in Scotland.

[^102]
## RETAIL MULTIPLE GROCERY-GREAT BRITAIN

[Agreements of the Joint Committee for the Retail Multiple Grocery and Provisions Trade in Great Britain]

| Trade and Class of Worker* | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Scotland Area and Provincial A Are |  |
|  | £ |  |
| General assistants, 21 years and over, mainly engaged as: | $30 \cdot 20$ |  |
| Butchers' cutters .... ... ... ... ... |  |  |
| Provision hands or fishmongers ... ... ... ... | $\begin{aligned} & 29 \cdot 45 \\ & 28 \cdot 70 \end{aligned}$ |  |
| Central warehouse workers, stockmen or van salesmen ... |  |  |
| Clerks book-keepers, or checkout operators, after ... months' employment | $25 \cdot 50 \dagger$ |  |
| Clerks or counter sales assistants or in miscellaneous duties, after 6 months' employment ... | $24 \cdot 80 \dagger$ |  |
|  |  |  |
|  |  |  |  |  |
|  | London Area | Scotland <br> (all Areas) and <br> all Provinces |
| Drivers of motor vehicles with carrying capacity of: | $\stackrel{\text { ¢ }}{29} 8$ | $\stackrel{\text { ¢ }}{28}$ |
| Over 1 ton and up to 5 tons ... ... ... |  |  |
| Over 5 tons and up to 9 tons ... ... ... ... | 30.2530.85 | 28.9529.45 |
| Over 9 tons ... ... ... ... ... ... ... |  |  |

Note: The rates became operative from 11th November 1974.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 40 , to be worked in 5 days as far as is practicable.

## 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 payable under the Agreement for a week of 40 hours.

## London and Provincial B Rates

The rates for workers in the (i) London area and (ii) Scotland area 2 and Provincial B area are (i) $£ 1.40$ a week higher and (ii) 35 p a week lower, respectively, than those quoted for Provincial A area.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 204 specified areas administered by Municipal Borough or Urban District Councils.

A "Local Government Area " means that area as it was on 23rd April 1961 unless otherwise stated
"Scotland Area 2 " means all areas other than those included in Scotland Area 1.
"Scotland Area 1 " means:
(a) All Burghs which, according to the Preliminary Report on the Sixteenth Census of Scotland 1961, had a population of 10,000 or more;

For footnote see next page.

## Retail Multiple Grocery-contd.

(b) Two specified Special Lighting Districts;
(c) Six specified areas the boundaries of which were defined as Special Lighting Districts prior to 10th March 1943;
(d) Twenty-five specified Burghs;
(e) The areas within the boundaries of six specified New Town Corporations.

## Benefits or Advantages

As for Retail Food Trades-England, Wales or Scotland (whichever is appropriate)-(see pages 191 and 192).

[^103]
## MILK DISTRIBUTION

## I. England and Wales <br> [Milk Distributive Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates $\dagger$ |  |  |
| :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area C |
|  | Per week <br> £ | Per week £ | Per week £ |
| Men, 21 years and over-other than night workers: |  |  |  |
| Foremen ... ... ... ... ... | $24 \cdot 65$ | 24.90 | $25 \cdot 25$ |
| Rounds salesmen ... ... | $24 \cdot 20$ | $24 \cdot 30$ | 24.50 |
| Sterilizers ... ... ... ... | 23.95 | $24 \cdot 10$ | $24 \cdot 30$ |
| Clerks ...... | 23.95 | $24 \cdot 10$ | $24 \cdot 30$ |
| Shop assistants, assistant rounds salesmen, pasteurizers, assistant sterilizers and other workers | $23 \cdot 70$ | 23.85 | 24.05 |
| Women, 21 years and over: |  |  |  |
| Rounds saleswomen ... ... | $23 \cdot 75$ | $23 \cdot 85$ | $24 \cdot 10$ |
| Clerks ... ... | $22 \cdot 20$ | $22 \cdot 25$ | $22 \cdot 55$ |
| Other workers ... ... ... | $22 \cdot 15$ | $22 \cdot 20$ | $22 \cdot 40$ |

Note: The rates became operative from 5th April 1975.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 40 , to be worked in 5 days.

## Pieceworkers

Piece rates are such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the appropriate general minimum time rate.

## Night Workers

A worker who works between 9 p.m. and $5 \mathrm{a} . \mathrm{m}$. is paid a minimum addition of 5 p 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 20 p .

## Classification of Areas

"Area A" means rural districts and municipal boroughs or urban districts with a population not exceeding 10,000 in 1961.
"Area B" includes all areas other than Areas A and C.
"Area C" means the Metropolitan Police District, the City of London, the Inner Temple and the Middle Temple.

[^104]
## Milk Distribution-contd.

## II. Scotland

[Milk Distributive Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker | Minimum Weekly Time Rates $\dagger$ |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Men | Women |  |
|  | £ | £ | Per week |
| Senior foremen | $30 \cdot 60$ | $29 \cdot 95$ |  |
| Foremen ... ... ... ... | $29 \cdot 60$ | 28.97 |  |
| Chargehands, checkers, processors and qualified trainers | $28 \cdot 35$ | $27 \cdot 75$ |  |
| Fork lift truck operators, laboratory assistants, machine operators (high speed) grade 1 and storemen | 27-85 | $27 \cdot 26$ |  |
| Boilermen and machine operators (high speed) grade II | $27 \cdot 60$ | 27.02 |  |
| Clerks, 21 years and over ... ... ... .. | $27 \cdot 35$ | 26.78 | $2 \cdot 80$ |
| Roundsworkers $\ldots$ | $27 \cdot 25$ | $27 \cdot 25$ | $2 \cdot 80$ |
| All other workers, 21 years and over ... ... | $27 \cdot 10$ | $26 \cdot 53$ |  |
| Drivers of vehicles with carrying capacity of: Under 3 tons | 28.25 | - |  |
| Over 3 tons and up to and including 5 tons ... | $30 \cdot 65$ |  |  |
| Over 5 tons and up to and including 10 tons | $31 \cdot 15$ | - |  |
| Over 10 tons and up to and including 15 tons | $32 \cdot 15$ | - |  |
| Over 15 tons and up to and including 18 tons | $32 \cdot 65$ | - |  |
| Over 18 tons and up to and including 21 tons | $33 \cdot 15$ | - |  |
| Over 21 tons ... ... ... ... .. | $33 \cdot 65$ | - |  |

Note: The rates and hours became operative from 14th April 1975.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 40 .

## Early or Night Workers

Retail delivery workers who work between 10 p.m. and 6 a.m. are paid twice the hourly minimum rate and depot and other workers an additional 5 p per hour on the minimum rate

- For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
+ For the agreed rates of wages of workers employed by retail co-operative societies (see page 190).


## RETAIL MEAT INCLUDING PORK TRADE

## I. England and Wales <br> [Agreements of the Joint Industrial Council for the Retail Meai Trade]

| Trade and Class of Worker* | Minimum Weekly Remuneration |  |
| :---: | :---: | :---: |
|  | London Area | Provincial Areas |
|  | £ | £ |
| WORKERS, 21 years and over: General butchers' shops: |  |  |
|  |  |  |
| Butcher assistants ... ... ... ... | $32 \cdot 25$ | 31.00 |
| General assistants and/or cashiers ... ... | $26 \cdot 25$ | $25 \cdot 00$ |
| Retail pork trade: |  |  |
| First machine operators engaged mainly in making-up, etc. | $33 \cdot 55$ | $32 \cdot 30$ |
| First machine operators with 3 or more workers | $34 \cdot 05$ | $32 \cdot 80$ |
| Assistants engaged as cutters, cutters/salesmen or makers-up | $32 \cdot 25$ | $31 \cdot 00$ |
| Assistants wholly or mainly engaged as makersup ... ... ... ... ... ... | $26 \cdot 25$ | $25 \cdot 00$ |

Note: The rates became operative from 24th February 1975.

## Hours of Work

The weekly rates are for a working week not exceeding 40 hours, exclusive of mealtimes, to be worked in days or half-days to a cumulative total of 5 days.

## Saturday Working

An additional payment is made to any worker who normally works for not less than 40 hours each week, spread over each of 6 or 7 days, equal to one-fifth of the appropriate basic hourly rate applicable to him in respect of any hours worked by him on a Saturday unless these hours are hours for which overtime has to be paid.

## Classification of Areas

"London Area" means the City of London and Metropolitan Police District.
"Provincial Areas" 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 <br> Remuneration <br> All Areas |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: |
| Workers, 20 years and over: |  |  |  |  |  | $£$ |
| Butcher assistants <br> General assistants and cashiers | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $30 \cdot 00$ |

Note: The rates became operative from 6th January 1975.

## Hours of Work

The weekly rates are for a working week not exceeding 40 hours, exclusive of meal-times.

[^105]
# RETAIL MEAT-NORTHERN IRELAND 

[Agreements between the Northern Ireland Master Butchers' Association and the Amalgamated Transport and General Workers' Union and the Union of Shop, Distributive and Allied Workers]


Note: The rate became operative from 3rd March 1975.
Hours of Work
The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 6 days ( 4 full days, 2 half-days).

# RETAIL BOOKSELLING AND STATIONERY TRADESGREAT BRITAIN 

[Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |  |
|  | $£$ | £ | £ | (From 7th <br> April 1975) <br> Per week £ |
| All workers, other than transport workers, cleaners, messengers, deliverers and porters, after 6 months' employment: |  |  |  |  |
| Men, 21 years and over | $18 \cdot 50$ | $18 \cdot 15$ | $17 \cdot 45$ |  |
| Women, 21 years and over | $17 \cdot 70$ | $17 \cdot 40$ | $16 \cdot 70$ | \} $4 \cdot 40$ |
| Cleaners, messengers, deliverers and porters: <br> Men, 21 years and over | $18 \cdot 00$ | $17 \cdot 65$ | 16.95 |  |
| Women, 21 years and over ... ... | $17 \cdot 25$ | $16 \cdot 90$ | $16 \cdot 25$ |  |

Note: The rates became operative from 12th August 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

## 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 for 40 hours in his normal occupation.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 72 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 204 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 23rd April 1961 unless otherwise stated.

[^106]
## 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 5th August 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

## 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 for 40 hours in his normal occupation.

## 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-50p or 20 p a week respectively.

## Night Workers

Workers are paid an additional 10 p an hour for all time worked between 8 p.m. and 6 a.m.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"Provincial A Area" means county and municipal boroughs and urban districts with a population of 10,000 or more in 1961 together with 132 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.

[^107]
## II. Scotland

[Retail Bread and Flour Confectionery Trade Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Area 1 | Area 2 |  |
|  | £ | £ | Per week $£$ |
| Workers, 21 years and over other than van sales |  |  |  |
| workers: ... ... ... ... | $15 \cdot 75$ | $15 \cdot 35$ |  |
| Van sales workers ... ... ... ... .. | $19 \cdot 50$ | $18 \cdot 95$ | $4 \cdot 40$ |
| Transport workers: |  |  |  |
| Vehicles with carrying capacity 1 ton or less: Men 21 years and over |  |  |  |
| $\begin{array}{llll}\text { Men } 21 \text { years and over } & \ldots & . . & \ldots \\ \text { Over } 1 \text { ton-Men all ages } & \ldots & \ldots & \ldots\end{array}$ | 19.05 19.35 | $18 \cdot 80$ |  |

Note: The rates became operative from 13th May 1974.

## Hours of Work

The rates relate to a week of 40 hours ( 42 for van sales workers), 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 40 or 42 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 for 40 or 42 hours work, as the case may be, in his normal occupation.

## Classification of Areas

"Area 1" means all burghs with a population of 5,000 or more in 1961 and certain Special Lighting Districts.
"Area 2" means all other areas in Scotland.

[^108]
# 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 | Provincial A Area | Provincial B Area |
|  | £ | £ | $£$ |
| Clerks grade I: |  |  |  |
| Men, 22 years and over | 17.95 | $17 \cdot 60$ $16 \cdot 85$ | $17 \cdot 10$ $16 \cdot 30$ |
| Women, 22 years and over ... ...... | $17 \cdot 15$ | $16 \cdot 85$ | $16 \cdot 30$ |
| Clerks grades I and II and all workers (other than transport workers and street newsvendors remunerated on a sessional and piece-rate basis) after 6 months' employment: |  |  |  |
| Men, 21 years and over ... ... | $17 \cdot 55$ | $17 \cdot 25$ | $16 \cdot 70$ |
| Women, 21 years and over ... ... .. | $16 \cdot 80$ | $16 \cdot 50$ | $15 \cdot 95$ |

Note: The rates became operative from 29th July 1974.

## Hours of Work

The rates relate to a week of 42 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 42.

## 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 for 42 hours in his normal occupation.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 204 specified areas administered by Municipal Borough or Urban District Councils.

A Local Government Area means that area as it was on 23rd April 1961 unless otherwise stated.

[^109]
## II. Scotland

[Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation Orderl ${ }^{*}$

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |
| :---: | :---: | :---: |
|  | Area 1 | Area 2 |
|  | £ | £ |
| Clerks grade I: <br> 22 years and over | $21 \cdot 95$ | $21 \cdot 65$ |
| Clerks grade I under 22 years of age, clerks grade II, shop assistants, central warehouse workers and all other workers, other than transport workers: |  |  |
| 21 years and over ... ... ... ... | $21 \cdot 65$ | $21 \cdot 35$ |
| Transport workers: |  |  |
| Drivers of vehicles with carrying capacity of 1 ton or less, aged 21 and over | $21 \cdot 65$ | 21.20 |
| $\left.\begin{array}{l}\text { Over } 1 \text { ton and up to } 5 \text { tons } \\ \text { Over } 5 \text { tons }\end{array}\right\}$ All ages | $22 \cdot 15$ 22.65 | 21.70 22.20 |

Note: The rates became operative from 7th April 1975.

## Hours of Work

The rates relate to a week of 42 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 42.

## 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 for 42 hours in his normal occupation.

## Classification of Areas

"Area 1" means all burghs with a population of 10,000 or more in 1961 and certain Special Lighting Districts and 25 specified burghs and areas.
"Area 2" means all other areas in Scotland.

[^110]RETAIL MULTIPLE FOOTWEAR-GREAT BRITAIN
[Agreements between the Multiple Shoe Retailers' Association and the Union of Shop, Distributive and Allied Workers]

| Class of Worker | Minimum Weekly Remuneration |  |  | Cost of Living Supplement |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area | Provincial A Area | Provincial B Area |  |
| Men, 21 years and over: | £ | £ | 2 | Per week |
| Sales assistants ... | $21 \cdot 15$ | $20 \cdot 55$ | $20 \cdot 10$ | £ |
| Women, 21 years and over: |  |  |  | \} $4 \cdot 40$ |
| Sales assistants and cashiers | $20 \cdot 85$ | $20 \cdot 25$ | $19 \cdot 80$ |  |

Note: The rates for men became operative from 12th August 1974.

## Hours of Work

The weekly hours of work are 40, exclusive of mealtimes and overtime, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 72 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 204 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 23rd April 1961 unless otherwise stated.

## RETAIL PHARMACY TRADE

## I. 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 $\dagger$ | Per annum |  | Per annum |
| First year after registration | 2,150 |  | , 100 |
| Second year after registration ... ... ... | 2,250 |  | ,200 |
| Dispensing assistants, 24 years and over, with not less than 3 years' continuous experience and wholly or mainly engaged in dispensing ... | $\begin{gathered} \text { Per week } \\ £ \\ 27 \cdot 80 \end{gathered}$ |  | week <br> £ <br> - 50 |
|  | London | Provincial A Area | Provincial B Area |
| Shop assistants, 21 years and over ... | $\begin{gathered} \text { Per week } \\ £ \\ 22 \cdot 75 \end{gathered}$ | Per week £ $22 \cdot 50$ | Per week £ $22 \cdot 25$ |

Note: The rates became operative from the first pay day in the week commencing 6th January 1975.

Hours of Work
The normal working week, exclusive of mealtimes and overtime, is 40 hours.

## Rota Payments

A pharmacist called on to perform rota duties in compliance with arrangements under the National Health Service is paid $£ 1.00$ an hour for weekdays and $£ 2.50$ an hour for Sundays, weekly short days and customary holidays.

> Classification of Areas
"London" means the City of London and Metropolitan Police District. " Provinces" means places other than "London".
" Provincial A Area" means places with a population of 10,000 or more 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.

[^111]
## II. Scotland

[Agreements between the Scottish Pharmaceutical Federation and the Union of Shop, Distributive and Allied Workers]
No national agreement is regarded as being in operation at April 1975. The possibility exists however, that a new agreement at national level will eventually be concluded.

# RETAIL DRAPERY, OUTFITTING AND FOOTWEAR TRADESGREAT BRITAIN 

[Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation Order]*



Note: The rates became operative from 2nd September 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 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 for 40 hours in his normal occupation.

## 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-70p or 25 p a week respectively.

For workers, 21 years and over:

| London |  |  |
| :---: | :---: | :---: |
| Area |  |  |
| $£$ | Provincial <br> A Area <br> $£$ | Provincial <br> B Area <br> $£$ |
|  |  |  |
| $2 \cdot 15$ | 1.90 | 1.70 |
| $2 \cdot 80$ | 2.50 | 2.35 |

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 72 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 204 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 23rd April 1961 unless otherwise stated.

[^112]
# RETAIL BESPOKE TAILORING 

## I. England and Wales

[Retail Bespoke Tailoring Wages Council (England and Wales) Wages Regulation Order]*

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

Note: The rates became operative from 19th February 1975.

## 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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

The piecework basis time rates payable to workers employed on piecework, irrespective of experience in the trade, are equal to the appropriate adult minimum time rate increased by 12 per cent.

## II. Scotland

[Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order]*


Note: The rates became operative from 3rd February 1975.

## 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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^113]RETAIL FURNISHING AND ALLIED TRADES-GREAT BRITAIN
[Retail Furnishing and Allied Trades Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | Provincial B Area |  |
|  | £ | Per week $£$ |
| Sales or clerical supervisors ... | $20 \cdot 05$ |  |
| Clerks grade I ... ... ... ... ... ... ... | $19 \cdot 55$ |  |
| Clerks grade II, sales assistants, cashiers, central warehouse workers, stockhands and van salesmen or collectors: |  | $4 \cdot 40$ |
| 21 years and over ... ... ... ... ... ... | $18 \cdot 55$ |  |
| Shopworkers, porters or general workers: |  |  |
| 21 years and over ... ... ... ... ... ... | $18 \cdot 05$ |  |

Note: The rates became operative from 26th August 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

## 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 for 40 hours in his normal occupation.

## 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- $£ 0.45$ or $£ 0.15$ a week respectively.

Board and lodging for 7 days for workers, 21 years and over-London Area $£ 1 \cdot 80$, Provincial A Area $£ 1 \cdot 60$ and Provincial B Area $£ 1 \cdot 35$.

## London and Provincial A Rates

The rates for workers in Provincial A Area are $£ 0 \cdot 60$ a week higher than those in Provincial B Area. For workers in the London Area the rates are $£ 1 \cdot 10$ a week higher than in Provincial B Area.
"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 72 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 204 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 23rd April 1961 unless otherwise stated.

[^114]
# COTTON WASTE RECLAMATION-GREAT BRITAIN 

[Cotton Waste Reclamation Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: | | General Minimum <br> Time Rates |
| :---: |
| WORKERS, 18 years and over |$\cdots$

Note: The rates became operative from 28th April 1975.

## 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 40.

## Pieceworkers

Piece rates are 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 Time Rates | Piecework Basis <br> Time Rates | Cost of Living Supplement |
| :---: | :---: | :---: | :---: |
|  | Per hour p | Per hour <br> p | (from 31st <br> March 1975) |
| Men, 18 years and over <br> Women, 18 years and over, after $6 \ldots$ months' employment: | 47 | p | Per week £ |
| Employed in the sorting, grading, or associated processes, of woollen rags and/or woollen and |  |  | \} $3 \cdot 60$ |
| Other women ... ... | 45 44 | 45 44 |  |

Note: The rates became operative from 19th July 1974.

## 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 40 , which may be worked in 5 or $5 \frac{1}{2}$ days.

[^115]
## COAL AND COKE DISTRIBUTION-ENGLAND AND WALES

# I. Regions other than London <br> [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 26th June 1972.

[^116]Coal and Coke Distribution-contd.
I. Regions other than London-contd.


Note: The rates became operative on the first pay day in the week commencing 26th June 1972.

Hours of Work
The hours of work in a full week are 40 (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.

[^117]
## II. London Region

In London the workers are paid according to an agreed list of tonnage rates, with the addition of an output bonus. The agreement does not provide for time rates of wages, but earnings derived from tonnage rates and output bonus, as from 7th October 1974, are subject to an over-riding minimum wage of $£ 6.00$ a day Monday to Friday, $£ 3.50$ Saturday or $£ 32.00$ Monday to Friday and $£ 3 \cdot 50$ for Saturday for drivers of mechanical vehicles, 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]

| Class of Worker |  | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: | :---: |
|  |  | London Metropolitan Police District | Other Areas in Great Britain |
| Workers, 18 years and over: |  | p | p |
| Minimum wage ... | ... | 52 | 50 |
| Burner-cutters ... | ... | 55 | 53 |
| Lorry and crane drivers ... |  | 56 | 54 |

Note: The rates became operative in the week commencing 21st May 1973.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes and overtime, are 40 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Minimum Earnings Levels

As from 21st May 1973, minimum earnings levels for a complete normal 8 -hour day are $£ 4 \cdot 40$ for workers on the minimum wage and $£ 4 \cdot 70$ for burner cutters and lorry and crane drivers.

## 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 36 hours in any normal pay week, subject to certain conditions and qualifications.

## Pieceworkers

Piecework rates are the subject of local negotiation.

## 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 40 hours.

[^118]
## HEALTH SERVICES-GREAT BRITAIN*

[Agreements of the Ancillary Staffs Council of the Whitley Council for the Health Services (Great Britain)]


Note: The rates became operative from 7th April 1975.
Hours of Work
The standard working week is 40 hours, to be worked within 5 days, except where some alternative pattern of work is agreed locally.

## Service Supplement

Workers with 5 years' continuous service, and who are employed for thirty or more hours a week, receive a supplement of 66 p a week in respect of a 40 -hour week.

The supplement is paid pro-rata for hours actually worked at the rate of $1 \cdot 65 \mathrm{p}$ an hour.
Provision of Board, Lodging and Laundry
The lodging and laundry charges are the amounts specified below:

|  |  |  |  | London Zone | Outer London Zone | National |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Lodging | $\ldots$ | $\ldots$ | $\ldots$ | 5.530 | $£$ | $£$ |
| Laundry | $\ldots$ | $\cdots$ | $\cdots$ | 0.322 | 3.206 | 1.897 |

Hospital authorities are free to introduce pay as you eat arrangements for adult resident staff and for juveniles who are in receipt of the full adult rate of pay. Where such an arrangement operates, staff are charged only the lodging and laundry element of the board, lodging and laundry charge.

## Shift Workers

Workers on rotary shifts (i.e., shifts which cover 24 hours a day) are paid an additional $9 \cdot 2$ p 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 $5 \cdot 6 \mathrm{p}$ 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 a.m. is paid at the rate of time-and-a-third for all hours worked. This is not applicable to shift workers, 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. Staff, except those in receipt of night duty allowance and 6 a.m. on Monday to Friday.

[^119]
## Health Services-Contd.

## 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 $22 \frac{1}{2} \mathrm{p}$ a day when the break is not less than two hours but less than four (including any normal meal break) and 30p 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.

## London Rates

For workers employed within the "London Zone" the national rates are increased by $£ 6.00$ and in the " Outer London Area" by $£ 2.72$ a week.

The boundary of the London Zone will be the outer perimeter of the following Area Health Authorities: Barking and Havering; Barnet; Brent and Harrow; Bromley; Camden and Islington; City and East London; Croydon; Ealing, Hammersmith and Hounslow; Enfield and Haringey; Greenwich and Bexley; Hillingdon; Kensington, Chelsea and Westminster; Kingston and Richmond; Lambeth, Southwark and Lewisham; Merton, Sutton and Wandsworth; Redbridge and Waltham Forest. The London Zone allowance shall also be paid to staff in the following establishments: Forest Hospital, Buckhurst Hill; Lugano Geriatric Annexe. Herts: Cheshunt Cottage Hospital; Clare Hall Hospital; Harperbury Hospital; Potters Bar and District Hospital; Shenley Hospital, Kent; Bexley Hospital (Greenwich and Bexley H.A.), Surrey; Barnstead Hospital; Cuddington Hospital; Epsom District Hospital; Epsom and Ewell Hospital; Horton Hospital; Long Grove Hospital; The Manor Hospital; Molesley Hospital; St. Ebba’s Hospital; St. Lawrence's Hospital; Thames Ditton Hospital; Warlingham Park Hospital; West Park; Zachary Merton Hospital, Essex; Brentwood District and Maternity Hospitals; High Wood Hospital; Little High Wood Hospital; Little Warley Hospital; St. Faith's Hospital; Warley Hospital, Herts.; Cuffley Physiotherapy Clinic; Napsbury Hospital, Surrey: Brooklands Hospital; Champion's Place; Croft Annexe; Ellen Terry House. The Outer London Area shall be as follows: South West Surrey; North West Surrey; North Surrey; Mid Surrey; East Surrey; West Surrey and North East Hampshire; East Berkshire; East Hertfordshire; North West Hertfordshire; South West Hertfordshire; Basildon and Thurrock; Harlow (excluding the area in Uttlesford Local Authority District); Dartford and Gravesend.

## 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 5 p an hour for each hour of the stand-by period excluding any hours between midnight and $8 \mathrm{a} . \mathrm{m}$. subject to a minimum payment of 50 p for each occasion. Any work performed during the stand-by period is paid for in addition at overtime rates.

## Lead-In Payments to Incentive Schemes

Any group of ancillary staff willing to accept certain conditions may request that a recognised form of incentive scheme be applied to it. Within 3 months the employing authority shall offer the group proposals for the introduction of an incentive scheme if it is deemed feasible. Following the staff agreement on such a scheme, a lead-in payment of $£ 1.50$ a week becomes payable until the scheme is introduced or finally rejected by the group.

## Week-end Work

With effect from 7th November 1973 full time staff and part-time staff who regularly work not more than 50 per cent. of their working hours on Saturday and Sunday shall be paid at the rate of plain time plus one half for all hours worked on a Saturday, midnight to midnight.

## Grouping of Occupations

The following are examples of the classes of workers included in the various groups:
Group 1-Catering assistant, cleaners/domestic assistant.
Group 2-Ambulance attendant, CSSD assistant (on entry), children's attendant, dishwasher (full-time), domestic assistant in pathological laboratory, garden labourer, general labourer, laboratory assistant (BTS), laundry worker, linen room assistant, maintenance labourer, plant attendant, porter, sewage labourer, team operating mechanical scrubbing machines, trainee dry cleaning plant operator, trimmer, ward orderly.
Group 3-Animal house attendant, bath attendant, catering assistant (cash), CSSD assistant, incinerator attendant, laboratory assistant (BTS), labourer (drainman), laundry machine operator, operating department orderly, plaster orderly (on entry), porter, sewage disposal plant attendant, sewing room assistant, shop assistant, steriliser attendant, stoker (non-steam raising), storesman/woman, ward orderly, window cleaner (full-time).
Group 4-Ambulance driver (hospital), assistant cook, CSSD assistant, chargehand laundry worker, driver, driver (BTS), dry cleaning plant operator, farm worker, gardener, groundsman, hairdresser attendant, laboratory assistant (BTS), linen room supervisor, needle sharpener, operating theatre attendant (on entry), pharmacy assistant, porter, senior catering assistant, sewing room assistant, stationary engine driver, storekeeper, swimming pool attendant, trainee operating department assistant.

Health Services-contd.

## Grouping of Occupations-contd.

Group 5-Chargehand porter, driver (BTS), driver (HGV), laboratory assistant (BTS), mortuary attendant, plaster orderly (fully proficient), shoemaker, storekeeper, tailor/ tailoress.
Group 6-Assistant workroom mistress, baker/confectioner, BTS staff with additional duties, butcher, CSSD chargehand, chargehand laundry machine operator, cook, dining room supervisor, domestic supervisor, driver (BTS), engine driver/switchboard attendant, hairdresser (full-time), head cowman, head pigman, operating theatre attendant (fully proficient), propagating gardener, senior shoemaker, shop manager/manageress, stoker (steam) (on entry), storekeeper, tailor/tailoress (in charge), trainee operating department assistant.
Group 7-Assistant workroom mistress, dining room supervisor, shop manager/manageress, stoker (steam) (fully proficient), telephonist.
Group 8-Fire safety officer, leading stoker, senior cook, senior driver, senior gardener, senior plaster orderly.
Group 9-Assistant head cook, deputy head porter, foreman baker, foreman butcher, senior dining room supervisor, drill instructor, organiser of physical recreation, physical training instructor in a psychiatric hospital, instructor in a hospital for the mentally ill, trainer in a hospital for the mentally subnormal.
Group 10-Assistant head cook, assistant laundry superintendent, head gardener, medical equipment attendant, senior telephonist.
Group 11 -Farm foreman, head gardener, head porter, operating department assistant, senior deputy head porter, workroom mistress, instructor in a hospital for the mentally ill, trainer in a hospital for the mentally subnormal.
Group 12-Head cook, head driver, head gardener, telephone switchboard supervisor, workroom mistress.
Group 13-Head cook, head gardener, senior operating department assistant.
Group 14 -Head gardener, head porter.
Group 15-Head gardener, head porter, laundry superintendent.
Group 16-Gardens superintendent, head porter, kitchen superintendent.
Group 17-Gardens superintendent.
Group 18-Gardens superintendent.

## Exceptional Payments

Cooks and assistant cooks holding recognised diplomas in cooking shall be graded one or two pay groups higher than the appropriate pay group according to qualifications. Hospital ambulance drivers and attendants and ward orderlies if required to be qualified in first-aid and holding recognised first-aid certificates are graded one pay group higher than the appropriate pay group. Mortuary attendants holding a recognised certificate or diploma in mortuary hygiene and technology shall be graded one pay group higher than the appropriate grading providing they also undertake certain additional duties.

An allowance of 15 p a day or part thereof is paid to laundry staff whilst handling foul linen. An allowance of $7 \cdot 5$ p a day or part thereof is paid to ward orderlies and other workers whilst handling and/or rough washing foul linen.

Workers, other than steriliser attendants, responsible for stoving plant disinfecting of clothing bedding, books, etc., are paid an additional $2 \cdot 5 \mathrm{p}$ an hour with a minimum payment of 5 p for any one day whilst so engaged.

Workers in psychiatric hospitals who are not in receipt of instructional pay are paid an additional 1.5 p 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 1.7 p an hour when so employed. Where bodily entry into a large oil-fired boiler installation is involved and there is contact with dirt and soot, the allowance is $3 \cdot 3 \mathrm{p}$ an hour.

A stoker or non-steam raising stoker who holds a recognised boiler operator's certificate and to ex-Royal Navy stokers who attained specified ratings shall be graded one pay group higher than the appropriate pay group.

## Other Classes of Workers

Committees of the Ancillary Staffs Council fix the rates for orthopaedic appliance grades. The Health Departments negotiate the rates for plumbers, electrical craftsmen, electrical assistants and electrical labourers, with the Electrical, Electronic and Telecommunication Union-Plumbing Trades Union; for building operatives with the Operatives' Side of the National Joint Council for the Building Industry; for engineering craftsmen, with the Confederation of Shipbuilding and Engineering Unions. The rates for semi-skilled engineering grades are negotiated by the Health Departments and representatives of the National Union of Public Employees, the Confederation of Health Service Employees, the Transport and General Workers' Union and the National Union of General and Municipal Workers.

Agreements of the National Joint Industrial Council for the United Kingdom Atomic Energy Authority]



Note: The rates became operative from the beginning of the pay week containing 1st October 1974.

## Hours of Work

The standard hours of work are 40 a week, exclusive of mealtimes, to be worked in 5 days.

## Guaranteed Week

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment to day workers and night workers equivalent to 40 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

The standard shift hours of work are eight; a half-an-hour paid mealbreak is allowed making the hours of attendance eight-and-a-half.

For week-day shifts, payment is made at common time grade rate. For all hours worked between the beginning of the Saturday morning shift and Saturday midnight and between midnight Sunday and the end of the Sunday/Monday shift, including any beyond standard hours, payment is made at time-and-a-half grade rate. For all hours worked between midnight Saturday and midnight Sunday, payment is made at double time grade rate. In addition shift allowances of 8 p an hour (three-shift working) and 6 p an hour (double-day shift working) are paid for all hours of shift attendance inclusive of mealbreaks, if any. The allowance is not computable for overtime or week-end premium payments.

## 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 $£ 3.25$ a week above their own craft rate.
Charge hands of general worker grades are paid $£ 3 \cdot 25$ or $£ 2 \cdot 15$ 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.

## Additional Payments*

Craftsmen performing the full range of craft duties are paid a lead of $£ 6 \cdot 50$ in addition to the above national minimum rate and if not performing the full range of craft duties, the lead is $£ 3 \cdot 35$. For general worker grades leads are paid, under a system of job evaluation, ranging from $£ 2 \cdot 40$ by 50 p stages to $£ 7 \cdot 90$ a week above the national minimum weekly rate.

## Irksome Clothing and Abnormal Conditions Allowances

Irksome clothing allowances of $6 p$ to 50 p an hour are paid to industrial employees for time spent in impervious suits.

Allowances are payable for working under abnormal conditions, e.g., 5 p 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.

## 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 Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London | Provincial |
|  | £ | $£$ |
| Employees, 18 years and over: <br> School meals service, staff canteens and day nurseries: |  |  |
|  |  |  |
| Group A-Dining room assistants $\ldots \ldots$... $\ldots$ | $35 \cdot 42$ | $29 \cdot 42$ |
| Group B-School meals' supervisory assistants, | $35 \cdot 82$ | 29.82 |
| Group D-Assistant cooks ... ... | 36.72 | $30 \cdot 72$ |
| Group F-Cooks ... ... | $37 \cdot 92$ | 31.92 |
| Home helps ... ... ... ... | $37 \cdot 55$ | $31 \cdot 55$ |
| Civic Restaurants: |  |  |
| Helpers or general assistants ... | - | 23.31 |
| Assistant cooks ... ... |  | $23 \cdot 83$ |
| Cooks ... ... ... ... ... ... | - | $24 \cdot 56$ |

Note: The rates for school meals, home helps and Civic Restaurants became operative from 6th January 1975.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40.

## London Rates

The London rates apply to authorities wholly within the Greater London Council area.

Meals $\dagger$
The rates of pay given above have been abated by $58 \cdot 33 \mathrm{p}$ a week for meals provided.

## LaUndering ${ }^{\dagger}$

Protective clothing, where provided by the local authority, is laundered at the expense 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† $\dagger$

In the school meals service assistant cooks, cooks and cook supervisors who hold recognised diplomas in cooking are paid an additional $1 \cdot 25$ p an hour. Cooks-in-charge or cook supervisors of a school canteen and/or kitchen are paid $2 \cdot 90$ p, $3 \cdot 73$ p, $5 \cdot 59$ p, $7 \cdot 09$ p, or $9 \cdot 48$ p an hour above the cook's rate of wages, based on the output of meals per day.

[^120]
## CINEMA THEATRES-UNITED KINGDOM

[Agreement between the Cinematograph Exhibitors' Association of Great Britain and Ireland and the National Association of Television Theatrical and Kine Employees]

| Class of Worker |  |  |  |  | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Grade AA Theatres | Grade A Theatre | Grade B Theatres |
| Men, 18 years and over: |  |  |  |  |  |  |  |
| Chief projectionists (21 years and over) |  |  |  |  | $31 \cdot 50$ | $29 \cdot 50$ | 27-50 |
| Senior projecti |  | ... | ... |  | $28 \cdot 50$ | $27 \cdot 00$ | $25 \cdot 70$ |
| Other projectio |  |  | ... |  | $26 \cdot 50$ | $25 \cdot 50$ | $25 \cdot 50$ |
| Head attendan |  |  |  |  | $24 \cdot 75$ | 23.75 | $23 \cdot 75$ |
| Attendants | ... | ... | $\ldots$ | ... | $24 \cdot 25$ | $23 \cdot 75$ | $23 \cdot 75$ |
| Women: |  |  |  |  |  |  |  |
| Cashier secreta |  | $\ldots$ | $\ldots$ | $\ldots$ | $19 \cdot 75$ | $18 \cdot 75$ | $18 \cdot 25$ |
| Cashiers |  |  | ... | ... | $19 \cdot 25$ | $17 \cdot 75$ | $17 \cdot 25$ |
| Receptionists |  | ... |  |  | $17 \cdot 25$ | $16 \cdot 25$ | $16 \cdot 25$ |
| Head cleaners | $\ldots$ | ... | $\ldots$ |  | 11.00 | $10 \cdot 25$ | $10 \cdot 25$ |
| Cleaners ... | ... | ... | ... | $\ldots$ | $10 \cdot 50$ | $9 \cdot 85$ | $9 \cdot 75$ |

Note: The rates became operative from 2nd February 1975

## Hours of Work

Full-time staff other than cleaners: The normal weekly hours of work are 40 (including hours worked on a Sunday).
Part-time staff other than projectionists:
(a) England, Wales and Northern Ireland:

The normal weekly hours of work are to be not less than 15 hours and not more than 25 hours (including hours worked on a Sunday).
(b) Scotland:

The normal working week from Monday to Saturday is not to exceed 24 hours for evening employment of which not more than 6 hours in the week are to be worked before $6.00 \mathrm{p} . \mathrm{m}$. except that in continuous cinemas, females employed on afternoon work shall commence not earlier than $1.00 \mathrm{p} . \mathrm{m}$. and finish not later than $6.00 \mathrm{p} . \mathrm{m}$. In all cases the working week of 24 hours is to be spread over 5 days.
Cleaners: The normal working week is not to exceed 23 hours (including hours worked on Sundays) except in cases where an hourly rate of remuneration is paid. In cases where cleaners are not prepared to work a 23 hour week, an hourly rate is paid for such time as is actually worked.

In continuous and non-continuous cinemas (whether opening 6 or 7 days) the normal working week is not to exceed 5 days. A non-continuous cinema is one having evening performances only (doors not open before $5.00 \mathrm{p} . \mathrm{m}$. except on Sundays) and not more than 3 matinees a week.

## 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 for employees to work 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 with a minimum call of 5 hours.

## 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 p.m.

## Unsocial Hours Payments

Premium payments for work between $8 \mathrm{p} . \mathrm{m}$. and 11 p.m. are made as follows: projectionists 10 p per hour; other male staff (full and part-time) 7 p per hour; and female staff (full and parttime) 5 p per hour.

## Grading of Cinemas

Cinemas are classified by agreement between the respective branches of the Cinematograph Exhibitors' Association and the National Association of Television Theatrical and Kine Employees.

## INDUSTRIAL AND STAFF CANTEENS-GREAT BRITAIN

[Industrial and Staff Canteen Undertakings Wages Council Wages Regulation Order]*

| Class of Worker | Minimum remuneration per week of 40 hours where the employer supplies the worker with neither full board nor lodging but with such meals as are available whilst on duty |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Men, 21 years and over |  | Women, 18 years and over |  |
|  | London Area | Other Areas | London Area | Other Areas |
| Head cooks | f $16 \cdot 36$ | $\stackrel{\text { f }}{16 \cdot 23}$ | $\begin{gathered} f \\ 14 \cdot 69 \dagger \end{gathered}$ | $\begin{gathered} £ \\ 14 \cdot 56 \dagger \end{gathered}$ |
| Cooks | 15.68 | 15.55 | $14.09 \dagger$ | $13 \cdot 96 \dagger$ |
| Assistant cooks | 14.64 | 14.51 | $13 \cdot 19$ | 13.06 |
| Porters $\ddagger$... | 13.66 | 13.53 | - | - |
| Other workers ... | $13 \cdot 66$ | $13 \cdot 53$ |  |  |
| Cashiers $\ldots$. ${ }^{\text {chen }}$. | - | - | 12.59 12.38 | 12.46 |
| Canteen supervisors, managers and |  |  | $12 \cdot 38$ |  |
| manageresses, stewards and stewardesses \|| ... ... ... | $\begin{gathered} 16 \cdot 10 \text { to } \\ 17.66 \end{gathered}$ | $\begin{aligned} & 15.97 \text { to } \\ & 17 \cdot 53 \end{aligned}$ | $\begin{aligned} & 14 \cdot 04 \text { to } \\ & 16 \cdot 02 \end{aligned}$ | $\begin{aligned} & 13.91 \text { to } \\ & 15.89 \end{aligned}$ |

Note: The rates became operative from 18th February 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

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 40 hours' work. For a worker who normally works for less than 40 hours in the week on account of limited availability, the guarantee is for the number of hours normally worked.

## 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 $£ 1 \cdot 15$ a week higher, and if overalls and headgear are not provided, it is 13 p a week higher.

Where full board and lodgings and overalls and headgear are provided a different scale of rates of remuneration is applicable. The rates are lower than those quoted above by $£ 1.99$ a week in London and $£ 1.86$ 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 $£ 1.96$ a week of 7 days, or 28 p a day, or if in full board and not lodging by $£ 1 \cdot 05$ a week of 7 days, or 15 p per day.

## Shift Workers

The minimum remuneration for workers on a two- or three-shift system is $\frac{1}{2} p$ 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 p.m. one day and 6.30 a.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 1 p 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 Metropolitan Police District, the City of London, the Inner Temple and the Middle Temple.
> "Other Areas" means all other areas in Great Britain.

[^121]
## UNLICENSED PLACES OF REFRESHMENT-GREAT BRITAIN

[Unlicensed Places 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, 21 years and over |  |  | Women, <br> 21 years and over |  |  |
|  | $\begin{aligned} & \text { London } \\ & \text { Area } \end{aligned}$ | Provincial A Area | Provincial B Area | London Area | Provincial A Area | Provincial B Area |
|  | p | p | p | p | p | p |
| Assistant managers or manageresses $\ddagger$ | $40 \cdot 2$ | $39 \cdot 5$ | $38 \cdot 8$ | $36 \cdot 3$ | $35 \cdot 6$ | $34 \cdot 9$ |
| Assistants-in-charge ... ... | $39 \cdot 4$ | $38 \cdot 7$ | $38 \cdot 1$ | $35 \cdot 3$ | $34 \cdot 6$ | $34 \cdot 0$ |
| Floor supervisors .... ... ... | $36 \cdot 6$ | $36 \cdot 0$ | $35 \cdot 3$ | $33 \cdot 1$ | $32 \cdot 5$ | $31 \cdot 8$ |
| Hostesses, receptionists or seaters | - | - | - | $32 \cdot 4$ | 31.7 | $31 \cdot 0$ |
| Clerks | $36 \cdot 9$ | $36 \cdot 3$ | $35 \cdot 6$ | $33 \cdot 3$ | $32 \cdot 6$ | $32 \cdot 0$ |
| Cashiers or clerical assistants | $36 \cdot 3$ | $35 \cdot 6$ | $34 \cdot 9$ | $32 \cdot 3$ | $31 \cdot 6$ | $30 \cdot 8$ |
| Refreshment bar, buffet or service attendants... | $36 \cdot 1$ | $35 \cdot 4$ | $34 \cdot 6$ | $32 \cdot 0$ | $31 \cdot 3$ | $30 \cdot 6$ |
| Shop assistants ... ... ... | - | -7 | 34.6 | $32 \cdot 5$ | $31 \cdot 8$ | $31 \cdot 1$ |
| Waiters or waitresses ... ... | $34 \cdot 3$ | $33 \cdot 7$ | $33 \cdot 1$ | $30 \cdot 6$ | $30 \cdot 0$ | $29 \cdot 4$ |
| Chefs§ ... | $43 \cdot 4$ | $42 \cdot 7$ | $42 \cdot 1$ | $39 \cdot 2$ | $38 \cdot 6$ | $37 \cdot 9$ |
| Head cooks§ | $41 \cdot 8$ | $41 \cdot 1$ | $40 \cdot 4$ | $37 \cdot 7$ | $37 \cdot 0$ | $36 \cdot 3$ |
| Cooks . | $40 \cdot 1$ | $39 \cdot 4$ | $38 \cdot 7$ | $35 \cdot 3$ | $34 \cdot 7$ | $34 \cdot 0$ |
| Assistant cooks | $37 \cdot 9$ | $37 \cdot 2$ | $36 \cdot 5$ | $33 \cdot 4$ | $32 \cdot 8$ | $32 \cdot 1$ |
| Service cooks ... ... ... | $36 \cdot 4$ | $35 \cdot 8$ | $35 \cdot 0$ | $32 \cdot 4$ | $31 \cdot 7$ | $30 \cdot 9$ |
| Any other workers except managers and manageresses | $35 \cdot 9$ | $35 \cdot 2$ | $34 \cdot 4$ | $31 \cdot 8$ | $31 \cdot 1$ | $30 \cdot 4$ |

Note: The rates became operative from 1st April 1974. Other hourly rates apply for work done before $7 \mathrm{a} . \mathrm{m}$. and after 7 pm ., 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 $11 \mathrm{p} . \mathrm{m}$. 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 41.

## Classification of Areas

"London Area" means the Metropolitan Police District as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 72 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 204 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 23rd April 1961 unless otherwise stated.

[^122]
## 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 41 in the week.

## Provision of Full Board and Lodging

The minimum rates quoted in the Table 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 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1.421 |
| Provincial A Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1.221 |
| Provincial B Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1.021 |
| Women, 21 years and over: | $\ldots$ | $\ldots$ | $\ldots$ | 1.371 |  |
| London Area... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 1.171 |
| Provincial A Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 0.971 |

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 $2 \cdot 3 \mathrm{p}$ an hour for the first 41 hours worked in any week.

## LICENSED RESIDENTIAL ESTABLISHMENTS AND LICENSED RESTAURANTS-GREAT BRITAIN

[Licensed Residential Establishment and Licensed Restaurant Wages Council Wages Regulation Order]*

| Minimum remuneration per week of 40 hours where the employer does not supply any board, meals or lodging to the worker. |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over |  | Women, 21 years and over |  | Cost of LivingSupplement |
| Class of Worker | Area C | Class of Worker | Area C |  |
| Workers other than | £ | Workers other than service workers: |  | Per week p |
| service workers: Group 1 |  |  |  |  |
| Group $1 .$. | 17.78 18.03 | Group 17 Group 18 | 16.46 |  |
| Group 3 ... | 18.28 | Group 19 | $16 \cdot 82$ |  |
| Group 4 ... | 18.83 | Group 20 | 17.02 |  |
| Group 5 ... | 19.33 | Group 21 | 17.11 |  |
| Group 6 ... | $19 \cdot 23$ | Group 22 | 17.22 |  |
|  |  | Group 23 | $17 \cdot 63$ |  |
| Service workerst: ${ }^{\text {S }}$ Sroup 26 ... 18.44 |  |  |  |  |
|  |  |  |  |  |  |  |  |
| Group 10... | $13 \cdot 83$ | Service workers $\dagger$ : |  |  |
| Group $11 \ldots$ | 14.08 |  |  |  |  |
| Group $12 \ldots$ | 14.33 14.58 | Group 29 Group 31 | 12.96 |  |
| Group 13 ... | 14.58 | Group 31 | $13 \cdot 47$ |  |

Note: The rates and hours became operative from 7th October 1974.

## Hours of Work

The rates relate to a week of 40 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 40.

[^123]
## Rates in Areas A and B

The rates for workers in Area A are 35p a week higher for men and 38p a week higher for women and in Area B 15p a week higher than those in Area C.
"Area A" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 of cities of Edinburgh and Glasgow.
"Area C" means all other areas in Great Britain.

## Guaranteed Remuneration

A worker, who ordinarily works for his employer for not less than 32 hours in a week, is guaranteed remuneration for the number of hours normally worked by him, subject to a maximum of 40 and a minimum of 39 and to certain conditions and qualifications. In the case of fortnightly workers the figures are 64,80 and 78 , respectively.

## Provision of Meals and Board and Lodging

The minimum rates of remuneration quoted above, for workers other than service workers, are payable where no living-in 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 reduced by $£ 1.60$ a week and, where living in on 7 days a week is supplied, the rates quoted are reduced by $£ 3 \cdot 40$ a week.

For service workers these amounts are $£ 1.40$ and $£ 3.00$ a week respectively.

## Provision of Uniform, Protective Clothing or Laundering

Additional payments of 5 p 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 $25 p$ a week to workers required to wear uniform or 13 p to those required to wear protective clothing of a character distinctive to the establishment when these are not provided free of charge by the employer.

## Night Work, Emergency Duty, Intervals for Rest

For night work, i.e., all time worked by a worker other than a night porter on any turn of duty which includes not less than three hours' work between midnight and 6 a.m., the worker's remuneration is increased by 25 per cent. of the rate fixed for the corresponding grade of worker who does not receive lodging or meals.

For emergency duty, i.e., work for not more than one hour involving the interruption of an interval for rest between two turns of duty, a worker, other than an extra head waiter, an extra waiter or an extra waitress, is paid $7 \frac{1}{2} \mathrm{p}$ if half-an-hour or less is worked and 15 p if more than half-an-hour.

For all the 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 doubletime.

## Spread-over of Hours

When the 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 an extra 25 p per day.

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-an extra 50 p per day.
More than 15 hours-an extra 75 p per day.
The latter provisions do not apply during off-season to a worker employed in a seasonal establishment.

## Grouping of Occupations

Tne grouping of occupations is as follows:

## Men, 21 years and over:

Group 1-Crockery attendants, lift attendants, pantrymen, platemen, porters (basement, cellar, house, kitchen or store), public barmen, all other workers not otherwise classified.
Group 2-Cellarmen, dispense barmen, service dispensers, stillroom men, storesmen, telephone operators.
Group 3-Assistant cooks, firemen (patrol), head barmen, head or foreman platemen, pantrymen, salad hands, stokers, timekeepers, window cleaners.
Group 4-Assistant butchers, assistant fishmonger-poulterers, clerks or receptionists, head cellarmen, head storesmen.
Group 5-Commis cooks, cooks.
Group 6 -Butchers, carvers, fishmonger-poulterers.
Group 10-Cloakroom and toilet attendants, porters (hall or floor) or "boots."
Group 11-Cocktail barmen, single or leading porters, valets.
Group 12-Waiters.
Group 13-Night porters.
Women, 21 years and over:
Group17-Cleaners, housemaids, lift attendants, maids (kitchen, scullery or vegetable), maids or attendants (staff), plate/pantry women or crockery attendants, all other workers not otherwise classified.
Group 18-Service dispensers, stillroom maids.
Group 19-Barmaids, dining-room and restaurant cashiers, linen or sewing maids.
Group 20-Assistant cooks, salad hands.
Group 21-Head linen keepers, head stillroom maids, telephone operators.
Group 22-Head barmaids.
Group 23-Clerks or receptionists, head telephone operators.
Group 25-Cooks, housekeepers, grade II.
Group 26-Housekeepers, grade I.
Group 29-Cloakroom and toilet attendants.
Group 31-Chambermaids or room maids, cocktail barmaids, waitresses.

## LICENSED NON-RESIDENTIAL ESTABLISHMENTS—GREAT BRITAIN

[Licensed Non-Residential Establishment Wages Council Wages Regulation Order]*


Note: The rates and hours became operative from 22nd December 1974.

## Hours of Work

The rates relate to a week of 40 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 for 40 hours in his normal occupation.

## 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 | $\ldots$ | $\ldots$ | $0 \cdot 60$ |  |
| Two meals a day and no lodging | $\ldots$ | $\ldots$ | $1 \cdot 20$ |  |
| Full board and no lodging | $\ldots$ | $\ldots$ | $\ldots$ | $1 \cdot 75$ |
| One meal a day and lodging | $\ldots$ | $\ldots$ | $\ldots$ | $1 \cdot 60$ |
| Two meals a day and lodging | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 20$ |
| Full board and lodging .... | $\ldots$ | $\ldots$ | $\ldots$ | $2 \cdot 75$ |
| Lodging but with no meals | $\ldots$ | $\ldots$ | $\ldots$ | $1 \cdot 00$ |

## Classification of Areas

"Area A" means the Metropolitan Police District, the City of London, the Inner Temple and the Middle Temple.
"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, trainee managers, manageresses, relief managers, relief manageresses, club stewards, club stewardesses and the wives of managers, trainee managers, relief managers and club stewards where such wives are required by the employer to assist in the work of the establishment.

[^124]
## CATERING—NORTHERN IRELAND

[Catering Wages Regulation Order (Northern Ireland)]*


Note: The rates became operative from 23rd November 1971.

## 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 , excluding mealtimes.

## Guaranteed Remuneration

A worker who ordinarily works for not less than 42 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 for 42 hours in his normal occupation.

## Provision of Meals and Board and Lodging

The minimum rates of remuneration quoted in the Table are payable where the employer does not supply any board, meals or lodging 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 reduced by 3.69 p to 5.64 p an hour and, where full board and lodging on seven days a week is supplied the rates quoted are reduced by $8 \cdot 92$ p to $13 \cdot 15$ p an hour.

[^125]LAUNDERING

## I. Great Britain

[Laundry Wages Council (Great Britain) Wages Regulation Order]* $\dagger$

| Class of Worker | General <br> Minimum <br> Time Rates | Cost of Living |
| :---: | :---: | :---: |
|  | Per hour p | Per week £ |
| Men, 19 years and over, including transport workers but excluding enginemen and stokers | $55 \cdot 00$ |  |
| WOMEN, 19 years and over, with 3 months' employment, other than transport workers or substitutes for male workers for whom higher rates are specified ... | 53.75 | $\} 2 \cdot 40$ |

Note: The rates for men became operative from 20th February 1975.

## 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 40.

Guaranteed Week
When a worker, who ordinarily works for the employer for at least 39 hours weekly, works for less than 39 hours in any week, he is paid, subject to certain conditions and qualifications, a guaranteed payment equivalent to 39 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 32 hours' pay.

Equal Pay
Equal pay will be achieved on 22nd December 1975.
Pieceworkers
Piece rates are such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the hourly piecework basis time rate applicable to the worker concerned which is one-and-one-eighth times the hourly general minimum time rate.

Shift Workers
Shift workers employed on a daily two-shift system are paid an additional 1 p 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 $6 \mathrm{a} . \mathrm{m}$.
II. Northern Ireland
[Laundry Wages Regulation Order (Northern Ireland)]*

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

Note: The rates and hours became operative from 12th November 1974.

## 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 40 , which may be worked in 5 or 6 days.

## Guaranteed Week

When a worker, who ordinarily works for the employer for at least 39 hours weekly, works for less than 39 hours in any week, he shall be paid, subject to certain conditions and qualifications, a guaranteed payment equivalent to 39 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 piecework basis time rate applicable to the worker concerned.

[^126]
# MOTOR VEHICLE RETAIL AND REPAIR INDUSTRYUNITED KINGDOM 

[Agreement of the National Joint Council for the Motor Vehicle Retail
and Repair Industry]

| Class of Worker | Minimum Hourly Rates of Wages | Minimum Hourly Earnings Level |
| :---: | :---: | :---: |
| Men, 20 years and over: | p | p |
| Skilled-Men who can undertake all major and general repairs to motor vehicles without supervision and qualified partsmen | $76 \cdot 00$ | $79 \cdot 75$ |
| Semi-skilled-Men who can undertake most repairs, but under supervision | $68 \cdot 00$ | $71 \cdot 00$ |
| Other workers* ... ... ... | $63 \cdot 50$ | $66 \cdot 50$ |
| Women, 20 years and overit ... | $61 \cdot 00$ | $64 \cdot 00$ |

Note: The rates became operative from the first full pay week in February 1975.

## Hours of Work

The hours of work in a full week for day and shift workers, are 40, exclusive of mealbreaks. The hours for day-workers are to be worked in 5 days and normally 5 days or nights for shift workers but three-shift working may enter into a sixth day.

## Guaranteed Wage

A worker who has been continuously employed in an establishment for not less than four weeks is guaranteed not less than 40 hours' pay at his normal hourly rate of pay, subject to certain conditions and qualifications.

## Shift Workers

Two-shift workers are paid a premium of 15 per cent. on their personal time rates for the normal week of 40 hours, and three-shift workers a premium of 25 per cent.

## Night Workers

Night workers who normally work between 9.30 p.m. and 5.30 a.m. for not less than four consecutive nights are paid a premium of 25 per cent. on their personal time rates for 40 hours.

## Seven-Day Working

Where an establishment is open for seven days a week, attendance may be spread over any five days out of the seven. In the case of workshop and allied grades, a premium of 25 per cent. on personal time rates is paid for all hours worked on the five agreed days. Work undertaken on a sixth day attracts a further premium of 50 per cent. on the sum of the addition of the personal time rate and the 25 per cent. premium. For work on a seventh day a further premium of 100 per cent. on the sum of the addition of the personal time rate and the 25 per cent. premium is paid. For forecourt employees, the premium is 10 per cent. for all work on the first five days plus a further 10 per cent. premium on this premium rate for work on a sixth day and a premium of 100 per cent. on the five day premium rate for work on the seventh day.

[^127]
# BOOT AND SHOE REPAIRING AND BESPOKE FOOTWEAR MANUFACTURE-GREAT BRITAIN 

[Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order]* $\dagger$

| Class of Worker | General Minimum Time Rates |  |
| :---: | :---: | :---: |
|  | Men, <br> 21 years and over | Women, 21 years and ove |
|  | Per week | Per week £ |
| Foremen and managers, forewomen and manageresses ... ... ... ... ... | $30 \cdot 75$ | $30 \cdot 75$ |
| Sewing or stitching machine operators: |  |  |
| Operating power sole stitchers or power sole stitchers and sole sewing machines | $26 \cdot 70$ | $26 \cdot 70$ |
| Operating sole sewing or edge trimming machines | $26 \cdot 00$ | $26 \cdot 00$ |
| During probationary period not exceeding | $25 \cdot 15$ | $25 \cdot 15$ |
| Press cutters responsible for cutting and costing ... | $26 \cdot 55$ | 26.55 |
| Makers of bespoke, including surgical, footwear | $29 \cdot 50$ | $29 \cdot 50$ |
| Repairers engaged in sewing down caps, rewelting, welt repairs or any other hand stitching operation | $25 \cdot 70$ | $25 \cdot 70$ |
| Clickers | $25 \cdot 70$ | $25 \cdot 70$ |
| Clickers and closers | $25 \cdot 70$ | $25 \cdot 70$ |
| Closers (i.e., in fitting and machining) in the making of uppers for bespoke, including surgical, footwear and not employed in clicking | $25 \cdot 70$ | $24 \cdot 50(25 \cdot 70)$ |
| Workers employed in altering footwear or on benching or finishing operations (hand or machine) in repairing leather footwear ... | $25 \cdot 00$ | $25 \cdot 00$ |
| Press cutters not responsible for cutting and costing | $25 \cdot 15$ | $25 \cdot 15$ |
| Other workers | $24 \cdot 00$ | $22 \cdot 95(24 \cdot 00)$ |

Note: The rates and hours became operative from 12th February 1975. Rates in brackets become operative from 29th December 1975.

## 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 40 , to be worked in 5 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 40 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 40 hours, the remuneration is $32 / 40$ ths. of the amount payable at the appropriate general minimum time rate for the number of hours ordinarily worked.

A casual worker, i.e., a worker who undertakes short engagements on an hourly or day-today basis, is, subject to certain conditions and qualifications, guaranteed payment for 5 hours on the weekly short day or 8 hours on any other day.

## Pieceworkers

For most classes of workers the Orders specify the minimum piece rates to be paid.

[^128]
## HAIRDRESSING-GREAT BRITAIN

[Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order]*


Note: The rates became operative from 29th April 1974.

## Hours of Work

The rates relate to a week of 42 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 42.

## 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 for 42 hours in his normal occupation.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.
"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 72 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 204 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 23rd April 1961, unless otherwise

[^129]
## POLICE-ENGLAND, WALES AND SCOTLAND

[The Police Regulations and the Police (Scotland) Regulations]*

| Rank and Length of Service | Annual Rates of Pay (see paragraph below for Cost of Living Supplement) |  |  |
| :---: | :---: | :---: | :---: |
|  | London | Provinces | Supplementary Scale (Unsocial Hours) |
|  | £ | £ | £ |
| Constables: |  |  |  |
| On appointment ... .... ... | 1,571 | 1,497 | 135 |
| After 1 year's service in the rank | 1,655 | 1,581 | 144 |
| After 2 years' service in the rank | 1,832 | 1,758 | 159 |
| After 3 years' service in the rank ... | 1,922 | 1,848 | 168 |
| After 4 years' service in the rank ... | 2,006 | 1,932 | 177 |
| After $5,6,7$ and 8 years' service in the rank | 2,120 | 2,046 | 186 |
| After 9 years' service in the rank | 2,219 | 2,145 | 195 |
| After 13 years', service in the rank ... | 2,324 | 2,250 | 204 |
| After 17 years' service in the rank .... | 2,423 | 2,349 | 213 |
| Sergeants; or second class sergeants(C.I.D.): |  |  |  |
| On promotion ... ... ... ... | 2,462 | 2,388 | 201 |
| After 1 year's service in the rank | 2,558 | 2,484 | 210 |
| After 2 years' service in the rank | 2,645 | 2,571 | 216 |
| After 3 years' service in the rank ... | 2,738 | 2,664 | 225 |
| After 8 years' service in the rank ... | 2,819 | 2,745 | 231 |
| Station sergeants or first class sergeants (C.I.D.)-Metropolitan and City of London only: |  |  |  |
| On promotion ... ... ... ... | 2,873 | - | - |
| After 2 years' service in the rank ... | 2,978 | - | - |

Note: The rates became operative from 1st September 1974.

## 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.

So far as the exigences of duty permit, every member of a police force below the rank of superintendent, is granted rest days at the rate of two rest days in respect of each week.

## Cost of Living Supplement

A cost of living supplement of $£ 229 \cdot 68$ per annum is also in payment.

## London Allowances

Sergeants and constables who are members of the City of London police force or the Metropolitan police force receive a supplementary payment of $£ 201$ a year.

## Undermanning Allowances

Sergeants and constables in the City of London police area, the Metropolitan police district or any other police area which has been designated a special area, are paid an undermanning allowance of $£ 65$ a year. For a constable who has not completed 3 years' service the allowance is $£ 30$ 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 $£ 0 \cdot 35$ a week is paid.
The regulations also specify the allowances which are to be paid for plain clothes and detective duties.

[^130]
# GOVERNMENT INDUSTRIAL ESTABLISHMENTSUNITED KINGDOM 

[Agreements of the Joint Co-ordinating Committee for Government Industrial Employees]


Note: The rates became operative from 1st July 1974.

## Hours of Work

Generally, the working week is one of 40 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

For employees covered by the Engineering Trades' Joint Council, an allowance equivalent to 8 hours' plain time rate is made for a full week of rotating shifts; of $6 \frac{1}{2}$ hours' plain time rate for a full week of alternating shifts. For employees covered by the Works Service Trades Joint Council or the Miscellaneous Trades Joint Council, the allowance is $6 \frac{1}{2}$ hours' plain time rate for a full week of rotating shifts or $5 \frac{1}{2}$ hours' plain time rate for a full week of alternating shifts. For alternating shifts which overlap by more than 30 minutes, the allowance for a full week is 4 hours' plain time rate.

## Night Duty

Workers are paid time-and-a-third for night duty performed between the hours of 7 p.m. and $7 \mathrm{a} . \mathrm{m}$. These payments are not made for night work which qualified for shift allowance nor where the night duty is on a rostered basis.

## Charge Allowances

For employees covered by the Engineering Trades Joint Council Miscellaneous Trades Joint Council and the Works Services Trades Joint Council an allowance of $£ 1.25$ a week is paid to leading hands and $£ 2 \cdot 50$ to chargehands (non-craft grades). For employees covered by the Engineering Trades Joint Council and the Miscellaneous Trade Joint Council, an allowance of $£ 2 \cdot 75$ a week is paid to chargehands (craft grades only) and $£ 4 \cdot 25$ a week to leading chargehands (craft grades only). For employees covered by the Works Services Trades Joint Council, an allowance of $£ 3 \cdot 25$ a week is paid to chargehands (craft grades only) and $£ 5 \cdot 50$ per week
to foremen. to foremen.

## London

An Inner London allowance of $£ 7 \cdot 85$ a week is paid to workers employed within a radius of 5 miles from Charing Cross. An Outer London allowance of $£ 4.98$ a week is paid to workers employed outside Inner London but within a radius of 18 miles from Charing Cross.

## Grading Structure

For all non-craft grades a system of Band rates applies, the Joint Co-ordinating Committee having allocated the various occupations within the different Bands.

| Grade and Length of Service | Weekly Rates of Pay in the Provinces* (inclusive of unsocial hours payment) | Cost of Living Supplement |
| :---: | :---: | :---: |
|  | 48 Hour Week |  |
| OPERATIONAL MEMBERS: Firemen: | $£$ | Per week £ |
|  |  |  |
| First six months of service ... ... | $42 \cdot 82$ |  |
| After six months and during second year of service | $45 \cdot 10$ |  |
| Third year of service $\quad \ldots \quad \ldots$ | $47 \cdot 53$ |  |
| Fourth year of service ... | $50 \cdot 26$ |  |
| Fifth year of service subject to being |  |  |
| fully qualified $\dagger$... ... ... | 55.38 |  |
| Long serving firemen $\ddagger$ |  |  |
| Qualified $\dagger$... ... | $58 \cdot 17$ | $1 \cdot 20$ |
| Unqualified $\dagger$ | 52.95 |  |
| Leading firemen | $59 \cdot 85$ |  |
| Sub-officers: $\quad \cdots$ |  |  |
| First year of service ... $\ldots$. $\ldots$ | $61 \cdot 56$ |  |
| Second and subsequent years of service | $64 \cdot 20$ |  |
| Firemen (aged 18 years): |  |  |
| Less than 6 months' serviceMore than 6 months' service | $82 \cdot 9$ p per hour |  |
|  | $87 \cdot 5 \mathrm{p}$ per hour |  |
|  | Annual Rates of Pay in Scotland and the Provinces |  |
| CONTROL ROOM AND NON-OPERATIONAL MEMBERS§ | £ | $£$ |
|  |  |  |
| Control operators after attaining the age of 19 years: |  |  |
| First year of service ... ... ... | 1,497 |  |
| Second year of service | 1,566 |  |
| Third year of service | 1,638 |  |
| Fourth year of service ... | 1,710 |  |
| Fifth year of service ... ... ... | 1,785 |  |
| Sixth year of service ... ... ... | 1,860 | $4 \cdot 40$ |
| Seventh and subsequent years of |  |  |
| service $\ldots$.... $\ldots$ | 1,860 |  |
| Senior control operators: ... | 1,926 |  |
| First year of service ... | 2,028 |  |
| Second year of service $\ldots$... | 2,103 |  |
| Third and subsequent years of service... | 2,187 |  |

Note: The rates for operational members became operative from 1st February 1975 and for non-operational members from 1st July 1974.

## Other Conditions

Where residential accommodation is provided by the fire authority a charge is made but fuel and light may be provided free, up to a stated maximum.

For Hours of Duty see next page.

[^131]Fire Services-contd.

## Hours of Duty

The standard duty system for operational members is 48 hours weekly, but there are various systems of duty, determined by the fire authority in relation to the needs of the station's fire area, which provide for normal weekly hours of duty within the limits of 48 and 80 hours a week. The main variants are:
(a) 24/24-hour duty system, under which duty periods on the station comprise 24 hours, to a maximum of 72 hours weekly.
(b) The residential day manning system involving total weekly availability of 80 hours, part of which is spent on stand-by at home.
Under the shift duty system, to which the majority of members are conditioned (most are on the 48 -hour week), shift rotas vary from brigade to brigade, but each is designed to produce over a period average weekly hours of 48 . The day shift is normally 9 or 10 hours and the night shift 14 or 15 hours. Control room staff work a regular duty system not exceeding 40 hours a week.

## 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 April 1975.

## Hours of Work

The conditioned hours of work (i.e., the number of hours worked before overtime is payable to those eligible) are either (i) 40 a week, normally to be worked in 5 days, Sunday to Saturday, with two rest days (including at least one week-end day), or (ii) 40 a week Monday to Friday for certain specialist officers. The hours of night patrols are 95 a fortnight, to be worked in 9 nights

## Shift Allowance

A night and shift disturbance allowance of $12 \cdot 6$ per cent. of the minimum weekly rates will be paid as from 1st January 1975. This allowance does not apply to night patrols.

[^132]
## LOCAL AUTHORITIES' SERVICES

## I. England and Wales

(a) Manual and Semi-skilled Engineering Workers
[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)]

| Class of Worker* | Weekly Rates of Wages outside London $\dagger$ |
| :---: | :---: |
| Workers, 18 years and over: Group A | £ |
|  |  |
| Car park attendants (light duty), chair attendants class II, cleaners, lamplighters, lavatory attendants, messengers, school crossing patrols | $30 \cdot 00$ |
| Group B <br> Chair attendants class I, parks attendants class II, general labourers, road labourers, public lighting attendants, paper and salvage balers (hand press), porters |  |
|  | $30 \cdot 40$ |
| Group C <br> Parks attendants class I, assistant gardeners/groundsmen, destructor labourers, paper and salvage balers (mechanical press), salvage pickers, stokers (other than |  |
|  | $30 \cdot 80$ |
| Group D General roadmen, drivers or sewermen, destructor stokers, sewage works attendants, plant operators (light plant) |  |
|  | $31 \cdot 30$ |
| Group E <br> Gardeners/groundsmen, public lighting maintenance attendants, roadmen, drivers or sewermen, crematorium assistants, refuse collectors, sewage works operators class III, stokers (steam) ... |  |
|  | $31 \cdot 90$ |
| Group F |  |
| Craftsmen gardeners/groundsmen (or Group G according to duties and qualifications), skilled roadmen, drivers or sewermen, plant operators, crematorium attendants, sewage works operators class II, refuse collection vehicle drivers up to 5 tons | $32 \cdot 50 \ddagger$ |
| Refuse collection vehicle drivers over 5 up to and including | $32 \cdot 85 \ddagger$ |
|  |  |
| Group G <br> Public lighting fitters and erectors, specialist roadmen/ sewermen, heavy drivers/plant operators, sewage works operators class I ... |  |
|  | $33 \cdot 25$ |
| Other Workers |  |
| Semi-skilled engineering workers:§ |  |
| Class 1 ... ... ... . | $32 \cdot 65$ |
| Class 2 ... ... ... ... ... ... | $31 \cdot 55$ |

Note: The rates became operative from 4th November 1974.

[^133]
## Local Authorities' Services-contd.

I. England and Wales-contd.
(a) Manual and Semi-skilled Engineering Workers-contd.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 40 for day workers, to be worked over 5 days including Saturdays and Sundays subject in the case of the latter days to the appropriate enhanced rates, and an average of 40, over the cycle of shifts, for shift workers.

## Night Workers

With certain exceptions, a rate of time-and-a-third 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. For standard hours on Monday to Friday in the period from 8 p.m. to 6 a.m., day workers not qualifying for the night rate are paid a supplement of one-fifth of the employee's hourly rate.

## Service Supplement

A service supplement of 65 p a week is payable to all full-time workers after 5 years' continuous service.

## Extra Payment for Exceptional Work

An additional 0.83 p an hour is paid to all roadmen working continuously in water, for work in direct contact with liquid tar and/or liquid bitumen, and for exceptionally dirty work.

## Shift Workers

Employees on rotating shifts are paid $10 \cdot 40$ p an hour and employees on alternating shifts 6.48 p 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 mealbreak, are paid an additional $2 \cdot 50 \mathrm{p}$ an hour for all hours worked on the day in question subject to a maximum additional payment of $£ 1.00$ a week of 40 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 midnight Friday and at double time for all hours worked on Sunday.

## Lead-In Payments

From not earlier than 1st March 1972 lead-in payment schemes were introduced for full-time workers, the payments being limited to occupations where genuine and viable productivity systems can be established. The lead-in payments (where payable) were increased to $£ 1 \cdot 50$ per week (pro rata for young workers) with effect from the pay week in which 1st April 1975 fell.
I. England and Wales-contd.

## (b) Engineering Craftsmen and Electricians*

## [Agreements of the Joint Negotiating Committee for Local Authorities' Services (Engineering Craftsmen and Electricians)]

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

Note: The rates became operative from 4th November 1974.

## Hours of Work

The normal working week consists of 40 hours, to be worked in 5 days.

## Night Workers

With certain exceptions a rate of time-and-a-third 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. For standard hours on Monday to Friday in the period from 8 p.m. to 6 a.m., day workers not qualifying for the night rate are paid a supplement of one-fifth of the employee's hourly rate.

## Shift Workers

Shift workers are paid $10 \cdot 40$ p an hour on rotating shifts and 6.48 p an hour on alternating shifts in addition to the day-worker's 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 midnight Friday and at double time for all hours worked on Sunday.

## Service Supplement

A service supplement of 65 p a week is payable to all full-time employees with 5 years’ continuous service.

## Lead-In Payments

The lead-in payments are the same as for male manual workers, see page 233.

## London Rates

The London rates apply in the same area as for manual workers.

[^134]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 4th November 1974.

## Hours of Work

A normal working week consists of 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Night Workers

With certain exceptions a rate of time-and-a-third 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. For standard hours on Monday to Friday in the period from 8 p.m. to 6 a.m., day workers not qualifying for the night rate are paid a supplement of one-fifth of the employee's hourly rate.

## Additional Payments

Extra payments for work involving discomfort, inconvenience or risk are payable in accordance with the national working rules of the building industry (see page 145), and an allowance is paid to workers who supply and maintain their own tools.

## Other Classes of Workers

A chargehand craftsman, whilst so employed, is paid a minimum plus rate of 66.8 p a week 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 33.2 p a week below the standard rate for craftsmen.

## Service Supplement

A service supplement of 65 p a week is payable to all full-time employees with 5 years' continuous service.

## II. Scotland

## (a) Manual Workers

[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)Scottish Council]

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

Note: The rates for men became operative from 4th November 1974 and for women from 6th January 1975.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 40, to be worked in not more than 5 days in the case of day workers and in not more than 5 shifts, averaged over the cycle, in the case of shift workers. The weekly number of hours may exceed 40 at certain periods provided the weekly average for the year does not exceed 40.

[^135]
## II. Scotland-contd.

(a) Manual workers-contd.

## 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.

## Service Supplement

A service supplement of 65 p a week for men and women is payable to all full-time workers after 5 years' continuous service.

## 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 time-and-a-third of their day-work rate for all hours worked.

## Shift Workers

Shift workers receive plus payments of $9 \cdot 07 \mathrm{p}$ an hour on rotating shifts and $5 \cdot 66 \mathrm{p}$ an hour on alternating shifts.

## Split Duty Payments

Subject to certain conditions, full-time 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 $2 \cdot 50 \mathrm{p}$ per hour.

## Week-end Work

All work performed on Sunday is paid for at the rate of double time. All workers are paid at the rate of time-and-a-half for all hours worked after midnight Friday.

## Dirty or Dangerous Work

Workers temporarily employed on dirty or dangerous work are paid an additional allowance of not less than 0.83 p 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.

## Lead-In Payments

From March 1972 lead-in payment schemes were introduced for adult workers, the payments being limited to occupations where genuine and viable productivity systems can be established. The lead-in payments are $£ 1 \cdot 50$ per week for men and women in equal pay posts.

Local Authorities' Services-contd.
II. Scotland-contd.

## (b) Engineering Craftsmen

[Agreements of a Committee of the Employers' Side of the Scottish Council for Local Authorities' Services and the Confederation of Shipbuilding and Engineering Unions]

| Class of Worker |  |  | Weekly Rate of Wages |
| :--- | :---: | :---: | :---: |

Note: The rate became operative from 7th November 1974.
Hours of Work, etc.
The hours of work and other conditions of employment are generally as for manual workers.

## Service Supplement

A service supplement of 65 p a week is payable to all full-time workers after 5 years' continuous service.

## (c) Building and Civil Engineering Employees

[Agreements of a Committee of the Employers' Side of the Scottish Council for Local Authorities' Services and the Unions concerned]


Note: The rates became operative from 1st July 1974.

Hours of Work, etc.
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.

## Service Supplement

A service supplement of 65 p a week is payable to all full-time workers after 5 years' continuous service.

## (d) Electricians and Plumbers

[Agreements of the Scottish Joint Negotiating Committee for Local Authorities' Services (Craftsmen)]

| Class of Worker |  |  |  |  | Weekly Rates of Wages |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Electricians: |  |  |  |  | £ |
| Technicians .... .. |  | $\ldots$ | $\ldots$ | $\ldots$ | $48 \cdot 00$ |
| Approved electricians |  | $\ldots$ | $\ldots$ | $\ldots$ | $40 \cdot 00$ |
| Electricians ... . |  | $\ldots$ | $\ldots$ | $\ldots$ | $35 \cdot 60$ |
| Plumbers: |  |  |  |  |  |
| Technicians |  |  |  |  | $41 \cdot 80$ |
| Advanced plumbers ... |  | ... | ... | ... | $35 \cdot 80$ $32 \cdot 60$ |
| Approved plumbers ... | $\ldots$ | ... |  | $\ldots$ | $32 \cdot 60$ |

Note: The rates for electricians became operative from 26th July 1974 and for plumbers from 7th August 1974.

## INDUSTRIES COVERED BY WAGES REGULATION ORDERS

[Minimum 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, copies of which are on sale at H.M. Stationery Office or in the case of agriculture may be obtained from the Secretaries of 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 April 1975 |  | Weekly Hours of Work in respect of which the rates quoted are normally payable | $\begin{gathered} \text { Page } \\ \text { number } \\ \text { of main } \\ \text { table } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: |
|  | Men, <br> 21 years and over | Women, 18 years and over |  |  |
|  | Per week £ | Per week £ |  |  |
| Aerated waters (England and Wales) | $18 \cdot 35 *(a)$ | $17 \cdot 72 *(a)$ | 40 | 25 |
| Aerated waters (Scotland) | $21 \cdot 05$ (a) | $21 \cdot 05$ (a) | 40 | 25 |
| Agriculture (England and Wales) | $28 \cdot 50$ (b) | $22 \cdot 80$ (b) | 40 | 1 |
| Agriculture (Scotland) ... | $28 \cdot 00$ (b) | $25 \cdot 20$ (b) | $41 \frac{1}{4}$ or $36 \frac{1}{4}$ according to season | 2-3 |
| Boot and shoe repairing and bespoke footwear manufacture | $24 \cdot 00$ | $22 \cdot 95$ (c) | 40 | 226 |
| Button manufacturing ... | $15 \cdot 00 *(d)$ | $14 \cdot 40^{*}$ | 40 | 140 |
| Coffin furniture and cere-ment-making ... ... | 18.00* | 16.40* | 40 | - |
| Corset ... ... ... | $22 \cdot 90$ | $21 \cdot 80$ | 40 | 95 |
| Cotton waste reclamation Dressmaking and women's light clothing (England and Wales): | $23 \cdot 20$ (d) | $23 \cdot 20$ | 40 | 207 |
| Retail bespoke branch | $22 \cdot 90$ | $\begin{aligned} & 20 \cdot 90(b)(e) \\ & 21 \cdot 30(b)(e) \\ & 21 \cdot 90(b)(e) \end{aligned}$ | 40 | 91 |
| Wholesale manufacturing branch Dressmaking and women's | $22 \cdot 90$ | $21 \cdot 90$ | 40 | 91 |
| light clothing (Scotland) <br> Flax and hemp | $18 \cdot 40$ $19.98 *(d)$ | 18.40 (c)(e) | 40 | 92 |
| Flax and hemp    <br> Fur $\ldots$. $\ldots$ $\ldots$ | $19 \cdot 98 *(d)$ $10 \cdot 90(a)$ | $18 \cdot 30^{*}$ $7 \cdot 70$ | 40 40 | 61 |
| General waste materials reclamation | $18 \cdot 80 *(d)$ | 17.60* | 40 40 | 207 |

For footnotes see page 241.
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 April 1975 |  | Weekly Hours of Work in respect of which the rates quoted are normally payable | Page number table |
| :---: | :---: | :---: | :---: | :---: |
|  | Men, <br> 21 years and over | Women, <br> 18 years and over |  |  |
| Retail food trades (England and Wales) | $\begin{gathered} \text { Per week } \\ £ \\ 17 \cdot 85^{*}(e) \end{gathered}$ | $\begin{gathered} \text { Per week } \\ £ \\ 17 \cdot 10^{*}(c)(e) \end{gathered}$ | 40 (g) | 191 |
|  | 17.45*(e) | $16 \cdot 70 *(c)(e)$ |  |  |
|  | 16.95*(e) | $16 \cdot 25 *(c)(e)$ |  |  |
| Retail food trades (Scot- | 17.75*(e) | 17.00*(c)(e) | 40 | 192 |
| land) ... ... | 17.05*(e) | $16 \cdot 40 *(c)(e)$ | 40 |  |
| Retail furnishing and allied trades | 19.55* $(e)$ | 19•55*(c)(e) |  | 206 |
|  | 18.55*(e) | 18.55*(c)(e) |  |  |
|  | 18.05 (e) | $18 \cdot 05$ (c)(e) |  | 201 |
| Retailnewsagency, tobacco and confectionery trades (England and Wales) ... | $17 \cdot 55$ (e) | $16 \cdot 80$ (c)(e) | 42 |  |
|  | $17 \cdot 25$ (e) | $16 \cdot 50(c)(e)$ |  |  |
|  | $16 \cdot 70$ (e) | $15 \cdot 95$ (c)(e) |  |  |
| Retailnewsagency, tobacco |  |  | 42 | 202 |
| (Scotland) ... ... | 21.35 (e) | $21 \cdot 35$ (c)(e) |  |  |
| Road haulage .. | $21 \cdot 81 *(e)$ | 21.35 (c)(e) | 40 | 178 |
|  | $21 \cdot 66^{*}(e)$ |  |  |  |
| Rope, twine and net ... | $21 \cdot 40 *(d)(h)$ | 20.40*(h) | 40 | 71 |
| Rubber-proofed garment | 21.49 | $21 \cdot 12$ (c) | 40 | 86 |
| Sack and bag ... | 17.76* | 17.20*(c) | 40 |  |
| Shirtmaking ... | $22 \cdot 70$ | $21 \cdot 80$ | 40 | 90 |
| Toy ... ... ... | $17 \cdot 00 *(b)$ | $15 \cdot 60 *(b)$ | 40 | 141 |
| Unlicensed places of refreshment (any other worker) | $14 \cdot 72$ (e) | 13.04 (c)(e) | 41 | 218 |
|  | 14.43 (e) | 12.75 (c)(e) |  |  |
|  | $14 \cdot 10$ (e) | 12.46 (c)(e) |  |  |
| Wholesale mantle and costume | $22 * 92$ | 21.93 | 40 | 87 |

* Additional cost of living supplements are in payment. In most cases details of the actual amount can be found in the main table.
(a) At 19 years of age. (b) At 20 years of age. (c) At 21 years of age.
(d) At 18 years of age.
(e) Dependent on area as graded by the Wages Council.
(f) At 22 years of age.
(g) 42 for undertakings with a 7 -day licence open on 7 days in the week and 41 for shops wholly or mainly engaged in the sale of cooked meats or other cooked foods.
( $h$ ) Minimum weekly remuneration as shown on page 71 . The general minimum time rates for a 40 -hour week for male and female workers are $£ 19 \cdot 70$ and $£ 18 \cdot 90$ respectively.
(i) Wages Council to be abolished on 1st June 1975.


## II. Northern Ireland

| Industry | General Minimum Time Rates as at April 1975 |  | Weekly Hours of Work in respect of rates quoted are normally payable | Page of main table |
| :---: | :---: | :---: | :---: | :---: |
|  | $\begin{aligned} & \text { Men, } \\ & \text { 21 years } \\ & \text { and over } \end{aligned}$ | Women, 18 years and over |  |  |
| Aerated waters | $\begin{gathered} \text { Per week } \\ 15 \cdot 315 \text { (a) } \end{gathered}$ | $\begin{gathered} \text { Per week } \\ f \\ 12.015(b) \end{gathered}$ | 41 |  |
| Agriculture ... | 28.80*(a) | 26.39*(a) | 41 | 4 |
| Baking ... ... ... | 21.82 (a) | 18.60 (a) | 40 | 18 |
| Boot and shoe repairing ... | 18.45 | $16 \cdot 16$ (d) | 41 |  |
| Brush and broom ... | $16 \cdot 00$ | 12.80 | 40 |  |
| Catering ... ... | $12 \cdot 516(e)(f)$ | $9 \cdot 7986$ ( $f$ ) | 42 | 223 |
| Dressmaking and women's light clothing: Retail bespoke branch |  |  |  |  |
| Retail bespoke branch |  | 16.00 (c) | 40 | 93 |
| Factory branch | $18 \cdot 60$ | $16 \cdot 40$ (c) 16.50 | 40 | 93 |
| General waste materials reclamation | 231s 8d | 126s 8d (a) | 40 | - |
| Hat, cap and millinery: |  |  |  |  |
| Retail branch ... ... |  | $\begin{aligned} & 9.6227(c) \\ & 9.5243(c) \end{aligned}$ | 41 | - |
| Factory branch ... | $12 \cdot 259$ | 9.8113 | 41 |  |
| Laundry ... $\ldots$.... | $16 \cdot 45$ (b) | $16 \cdot 45$ (b)(g) | 40 | 224 |
| Linen and cotton handkerchief and household goods and linen piece | $23.84(a)(c)(h)$ | $20 \cdot 00$ | 40 | 79 |
| goods ... ... ... | 23.50 (a)(c)(h) |  |  |  |
| Paper box ... ... | 18.81 (a) | $15 \cdot 69$ | 40 | 126 |
| Ready-made and wholesale bespoke tailoring | 22.42 (g) | 21.52 | 40 | 88 |
| Retail bespoke tailoring | 14.45 (c) | $10 \cdot 16$ (c) | 40 |  |
|  | $13 \cdot 88$ (c) | $9 \cdot 72$ (c) |  |  |
| Road haulage ... ... | $26 \cdot 12^{*}(i)$ |  | 40 | 180 |
| Rope, twine and net | 201s 8d | 144s 2d | 40 | 72 |
| Shirtmaking ... ... | $23 \cdot 16$ | $21 \cdot 63$ | 40 | 90 |
| Sugar confectionery and food preserving | 20•77*(a) | 19-49* | 40 | 14 |
| Wholesale mantle and | $185 \mathrm{~s} 4 \frac{1}{4} \mathrm{~d}$ | 140s 1d | 41 |  |

* Additional cost of living supplements are in payment. In most cases details of the actual amount can be found in the main table.
(a) At 20 years of age.
(b) At 19 years of age.
(c) Dependent on area as graded by the Wages Board or Council.
(d) At 21 years of age.
(e) At 18 years of age.
( $f$ ) Lower rates apply if board, lodging or meals are supplied.
(g) After 6 months' employment in the trade.
(h) With not less than 2 years' employment in the trade.
(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.]

Notes.-(a) 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 workers becomes payable before the age of 21 years is reached.
(b) Owing to considerations of space a number of scales of rates have been omitted.
(c) Where the rates fixed are on an hourly basis, they have been converted to the equivalent rates for a full normal week.
(d) Where two rates are quoted in a column, the lower rate is paid during the first half-year of age and the higher rate during the second half-year.

## I. Males



## Young Workers in Certain Industries-contd.

## I. Males-contd.



For explanatory notes see pages $257 / 258$

## Young Workers in Certain Industries-contd.

## 1. Males-contd.



For explanatory notes see pages 257/258

## Young Workers in Certain Industries-contd.

1. Males-contd.


For explanatory notes see pages 257/258

## Young Workers in Certain Industries-contd.

1. Males-contd.


## Young Workers in Certain Industries-contá.

## I. Males-contd.

| Industry, Class of Worker and Locality | Weekly Rates of Wages unless otherwise stated |  |  |  |  | Remarks |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 16 years | $\begin{gathered} 17 \\ \text { years } \end{gathered}$ | $\begin{gathered} 18 \\ \text { years } \end{gathered}$ | $\begin{gathered} 19 \\ \text { years } \end{gathered}$ | 20 years |  |
| Printing and bookbinding: |  |  |  |  |  |  |
|  |  |  |  |  |  | England and Wales- <br> London- |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| Feeders on flat-bed, platen, litho and certain other machines | $10 \cdot 42$¢ $11 \cdot 20$ | $\begin{aligned} & 12 \cdot 24 \\ & 13 \cdot 28 \end{aligned}$ | $\begin{aligned} & 14 \cdot 32 \\ & 15 \cdot 62 \end{aligned}$ | $\begin{aligned} & 16 \cdot 93 \\ & 18 \cdot 23 \end{aligned}$ | $\begin{aligned} & 20 \cdot 83 \\ & 22 \cdot 13 \end{aligned}$ | These rates are based on six-monthly periods of service and apply to learners entering the trade at 16 years. Scales are also fixed for learners commencing 17, 18, 19 and 20 years |
| Provinces (General Printing) - |  |  |  |  |  |  |
| Learners in general printing offices (cutters, folding machine minders, packers, |  |  |  |  |  |  |
| warehousemen, packers, feeders, general assistants, etc.) | $\}$ | 11.40 12.44 | 12.96 14.25 | 15.03 16.32 | $19 \cdot 17$20.73e 128 |  |
| Apprentices (compositor or | Proportion of journeyman's rate, see page 128 |  |  |  |  |  |
| minders) 5 years (note 2) ... ... | $35 \%$ \| $45 \%$ \| $55 \%$, $70 \%$ \| $80 \%$ Proportion of journeyman's rate, see page 134 |  |  |  |  |  |
| Scotland (General Printing) - <br> Apprentice (note 6): <br> Compositor, etc. <br> Bookbinders, etc. |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  | $\begin{aligned} & 35 \% \\ & 45 \% \end{aligned}$ | $\begin{aligned} & 45 \% \\ & 55 \% \end{aligned}$ | $\begin{aligned} & 55 \% \\ & 75 \% \end{aligned}$ | $\begin{aligned} & 70 \% \\ & 85 \% \end{aligned}$ | 80\% |  |
| Rubber manufacture <br> Civil engineering construction (Great Britain): | $16 \cdot 50$ | $19 \cdot 50$ |  | - |  | Minimum earnings levels |
|  | $16 \cdot 50$ 19.50 |  |  | 10- |  |  |
| Youths doing youths' work and trainee maintenance and contractors' plant mechanics ... <br> Building industry: | 50\% | $75 \%$ | - |  |  | In addition to the propor tion of the labourer's rate applicable to age, trainee mechanics receive the following plus payments per hour related to their years of training: 1st year- $2 p, 2$ nd year $-4 \frac{1}{2} p$, 3rd year- $9 \frac{1}{2} p$, 4th year15 p , provided that the trainee has made satisfactory progress |
|  |  |  |  |  |  |  |
|  | Proportion of craft operative's standard rate, see page 145 |  |  |  |  |  |
| Building industry: <br> Great Britain- <br> Apprentices (both indentured and awaiting indenture)(note 7) | 50\% | 70\% | 90\% | - |  |  |
|  | Proportion of labourer's rate, see page 145 |  |  |  |  |  |
| Young labourers |  |  |  |  |  |  |
| Northern IrelandApprentices (note 2) | $50 \%$ | $70 \%$ 90\% $\overline{\text { see }}$ page 151 tion of labourer's rate, see page 151 |  |  |  |  |
| Labourers | 45\% | 662 \% |  | - |  |  |
| Plumbing industry: $\quad$ England and Wales ... ... | $14 \cdot 40$$13 \cdot 20$ | $20 \cdot 80$$19 \cdot 20$ | $27 \cdot 20$$23 \cdot 60$ | $29 \cdot 60$$29 \cdot 80$ | $31 \cdot 60$ | Percentage applicable at age 20 years depends on educational qualifications |
|  |  |  |  |  |  |  |
| Electrical contracting industry: <br> Apprentices: <br> England, Wales and Northern <br> Ireland | Proportion of electrician's hourly rate, see page 156 |  |  |  |  |  |
|  | 40\% | 45\% | 50\% | 65\% | 80 $90 \%$ |  |
| Scotland ... ... ... ... | $13 \cdot 68$ | $15 \cdot 20$ | $17 \cdot 10$ | 22.04 | 26.9 |  |

## Young Workers in Certain Industries-contd.

## I. Males-contd.



## Young Workers in Certain Industries-contd.

## 1. Males-contd.



## Young Workers in Certain Industries－contd．

I．Males－contd．

\begin{tabular}{|c|c|c|c|c|c|c|}
\hline \multirow[b]{2}{*}{Industry，Class of Worker and Locality} \& \multicolumn{5}{|l|}{Weekly Rates of Wages unless otherwise stated} \& \multirow[b]{2}{*}{Remarks} <br>
\hline \& $$
\begin{gathered}
16 \\
\text { years }
\end{gathered}
$$ \& $$
\begin{gathered}
17 \\
\text { years }
\end{gathered}
$$ \& $$
\begin{gathered}
18 \\
\text { years }
\end{gathered}
$$ \& $$
\begin{gathered}
19 \\
\text { years }
\end{gathered}
$$ \& $$
\begin{gathered}
20 \\
\text { years }
\end{gathered}
$$ \& <br>
\hline Motor vehicle retail and repair industry（United Kingdom）： Apprentices Other youths and boys \& 12.92
11.87 \& $£$
15.20
13.60 \& £

19.76

16.86 \& $$
\begin{array}{r}
f \\
25 \cdot 84 \\
21.74
\end{array}
$$ \& $\left.\right|^{27 \cdot 80}$ \& \multirow[b]{2}{*}{Wages Council rates．For grading of areas see page 227．Rates are also fixed for clerks，receptionists， ants，cashiers，clerical assistants and other workers} <br>

\hline | Hairdressing（Great Britain）： Apprentices（as defined in Order）（note 2）： |
| :--- |
| London |
| Provincial A or B areas | \& 7.25

7.75
6.95
7.25 \& $8 \cdot 80$
$9 \cdot 25$
$8 \cdot 50$

$8 \cdot 80$ \& $$
\begin{aligned}
& 10 \cdot 25 \\
& 10.75 \\
& 9.95 \\
& 10 \cdot 25
\end{aligned}
$$ \& 二 \& 二 \& <br>

\hline \multirow[t]{2}{*}{| Local authorities＇services： |
| :--- |
| England and Wales－ Manual workers |} \& \multicolumn{5}{|l|}{Proportion of appropriate group rate，see page 232} \& \multirow[b]{3}{*}{\[

\left\{$$
\begin{array}{l}
\begin{array}{l}
\text { Youths } 18 \text { and over doing } \\
\text { the work of an adult are } \\
\text { paid the adult rate }
\end{array}
\end{array}
$$\right.
\]} <br>

\hline \& 65\％ \& 72⿺\％ \& \& － \& \& <br>

\hline Trainee road workers，sewer workers，plant operators and gardener apprentices \& $20 \cdot 02$ \& \[
22 \cdot 33

\] \& | $30 \cdot 80$ |
| :--- |
| 1st year | \& － \& － \& <br>

\hline Engineering apprentices ．．． \& $20 \cdot 70$ \& 23.96 \& $30 \cdot 48$ \& － \& － \& <br>
\hline Building trade apprentices ．．． \& $20 \cdot 70$ \& 23.96 \& $30 \cdot 48$ \& － \& － \& <br>

\hline Young building trade labourers \& $$
19 \cdot 50
$$ \& \[

23 \cdot 14

\] \& \[

32 \cdot 50
\] \& - \& - \& <br>

\hline \multirow[t]{2}{*}{Scotland Craft apprentices} \& \multicolumn{5}{|l|}{Proportion of appropriate adult rate，see page 236} \& \multirow[t]{3}{*}{$$
\left\{\begin{array}{l}
\text { Youths } 18 \text { and over doing } \\
\text { the work of an adult are } \\
\text { paid the adult rate }
\end{array}\right.
$$} <br>

\hline \& | $65 \%$ |
| :--- |
| Propo | \& | $72 \frac{1}{2} \%$ |
| :--- |
| tion of cra | \& ftsman＇s \& te，see pag \& 238 \& <br>

\hline \multirow[t]{2}{*}{Engineering apprentices ．} \& \multicolumn{5}{|l|}{} \& <br>

\hline \& \multicolumn{5}{|l|}{Proportion of craftsman＇s rate，see page 238} \& \multirow[t]{4}{*}{$$
\left\{\begin{array}{l}
\text { Apprentices are paid an } \\
\text { additional } £ 1 \cdot 00 \text { per week } \\
\text { on obtaining a City and } \\
\text { Guilds Certificate or equi- } \\
\text { valent }
\end{array}\right.
$$} <br>

\hline Building trade apprentices （note 2） \& | $45 \%$ |
| :--- |
| Prop | \& $55 \%$

rtion of la \& \begin{tabular}{l}
$$
75 \%
$$ <br>
bourer＇s

 \& 

$$
85 \%
$$ <br>

te，see page
\end{tabular} \& 238 \& <br>

\hline Young building trade labourers \& \[
$$
\begin{aligned}
& 45 \% \\
& \text { Prop }
\end{aligned}
$$

\] \& | $66 \frac{2}{3} \%$ |
| :--- |
| ion of | \& tsman＇s \& - \& \[

238
\] \& <br>

\hline | Electricians＇apprentices |  |
| :--- | :--- |
| Plumbers＇apprentices | $\ldots$ | \& \[

40 \%

\] \& \[

$$
\begin{aligned}
& 45 \% \\
& 50 \%
\end{aligned}
$$
\] \& ${ }_{62}^{50} \%$ \& 65\％ \& 80\％ \& <br>

\hline
\end{tabular}

## Young Workers in Certain Industries-contd.

## II. Females



[^136]
## Young Workers in Certain Industries-contd.

## II. Females-contd.



[^137]Young Workers in Certain Industries-contd.

## 1. Females-contd.



## Young Workers in Certain Industries-contd.

## II. Females-contd.



For explanatory notes see pages 257/258.

## Young Workers in Certain Industries-contd.

## II. Females-contd.



For explanatory notes see pages 257/258

## Young Workers in Certain Industries-contd.

## II. Females-contd.



## Explanatory Notes

(1) The rates quoted apply to single shift working commencing at or after 6 a.m. for a normal working week of five days. Where Sunday is one of the five days double time is paid for all hours worked on that day. 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.
(2) The rates are based on years served as an apprentice or learner and upon age of entering the trade. The rates quoted are illustrative of an apprenticeship commencing at 16 years
of age.
(3) The adult rate applies at age 20 except in the case of those still undergoing full-time training.
(4) Apprenticeships are deemed to commence at age 16.

## Young Workers in Certain Industries-contd.

## EXplanatory Notes-contd.

(5) 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.
(6) The rates are based on years of service and not upon age and are irrespective of the age at entry.
(7) The normal period of apprenticeship is three years to begin not earlier than the apprentice's 16 th birthday.
(8) For certain "service workers" 18 to 20 years of age (see footnote $\dagger$ on page 219) the rates are lower by $7 \cdot 6$ p per hour for male workers and $5 \cdot 9$ p for female workers.

## 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: (a) $1 \frac{1}{4}=$ time-and-a-quarter; $\quad 1 \frac{1}{3}=$ time-and-one-third; $1 \frac{1}{2}=$ time-and-a-half; $2=$ double time.
(b) 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.
(c) The overtime rates quoted for Saturday apply, except where otherwise stated, to all work carried out on that day. Where special rates are fixed for Saturday work in $5 \frac{1}{2}$ day establishments after the normal stopping time, they are indicated separately.
(d) For Sunday work the rate is, with a few exceptions, double time.


Overtime Rates of Pay-contd.


For explanatory notes see pages 274/276

- Wages Council rates

Overtime Rates of Pay-contd.


Overtime Rates of Pay-contd.


- Wages Council rates.

For explanatory notes see pages 274/276

## Overtime Rates of Pay-contd.

| Industry, Class of Worker |
| :---: | :---: | :---: | :---: | :---: | :---: |
| and Locality |

[^138]Overtime Rates of Pay-contd.


- Wages Council rates.
Industry, Class of Worker
and Locality

[^139]

[^140]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 (c) page 259) |
| Bricks, Pottery, Glass, Cement, Etc.-contd. |  |  |
| Ceramic manufacture (Great Britain) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (note 2) | $1 \frac{1}{2}$ |
| Flat glass industry (Great Britain) ... ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $1 \frac{1}{2} ; 2$ after 4 hours or after 1 p.m. |
| Glass container manufacture (Great Britain): <br> Day workers |  |  |
| Day workers $\ldots$ $\ldots$ $\ldots$ $\ldots$ <br> Shift workers $\ldots$ $\ldots$ $\ldots$ $\ldots$ | $1 \frac{1}{2}$ (for all hours in excess of 40 in week) | As for weekdays |
| Cement manufacture (United Kingdom) ... | $1 \frac{1}{2}$ | $1 \frac{1}{2}$ |
| Ready mixed concrete industry (Great Britain) | 1 $\frac{1}{2}$ | $1 \frac{1}{2} ; 2$ after 6 p.m. with a minimum of 4 hours at 2 |
| Cast stone and cast concrete products industry (England and Wales) | $1 \frac{1}{2}$ (notes 2 and 4) |  |
| Pre-cast concrete products industry (Scotland) | 1 $\frac{1}{2} ; 2$ after midnight (note 4) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 12 noon 5-day week- $1 \frac{1}{2}$ |
| Mastic asphalt manufacture (Great Britain) | Day and shift workers $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours, 2 after 4 hours | Day workers; negotiated at factory level. Shift workers; $1 \frac{1}{2} ; 2$ after 4 p.m. |
| Slag industry (Great Britain) ... ... | $1 \frac{1}{2}$ | $1 \frac{1}{2}$ |
| Asbestos cement manufacture (Great Britain) | 112 (note 2) | $1 \frac{1}{2}$ |
| Roofing felt manufacture (Great Britain) ... | $1 \frac{1}{2}$ | As for weekdays |
| Timber, Furniture, Etc. |  |  |
| Home grown timber trade (England and Wales): |  |  |
| Sawmill workers $\ldots$ and mates ... ${ }^{\text {a }}$... | ${ }_{1 \frac{1}{2}}^{1 \frac{1}{2}}$ (note 4) | $1 \frac{1}{2} ; 2$ after 4 p.m. $1 \frac{1}{2}$ |
| Sawmilling: <br> England and Wales (national agreement) | $1 \frac{1}{2} ; 2$ after 3 hours | Woodcutting machinists$1 \frac{1}{2} ; 2$ after 3 p.m. <br> Labourers- $1 \frac{1}{2} ; 2$ after 2 p.m. |
| Scotland ... ... ... ... ... | $1 \frac{1}{2}$ up to 10.30 p.m.; 2 thereafter (note 4) | $1 \frac{1}{2}$ up to 1 p.m.; 2 thereafter |
| Northern Ireland | 112; 2 after 4 hours | As for weekdays |
| Furniture manufacture: <br> Great Britain |  |  |
| Great Britain ... ... ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (note 14) | 51-day week-As for weekdays 5-day week-As for weekdays if at least 4 hours' work available, otherwise $1 \frac{1}{2}$ |
| Northern Ireland ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | As for weekdays ${ }^{2}$ |
| Veneer producing and plywood manufacture (England and Wales) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $1 \frac{1}{2} ; 2$ after 4 p.m. |
| Exhibition industry (Great Britain) ... | $1 \frac{1}{2} ; 5$ p.m. to 7 p.m.; No normal overtime working after 7 p.m. | 2 |
| Coopering (Great Britain and Belfast) ... | $1 \frac{1}{2} ; 2$ after 4 hours | $1 \frac{1}{2}$ with a minimum of 4 hours; 2 after 4 hours |

Overtime Rates of Pay-contd.


For explanatory notes see pages 274/276.

[^141]Overtime Rates of Pay-contd.


For explanatory notes see pages 274/276

[^142]


[^143]For explanatory notes see pages 274/276

| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on: |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (c) page 259) |
| Distributive Trades-contd. |  |  |
| Retail newsagency, tobacco and confectionery trades* |  |  |
| England and Wales (other than street newsvendors) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week | Weekly short day- $1 \frac{1}{2}$ after 1.30 p.m. (note 24) |
| Scotland ... ... ... ... ... | 1; 1 $\frac{1}{2}$ after 4 hours in week | Weekly short day-As for weekdays (note 24) |
| Retail multiple footwear (Great Britain) ... | 112 | Weekly short day-1 $1 \frac{1}{2}$ after 1.30 p.m. (note 24) |
| Retail pharmacy: England and Wales ... ... | 112 | Weekly short day- $1 \frac{1}{2}$ after 1.30 p.m. |
| Retail drapery, outfitting and footwear trades (Great Britain)* | 112 | Weekly short day-1 $\frac{1}{2}$ after 1.30 p.m. (note 24) |
| Retail bespoke tailoring*: ... ... ... England and Wales Scotland- | 11; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (notes 2 and 9) | $5 \frac{1}{2}$-day week-2 after 4 hours' work <br> 5-day week-As for weekdays |
| Timeworkers Pieceworkers | 11 <br> $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week (note 2) | $\left\{\begin{array}{l} \text { Weekly } \text { short day-1 } \frac{1}{2} \text { after } 4 \\ \text { hours' work } \end{array}\right.$ |
| Northern Ireland ... | $1 \frac{1}{2}$ (note 2) | $1 \frac{1}{2}$ |
| Retail furnishing and allied trades (Great Britain)* | $1 \frac{1}{2}$ in week | Weekly short day- $1 \frac{1}{2}$ after 1.30 p.m. (note 24) |
| Retail bookselling and stationery trades (Great Britain)* | $1 \frac{1}{2}$ in week | Weekly short day-1 $\frac{1}{2}$ after 1.30 p.m. (note 24) |
| Coal and coke distribution: <br> London <br> ... ... ... <br> No overtime pay crane drivers who are paid with the curr of Civil Eng struction Boar |  |  |
|  |  |  |
| Midlands, Eastern, South Eastern, Southern, North Midlands, Northern, Lancs. | $1 \frac{1}{2}$ | 112 |
| South Wales ... ... ... ... | 11; $1 \frac{1}{2}$ 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*: Great Britain ... ... ... | $1 \frac{1}{2}$ (note 2) | for |
| Northern Ireland |  | work |
| Northern Ireland |  | As for weekdays after 4 hours work |
| Cotton waste reclamation (Great Britain)* | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (note 2) | 5-day week-1 ${ }^{\frac{1}{2}}$, |
| Iron, steel and non-ferrous scrap industry (Great Britain) | $1 \frac{1}{2}$ for first 2 hours before normal starting time and for all time after normal hours up to midnight; 2 after midnight (note 2) | As for weekdays |
| Professional and Scientific Services |  |  |
| Health services (Great Britain) ... ... | $1 \frac{1}{2}$ (notes 4 and 31) | $1 \frac{1}{2}$ |
| United Kingdom Atomic Energy Authority Day workers |  | As for weekdays |
| $\begin{array}{llll}\text { Night workers } & \ldots & \ldots & \ldots \\ \text { Ni.. }\end{array}$ |  | As for weekdays |
| Shift workers $\quad \ldots$. | $1 \frac{1}{2}$ (on day rate) | As for weekdays |
| 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 |
| Unlicensed places of refreshment (Great Britain)* | 11; $1 \frac{1}{2}$ after 6 hours in week with $1 \frac{1}{4}$ after 9 hours' work on any one day | As for weekdays |
| Industrial and staff canteens (Great Britain)* ${ }^{\text {* }}$ : Other than shift workers or split duty workers | 14; 1 $\frac{1}{2}$ after 2 hours (note 9) | Weekly short day (51 $\frac{1}{2}$-day week) <br> -As for weekdays after 4 hours' work <br> 5-day week-As for weekdays |

Ovirtimb Rates of Pay-contd.


## * Wages Council rates.

| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on: |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (c) page 259) |
| Public Administration and Defence-contd. |  |  |
| Local Authorities' services-contd. |  |  |
| Scottish Joint Negotiating Committee for Craftsmen and Building and Civil Engineering: day workers and shift workers ... | 11: 2 from midnight to starting time next morning | As for weekdays |

## Explanatory Notes

(1) The minimum weekly rates relate to a 40 -hour five-day week to be worked on any days between Monday and Saturday. The overtime rates are payable for all hours worked on the weekly day-off whether it be Saturday or such other day agreed on as the weekly day-off. In weeks containing one or two public holidays the standard weekly hours are 32 hours and 24 hours, respectively.
(2) Pieceworkers are paid the stated fractions of their appropriate time rates or piecework basis time rates, as the case may be, in addition to piecework earnings (and hourly piecework supplement, if any).
(3) Calculated on piecework rates or earnings for pieceworkers.
(4) 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 hours of the day or week (according to industry) have been worked.
(5) Where a worker is employed in any week on a shift which exceeds 9 hours the first 2 hours in excess of 9 are paid at time-and-quarter and double-time thereafter.
(6) Workers called upon to work on one or both of their rest days, which may be any two days in the week, provided one is Saturday or Sunday, are paid at the rate of double time for all hours worked.
(7) Pieceworkers are paid the stated fraction of the appropriate minimum time rate in addition to piecework earnings (and hourly piecework supplement if any).
(8) 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.
(9) 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.
(10) 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.
(11) Calculated on the hourly gross rate for timeworkers and the average hourly earnings over the immediately preceding 13 weeks' reassessment period for pieceworkers.

## Over time Rates of Pay-contd.

## Explanatory Notes-contd.

(12) All overtime hours worked are subject to the cost-of-living bonus as specified on page 76. The bonus is applicable to a 40 -hour week and overtime hours are calculated pro-rata.
(13) For a kilnburner or boilerfireman employed on continuous shift work 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.
(14) Workers employed on payment-by-results are paid the stated fractions on the payment-by-results workers rate in addition to bonus earnings. The hourly allowance is payable separately for each hour worked.
(15) The provision applies where the worker is normally employed for more than 40 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 is performed as a continuous process on 7 days in the week.
(16) Employees working on day work until after midnight and released between midnight and $2 \mathrm{a} . \mathrm{m}$. are paid the plain time rate from the time released until 6 a.m., or if released after $2 \mathrm{a} . \mathrm{m}$. at the rate of time-and-one-half from the time released until $6 \mathrm{a} . \mathrm{m}$.
(17) 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.
(18) In addition to normal overtime provisions all workers receive an "incidental overtime" allowance of $£ 25, £ 30$ or $£ 35$ per annum according to salary group. Incidental overtime may not be planned in advance but is intended to cover short periods of overtime not exceeding half-an-hour in any day or shift and totalling not more than one hour in any pay week. Overtime rates are derived from separately scheduled hourly day rates.
(19) Day workers' payment for overtime is calculated on the schedule hourly (day) rate. A day employee who works overtime on any day before 6 a.m. and/or after 8 p.m. receives in addition to the appropriate overtime payment a premium payment equivalent to one-fifth of the hourly rate derived from schedule salary for each such hour actually worked.
Shift workers-The shift-rate for overtime purposes is the schedule hourly (day) rate plus 1.88 p per hour. When a shift employee works overtime on any day before $6 \mathrm{a} . \mathrm{m}$. and/or after 8 p.m. he receives in addition to the appropriate overtime a premium payment equivalent to one-fifth of the hourly rate derived from schedule salary for each such hour actually worked.
(20) Plus 5 p 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.
(21) Carpenters, assistant carpenters, boatswains (boatswains' mates on vessels exceeding 12,000 tons gross), donkeymen, engineer assistants, engine-room storekeepers and pumpmen.
(22) For attendance on Saturday on overtime after 12.30 p.m. an additional allowance of one-third of the worker's normal single hourly rate of pay is given in addition to the appropriate weekday overtime rate.
(23) For attendance on Saturday within conditioned hours staff may receive the allowance indicated in Note 22 for Saturday afternoon attendance, or, if better, one-fifth of single hourly rate for all attendance within conditioned hours of the day.
(24) 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 p.m. is double time.
(25) 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.
(26) All time worked on Sundays, statutory and local customary holidays and any nationally proclaimed holidays, or such days as may be substituted for them by local custom, are paid at double time.

## Explanatory Notes-contd.

(27) Plus 5 p for each hour or part of an hour worked between 9 p.m. and $5 \mathrm{a} . \mathrm{m}$. with a minimum payment of 20 p .
(28) Plus 4 p for each hour or part of an hour worked between 9 p.m. and 5 a.m.
(29) 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 (40), the rate is time-and-a-quarter and thereafter time-and-a-half.
(30) 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.
(31) Where overtime is worked at a time which is after midnight and more than 3 hours before the normal commencing time of the next normal day shift, the rate payable for overtime worked after midnight and up to the normal commencing time of the next normal day shift is double plain time.
(32) 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.
(33) For certain workers overtime is calculated on a weekly basis, the first 10 hours at time-and-one-third and thereafter at time-and-a-half.
(34) Where a day worker works overtime at a time which is more than 3 hours before the normal commencing time, the rate payable for all hours worked after midnight up to normal commencing time is double time and where a shift worker works overtime at a time which is more than 3 hours before commencing time of the next normal day shift, the rate payable for all hours worked after midnight up to the normal commencing time of the next normal day's shift is double time.
(35) Every operative shall work a minimum of 8 hours at ordinary rates of wages on each day of the normal working week before he becomes entitled to payment of any overtime premium in respect of hours worked outside the normal hours in a pay week including week-end work.

# APPENDIX III HOLIDAYS WITH PAY 

## Part A-Entitlements

Number of paid holidays as provided for under the terms of collective agreements or statutory orders.
It is estimated that, for the 1975/76 holiday year, 1 per cent. of all manual workers covered by agreements or orders had a basic holiday entitlement (over and above the normal 7 days public or customary holidays) of 2 weeks, 1 per cent. of between 2 and 3 weeks, 25 per cent. of 3 weeks, 45 per cent. of between 3 and 4 weeks and 28 per cent. of 4 weeks and over. In addition, about 23 per cent. of all manual workers are engaged in industries and services in which there is provision for additional days of holiday after a certain number of years' continuous service with the one employer.

Notes:
(1) The basic holiday entitlement (column 2) is usually granted after certain qualifying service (in most cases of between 48 weeks and 1 year).
(2) The period of qualifying service usually relates to continuous service prior to the commencement of the holiday year, although in some industries, it accumulates from the date of engagement.
(3) Most agreements and orders provide for a shorter period of paid holiday for workpeople with less than the full qualifying period of service.
(4) Where 3 or more weeks holiday has been agreed, the third week has usually to be taken outside the summer holiday period.

| Industry, Class of Worker and Locality | Basic entitlement to holidays with pay and extra service holidays where appropriate (see also note 3) | Public or customary holidays (additional to col. 2) |
| :---: | :---: | :---: |
| Agriculture, Forestry, Fishing |  |  |
| Agriculture: <br> England and Wales, Scotland and Northern Ireland ... | 3 weeks | 7 days |
| Forestry Commission (Great Britain) | 3 weeks <br> 3 weeks 3 days ( 10 years' service) | $9 \frac{1}{2}$ days |
| Mining and Quarrying |  |  |
| Coal mining (Great Britain) ... ... | 4 weeks | 7 days |
| Limestone quarrying (Portland) ... | 2 weeks 4 days | 7 days |
| Roadstone quarrying (Great Britain) ... ... ... | 3 weeks 2 days <br> (An additional 4 hours pay at actual hourly rate to be given to each employee at the time of his two weeks consecutive holiday until a further day's holiday is granted when this payment will cease.) | 7 days |
| Ball clay industry (North and South Devon and Dorset) | 3 weeks 3 days | 7 days |
| China clay industry (Cornwall and Devon) | 4 weeks | 7 days |
| Silica and moulding sands quarrying (Great Britain) ... | 3 weeks | 7 days |
| Sand and gravel industry (Great Britain) ... ... ... | 3 weeks 1 day | 7 days |
| Quarrying (Northern Ireland) ... ... ... ... | 2 weeks | 9 days |
| Food, Drink and Tobacco |  |  |
| Flour milling (Great Britain) | 4 weeks | 7 days |
| Corn trade (Great Britain) ... ... ... ... ... | 3 weeks <br> 4 weeks after 5 years' service | 7 days |
| Baking: <br> England and Wales- |  |  |
| National agreement of the Baking Industry in England and Wales | 3 weeks | 7 days |
| National agreement for master bakers | 3 weeks | 7 days |

Holidays with Pay-Entitlements-contd.


[^144]| Industry, Class of Worker and Locality | Basic entitlement to holidays with pay and extra service holidays where appropriate (see also note 3) | Public or customary holidays (additional to col. 2) |
| :---: | :---: | :---: |
| Coal and Petroleum Products <br> Coke ovens and by-product works associated with coal mining (Great Britain) | 4 weeks | 7 days |
| Chemicals and Allied Industries <br> Heavy chemicals manufacture (Great Britain): <br> Agreements of Joint Industrial Council ... | 4 weeks | 7 days |
| Imperial Chemical Industries Limited ... ... ... | 3 weeks <br> 4 weeks providing 1 year's service completed by 31st December of preceding year | 8 days |
| British Nuclear Fuels Ltd. (industrial employees) ... | 3 weeks 3 days <br> 4 weeks ( 7 years' service) | 91 ${ }_{2}$ days |
| Drug and fine chemical manufacture (Great Britain) ... | 4 weeks | 7 days |
| Paint, varnish and lacquer manufacture (United Kingdom) | 4 weeks | 7 days |
| Match manufacture (United Kingdom) | 4 weeks | 7 days |
| Printing ink and roller making industry (United Kingdom) | 4 weeks | 7 days |
| Soap, candle and edible fat manufacture (Great Britain) | 3 weeks 2 days | 7 days |
| Gelatine and glue industry (Great Britain) | 3 weeks | 7 days |
| Surgical dressings manufacture (Great Britain) ... ... | 3 weeks 3 days | 7 days |
| Metal Manufacture <br> Light metal trades manufacture (Great Britain) | 4 weeks | 7 days |
| Brass and copper rolling and casting (West Midlands) | 4 weeks | 7 days |
| Iron and steel and pig iron manufacture (Great Britain)... | 5 weeks plus one half day | (included in column 2 |
| Mechanical Engineering <br> Manufacture, maintenance and repair of agricultural machinery or implements (England, Scotland and Wales) | 3 weeks 2 days | 7 days |
| Engineering (United Kingdom) | 4 weeks | 7 days |
| Shuttle manufacture (Lancashire and Yorkshire) ... ... | 22 days | (included in column 2) |
| Instrument Engineering |  |  |
| Surgical instrument and equipment manufacture (England and Wales except Sheffield) | 4 weeks | 7 days |
| Artificial limb manufacture (Great Britain) ... ... | 3 weeks 3 days 4 weeks (1976) | 7 days |
| Electrical Engineering <br> Electrical cable making (Great Britain) | 4 weeks | 7 days |
| Shipbuilding and Marine Engineering <br> Shipbuilding and ship repairing (United Kingdom) | 4 weeks | 7 days |
| Vehicles <br> Vehicle building (England and Wales and Northern Ireland and Scotland) | 4 weeks | 7 days |
| Railway workshops (British Rail) (Great Britain) ... | 3 weeks 2 days | 7 days |

Holidays with Pay-Entitlements-contd.


* Conditions specified in Wages Regulation Orders.

| Industry, Class of Worker and Locality | Basic entitlement to holidays with pay and extra service holidays where appropriate (see also note 3) | Public or customary holidays (additional to col. 2) |
| :---: | :---: | :---: |
| Textiles-contd. |  |  |
| Jute preparing, spinning and weaving (Dundee) ... | 25 days | (included in column 2) |
| Rope, twine and net making*: Great Britain | 3 weeks | 7 days |
| Northern Ireland $\ldots$... $\ldots$ | 2 weeks | 6 days |
| Knitting industries (Midlands) | 3 weeks 2 days | 7 days |
| Knitwear manufacture: | 3 weeks 1 day | 7 days |
| Scotland (except Hawick) ... ... ... Hawick ... | 3 weeks 1 day | 7 days |
| Lace finishing (Great Britain)* ... | 3 weeks | 7 days |
| Carpet manufacture (Great Britain) | 24 days | (included in column 2) |
| Narrow fabrics industry (Great Britain) ... ... | 3 weeks 2 days | 7 days |
| Made-up textiles (Great Britain)* | 3 weeks 2 days | 7 days |
| Textile making-up and packing (Manchester) | 3 weeks 3 days | 7 days |
| Linen and cotton handkerchief and household goods and linen piece goods manufacture:* |  |  |
| Great Britain ... ... ... ... ... | 3 weeks 2 days | 7 days |
| Northern Ireland | 3 weeks | 6 days |
| Sack and bag (Great Britain)* | 3 weeks | 7 days |
| Textile bleaching, dyeing, printing and finishing: | 3 weeks 3 days | 7 days |
| Northern Ireland ... .... .... ... | 3 weeks 3 days 3 weeks | 7 days |
| Hosiery and knitwear, dyeing and finishing industry (Midlands) | 24 days | (included in column 2) |
| Asbestos textile manufacture (Great Britain) ... ... | 3 weeks | 7 days |
| Leather, Leather Goods and Fur |  |  |
| Leather producing industry-tanning, currying and dressing (Great Britain) | 3 weeks 2 days | 7 days |
| Industrial leathers manufacture (United Kingdom) | 3 weeks 3 days | 7 days |
| Fellmongering (United Kingdom) ... | 3 weeks 1 day | 7 days |
| Leather goods and allied trades (Great Britain) ... ... | 3 weeks 3 days | 7 days |
| Retail saddlery and leather goods trade (Great Britain) ... | 3 weeks 1 day | 7 days |
| Hide and skin markets trade (England and Wales) ... | 3 weeks <br> 4 weeks (5 years' service) | 7 days |
| Fur trade (Great Britain)* ... ... ... ... ... | 3 weeks | 6 days |

[^145]Holidays with Pay-Entitlements-contd.


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[^148]Holidays with Pay-Entitlements-contd.

| Industry, Class of Worker and Locality | Basic entitlement to holidays with pay and extra service holidays where appropriate (see also note 3) | Public or customary holidays (additional to col. 2) |
| :---: | :---: | :---: |
| Transport and Communication |  |  |
| Railway service: <br> British Rail (Great Britain) ... ... ... | 3 weeks 2 days after 12 months' service | 7 days |
| London Transport Executive | 3 weeks 2 days | 7 days |
| Road passenger transport: | 3 weeks 2 days | 7 days |
| $\begin{array}{lllll}\text { London Transport Executive } & \ldots & \ldots & \ldots & \ldots \\ \text { Municipal undertakings (Great Britain) } & \ldots & \ldots & \ldots\end{array}$ | 3 weeks | 9 days |
| Company-owned omnibus undertakings (Great Britain) | 3 weeks 2 days |  |
| Road haulage contracting: Great Britain-Wages Council Order**... ... | 3 weeks | 7 days |
| Northern Ireland: Wages Council Order* ... ... | 3 weeks | 7 days |
| Joint Council $\ldots$.... $\ldots$ | 3 weeks | 7 days |
| British Road Services (Great Britain) | 3 weeks | 7 days |
| Merchant Navy (ratings): <br> Foreign-going and home-trade vessels ... | 54 days (Made up of 21 days (3 weeks) annual holiday and 33 days in lieu of Sundays and Public holidays) | (included in column 2) |
| Dock labour (Great Britain) ... ... | 4 weeks (Dockworkers on the register on or before 26th June 1972) 3 weeks (Dockworkers on the register after 26th June 1972, up to and including 2nd full year on register) <br> 4 weeks (after 3rd full year on register) | \} days |
| Civil air transport: $\quad$ Engineering and maintenance grades and ground services |  |  |
| Engineering and maintenance grades and ground services staff | 3 weeks in 1st year <br> 3 weeks 1 day in 2 nd year <br> 3 weeks 2 days in 3rd year <br> 3 weeks 3 days in 4 th year 3 weeks 4 days in 5th year <br> 4 weeks in 6 th year | 7 days |
| Post Office (United Kingdom) : |  |  |
| Manipulative grades: <br> Postmen, postmen higher grade, telegraphists and telephonists, postal officers | 3 weeks 3 days <br> 4 weeks ( 5 years' service) <br> 4 weeks 2 days ( 15 years' <br> service) <br> 4 weeks 4 days ( 30 years' service) | $9 \frac{1}{2}$ days |
| Engineering grades: <br> Labourers, technicians IIA and IIB | As for manipulative | $9 \frac{1}{2}$ days |
| Senior technicians, technicians I and technical officers | grades <br> 4 weeks <br> 4 weeks 2 days ( 5 years' <br> service) <br> 5 weeks ( 15 years' service) <br> 6 weeks (30 years' service) | $9 \frac{1}{2}$ days |
| Cold storage (Great Britain) | 3 weeks | 7 days |
| Distributive Trades |  |  |
| Wholesale grocery and provision trade: |  |  |
| England and Wales ... ... ... ... ... | 3 weeks 2 days | 7 days |

[^149]Holidays with Pay-Entitlements-contd.


[^150]Holidays with Pay-Entitlements-contd.

| Industry, Class of worker and Locality | Basic entitlement to holidays with pay and extra service holidays where appropraite (see also note 3) | Public or customary holidays (additional to col. 2) |
| :---: | :---: | :---: |
| Distributive Trades-contd. |  |  |
| General waste materials reclamation*: <br> Great Britain ... ... ... ... ... ... | 3 weeks | 7 days |
| Northern Ireland ... ... ... .. | 2 weeks 2 days | 6 days |
| Cotton waste reclamation (Great Britain)*... ... ... | 3 weeks 1 day | 8 days |
| Iron, steel and non-ferrous scrap industry (Great Britain) ... | 3 weeks 1 day | 7 days |
| Professional and Scientific Services |  |  |
| Health services (Great Britain) ... ... ... ... | 3 weeks 1 day <br> 3 weeks 2 days ( 5 years' service) <br> 3 weeks 3 days ( 10 years' service) | 9 days |
| United Kingdom Atomic Energy Authority (industrial employees) | 3 weeks 3 days <br> 4 weeks (7 years' service) | 912 days |
| Miscellaneous Services |  |  |
| Cinema theatres (United Kingdom)... ... ... ... | 3 weeks <br> 4 weeks ( 5 years' service) | 7 days |
| Unlicensed places of refreshment (Great Britain)* ... | 3 weeks | 6 days |
| Industrial and staff canteens (Great Britain)* ... ... | 3 weeks | 6 days |
| School meals service, etc., and civic restaurants (England and Wales) | 3 weeks 1 day <br> 3 weeks 2 days ( 5 years' service) <br> 3 weeks 3 days ( 10 years' service) | 9 days |
| Licensed residential establishments and licensed restaurants (Great Britain)* <br> Licensed non-residential establishments (Great Britain)* ${ }^{*}$.. | 3 weeks 2 days 3 weeks 2 days | 7 days 7 days |
| Catering (Northern Ireland) ... | 2 weeks <br> 2 weeks 2 days ( 2 years' <br> service) <br> 2 weeks 3 days ( 3 years' service) <br> 2 weeks 4 days (4 years' service) <br> 3 weeks ( 5 years' service) | 6 days |
| Laundering*: Great Britain | 3 weeks 1 day | 7 days |
| Northern Ireland ... | 2 weeks | 7 days |
| Motor vehicle retail and repair industry (United Kingdom) | 3 weeks 3 days | 7 days |
| Boot and shoe repairing and bespoke footwear manufacture (Great Britain)* | 3 weeks 2 days | 7 days |
| Boot and shoe repairing (Northern Ireland)* ... ... | 3 weeks | 7 days |
| Hairdressing (Great Britain)* ... ... | 3 weeks | 7 days |
| Public Administration and Defence <br> Police (England and Wales and Scotland): <br> Constables |  |  |
| Constables ... ... ... ... ... | 18 days <br> 21 days ( 10 years' service) <br> 23 days ( 17 years' service) | 7 days |
| Sergeants ... ... ... ... ... ... | $\begin{aligned} & 20 \text { days } \\ & 23 \text { days ( } 10 \text { years' } \\ & \text { service) } \end{aligned}$ |  |
| Station sergeants (Metropolitan Police) and first class sergeants (C.I.D.) (Metropolitan Police) | $\begin{aligned} & 22 \text { days } \\ & 25 \text { days } \\ & \text { service) } \end{aligned} \text { (10 years' }$ |  |

[^151]| Industry, Class of Worker and Locality | Basic entitlement to holidays with pay and extra service holidays where appropriate (see also note 3 ) | Public or customary holidays (additional to col. 2) |
| :---: | :---: | :---: |
| Public Administration and Defence-contd. |  |  |
| Prison services (England and Wales and Scotland): Temporary officers, night patrols | 3 weeks 3 days <br> 4 weeks (7 years' service) | 10 days |
| Engineers (classes I and II), principal officers, berstal matrons, prison officers, principal clerk officers (Scotland only), clerk officers (Scotland only). | 4 weeks <br> 4 weeks 2 days ( 7 years' service) <br> 5 weeks ( 17 years' <br> service) <br> 6 weeks ( 27 years' service) | 10 days |
| Fire services (Great Britain) ... | 30 days | (included in column 2) |
| Government Industrial Establishments | 3 weeks <br> 3 weeks 3 days ( 10 years' service) | $9 \frac{1}{2}$ days |
| Local Authorities' services: <br> England and Wales and Scotland ... | 3 weeks 1 day <br> 3 weeks 2 days ( 5 years' <br> service) <br> 3 weeks 3 days ( 10 years' <br> service) | 9 days |

## HOLIDAYS WITH PAY

## Part B-Basis of Payment

Basis of payment for annual and customary holidays as provided for under the terms of collective agreements or statutory orders.
Most agreements and orders provide for reduced amounts for workpeople with less than the full qualifying period of service.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Agriculture, Forestry, Fishing |  |  |
| Agriculture: |  |  |
| England and Wales | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Scotland | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Northern Ireland | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Forestry Commission (Great Britain) | Plain time rate | As for annual holidays |
| Mining and QuARrying |  |  |
| Coal mining (Great Britain) | Basic rate of pay | Basic rate of pay |
| Quarrying (Northern Ireland) | Normal rate of pay | As for annual holidays |
| Limestone quarrying (Portland) | Accumulation of credit stamps for each week's work during 12 months preceding the holiday | Public holiday credit stamps which accumu late from one public holiday to the next |
| Roadstone quarrying (Great Britain) | Based on 40 hours at actual hourly rate for each week of holiday | 8 times the actual hourly rate for each day of holiday |
| Ball clay industry (North and South Devon and Dorset) | Established grade rate of pay | As for annual holidays |
| China clay industry (Cornwall and Devon) | Established rate of pay | As for annual holidays |
| Silica and moulding sands quarrying (Great Britain) | Timeworkers-Appropriate hourly daywork rate (differential included) for each day of holiday. Payment-by-results workersAppropriate hourly daywork rate (differential included) plus supplementary payment up to $25 \%$ of the appropriate hourly daywork rate | As for annual holidays |
| Sand and gravel industry (Great Britain) | At the rate of 55 hours per week, whether normally working a 5 or $5 \frac{1}{2}$-day week, at the individual's basic hourly rate of pay | 10 hours at the individual's basic hourly rate of pay |
| Food, Drink and Tobacco |  |  |
| Flour milling (Great | Normal rate of pay plus $20 \%$ to nearest 5p | Normal rate of pay |
| Corn trade (Great Britain) | For staff required to work paid overtime or who are in receipt of productivity payments, basic rate of pay (including job rate and shift allowance, but excluding overtime) plus a maximum of $15 \%$ | Normal day's pay |
| Baking: |  |  |
| England and Wales |  |  |
| National agreement of the baking industry | Normal weekly wages, i.e. including night work premium and Sunday payment where applicable but excluding overtime (other than that which is regularly worked as part of the normal shift programme) | 8 hours at basic wage rate |

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Food, Drink and Tobacco-contd. |  |  |
| Baking-contd. England and Wales -contd. |  |  |
| National agreement for master bakers | Either $1 / 52$ nd of the total remuneration paid during the previous 12 months for each week of holiday or normal weekly wages, i.e. including night work premium and Sunday payment where applicable but excluding overtime (other than that which is regularly worked as part of the normal shift programme), whichever is the lesser | Normal day's pay |
| Scotland | Payment is made at the basic rate, calculated on the average hours worked over the previous 8 weeks | Payment is made at the basic rate (exclusive of overtime) which would have been paid had the day not been a holiday |
| Northern Ireland* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Biscuit manufacture (Great Britain) | Either minimum earnings scale including night or shift rate plus any differential the firm may be operating, or average weekly earnings (excluding overtime), over previous year whichever is the greater | As for annual holidays |
| Bacon curing: Great Britain | Rate of pay in force immediately before the commencement of the holiday plus $15 \%$ to nearest 5p | Normal rate of pay |
| Northern Ireland | Normal rate of pay plus a supplement of $£ 2.50$ for men, $£ 2.00$ for women and $£ 1 \cdot 50$ for juveniles per week | Normal rate of pay |
| Beet sugar manufacture (Great Britain) | Campaign hourly grade rate of pay times 9 in respect of each day's holiday | Normal hourly rate of pay times 8 in respect of each day's holiday |
| Cocoa, chocolate and sugar confectionery manufacture (Great Britain) | Calculated on the basis of the gross pay paid by the employer to the worker during the income tax year immediately preceding the holiday (as shown on form P60). One week's annual holiday remuneration will be $1 / 52$ nd of the annual gross pay as defined | As for annual holidays |
| Sugar confectionery and food preserving* (Northern Ireland) | Statutory minimum remuneration of the worker concerned plus 75 p per day | As for annual holidays |
| Food manufacturing industry <br> (Great Britain) | Holiday remuneration is calculated on the basis of the gross remuneration during the income tax year immediately preceding the holiday (as shown on P. 60). Payment for 1 week is the total remuneration divided by 50 | Payment for a customary holiday is an amount equal to one week's annual holiday remuneration divided by five |
| Seed crushing, compound and provendor manufacture (United Kingdom) | Payment for holidays based on gross average earnings during the previous tax year | As for annual holidays |
| Milk processing (Northern Ireland) | Employee's normal weekly wage plus $20 \%$ | Normal day's pay |

[^152]Holidays with Pay-Basis of Payment-contd.
Industry, Class of
Worker and Locality

Food, Drink and Tobacco-contd.
Brewing-contd.
Scotland

Grain distilling and ancillary trades (Scotland)

Malt distılling (Scotland)

Aerated waters manufacture* England and Wales

Scotland
Northern Ireland
Tobacco manufacture (United Kingdom)

Coal and Petroleum Products

Coke ovens and byproduct works associated with coal mining (Great Britain)

Chemicals and Allied INDUSTRies

Heavy chemicals manufacture (Great Britain):

Joint Industrial Council

Imperial Chemical Industries Ltd.

British Nuclear Fuels Ltd.

Drug and fine chemical manufacture (Great Britain)

Paint, varnish and lacquer manufacture (United Kingdom)

Match manufacture (United Kingdom)

Payment for Annual Holidays

Payment for summer fortnight is based on average earnings on the total gross pay earned during the preceding half fiscal year: October to April, divided by the number of weeks worked. Payment for the wirter holiday is calculated on the preceding half fiscal year, April to October
Payment is made at either the normal job rate plus one-sixth plus shift rate in the case of permanent shift workers or by dividing the employee's annual earnings, as recorded on P60, for the previous tax year, by the number of weeks employed during the previous tax year, whichever is the greater
Time rate plus one-sixth (includes job rate but not shift differential)

Statutory minimum remuneration of the worker concerned
Statutory minimum remuneration of the worker concerned
Statutory minimum remuneration of the worker concerned
Average earnings (excluding overtime) over a set period, which may vary from one factory to another, before the holiday, for employees on incentive work. For all other workers excluding shift workers normal time rate

Basic rate of pay

Day-workers-the amount an employee might be expected to have earned (exclusive of overtime) had the employee been at work. Shiftworkers-average normal weekly earnings including rostered overtime which is part of an established rota but excluding other overtime
The normal weekly salary is paid for all annual holidays, together with any disturbance or working conditions allowance plus $1 \%$ bonus calculated on the total pay of the previous year
Dayworkers-ordinary time rate of wages: shiftworkers-daywork rate plus the appropriate shift supplement (in effect average shift earnings excluding bonus). All workers except Work Study Estimators receive the equivalent of incentive bonus at 100 p
On the basis of the employee's weekly average of plain time earnings (exclusive of overtime but inclusive of any production bonuses) during the first 8 of the 10 weeks immediately preceding the week in which the holiday is taken
Average earnings for the standard week calculated over a period not less than eight weeks prior to and or close to the holiday period as practicable

Calculated on employee's average weekly earnings or normal regular earnings of the previous 13 weeks including incentive bonus, job rates and overtime

Payment for Customary Holidays

For holidays between May and November payment is calculated as for the summer fortnight and for holidays between December and April payment is calculated as for the winter holiday

As for annual holidays

As for annual holidays

As for annual holidays
As for annual holidays
As for annual holidays
As for annual holidays

Basic rate of pay

As for annual holidays

Normal weekly salary and any shift disturbance or working conditions allowance is paid for any week in which a declared holiday is taken

Payment is made for the standard or rostered hours which would have been worked at day rate or day rate plus shift supplement if applicable, either being enhanceable by the equivalent of incentive bonus at 100 p

Normal weekly earnings, exclusive of overtime, will be paid for any week in which a declared holiday is taken

As for annual holidays

Normal weekly earnings are paid for any week in which a declared holiday is taken

[^153]Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Chemicals and Allied Industries -contd. |  |  |
| Printing ink and roller making industry (United Kingdom) | Based on average earnings for the previous tax year | As for annual holidays |
| Soap, candle and edible fat manufacture (Great Britain) | On the basis of the employee's average weekly earnings (excluding overtime and special payments) calculated over a period of 12 months coinciding with the income tax year | Amount equal to the average daily earnings (excluding overtime and special payments) of the worker over a period of 12 months coinciding with the income tax year |
| Gelatine and glue industry (Great Britain) | On the basis of the employee's weekly average of plain time earnings (exclusive of overtime but inclusive of any production bonuses) during the first 8 of the 10 weeks immediately preceding the week in which the holiday is taken | Ordinary rate of pay |
| Surgical dressings manufacture (Great Britain) | Payment is calculated on the ordinary time rate. Payment for annual holidays in excess of one week is mutually agreed between the employees and the Trade Union where local trade union representation is in operation | Payment is made on the basis of time rates, for the normal working hours |
| Metal Manufacture |  |  |
| Light metal trades manufacture (Great Britain) | 1/9th of the consolidated time rate for each full week's work performed in the year for the 4 weeks' annual holiday | 8 hours at the consolidated time rate, plus $\frac{1}{8}$ |
| Iron and steel and pig iron manufacture (Great Britain) | For each week of holiday a worker is paid his average gross normal weekly earnings during the qualifying year. The earnings are to include all bonus payments, shift premium etc., but are to exclude overtime and extra payments related to particular working conditions |  |
| Brass and copper rolling and casting (West Midlands) | Every manual in respect of 20 days of annual holiday be credited for each full week's work performed with $1 / 12$ th of the sum of the appropriate national minimum or district rate plus one-third or one-twelfth of the rate at present used for calculating his/her holiday credits, whichever is the greater | 8 hours at the appropriate minimum time rate |
| Mechanical Engineering |  |  |
| Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales) | Normal week's pay | Normal rate of pay |
| Engineering (United Kingdom) | The four weeks annual holiday payment is calculated on the basis of a credit of $1 / 12$ th of the appropriate minimum time rate plus $\frac{1}{3}$ for each full week's work performed | Appropriate minimum time rate plus $\frac{1}{3}$ computed on a uniform basis of 8 hours for all workers |
| Shuttle manufacture (Lancashire and Yorkshire) | Calculated on the basis of $8 \frac{3}{4} \%$ of each employee's gross 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 | As for annual holidays |

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays |
| :---: | :---: |
| INSTRUMENT Engineering |  |
| Surgical instrument and equipment manufacture (England and Wales except Sheffield) | Provided for by a "credit" of $91 \%$ of the worker's average earnings (exclusive of overtime) over the year |
| Artificial limb manufacture (Great Britain) | Accumulated at the rate of $16 / 245$ ths for each normal week's work performed, at the workers normal basic rate plus $25 \%$ |
| Electrical <br> Engineering |  |
| Electrical cable making (Great Britain) | Payment for each week of holiday is 40 times ( 42 times in the case of continuous shift employees) the individual's average hourly earnings based on his normal occupation and pattern of work, excluding overtime but including bonus and any other supplementary bonus and shift premium. To determine the average bonus a reference period should be used of, say, 4 weeks, or the average of the shift cycle as near as practicable prior to the date of the holiday. There is a fall-back guarantee of time rate plus one-third |

Shipbuilding and
Marine EngineerING
Shipbuilding and ship
repairing
Kingdom)

## Vericles Vehicle building:

England and Wales and Northern Ireland

Scotland

Railway workshops (British Rail) (Great Britain)

Railway wagon repairing (private firms in Great Britain)
Perambulator and invalid carriage (Great Britain)*

Metal Goods Not Elsewhere SpeciFIED
Wire and wire rope
industries (Great
Britain)
Jewellery industry
(London and Home
Counties)

Gold, silver and allied trades

Gold and jewellery trades (Birmingham)

Provided for by a "credit" of $9 \frac{1}{4} \%$ of the worker's average earnings (exclusive of overtime) over the year

Accumulated at the rate of $16 / 245$ ths for each normal week's work performed, at the workers normal basic rate plus $25 \%$

Payment for each week of holiday is 40 times employees) the individual's average hourly earnings based on his normal occupation and pattern of work, excluding overtime mentary bon and shift otherium. determine the average bonus a reference period should be used of, say, 4 weeks, or
the average of the shift cycle as near as practicable prior to the date of the holiday. plus one-third

Time rate of the employee's class plus $\frac{1}{3}$.

A credit of $1 / 12$ th of each week's wages, computed at the minimum hourly rate on actual time worked up to 40 hours. This credit is subject to a percentage addition of $33 \frac{1}{3} \%$.
Appropriate basic minimum hourly rate plus one third computed on a uniform basis of 8 hours for each day of holiday

Normal minimum time rate plus $24 \%$.

Appropriate basic time rate plus $\frac{1}{3}$

Statutory minimum remuneration of the worker concerned

Average earnings per 40 hours

Calculated on the basis of $3 / 49$ ths of the employee's actual earnings. Holiday remuneration may be calculated on the fiscal year, i.e. 6th April to the 5th April in the following year

## Full pay

For the first 2 weeks, payment is calculated at $2 \%$ of the employee's actual earnings, in the year ended the preceding 5th April for each week of holiday. Payment for the 8 extra days is calculated at $1 / 5$ th of $2 \%$

Payment for Customary Holidays

Standard rate of pay including bonus

Standard rate of pay

Average earnings for 8 hours, calculated as for annual holidays

As for annual holidays

On the basis of 8 hours at plain time rate plus a percentage addition of $33 \frac{1}{2} \%$

On the basis of 8 hours at plain time rate plus a percentage addition of $33 \frac{1}{3} \%$

Standard rate of pay

As for annual holidays

As for annual holidays

As for annual holidays

Full pay

## As for annual holidays

Payment is calculated at $\frac{1}{5}$ of $2 \%$ of actual earnings for the year or the workers day rate for each day, whichever is the greater

[^154]Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays |
| :---: | :---: |
| Metal Goods Not Elsbwhere Speci-FIED-contd. |  |
| Silver and electroplate trades (Birmingham) | For the first 2 weeks, payment is calculated at $2 \%$ of the employee's actual earnings in the year ended the preceding 5th April for each week of holiday. Payment for the 8 extra days is calculated at $1 / 5$ th of $2 \%$ for each day of holiday |
| Cutlery and silverware trade <br> (Sheffield): |  |
| 1. Agreement between | Annual holiday pay for 3 weeks calculated |
| the Association and | at 3/48ths of gross annual earnings ex- |
| the National Union of Gold, Silver and | cluding paid holidays but including overtime |
| Allied Trades |  |
| II. Agreement between | Annual holiday pay for 3 weeks calculated |
| the Association and | at $6 \%$ of gross annual earnıngs excluding |
| the General and | paid holidays but including overtime | the General and Municipal Workers' Union

Farriery, blacksmith and agricultural engineering trade (Great Britain)

Lock, latch and key making (England)

Spring manufacture (West Midlands)

Keg and drum manufacture (Great Britain)*
Brass working and founding (Great Britain)

Coffin furniture and cerement making (Great Britain)*

Pin, hook and eye and snap fastener (Great Britain)*

Textiles
Cotton spinning and weaving

Flax and hemp preparing, spinning and weaving (Great Britain)*

Flax spinning and weaving (Northern Ireland)
Silk spinning, throwing and weaving (United Kingdom)

Payment for Customary Holidays

Payment is calculated at $\frac{1}{b}$ of $2 \%$ of actual earnings or the worker's day rate for each day of holiday, whichever is the greater

8 times the minimum rate for datal and pieceworkers respectively

8 times the minimum rate for datal and pieceworkers respectively

As for annual holidays

## Appropriate pay rate

Appropriate minimum time rate plus $\frac{1}{8}$ based on 8 hour day

As for annual holidays

Either minimum time rate plus $\frac{1}{3}$ or average gross earnings (less overtime) whichever is the greater
Appropriate statutory minimum remuneration

General minimum time rate increased by $\frac{1}{8}$

As for annual holidays
weekly credit of $10.6 \%$ of gross earnings for each week's work done during a period of 12 months preceding the holiday

Payment is made at the rate of $6 \%$ of the total remuneration over the previous 12 months ended on 6th April

Made on the basis of a percentage of $6.1 \%$ of the employee's gross earnings

Provided for by a "credit" of $10.59 \%$ of worker's gross earnings over the year
$1 / 12$ th individual average hourly earnings (gross) less overtime premium, or MTR plus $\frac{1}{3}$ whichever is the greater

Payment is made at an amount equal to 3/52nds of the total remuneration over the previous 12 months ended on 5th April or the appropriate statutory minimum remuneration whichever is the greater
Statutory minimum remuneration of the worker concerned increased by $\frac{1}{8}$

* Conditions specified in Wages Regulation Orders.

Holidays with Pay-Basis of Payment-contd.
Industry, Class of
Worker and Locality

Payment for Annual Holidays
Payment for Customary Holidays

## Textiles-contd.

Wool textile: Yorkshire (including woolcombing)

## West of England

Scotland

## Jute preparing, spinning and weaving (Dundee)

Rope, twine and net making:* Great Britain

Northern Ireland
Knitting industries: MIdlands

Knitwear manufacture:
Scotland (except Hawick)

Hawick

Lace finishing
(Great Britain)*

Carpet manufacture (Great Britain)

Narrow fabrics
industry (Great Britain)

Made-up textiles (Great Britain)*

Textile making-up and packing (Manchester)

Provided for by a "credit" of $10 \cdot 17 \%$ of worker's gross earnings over the year, to be apportioned between annual and customary holiday

Payment is made at twice the appropriate minimum earnings level for timeworkers and twice the appropriate time rate for pieceworkers
For the summer fortnight the rate is $2 / 49$ ths of the wage earned since the last summer fortnight. For the third week $1 / 49$ th of the wage earned since the previous third week

Summer holiday- $8.5 \%$ of gross wages, including overtime, earned during the holiday year, less the spring week payment. Spring week- $2 \cdot 86 \%$ of gross wages, including overtime, earned during the period from beginning of the holiday year to the second Friday in March of the holiday year, less holiday payments already made during that period

Statutory minimum remuneration plus $12 \frac{1}{2} \%$
Statutory minimum remuneration

Provided for by a credit of $\mathbf{1 0} \cdot \mathbf{2 \%}$ of gross earnings during the holiday year, to be apportioned between annual and custemary holidays

Accumulation of weekly "credit" of $10 \cdot 2 \%$ of earnings for each week's work done during 12 months preceding holidays, to be apportioned between annual and customary holidays

Average earnings
$1 / 26$ th of the worker's total remuneration over the preceding 12 months ended 5th April or the statutory minimum remuneration whichever is the greater, for any period up to two weeks annual holiday. Additional days are paid at statutory minimum remuneration
Payment is made at the rate of $10.17 \%$ of the individual's gross earnings (including cost-of-living bonus)

An amount equal to $10 \cdot 17 \%$ of each employee's actual gross earnings, including overtime, taken over a period of one year, for all holidays

Either $17 / 260$ ths of the employee's earnings over the previous 12 months ended on 5 th April or the appropriate minimum time rate, whichever is the greater

Three weeks ( 15 days) on average earnings. Remainder at basic rate

See details under "Annual Holidays"

For each day of holiday, $1 / 5$ th of the minimum earnings level for timeworkers or appropriate time rate for pieceworkers

For holidays after the summer fortnight $1 / 10$ th of the payment of that holiday. For holidays after the third week $1 / 5$ th of the payment of that holiday. If neither applicable $1 / 5$ th of the average weekly wage since joining

Earnings during normal contracted hours within the week in which the holiday occurs are increased-
(i) For the Friday prior to the summer holidays by $5 / 4$ and
(ii) For Christmas/New Year holidays by $10 / 6$
Where a broken week has been worked, the above calculations are modified accordingly

## Statutory minimum remuneration

As for annual holidays

See details under "Annual Holidays"

See details under "Annual Holidays"

Calculated on the basis of one day's average wage over the nearest 4 weeks' period

Statutory minimum remuneration

As for annual holidays

## See details under "Annual Holidays"

For each day of holiday, either $1 / 5$ th of the average weekly earnings over the previous 12 months ended on 5th April or the appropriate minimum time rate, whichever is the greater

## Basic rate

[^155]Holidays with Pay-Basis of Payment-contd.


## * Conditions specified in Wages Regulation Orders.

Holidays with Pay-Basis of Payment-contd.
Industry, Class of
Worker and Locality

## Clothing and

FOOTWEAR - contd.
Ready-made and wholesale bespoke tailoring (Great Britain, Northern Ireland)*

Wholesale mantle and costume (Great Britain, Northern Ireland)*

Shirt, collar, tie, etc. making*:
Great Britain

Northern Ireland

Clothing manufacture

Dressmaking and
women's light
clothing*:
England and Wales

Scotland and
Northern Ireland

Hat, cap and
millinery*:
Great Britain

Northern Ireland

Corset making
(Great Britain)*

Glove manufacture (England and Wales)

Ostrich and fancy
feather and arti-
ficial flower
(Great Britain)*
Footwear manufac-
ture (United
Kingdom excluding
East Lancashire and
Fylde Coast)

Payment for Annual Holidays
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th Aprii, or the statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5 th April, or statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater
$17 / 250$ ths of the total remuneration paid to the worker over the 12 months ended 5 th April, or the statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration during the 12 months ended on 5th April or the statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater
$14 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater
$17 / 260$ ths of the total remuneration paid to the worker over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

Payment for holidays is computed on the individual employee's average number of hours in the working week, including overtime, as follows:
(i) Indoor timeworkers-at the rate of wages applicable to the employee
(ii) Indoor pieceworkers-at their individual average earning rate.
$3 / 52 \mathrm{nds}$ of the total remuneration paid to the worker over the 12 months ended 5 th April, or the statutory minimum remuneration whichever is the greater

For each working week in the year up to a maximum of 48 working weeks, $3 / 48$ ths of the agreed current average weekly earnings for pieceworkers or the curren contract weekly wage for timeworkers

Payment for Customary Holidays

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April or the statutory minimum remuneration whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April or the statutory minimum remuneration whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

Based on the average earnings, calculated from one customary holiday to the next
$1 / 5$ th of the average weekly earnings based on the number of weeks of employment or 8 times the appropriate hourly general minimum time rate for more than 30 hours per week, or 4 times for 30 hours per week or less whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April or the statutory minimum remuneration whichever is the greater

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

Basis for statutory (or other recognised) holiday is 8 hours at the rate of payment as for annual holidays

For each day of holiday, either $1 / 5$ th of the worker's average weekly earnings over the 12 months ended 5th April, or the statutory minimum remuneration whichever is the greater

Based on the calculation for annual holidays

[^156]Holidays with Pay-Basis of Payment-contd.

Industry, Class of
Worker and Locality

Bricks, Pottery,
Glass, Cement, etc.

## Refractory goods

manufacture:
England and Wales

Scotland

Building, brick and
allied industries:
England and Wales

Scotland

Fletton brick manu-
facture (Bedford,
Buckinghamshire
and Peterborough)

Ceramic manufacture (Great Britain)

Flat glass industry (Great Britain)

Glass container
manufacture
(Great Britain)

Cement manufacture
(United Kingdom)

Ready mixed con-
crete industry (Great Britain)

Timeworkers-The appropriate hourly daywork rate, exclusive of shift allowances. Pieceworkers-the appropriate hourly daywork rate plus $33 \frac{1}{3} \%$. Output based workers (not pieceworkers) - the appropriate hourly daywork rate plus additional percentage, up to $33 \frac{1}{3} \%$ as established by local or individual negotiation
Kilnburners and boilerfiremen employed on continuous shiftwork: the hourly rate for the job (exclusive of shift allowance) plus $33 \frac{1}{3} \%$.

The appropriate hourly daywork rate for the job plus $20 \%$

Calculated on the basis of average gross earnings based on P.A.Y.E. tax form P. 60

Timeworkers-The appropriate hourly daywork rate for the job plus $10 \%$. Piece-workers-The appropriate hourly daywork rate for the job plus $15 \%$. Output based workers (not pieceworkers)-The appropriate hourly daywork rate for the job, plus such additional percentage up to $15 \%$ as is established by local or individual negotiation. Shift allowance payments and special weekend rates are excluded

Basic weekly rate of pay (exclusive of overtime) for the second week preceding employee's holiday plus $12 \frac{1}{2} \%$ for timeworkers and $30 \%$ for pieceworkers

At the rate of $4 \%$ of total pay (including overtime) over the year ended 5th April for the 2 weeks in June, forming part of annual holiday. For the third week, starting with the late summer bank holiday, payment is calculated at the rate of $6 \frac{3}{4} \%$ on total earnings for the first 15 weeks (excluding payments for the June holiday weeks) as shown on current tax deduction cards

Calculated at the appropriate standard time rate, plus $22 \frac{1}{2} \%$

For each week of holiday, a week's pay exclusive of overtime, for the recognised standard number of hours for the week

On the basis of worker's time rate plus any staggered day or shift allowance applicable to his employment but excluding any extra time rates or bonuses. The hourly payment is multiplied by 45 for each week of holiday

Ordinary time rate plus $25 \%$

As for annual holidays. (Each day being of 8 hours' duration), plus 76 p per day

As for annual holidays. (Each day being of 8 hours duration)

As for annual holidays. (Each day being of 8 hours duration)

As for annual holidays. (Each day being of 8 hours duration)

Appropriate hourly daywork rates plus $12 \frac{1}{2} \%$ for timeworkers or $30 \%$ for pieceworkers

Holiday pay for each of the 9 agreed holidays is on the basis of $5 \%$ of the total earnings for a 4 -week period, calculated as follows:
(i) In the case of a 5-day worker: The total gross earnings, including overtime, for the four-week period ending not later than 4 weeks before the agreed holiday divided by 20 less the number of days of absence. (ii) In the case of shift workers: The total gross earnings, including overtime, for the last $3,4,6$ or 8 weeks appropriate to the shift cycle being worked ending not later than 4 weeks before the agreed holiday, divided by $15,20,30$ or 40 according to the shift being worked, less the number of shifts where absence has occurred

Normal hours worked at hourly rate of worker concerned, plus $22 \frac{1}{2} \%$

A day's pay, exclusive of overtime, for the recognised standard number of hours for the day

Payment is made at the respective ordinary time rate, plus staggered day or shift allowances whichever may be applicable if the day had followed the workers agreed working pattern

As for annual holidays
Industry, Class of

Worker and Locality

## Brick, Pottery,

Glass, Cement,
ETC.-contd.
Cast stone and cast concrete products industry (England and Wales)

Pre-cast concrete products industry (Scotland)

Mastic asphalt manufacture (Great Britain)

Roofing felt manufacture(Great Britain)

Slag industry (Great Britain)

Asbestos cement manufacture (Great Britain)

Timber, Furniture, Etc.
Home grown timber trade (England and Wales)

Sawmilling:
England and Wales

Scotland

Northern Ireland

Furniture
manufacture:
Great Britain

## Northern Ireland

Veneer producing and plywood manufacture (England and Wales)

Payment for Annual Holidays
Payment for Customary Holidays

Timeworkers, per day, receive the current hourly rate at the date of the holiday, or, alternatively, the hourly rate applicable to the work, multiplied by $6_{3}^{2}$, or alternatively $6 \%$ of the employee's average earnings exclusive of overtime. Pieceworkers; current hourly rate plus $25 \%$. Employees on bonus work, current hourly rate and average bonus earnings (excluding the proceeds of profit sharing schemes) for the normal week of 40 hours with a ceiling of the hourly rate plus $25 \%$

For each day the current hourly rate plus 1/4th

Accumulation of "credit" stamps for each week's work performed during the 12 months prior to the holiday. Except apprentices (men $£ 1 \cdot 25$ per week, women 93p a week)

40 times the basic hourly rate plus $25 \%$ for each week of holiday

Calculated on operative's basic daily earnings excluding all overtime (i.e. base hourly rate) plus $1 / 6$ th of the average normal weekly worth of the output bonus where payable for each day's holiday

Based on 2.63 times the average hourly rate for each week of employment (maximum equals $2 \cdot 63 \times 48 \cdot 8=128$ hours)

Holiday pay will be based on the average hourly earnings for the four complete 40 hour working weeks leading up to the operative's holiday

Payment is calculated at 95 p for woodcutting machinists and at personal rate plus $12 \frac{1}{2} \%$ for labourers. Personal rate excludes overtime and incentive payments

Calculated at the rate of $1 / 25$ th of the amount of the wages earned in the preceding 12 months for the two weeks summer holiday, the third week is paid for at current time rates
$1 / 25$ th of actual wages earned each week (inclusive of overtime) to be placed to the credit of each employee for the holiday period

7/50ths of a normal working week's wages for every 4 qualifying weeks calculated at the individual worker's normal rate or remuneration or specified rate whichever is the less

Pay provision for holidays is $33 \frac{1}{3} \%$ above minimum rate
Average hourly earnings excluding overtime, calculated over the first 12 weeks in the calendar year

Timeworkers-Hourly rate at date of holiday. Employees cn bonus work or piecework, average earnings with a ceiling of the basic rate plus $25 \%$

As for annual holidays

Four days public holiday paid for at appropriate proportion of standard weekly rate of wages for the normal working hours on the day in question

8 times the basic hourly rate plus $25 \%$

Normal day rate

Based on the average hourly rate currently in use for annual holiday pay

As for annual holidays

As for annual holidays

Day-time rate

Normal day's pay

The individual worker's normal rate of remuneration or specified rate whichever is the less for the hours which would normally have been worked

As for annual holidays

As for annual holidays

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of |
| :--- |
| Worker and Locality |
| Timber, Furniture, |
| ETC-contd. |
| Exhibition industry |
| (Great Britain) |
|  |
| Coopering (Great |
| Britain and |
| Belfast) |
| Timber container |
| industry: England, |
| Wales and |
| Northern Ireland |
|  |
| Scotland |
|  |
| Paper, Printing AND |
| PubLishing |
| Paper making, paper |
| coating, paper |
| board and building |
| board making |
| (United Kingdom) |
| Fibreboard packing |
| case industry |
| (United Kingdom) |

Carton industry
(Great Britain)

Wallpaper manu-
facture (England)

Paper bag industry (Great Britain)

Manufactured
stationery
(England and
Wales)
Printing and
bookbinding:
England and Wales
London-morning,
evening and
Sunday
newspapers

Holiday pay is brought into line with weekly wage rates by a weekly accrued payment, paid in addition to the credit stamp affixed to the Annual Holiday Cards.
Normal minimum time rate plus $1 / 4$ th

Calculated on the operative's "average weekly earnings" so that such pay is no less than $12 \frac{1}{2} \%$, nor more than $25 \%$, above operative's current hourly basic rate. Holiday entitlement above 2 weeks is paid for at plain time rates

Normal minimum time rate

1 week's holiday pay $=\mathrm{P} 60$ earnings $\div 52$ (Reduce 52 by number of weeks in which no pay is earned)

Timeworkers-paid at the rate of $1 / 5$ th of the worker's earnings for a contracted working week for each days hcliday plus $16_{3}^{2} \%$. Pieceworkers-paid at either $1 / 5$ th of the worker's average earnings for a contracted working week or plain time rate multiplied by the contracted hours plus $25 \%$, whichever is the lesser for each day's holiday
Statutory minimum remuneration
Statutory minimum remuneration
Statutory minimum remuneration
$1 / 5$ th of worker's average weekly earnings for each day's holiday due. Pieceworkers, bonus scheme workers $-1 / 5$ th of working week or plain hourly time rate of wage plus $20 \%$, whichever is the lesser calculated on the average over the preceding ten weeks or such lesser period as may be agreed locally

Dayworkers-calculated on daywork rate Shift workers-calculated using scheduled shift rate-a minimum of 13 weeks shift work previous to the annual holiday

1/5th of worker's weekly earnings for each day's holiday due. Pieceworkers, bonus scheme workers- $1 / 5$ th of working week or plain hourly time rate of wage plus $16 \frac{2}{3} \%$, whichever is the lesser. Average earnings are calculated on the total earnings for a contracted working week over the period of the working weeks prior to the holiday being taken or such variations of this basis as may be mutually agreed.

Normal weekly wage rate

## Normal weekly wage rate

Basic minimum wage, including merit money, at the date of the holiday plus any normal weekly extras (e.g. overtime) less any normal weekly deductions

Payment for Customary Holidays

Operatives are now credited with $1^{1 / 7}$ hour's pay for each week worked (or part thereof) to pay for their public holidays

As for annual holidays
Normal time rate

As for annual holidays

8 hours at the plain time rate for each day of holiday

As for annual holidays

As for annual holidays
As for annual holidays
Same basis as for annual holidays, the average earnings being calculated on the earnings of the remaining days of the week in which the public holiday falls

Dayworkers-payment made at daywork rate. Shiftworkers-payment made at shift rate

Same basis as for annual holidays, the average earnings being calculated on the earnings of the remaining days of the week in which the public holiday falls

Rate of wage normally received

## Rate of wage normally received

Basic minimum wage, including merit money, at the date of his holiday plus any regular extras he would have received had he worked on that day

* Conditions specified in Wages Regulation Orders.

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays |
| :---: | :---: |
| Paper, Printing and Publishing-contd. |  |
| Scotland-general printing | Average earnings calculated over the preceding year ended 5th April |
| Scotland-morning, evening and Sunday newspapers | Average earnings |
| Lithographic printing and photogravure: England and Wales | Normal weekly wage rate |
| Scotland | Average earnings calculated over the preceding year ended 5th April |
| Other Manufacturing Industries |  |
| Rubber manufacture (Great Britain) | Average hourly rate calculated on the gross earnings in the 3 months January to March divided by the total hours worked |
| Brush and broom manufacture*: (Northern Ireland) | Either $2 / 52$ nds of the employee's earnings over the previous 12 months ended 5 th April or the appropriate minimum time rate, whichever is the greater |
| Toy manufacture (Great Britain)* | Statutory minimum remuneration |
| Plastics moulding and fabricating industry (Great Britain) | The four weeks annual holiday payment is calculated on the basis or a credit of $1 / 12$ th of the appropriate minimum time rate plus $\frac{1}{3}$ for each full week's work performed |
| Pianoforte manufacture (Great Britain) | Payment is calculated as follows: journeymen $103 \cdot 00$ p an hour; key and action workers $92 \cdot 70 \mathrm{p}$ an hour; key and action workers (other processes) $90 \cdot 12 \mathrm{p}$ an hour; labourers and porters $87 \cdot 55$ p an hour; or at the worker's normal remuneration, whichever is the lesser. Provision is made to ensure that no worker receives more pay for holidays than when at work |
| Organ building (United Kingdom) | Employee's current day rate for each day's holiday |
| Button manufacture (Great Britain)* | Statutory minumum remuneration |
| Construction |  |
| Building industry (England, Wales and Scotland) | Accumulation of "credit" stamps for each week's work performed during the 12 months prior to the holiday period. Except apprentices (men $£ 2.00$ per week women $£ 1 \cdot 50$ per week). |
| Civil engineering construction (Great Britain) | Accumulation of "credit"' stamps for each week's work performed during the 12 months prior to the holiday period (except apprentices) from April 1975: adults $£ 2 \cdot 80$ per week; juveniles under 18 £2.00. From 4th August 1975: adults $£ 3 \cdot 20$ per week; juveniles £2.40. And from 1st December 1975: adults $£ 3 \cdot 60$ per week; juveniles $£ 2 \cdot 70$ |

Payment for Customary Holidays

As for annual holidays

Rate of wage normally received

Rate of wage normally received

Rate of wage normally received

Calculated by multiplying the number of hours (excluding overtime) which he would have been required to work had it been a normal working day by his appropriate statutory holiday pay rate as defined

For each day of holiday, either $1 / 5$ th of the average weekly earnings over the previous 12 months or the appropriate minimum time rate, whichever is the greater

As for annual holidays

Appropriate minimum time rate plus $\frac{1}{8}$

As for annual holidays

As for annual holidays

As for annual holidays

Seven days' public holiday paid for at appropriate proportion of stamdard weekly rate of wages, guaranteed minimum bonus and Joint Board Supplement for the normal working hours on the day in question

As for building industry

* Conditions specified in Wages Regulation Orders.

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Construction-contd. |  |  |
| Building and civil engineering construction (Northern Ireland) | The holiday card is divided into 4 parts: Easter, Summer, September and Christmas holidays. The credit to cover these holidays is at present $£ 3 \cdot 16$ per week for craftsmen and labourers | As for annual holidays |
| Demolition contracting (Great Britain) | As for building industry | As for building industry |
| Mechanical construction engineering | The four weeks' holiday payment is calculated on the basis of a credit of $1 / 12$ th of the appropriate minimum time rate plus $\frac{1}{3}$, for each full week's work performed | Appropriate minimum time rate plus $\frac{1}{8}$ |
| Heating, ventilating and domestic engineeringinstallation and maintenance (Great Britain) | Provided for by the accumulation of credit stamps for each week's work done in the period of approximately 9 months prior to the holiday | Payment for holidays is made at the norma! daily rate for 8 hours |
| Power cable installation (Great Britain) | Payment is made at 40 times the individual's hourly time working rate plus $\frac{1}{3}$ for each week's holiday | Payment is made at the appropriate standard daytime rate plus $\frac{1}{3}$ for each hour lost on the particular holiday concerned |
| Telephone cable installation (Great Britain) | Payment is made at 40 times the individual's hourly time working rate plus $\frac{1}{3}$ for each week's holiday | Payment is made at the appropriate standard daytime rate plus $\frac{1}{3}$ for each hour lost on the particular holiday concerned |
| Steeplejack and lightning conductor engineering (Great Britain) | Accumulation of "credit" stamps for each week's work performed during the 12 months prior to the holiday period | Seven days public holiday paid for at appropriate proportion of standard weekly rate of wages for the normal working hours on the day in question |
| Electrical contracting industry: |  |  |
| England, Wales and Northern Ireland | Provided for by the accumulation of credit stamps for each week's work done during the 12 months accounting period prior to the holiday | Payment for holidays is made at the normal daily rate for 8 hours |
| Scotland | Provided for by the accumulation of credit stamps for each week's work done during the stated 12 months accounting period prior to the holiday | Provided for by the accumulation of credit stamps for each week's work done during the appropriate accounting period prior to the holiday, under the holiday pay scheme |
| Mastic asphalt laying (Great Britain) | As for building industry | As for building industry |
| Gas, Electricity <br> and Water |  |  |
| Gas supply (Great Britain) | Normal weekly rate of pay for day workers. Shift-workers are paid on the basis of 52 hours at plain time rate. Maintenance craftsmen shiftworkers are paid on the basis of 42 hours calculated at the standard rate of pay plus $\frac{1}{5}$. Employee's covered by work studied incentive and other agreed productivity schemes receive their weekly average bonus earnings when taking their annual holidays subject to a maximum of $25 \%$ of their basic rate | Plain time rate for each day |
| Electricity supply (Great Britain) | Normal weekly wages exclusive of bonus and lead-in payments, plus a $£ 10$ supplement payable for the two consecutive weeks' holiday taken during the holiday period | Normal day's pay exclusive of bonus, and lead-in payments |
| Water service (Great Britain) | Basic pay plus $12 \frac{1}{2} \%$, or the normal weekly rate ordinarily payable, whichever is the greater | As for annual holidays |
| Transport and Communication |  |  |
| Railway service: British Rail Great Britain) | Current weekly basic rate of pay plus $33 \frac{1}{3} \%$ of the difference between average weekly basic pay and average weekly earnings during the fiscal year preceding the date of the holiday | Standard rate of pay |
| London Transport Executive | Basic rate of pay plus $1 / 5$ | Basic rate of pay plus $1 / 5$ |

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holiday | Payment for Customary Holidays |
| :---: | :---: | :---: |
| TRANSPORT AND COMMUNICATIONcontd. |  |  |
| Road Passenger Transport: |  |  |
| London Transport <br> ExecutiveDrivers, canductors, driver/operators | Basic rate of pay plus one-man operation allowance (where applicable) plus an allowance for each day's holiday of $£ 1 \cdot 20$ plus safety allowance | Basic rate of pay plus $£ 1 \cdot 50$ for each da plus safety allowance |
| Garage maintenance staff | Skilled- $£ 47 \cdot 65$ per week; bus mechanics (middle shift) $£ 38.80$ per week; brush | Basic rate of pay |

Municipal undertakings (Great Britain)
Company-owned omnibus undertakings (Great Britain)

Road haulage contracting:

## Great Britain* (Wages Council)

Northern Ireland* (Wages Council)

Northern Ireland (Joint Council)

British Road
Services (Great
Britain)

Merchant Navy
(ratings):
Foreign-going and home-trade
vessels

Dock Labour
(Great Britain)
Civil air transport-
engineerıng and maintenance grades
Post Office (United Kingdom)

Cold storage (Great Britain)

## Distributive Trades

Wholesale grocery and provision
trade:
England and Wales

Scotland
Northern Ireland
Slaughtering
(England and
Wales)
(middle shift) $£ 38.80$ hands/hammermen (middle shift) $£ 38 \cdot 80$ per week; general hands (middle shift) $£ 36 \cdot 60$ per week

Time-and-one-third of basic rates of pay including local variations where they exist

In addition to 136 hours basic pay, one-third of the basic pay plus shift allowance or rate of night allowance

Statutory minimum remuneration of the worker concerned

Statutory minimum remuneration of the worker concerned

On the basis of a 45 -hour week-i.e. $47 \frac{1}{2}$ single hours at the employee's rate of pay

Annual holiday pay will be based on 50 hours at the standard rate

Rate of pay on leave is the rate of pay on articles, supplemented by a food allowance (except when leave is commuted by payment) of $£ 0.60$ per day where food is provided by the owners when the seafarers are on board
$£ 36$ for each week's holiday

## Plain time rates

Average earnings exclusive of week-day overtime are paid for up to 3 weeks' absence on annual leave

Normal rate of pay

Calculated on the basis of average gross earnings based on PAYE tax form P60

Normal rate of pay
Normal rate of pay
Normal rate of pay

Payment for Customary Holidays

Basic rate of pay plus $£ 1 \cdot 50$ for each da $y$
plus safety allowance

Basic rate of pay

Normal rate of pay

Ordinary week-day rates

## As for annual holidays

## As for annual holidays

Normal time rate of the employee concerned for the number of hours that would have been worked had he been at work

Customary holiday pay will be based on 10 hours at the standard rate

Normal rate of pay

## $£ 7 \cdot 20$ per day

Plain time rates

Basic pay (exclusive of intermittent additional allowances)

As for annual holidays

One-fifth of basic rate for the holiday plus average earnings for the remainder of the week

As for annual holidays
As for annual holidays
As for annual holidays

[^157]Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Distributive Trades-contd. |  |  |
| Wholesale newspaper distribution: London | Based on average earnings in previous tax year | Normal rate of pay |
| Provinces- <br> England and Wales | Calculated on average earnings (including overtime and rota night payments) for the year ended previous 5th April, with necessary adjustments for absence, sickness, etc. Provision is made to ensure that no worker gets less than the current basic weekly rate | One day's pay |
| Retail food trades (England and Wales and Scotland) | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Milk distribution*: England and Wales | Either $85 \%$ of average weekly earnings during the previous 12 months ended 5th April, or the arrangement in force between employer and employee or the statutory minimum remuneration of the worker concerned | As for annual holidays |
| Scotland | Statutory minimum remuneration | As for annual holidays |
| Retail meat including pork trade: England and Wales | Normal rate of pay | As for annual holidays |
| Scotland | For each day of holiday, $1 / 6$ th of the weekly wage at time of payment | Normal day's pay |
| Northern Ireland | Normal rate of pay | As for annual holidays |
| Retail bread and flour confectionery trade (England and Wales and Scotland) | Statutory minimum remuneration of the worker concerned | As for annual holidays |

Retail Co-operative Societies (Great Britain)

Retail multiple grocery:
Great Britain

Retail multiple footwear

Retail newsagency, tobacco and confectionery trades (England and Wales and Scotland)*

Retail drapery, outfitting and footwear trades (Great Britain)

Retail bespoke tailoring:*
England and Wales

Scotland
Northern Ireland

Retail furnishing and allied trades (Great Britain)*

Retail bookselling and stationery trades (Great Britain)*

Normal weekly rate of wages

Average earnings
$3 / 52 \mathrm{nds}$ of the total remuneration paid to the worker over the 12 months ended 5th April or the statutory minimum remuneration, whichever is the greater

Statutory minimum remuneration of the worker concerned

Statutory minimum remuneration of the worker concerned
$7 \%$ of the employee's total net earnings during the 12 months ended the previous 5th April

Statutory minimum remuneration of the worker concerned
3/50ths of the employee's total remuneration over the previous 12 months
Statutory minimum remuneration of the worker concerned

Statutory minimum remuneration of the worker concerned

Normal day's pay

Appropriate weekly minimum rate of remuneration

For each day of holiday either $1 / 5$ of the worker's average weekly earnings over the 12 months ended 5th April or the statutory minimum remuneration, whichever is the greater
As for annual holidays

As for annual holidays

For each day of holiday, $1 / 5$ th of the employee's average weekly net earnings over the previous 8 weeks

## As for annual holidays

Statutory minimum remuneration of the worker concerned

As for annual holidays

## As for annual holidays

* Conditions specified in Wages Regulation Orders.

Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Distributive Trades-contd. |  |  |
| Retail Pharmacy Trade: England and Wales | On the basis of one day's pay for one day of holiday entitlement | As for annual holidays |
| Coal and Coke distribution England and Wales (except London) | Basic time rate plus $1 / 6$ th | Basic time rate |
| London | Payment is based on average earnings | As for annual holidays |
| General waste materials reclamation (Great Britain and Northern Ireland)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Cotton waste reclamation (Great Britain)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Iron, steel and nonferrous scrap industry (Great Britain) | District minimum wage rate plus $1 / 3$ rd or the established hourly rate actuaily paid, whichever is the greater | As for annual holidays |
| Propessional and Scientific Services |  |  |
| Health Services (Great Britain) | Normal weekly rate of wages including the following: average bonus, service supplement, regular overtime, first aid qualification allowance, stokers diploma allowance, instructional and trainers craft supplement, and the following where the employee is regularly in receipt of such allowance; instructional pay, split duty, shift duty, stand-by duty, night duty, handling foul linen, care of patients and stoving | Normal day's pay plus regular overtime (i.e. if overtime would normally have been worked on that day) and average bonus |
| United Kingdom Atomic Energy Authority (industrial employees) | Payment for both dayworkers and shiftworkers made on the basis of normal daywork hours at ordinary time rate of wages for dayworkers, and the time rate plus shift allowance for shiftworkers. In addition a payment of $£ 5 \cdot 86$ for adult craftsmen, $£ 4 \cdot 90$ for adult general workers, is made for each full week of annual leave, with pro rata payments for leave of less than a week | Payment made for the standard or rostered hours which would have been worked. In addition a daily payment of $£ 1 \cdot 17$ to adult craftsmen and $£ 0.98$ to adult general workers is made for public or privilege holidays |
| Miscellaneous Services |  |  |
| Cinema theatres (Great Britain) | Normal weekly rate of wages | Normal day's pay |
| Unlicensed places of refreshment (Great Britain)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Industrial and staff canteens (Great Britain)* | Statutory minimum remuneration of the worker concerned, plus $£ 0 \cdot 19$ or $£ 0 \cdot 43$ according to circumstances of employment | As for annual holidays |
| School meals service, etc. and civic restaurants (England and Wales) | Normal weekly wage, i.e. including shiftwork, night work etc., but excluding casual overtime | Normal day's pay |
| Licensed residential establishments and and licensed restaurants (Great Britain)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Licensed nonresidential establishments (Great Britain)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |

[^158]Holidays with Pay-Basis of Payment-contd.

| Industry, Class of Worker and Locality | Payment for Annual Holidays | Payment for Customary Holidays |
| :---: | :---: | :---: |
| Miscellaneous <br> SERVICES-contd. |  |  |
| Catering (Northern Ireland)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Laundering*: Great Britain | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Northern Ireland | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Motor vehicle retail and repair industry (United Kingdom) | Timeworkers, 8 hours of pay at the employee's personal time rate for each day of holiday. Payment-by-results workers, 8 hours at personal average hourly earnings levels (excluding overtime, shift and other premiums) calculated over the preceding 6 weeks | As for annual holidays |
| Boot and shoe repairing and bespoke footwear manufacture (Great Britain)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Boot and shoe repairing (Northern Ireland)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Hairdressing (Great Britain)* | Statutory minimum remuneration of the worker concerned | As for annual holidays |
| Public AdminiStration and Defence |  |  |
| Police | Normal daily rate of pay | As for annual holidays |
| Prison services | Plain time rate | As for annual holidays |
| Fire services | Normal weekly pay | Double time with a day off in lieu |
| Government Industrial Establishments | Normal weekly plain time rate of wages. A holiday bonus is paid at a flat rate of $£ 8 \cdot 50$ a year for all full time employees | Normal plain time day's pay |
| Local authorities services (England and Wales and Scotland) | Normal weekly wage, i.e. including shift work, night work, etc., but excluding casual overtime, plus a sum equal to average bonus earnings or lead-in payment where applicable | Normal day's pay, plus a sum equal to average bonus earnings or lead-in payment where applicable |

[^159]
## APPENDIX IV

## NUMBERS OF WORKERS COVERED BY PRINCIPAL NATIONAL COLLECTIVE AGREEMENTS IN THE UNITED KINGDOM

The table below gives the estimated numbers (including part-time workers) covered by the larger national collective agreements (that is those covering 5,000 or more workers- 2,000 in Northern Ireland). The table follows the Standard Industrial Classification so far as possible but it should be noted that national collective agreements do not necessarily have common boundaries with industries (Minimum List Headings). Some agreements (engineering, for example), cover workers employed in a number of industries.

Comparable figures for the numbers of workers covered by Wages Councils are unobtainable. An article on Statutory Wage Regulation appears annually in the Department of Employment Gazette.


Electrical cable making (firms covered by the Joint Industrial Council)-
Elal Great Britain

[^160]
Number of Workers Covered-contd.Other Manufacturing Industries
Rubber Manufacture-Great Britain ..... 60,000
Plastics moulding and fabricating industry-Great Britain ..... 10,000
Construction
Building industry-Great Britain ..... 600,000
Mechanical construction engineering ..... 18,000
Civil engineering construction-Great Britain ..... 175,000
Building and civil engineering construction-Northern Ireland ..... 43,000
Heating, ventilating and domestic engineering (installation and maintenance) Great Britain ..... 45,000
Electrical contracting industry: England, Wales and Northern Ireland ..... 43.000
Scotland ..... 12.000
Mastic asphalt laying-Great Britain ..... 3,500
Gas, Electricity and Water
Water service-England and Wales ... ... ... ... ... ... 21,800
Gas supply-Great Britain ..... 45,500
Electricity supply-Great Britain ..... 105,800
Transport and Communication
Railway service:
British Rail ... ... ... ... ... ... ... ... ... 119,500 ..... 12.900London Transport Executive
Road passenger transport
London Transport Executive: Drivers and conductors ..... 22,700
Maintenance staff and garages ..... 3,900
Municipal undertakings-Great Britain and Belfast ..... 25,000
National Council undertakings-Great Britain ..... 80,000
Cold storage-Great Britain ..... 5,000
Dock labour-Great Britain ..... 34,500
Road haulage contracting: British Road Services-Great Britain ..... 19,100
Road haulage workers (Joint Council)-Northern Ireland ..... 5,000
Merchant Navy ..... 20,500
Post Office-United Kingdom:
Manipulative grades ..... 200,000
Engineering grades ..... 120,000
Civil air transport, United Kingdom-British Airways ..... 11,300
Distributive Trades
Wholesale grocery and provision trade-England and Wales ..... 25,000
Slaughtering-England and Wales ..... 5,000
Retail Co-operative Societies-Great Britain ..... 185,000
Retail multiple grocery:Great Britain110,000
Retail meat including pork trade England and Wales ..... 50,000
Scotland ..... 7,000
Retail multiple footwear-Great Britain ..... 44,400
Retail pharmacy trade-England and Wales ..... 43,000
Coal and coke distribution-England and Wales ..... 40,000
Iron, steel and non-ferrous scrap industry-Great Britain ..... 20,000
Professional and Scientific Services
Health services-Great Britain (ancillary workers) ..... 230,000
Miscellaneous Services
School meals service, etc. and civic restaurants-England and Wales ..... 266,000
Cinema theatres-United Kingdom ..... 25,000
Motor vehicle retail and repair industry-United Kingdom ..... 360,000
Public Administration and Defence
Police-England, Wales and Scotland113,000
Government Industrial Establishments-United Kingdom ..... 182,000
Fire services-Great Britain ..... 30,000
Prison services-England, Wales and Scotland ..... 9,100
Local Authorities' services: England and Wales Manual and semi-skilled grades ... ... ... ... ... ... 991,000 Engineering-craftsmen and electricians $\quad \ldots \quad$.... ......
Scotland-manual workers ..... 90,000

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| Ball clay industry ... | 10 |  | 259 | 277 | 289 |
| Beet sugar manufacture ${ }_{\text {Biscuit manufacture }}$ | 21 |  | 260 | 278 | 290 |
| Biscuit manufacture Blacksmith, farriery and agricul- | 19 | 244, 252 | 260 | 278 | 290 |
| Blacksmith, farriery and agricultural engineering trade | 58 | - | 263 | 280 | 294 |
| Bookselling and stationery trades, retail | 198 | - | 272 | 286 | 304 |
| Boot and shoe repairing and bespoke footwear manufactur-ing-Great Britain | 226 | - | 273 | 287 | 306 |
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| Carton industry Cast stone and cast concrete products industry | 123 | - | 268 | 283 | 300 |
|  | 112 | - | 267 | 283 | 299 |
| Catering-Northern Ireland ... | 223 | - | 273 | 287 | 305 |
| Cement manufacture ... | 110-111 | 247 | 267 | 282 | 298 |
| Ceramic manufacture | 107-108 | 246, 255 | 267 | 282 | 298 |
| Chemicals, heavy, manufacture | 29-31 | 244, 253 | 261 | 279 | 291 |
| China clay industry ... ... | 11 | - | 259 | 277 | 289 |
| Cinema, theatres ... ... | 216 | - | 272 | 287 | 305 |
| Civic restaurants | 215 | - | 273 | 287 | 305 |
| Civil air transport | 184-186 | - | 271 | 285 | 303 |
| Civil engineering construction | 150-151 | 248 | 269 | 284 | 302 |
| Clothing manufacture ... ... | 89 | - | 265 | 282 | 297 |


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|  | Main <br> Table | Appendix I (Young workers) | $\begin{gathered} \text { Appendix } \\ \text { II } \\ \text { (Overtime) } \end{gathered}$ | Appendix III <br> (Holidays) |  |
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| Coal and coke distribution | 208-210 | - | 272 | 286 | 305 |
| Coal mining <br> Cocoa, chocolate and sugar confectionery manufacture... | 6-8 | 243 | 259 | 277 | 289 |
|  | 14 | 244, 252 | 260 | 278 | 290 |
| Coffin furniture and cerementmaking | - | - | 263 | 280 | 294 |
| Coke ovens and by-product works associated with coal mining... | 27-28 | - | 260 | 279 | 291 |
| Cold storage ... ... ... | 175 | - | 272 | 286 | 304 |
| Concrete, pre-cast, products industry | 113 | - | 267 | 283 | 299 |
| Concrete industry, ready mixed | 106 | - | 267 | 283 | 298 |
| Co-operative Societies, retail ... | 190 | 250, 255 | 271 | 286 | 304 |
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| Copper rolling and casting ... | 39 | - | 261 | 279 | 292 |
| Corn trade ... ... | 12 | - | 259 | 277 | 289 |
| Corset manufacture ... | 95 | - | 266 | 282 | 297 |
| Cotton spinning and weaving... | 59-61 | 245, 253 | 263 | 280 | 294 |
| Cotton waste reclamation | 207 | - | 272 | 287 | 305 |
| Cutlery and silverware trade ... | 52-53 | - | 263 | 280 | 294 |
| Demolition contracting | 149 | - | 269 | 284 | 302 |
| Dock labour <br> Drapery, outfitting and footwear trades, retail | 175 | - | 271 | 285 | 303 |
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| Dressmaking and women's light clothing | 91-93 | 254 | 266 | 282 | 297 |
| Drug and fine chemical manufacture... | 28 | 244, 253 | 261 | 279 | 291 |
| Edible fat, soap and candle manufacture | 34 | 244, 253 | 261 | 279 | 292 |
| Electrical cable making ... | 43 | 244, 253 | 262 | 279 | 293 |
| Electrical contracting industry... | 156 | 248 | 270 | 284 | 302 |
| Electricity supply ... ... | 163-165 | 249 | 270 | 284 | 302 |
| Engineering ... ... | 40 | 244, 253 | 261 | 279 | 292 |
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|  | 82 | - | 265 | 281 | 296 |
| Fibreboard packing case industry | 124 | - | 268 | 283 | 300 |
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| Flat glass industry $\quad .$. | 109 | - | 267 | 282 | 298 |
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| Flax spinning and weavingNorthern Ireland | 62 |  | 264 | 280 | 294 |
| Fletton brick manufacture ... | 62 97 | 246 | 264 | 280 | 294 |
| Flour milling ... ... | 13 | 246 | 259 | 282 | 298 |
| Food manufacturing industry ... | 22 | 244, 252 | 260 | 278 | 290 |
| Food trades, retail ... ... | 191, 192 | 249, 256 | 271 | 286 | 304 |
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|  | $\begin{aligned} & \text { Main } \\ & \text { Table } \end{aligned}$ |  | $\begin{gathered} \text { Appendix } \\ \text { II } \\ \text { (Overtime) } \end{gathered}$ | Appendix III <br> (Holidays) |  |
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|  | 95 | - | 266 | 282 | 297 |
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| Hemp preparing, spinning and weaving | 61 | - | 264 | 280 | 294 |
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|  | 85 | - | 265 | 281 | 296. |
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| Iron, steel and non-ferrous scrap industry | 210 | - | 272 | 287 | 305 |
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|  | 73 | - | 264 | 281 | 295 |
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|  | 224 | 250, 257 | 273 | 297 | 306 |
|  | 84 | 246, 254 | 265 | 281 | 296 |
|  | 83 | 246, 254 | 265 | 281 | 296 |
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|  | 9 |  | 259 | 27 |  |
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| Precast concrete products industry.. | 113 |  | 267 | 283 | 299 |
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| Retailbooksellingandstationery trades... | 198 | - | 272 | 286 | 304 |
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| Retail saddlery and leather goods trade | 84 | - | 265 | 281 | 296 |
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| Spring manufacture ... | 57 | 24, 253 | 263 | 280 | 294 |
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| Stationery manufacture | 139 | - | 268 | 283 | 300 |
| Steel manufacture .. | 38 | - | - | 279 | 292 |
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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, 83/91 Victoria Street, London, SW1H OHW or the Divisional Offices of the Ministry of Agriculture, Fisheries and Food.
    $\dagger$ Rates are also fixed for part-time and seasonal workers.
    $\ddagger$ Workers who are required to keep a dog or dogs are entit 85 peach per week and of 65 p per week for each additional dog.

[^1]:    For the full details of the legally binding rates, together with any conditions and qualifications attached to them, refers the Orders, copies of which may be obtained from the Secretary of the Board, Chesser House, 500 Gorgie Road, Edinburgh EH11 3AW.
    $\dagger$ These rates are 10 per cent. above those quoted for 'All Classes except Qualified Former Apprentices' for workers who successfully qualified under apprenticeship schemes operated by the Agricultural Apprenticeship Councils and the Agricultural, Horticultural and Forestry Industry Training Board
    $\ddagger$ For shepherds required to keep dogs the cost is reimbursed at the rate of 80 p a week for each dog kept and fed up to a maximum of three dogs.

[^2]:    * The weekly value is increased by 7 p 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 means 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.

[^3]:    * These rates apply to workers who have not qualified for new style rangers grades.

[^4]:    * Sole occupation(s) in the Grade.

[^5]:    * Sole occupation in the Grade.
    $\dagger$ Area agreements specify higher rates for various skilled and semi-skilled occupations.

[^6]:    $\dagger$ 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.
    $\ddagger$ The rates quoted apply whether the employee is repairing motor vehicles or gravel plant.

[^7]:    * 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.
    + These rates apply to all mills where the total number of operatives, including the owner of the mill and his amily, is not fewer than 4 except for job rates which apply only to mills employing 10 or more workers.

[^8]:    * 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.

[^9]:    - 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.

[^10]:    * The agreements relate only to employees of members of the Federation or of other employers becoming parties

[^11]:    *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.

[^12]:    *The rates quoted are for a normal working week of five days. Where Sunday is one of the five days, double time is paid for all hours worked on that day.

    + The Factories Act, 1961, limits the bours during which women can be employed in the evening.

[^13]:    *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 rates quoted apply to workers for time worked between 6 a.m. and 6 p.m. The Orders also specify rates for workers employed between 6 p.m. and 10 p.m., 10 p.m. and 6 a.m. and for night workers.
    $\ddagger$ Workers employed on slicing and wrapping machines are entitled to an additional $12 \frac{1}{2} \mathrm{p}$ a week.

[^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]:    Note: For operative date of rates and details of hours of work, guaranteed week and shift workers see entries under Table I above.

[^16]:    - The agreement is applicable to grain distilleries, yeast and malt extract factories and blending and bottling warehouses.

[^17]:    - 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.

[^18]:    * Sole occupation in the grado

[^19]:    *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 0.31 p an hour for adults.

[^20]:    * An employee new to the Company, or one promoted to a job at a higher salary, starts in his job at the initial salary for that job. An employee stays at the initial level until he is doing the job fully and well but no longer than four months in the case of jobs in salary grades 2-4, six months in grades 5-7 and nine months in the specialist and technical grade.

[^21]:    * Including bleaching and finishing, carding, linting, medicating, dyeing and all forms of making-up of prepared surgical dressings, surgical plasters and sanitary towels.
    $\dagger$ A flat rate of $£ 3.25$ per week is payable, in addition to the above rates.

[^22]:    - 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.

[^23]:    * The latest basic timework rates agreed upon by the Welsh Engineers' and Founders' Conciliation Board for time * The latest basic timework rates agreed upon by the Welsh Engineers' and Founders'Concination Board ford Haven workers employed in South West 1974, are $£ 27 \cdot 60$ for craftsmen, $£ 24 \cdot 00$ for semi-skilled workers, $£ 23.40$ for areas, which date from 1st April 1974, are $£ 27 \cdot 60$ for craftsmen, $£ 24 \cdot 00$ Par Act 95 per cent. of the appropriate labourers, and for adult women, entitled under the provision of the Equal Pay Act, 95 per cent. of the appropriate male rate from 2nd July 1974. A cost-of-living supplement of $£ 4.40$ per week is also in payment. 1975 rates have yet to be agreed.
    $\dagger$ A minimum earnings guarantee for patternmakers is provided for by a special supplement of $£ 1 \cdot 50$ per 40 -hour week over the national minimum rate.

[^24]:    *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 page 40).

[^25]:    * For the rates of railway wagon repairers employed in the workshops of British Rail see page 46.

    5 $\dagger$-day week and 10 p if 5 -day week.

[^26]:    * For the rates of railway wagon repairers not employed by British Rail see page 45.

[^27]:    *The East of Scotland comprises the counties of West Lothian, Midlothian, East Lothian and Fife, south of a line drawn from Kinross to Loven. The West of Scotland comprises the counties of Lanarkshire, Dunbartonshire, Stirlingshire, Renfrewshire and Ayrshire.
    

[^28]:    *The rates are subject to variation in accordance with movements of the official index of retail prices. For every 5 per cent. increase in the index the base rates are increased by 5 per cent.

[^29]:    - The trades covered by the agreements are: silversmiths, Britannia metal smiths, electro-plate manufacturers, pewterers, repairs and jobbing silversmiths, platers and gilders and other trades engaged on work for silversmiths and electro-plate manufacturers, diesinkers, stampers, pressworkers for the above-mentioned trades.
    $\dagger$ The rates are subject to variation in accordance with movements of the official index of retail prices. For every 1 per cent. rise over the base figure of $116 \cdot 9$ the weekly rates for adult workers are increased by 30 p . Similarly a reduction of 30 p is made for any downward movement of 1 per cent. Payments shall become payable at four-monthly intervals, May, September 1975 and January 1976.

[^30]:    *The trades covered by the agreements are: goldsmiths, jewellers, jobbing jewellers, platers and gilders engaged on work for the jewellery trade,
    $\dagger$ The rates are subject to variation in accordance with movements of the official index of retail prices 5 points rise over the base figure of 119.9 the weekly rates for adult whe official index of retail prices. For every reduction of $£ 1 \cdot 25$ is made for any downward movement of 5 points.

[^31]:    * Principally Birmingham, Wolverhampton, Willenhall, Walsall, Liverpool, Wigan and London.

[^32]:    * 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.

[^33]:    * 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.

[^34]:    - An additional 35 p 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 8.13 p per 100,000 picks.

[^35]:    * 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.

[^36]:    * From 3rd February 1975, a guaranteed minimum bonus of $£ 3 \cdot 40$ for craftsmen and $£ 2 \cdot 80$ for labourers and a Joint Board Supplement payment of $£ 2 \cdot 60$ for craftsmen and $£ 2 \cdot 20$ for labourers were introduced.

[^37]:    * A man or woman who does jobs in more than one category shall be entitled to the rate for the job in the highest relevant category.
    $\dagger$ Spinners in charge of more than one pair of mules receive additional responsibility pay of $17 \frac{1}{2}$ p a week for each mule in excess of two, up to a maximum of three pairs.
    $\ddagger$ Tuners are paid $17 \frac{1}{2}$ p a loom (on time rate) or $17 \frac{1}{2} \mathrm{p}$ plus 10 per cent. (on piecework) for each loom above 10 in a section.

[^38]:    * 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 64 and 67), 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.
    $\ddagger$ A supplementary payment of $£ 2 \cdot 00$ will be paid for 40 hours or more weekly to all operatives, including juveniles. Persons working less than 40 hours a week will be paid pro-rata at the rate of 5 p per hour.

[^39]:    * In the dyeing and finishing section the rates are the same as those paid in the textile bleaching, dyeing, printing and finishing industry in Great Britain (see page 80).

[^40]:    *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.
    $\dagger$ Women employed on piecework on man-made fibres of continuous filament are paid 42.75 p an hour $(48.00 \mathrm{p}$ on day shifts). 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.

[^41]:    - 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.

[^42]:    * The manufacture of jute carpets is not covered by this agreement.
    $\dagger$ These rates include "merit bonuses" which are paid to operatives with the experience specified who are not employed on systems of payments by results.
    $\ddagger$ Rates vary according to width of loom.
    § The cost-of-living bonus is normally subject to variation in June and December in accordance with movements f the official index of retail prices (January $1962=100$ ), published in April and October immediately preced ing. The cash value of each point movement of the index above the base figure of 166 is 22 p for men and women.

[^43]:    * Including solid woven belting, narrow elastic, braids and trimmings, webbing and tape manufacture.

[^44]:    * Composite hourly rates are fixed for male and female jobbers working in each occupation
    $\dagger$ For the full details of the legally binding rates, together with any conditions and qualifications attached to
    

[^45]:    - 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.

[^46]:    * A sliding scale bonus to be applied at each level of earnings ranges from $£ 2.58$ a week on earnings of $£ 1.00$ or less to $£ 13.65$ a week on earnings of $£ 50.01$ to $£ 51.00$.

[^47]:    - Workers employed solely on day-work conditions for a normal working week are paid a supplement of $3 \cdot 5$ p an hour (not to be regarded as part of the minimum wage).

[^48]:    * 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 gopds, etc., also such saddlery and harness as is made in the factories covered by the agreement, but excluding the manufacture of riding saddles which is subject to a separate agreement.
    $\dagger$ The agreement covers workers employed in retail establishments on the manufacture and repair of saddlery harness, luggage, leather goods and handbags.

[^49]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.

    The London district means the Metropolitan Police District, as defined in the London Government Act 1963, the City of London, the Inner Temple and the Middle Temple.

[^50]:    - 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.

[^51]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to * For the full details of the legally binding rates, to orence should be made to the Orders, copies of which are on sale at H.M. Stationery Office.

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[^56]:    - 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.

[^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, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Leather and fabric dress gloves and industrial gloves.

[^58]:    - 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, sweepersup, 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 preceding.

[^59]:    *This agreement applies to undertakings in England and Wales engaged in the manufacture of building and engineering bricks, excluding Fletton bricks (see page 97) and bricks manufactured by companies within the scope of the Midland Clay Industries Joint Council (see page 100), hollow clay blocks, clay roofing tiles, clay floor quarries and cable covers, clay chimney pots and finials and clay field drain pipes.
    $\dagger$ See following page for details of occupational differentials.

[^60]:    * 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 $£ 0.0500$ a day for each day upon which the trailer is used.
    $\ddagger$ As regards differentials of more than $£ 0.0063$, a differential of $£ 0.0063$ applies when the worker is put on the job and the full differential after 3 months' experience.

[^61]:    - 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 the Potteries), Warwickshire and Worcestershire.

[^62]:    These agreements apply to all undertakings engaged in the manufacture of fireclay, silica, basic, insulating and other refractory products.
    $\dagger$ Drivers of vehicles with a trailer attached are paid 5p a day for each day upon which the trailer is used.

[^63]:    * The rates of wages of maintenance workers are fixed at individual depot level.

[^64]:    Note: The rates for men became operative from 31st March 1975.

[^65]:    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.
    $\dagger$ A cost of living arrangement is in operation involving quarterly reviews of the Retail Prices Index commening with the March 1975 publication date.

[^66]:    - The area agreements specify rates for other grades of workers.

[^67]:    * The agreements do not apply to sawmilling firms normally engaged in the production and conversion of home grown timber (see page 117).
    $\dagger$ Craftsmen receive an additional $£ 1 \cdot 00$ a week productivity supplement for good timekeeping and storemen and labourers an additional $2 \frac{1}{2} \mathrm{p}$ an hour for each hour of attendance.

[^68]:    - Coopers taken from the block and engaged on the repair or re-erection of vats receive an extra payment of 3.33p an hour whilst so employed. The vat work payment is additional to the actual rate received by the coopers when taken from the block for repairs or re-erection of vats.

[^69]:    * Separate agreements are in operation for educational and allied woodworking, bedding and mattresses and upholstery, bedding and other fillings materials manufacturing trade.
    $\dagger$ Payable as a separate allowance for all time worked, including overtime, waiting time and holidays for which the worker is entitled to be paid. This allowance is not included in calculations for payment of bonuses under payment-by-results schemes nor any other calculations except as specified above.

[^70]:    This allowance is not included in calculations for payment of bonuses, or plussed up in the calculation of additional payment for overtime or holidays.

[^71]:    * 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.

[^72]:    * 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 30 p a week is paid to operatives who supply their own tools.
    $\dagger$ A differential of 6 p per hour is also paid for all "colour" work, as opposed to "black and white".

[^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, 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.

[^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.
    + 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 50 p a week of 40 hours.

[^75]:    * 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-20p a week; rotary minders- 13 p a week.
    $\dagger$ Extra rates ranging from 13 p to $£ 1.75$ a week are fixed for certain specified binding, folding, cutting, blocking, ruling and embossing machines.
    $\ddagger$ An additional 15 p a week is payable in the case of machine feeders on platens; 25 p for machine feeders on flatbeds with a maximum sheet size of 800 square inches, 25 p for machine feeders on flatbeds with a maximum sheet size of over 800 square inches up to but not including 2,400 square inches, and 30 p for machine feeders on flatbeds with a maximum sheet size of 2,400 square inches and above.
    § Any worker who has worked continuously on a newspaper rotary press for 2 years is paid the appropriate Class 2 rate.

[^76]:    * The rates of wages vary according to the type of machine operated.
    $\dagger$ In cases where other labour is engaged to relieve female feeders of part of this work, deductions of 20 p or 40 p are made from the rates shown.
    $\ddagger$ With an additional 50 p a week on completion of 3 years' experience after training period.
    § Extra rates ranging from 13 p a week to $£ 2 \cdot 38$ are fixed for certain binding, folding, insetting and stitching cutting, blocking, ruling and embossing machines.

[^77]:    * There are separate agreements covering the workers employed on the production of national morning and Sunday papers in Manchester.

[^78]:    * Minimum payments of up to $£ 3 \cdot 10$ a week supplementary to these rates are made to journeymen in charge of certain types of machines.
    + When employed on bronzing an additional payment of 1.4 p an hour is made.
    Women washing up machines or rollers are paid an additional 5 p a day with a minimum addition of 15 p a week.

[^79]:    * Extra rates are payable for machines fitted with full or semi-automatic feed attachments and anti-setoff devices.
    $\dagger$ Extra rates are payable for machines above certain sizes and with additional units and attachments.

[^80]:    - Separate agreements are in operation for rubber reclamation and rubber floor laying.
    + 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.

[^81]:    - 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 rates are subject to variation in January each year in accordance with movements of the official index of retail prices (converted to January $1956=100$ ) for the October immediately preceding as published in November.

[^82]:    - Includes the manufacture, renovation or repair of pianofortes, players and their parts.
    $\dagger$ The hourly allowance is payable as a separate amount for all time worked including overtime, waiting time and holidays for which the worker is entitled to be paid. This allowance is not included in calculations for payment of bonuses under payment-by-results schemes or any other calculations except as specified above.

[^83]:    †Rates for plumbers are now laid down by agreements of the Joint Industry Board for Plumbing Mechanical
    Engineering Services (see page 147).

[^84]:    $\dagger$ The full list of "plus rates" fixed for the various operations is not reproduced for reasons of space.

[^85]:    * The determinations preclude any form of additional payments through payment-by-results schemes or production bonuses or for work on special sites except where determined by the J.I.B. National Board.
    + The Mersey zone is the area within a radius of 21 miles of the Liverpool Landing Stage (the travelling time allowance is normally only payable within a radius of 10 miles of the Liverpool Landing Stage and the towns of Runcorn, Widnes and St. Helens).
    $\ddagger$ Inclusive of a travelling time allowance of 7 p an hour for technicians, approved electricians and electricians and $6 p$ an hour for labourers.
    § Approved electricians in charge of work who undertake the supervision of other operatives are paid "responsibility money" of not less than $2 \frac{1}{2} p$ and not more than 10 p an hour.

[^86]:    * Because of considerations of space, it is not possible to publish comprehensive information on the classes of workers included in each group. Full details are contained in the agreements of the National Joint Council.
    $\dagger$ For workers employed in London (within the Metropolitan Police District) the weekly rates of wages are subject to the addition of $£ 2 \cdot 05$.

[^87]:    * 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.

[^88]:    -The agreements do not cover workers employed by British Rail.
    $\dagger$ The rates quoted, plus specially agreed rates for certain occupations, apply also to workers in nuclear power stations.
    $\ddagger$ Carpenters and joiners are paid a tool allowance of 10 p a week, plumbers 15 p a week and plasterers and
    icklayers 5 a week.

[^89]:    * A boiler operator in charge of more than one boiler is paid the rate applicable to the aggregate capacity for the boilers for which he is responsible plus $1 \cdot 20$ p an hour.
    $\dagger$ A turbine operator in charge of more than one set is paid the rate applicable to the aggregate capacity for the sets for which he is responsible plus $1 \cdot 20$ p an hour.
    $\ddagger$ Where a unit operator is required to carry out loading and/or synchronising he is paid an additional $2 \cdot 00 \mathrm{p}$ an hour.

[^90]:    Rates are also fixed for dredger and tugboat staff, staff employed on small passenger steamers, lake steamers
    tc., and various other miscellaneous otc., and various other miscellaneous grades.

[^91]:    * Adjusted following the increase and withdrawal from basic rate of London Weighting.

[^92]:    * The grading of employees is settled by the separate undertakings in consultation with the local representatives of the employees.

[^93]:    * Now largely in public ownership.
    $\dagger$ 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.
    $\ddagger$ The weekly rates for drivers and conductors are reduced by 75 p at depots where a firm agreement to accept the introduction and extension of one-man operations has not been signed.
    § Or the rate prevailing on Sundays, rest days and public holidays.

[^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, copies of which are on sale at H.M. Stationery Office. The Orders are not applicable to British Road Services.
    $\dagger$ The Orders also specify rates for milk workers.
    $\ddagger$ For vehicles of this carrying capacity lower rates are fixed for drivers under 21 years.

[^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, copies of which are on sale at H.M. Stationery Office.

[^96]:    * 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 $£ 1.05$ a month or
     14p a week extra.
    $\dagger$ According to tonnage of vessel.

[^97]:    * Schedules to the Agreements set out the particular qualifications and responsibilities appropriate to the various grades.

[^98]:    * 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 include those engaged in the processing of bacon. Firms wholly or mainly engaged in the manufacture of foodstuffs and the distribution of their own products + Weme within the scope of the agreements.
    $\dagger$ Workers entering employment at 18 years and over without previous experience in the Wholesale Grocery Trade are paid the scale rate for one year younger, e.g., $£ 18.37$ for men at age 20 and $£ 16.40$ for women at age 20 for a probationary period not exceeding 12 months.

[^99]:    - The agreements also fix rates for regular half-night and casual employees and for Saturday and Sunday morning workers.

[^100]:    * The agreements also specify the rates of wages of managers, manageresses, head warehousemen and clerk s and provide for weekly additions to the appropriate rates to be paid to first assistants, according to the average weekly sales, in the various departments.
    $\dagger$ Rates for metropolitan areas vary according to the Society in which the workers are employed.

[^101]:    * 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 minimum rates for shop managers and manageresses.
    $\ddagger$ After 6 months' employment in the case of new entrant shop assistants.

[^102]:    * 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 minimum rates for shop managers and manageresses.

[^103]:    * The Agreements also specify rates for shop managers and manageresses.
    $\dagger$ These rates are subject to a reduction of 50 p for the first six months of the employee's service with the employer.

[^104]:    * 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 saie at H.M. Stationery Office.
    $\dagger$ For the agreed rates of wages of workers employed by retail co-operative societies (see page 190).

[^105]:    - The agreements also specify minimum rates for shop managers and manageresses.

[^106]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to hem, reference should be made to the Orders, 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.

[^107]:    * 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 minimum rates for managers and manageresses.

[^108]:    * 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 minimum rates for managers and manageresses.

[^109]:    - 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 minimum rates for shop managers and manageresses, transport workers and street newsvendors.

[^110]:    * 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 minimum rates for shop managers and manageresses.

[^111]:    * 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.

[^112]:    * 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 minimum rates for shop managers and manageresses and transport workers.
    $\ddagger$ Agreements between the Multiple Tailors' Association or the Multiple Shoe Retailers' 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.

[^113]:    * 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 rates are 1 p 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.

[^114]:    - 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 minimum rates for shop managers and manageresses and transport workers.

[^115]:    - 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 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.

[^116]:    * Generally applicable to male workers, 21 years and over.
    + Plis $£ 1 \cdot 27$ /£1.28 a week, according to region, to workers loading and/or delivering in sacks or bags for the time so spent.

[^117]:    * Generally applicable to male workers, 21 years and over.
    $\dagger$ Plus $£ 1 \cdot 27 / £ 1 \cdot 28$ a week, according to region, to workers loading and or delivering in sacks or bags for the

[^118]:    - Including demolition, dismantlement, and shipbreaking, but excluding machinery dismantlement for re-use as machinery.

[^119]:    - Including psychiatric hospitals but not including Service Hospitals under the Ministry of Defence or ex-Ministry of Pensions hospitals transferred to the Department of Health and Social Security.

[^120]:    *The School Meals Service and Civic Restaurants are nor covered by the Unlicensed Places of Refreshment Wages Council Orders but variations in the rates agreed by this Council are applied to female employees in Civic
    Restaurants (see page 218).
    $\dagger$ These items refer only to the school meals service.

[^121]:    * 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 rate applies to women, 21 years and over.
    $\ddagger$ When deputed to supervise staff for a minimum period of one hour, $\frac{1}{2} p$ an hour extra.
    $\S$ When engaged in cooking prepared food, 4 p a day or night extra. When deputed to supervise staff for a minimum
    period of one hour, $\frac{1}{2} p$ an hour extra. period of one hour, $\frac{1}{2} p$ an hour extra.
    || According to the number of staff normally employed in the canteen under his or her direct control.

[^122]:    - 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.
    $\dagger$ 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 a.m. and 11 p.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 of 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.

[^123]:    *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.
    $\dagger$ In the case of certain "service workers" the minimum weekly rates are lower by $£ 3.76$ a week for men and $£ 2.72$ for women. 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 $£ 3.76$ a week for men and $£ 2.72$ for women.

[^124]:    - 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.

[^125]:    *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 and qualifications attached to

[^126]:    * 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 40 hours.

[^127]:    * e.g., petrol pump and garage attendants, but with the exception of night watchmen, night attendants, clerical workers and salesmen or saleswomen.
    $\dagger$ Adult female operatives rated as skilled or semi-skilled are entitled to receive the same national minimum rate as male operatives so rated.

[^128]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to hem, reference should be made to the Orders, 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.

[^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, 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.

[^130]:    * For the full details of the legally binding rates, together with any conditions and qualificationsattached to them, reference should be made to the Regulations, copies of which are on sale at H.M. Stationery Office.

[^131]:    * An allowance of $£ 374$ per annum is paid to all operational members of the London Fire Brigade.
    $\dagger$ Qualified means having completed 4 years' in the rank of firemen and attaining various qualifications.
    $\ddagger$ Applies after 15 years’ service in the rank of fireman.
    § Equal pay applied to male and female non-operational staff.

[^132]:    - 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.

[^133]:    * Because of considerations of space, it is not possible to publish comprehensive information on the classes of workers included in each group. Full details are contained in the agreements of the National Joint Council.
    $\dagger$ For workers employed in London (authorities wholly within the area of the Greater London Council) the Provincial rates are increased by $£ 6 \cdot 00$ a week. For the inner and outer fringe areas- increases are $£ 3 \cdot 46$ a week and $£ 2.31$ a week respectively.
    $\ddagger$ Where a refuse collection vehicle driver does not assist regularly in loading, the rates are subject to a deduction of $£ 0 \cdot 35$, i.e., to $£ 32 \cdot 15$ or $£ 32 \cdot 50$.
    § The allocation to groups depends upon the duties responsibility and degrees of skill required.

[^134]:    * Other than craftsmen employed in municipal transport undertakings. Under an agreement with the Heating and Domestic Engineering Union rates of pay are fixed for heating, ventlating and domestic engineers and mates, the engineers receiving the same rates of pay as engineering craftsmen in the Table above.
    $\dagger$ A plus rate of 5 p an hour is paid to electricians required to undertake certain specialist work.

[^135]:    * Because of considerations of space, it is not possible to publish comprehensive information on the classes of workers included in each group. Full details are contained in the agreements of the National Joint Council (Scottish Council).
    $\dagger$ Where a refuse collection vehicle driver does not assist regularly in loading, the rates are subject to a deduction of $£ 0 \cdot 35$, i.e., to $£ 32 \cdot 15$ or $£ 32 \cdot 50$ respectively.

[^136]:    For explanatory notes see pages 257/258

[^137]:    For explanatory notes see pages $257 / 258$

[^138]:    * Wages Council rates.

[^139]:    - Wages Council rates.

[^140]:    * Wages Council rates

[^141]:    * Wages Council rates.

[^142]:    * Wages Council rates.

[^143]:    - Wages Council rates.

[^144]:    * Conditions specified in Wages Regulation Orders.

[^145]:    * Conditions specified in Wages Regulation Orders.

[^146]:    * Conditions specified in Wages Regulation Orders.

[^147]:    * Conditions specified in Wages Regulation Orders.

[^148]:    - Conditions specified in Wages Regulation Orders.

[^149]:    * Conditions specified in Wages Regulation Orders.

[^150]:    * Conditions specified in Wages Regulation Orders.

[^151]:    * Conditions specified in Wages Regulation Orders.

[^152]:    * Conditions specified in Wages Regulation Orders.

[^153]:    - Conditions specified in Wages Regulation Orders.

[^154]:    * Conditions specified in Wages Regulation Orders.

[^155]:    * Conditions specified in Wages Regulation Orders.

[^156]:    * Conditions specified in Wages Regulation Orders.

[^157]:    * Conditions specified in Wages Regulation Orders.

[^158]:    * Conditions specified in Wages Regulation Orders.

[^159]:    *Conditions specified in Wages Regulation Orders.

[^160]:    Shipbuilding and Marine Engineering
    Shipbuilding and ship repairing-United Kingdom
    101,000

