

DEPARTMENT OF EMPLOYMENT AND PRODUCTIVITY

# TIME RATES OF WAGES AND HOURS OF WORK 

 1st APRIL 1968

LONDON

HER MAJESTY'S STATIONERY OFFICE

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## of Work

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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 (or hours if there has been a recent change) quoted became operative. In general, the particulars given relate to the position as at 1st April 1968. Where available, information is also provided about future changes due to take effect under centrally-determined arrangements. Such prospective changes may, however, be affected by the Government's policy on incomes-see the White Paper "Productivity, Prices and Incomes Policy in 1968 and 1969" (Cmnd, 3590).

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

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

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

Department of Employment and Productivity,
Statistics Division,
May 1968.

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## AGRICULTURE

## I. England and Wales

[Orders of the Agricultural Wages Board]*

| Class of Worker $\dagger$ |  |  |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from 5th February 1968.

## Hours of Work

The normal weekly hours of work are 44, 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 3 hours short of the standard number of hours.

## Pieceworkers

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

## Night Work

The minimum rates are increased by 1s. 1d. an hour for men and by 10 d . an hour for women for work (other than overtime) of more than two hours' total duration between 7 p.m. on one day and $6 \mathrm{a} . \mathrm{m}$. on the following day.

## Allowances in Kind

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

| Housing accommodation | 6s. a week. |  |
| :---: | :---: | :---: |
| Board (7-d | Males, 20 years and over | Females, 20 years and over |
| Lodging (7-day week) | 54s. 6d. | 49s. 0d. |
| Whole milk ... . | $4 \frac{1}{2} \mathrm{~d}$. a pint. | 10 s . 0d. |

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

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 20 years and over (employed by the week or longer period): |  |
| General workers ... ... ... ... ... | 2316 |
| Shepherds (in charge of a breeding or hill stock) $\dagger$ and grieves | 2656 |
| Other shepherds $\dagger$ and stockmen... ... .. | 2606 |
| Horsemen and tractormen ... ... ... | 2473 |
| Women, 21 years and over (employed by the week or longer period): |  |
| General workers ... ... ... ... ... | 1763 |
| Stockwomen, poultrywomen and dairymaids ... | 2009 |
| Horsewomen and tractorwomen ... | 1906 |

Note: The rates became operative from 4th September 1967.

## 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, poultry-
women, dairymaids ... ...

General workers:
From midnight on the second
Sunday in February to midnight on the second Sunday in on the second Sunday in

From midnight on the second Sunday in November to midnight on the second Sunday in February

## Working hours per week

Customary hours tending sheep and grazing stock.
Customary hours.
In alternate $\quad\left\{\begin{array}{l}55 \text { hours. } \\ \text { weeks }\end{array}\right.$ hours (to be worked between

45 hours ( $8 \frac{1}{4}$, Monday to Friday and $3 \frac{3}{4}$ on Saturday
before noon).

Horsemen and horsewomen, tractormen and tractorwomen As for general workers plus not more than 3 hours for necessary stable or garage work.
The hours stated do not include authorised breaks for meals, but include any time during which, by reason of weather conditions or otherwise, an employer has prevented from working a worker who was present at the place of employment and ready for work.

## Pieceworkers

Milkers are to be paid wages at not less than the foilowing rates:
15 s . 0 d . a week for the daily hand-milking of one cow and 2 s . 7 d . a week for each additional cow hand-milked daily.

[^1]
## Agriculture-contd.

II. Scotland-contd.

## Allowances in Kind

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

House or house and garden-
(i) of four or more rooms with inside w.c. and inside water supply*

12s. 6d. a week.
(ii) of three rooms with inside w.c. and inside water supply*

11s. a week.
(iii) Any other house ... ... ... ... ... 3s. a week.

Milk from attested herds-not exceeding 4 pints a day 4s. 1d. a gallon.
Potatoes $\dagger$-up to but not exceeding one ton dressed or 30 cwts. undressed a year-
(i) grade "A" (dressed) ... ... ... ... 14s. 6d. per cwt.
(ii) grade "A" (undressed) ... ... ... ... 13s. 0d. per cwt
(iii) grade " $B$ " (dressed) ... ... ... ... 12s. 0d. per cwt.
(iv) grade " $B$ " (undressed) ... ... ... ... 10s. 6d. per cwt.

Board and lodging-
Board
Males, 18 years and over ... ... ... ... 54s. 0d. 7s. 0d. a week.
Females, 18 years and over $\ldots . \quad \ldots . \quad \ldots . \quad \ldots .49 \mathrm{~s} . ~ 9 \mathrm{~d} . \quad 5 \mathrm{~s} . ~ 9 \mathrm{~d}$. a week.

Single meals-
Males and females, 18 years and over ... ... 3s. 4d. a meal.
Bothy accommodation-
(i) With attendance, furnishings, bed, bedding, fire and light ... ... ... ... ...
(ii) Without attendance but with furnishings, bed, bedding, fire and light

12s. Od. a week.
. ... ...
6s. Od. a week.
Hill cows-employer providing grazing and byre only-
Workers' cows (not exceeding 2) ... ... ... £7 per cow per annum.
Followers (not exceeding 2) $\ldots . \quad \ldots \quad \ldots . \quad \ldots \quad £ 3$ 10s. per head per annum.
Hill sheep-
Ewes and gimmers (not more than 20 with not more than 5 hoggs)

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

[^2]
## III. Northern Ireland

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


Note: The rates became operative from 5th February 1968.

## Hours of Work

The weekly number of hours in respect of which the above rates are payable is 45 . 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
Board (including any meals but not intoxicating drink) and lodging ... ... ...
New milk ... ... ... At producer's price for grade supplied as determined from At producer's price for grade supplied as determined fro time to time by appropriate price fixing authority.
Potatoes ... ... ... At growers' prices.
Land for potatoes $\quad \ldots . \quad \ldots .7$ 7s. 2d. a statute rood a week, when cultivated, tilled, seeded and crop lifted by employer and 1s. 9d. a week otherwise.

[^3]
## FORESTRY COMMISSION-GREAT BRITAIN

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

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Male forest workers (minimum rate), 20 years and | s. d. |
| over ... ... ... ... ... ... ... | 2350 |
| Other classes of male workers: | Minimum rate plus: |
| Skilled forest workers, handymen | 110 |
| Horsemen ... ... ... ... | 116 |
| Gangers, stalkers-Grade 2 | 270 |
| Leading gangers, stalkers-Grade 1 | 320 |
| Trappers or warreners-Grade 2 | 110 |
| Trappers or warreners-Grade 1 . ${ }^{\text {a }}$, $\ldots$ | 210 |
| Wheeled tractor drivers-after 6 months' experience | 166 |
| Drivers of vehicles of carrying capacity: | Minimum Weekly Rates of Wages |
| Up to and including 5 tons $\ldots . . .$. | 2460 |
| Over 5 tons and up to and including 10 tons ... | 250 |
| Over 10 tons and up to and including 18 tons... Over 18 tons $\ldots \ldots \ldots . . .$. | 2540 |
| Female forest workers (minimum rate), 21 years and | 2563 |
| over ... ... ... ... ... | 1880 |
| Other classes of female workers: Skilled forest workers | Minimum rate plus: |

Note: The rates became operative from 4th September 1967.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes and overtime, are 41 , 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 2 d . an hour above their plain time rates when engaged on such work. Men working with liquid creosote or tar are paid 2d. an hour above their plain time rates, with a minimum payment as for 4 hours.

## Craftsmen

The weekly wages, hours of work and overtime payments are those operating under the relative Trade Agreement.

COAL MINING—GREAT BRITAIN
[Awards of the National Reference Tribunal and Agreements between the National Coal Board and the National Union of Mineworkers]


Note: The rates became operative from the beginning of the pay week which included 30th October 1967 and are all-inclusive rates not subject to any additions by way of bonuses, flat rates or allowances, whether national or local, temporary or permanent, except for temporary allowances to men working in specified abnormal conditions or for additional responsibilities, the 5-day week bonus and rent allowances where made as an addition to wages.

## Hours of Work

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

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

Day workers working at night receive a night allowance ranging from 6 d . to 4 s . a shift, depending on the starting time of the shift.

## Attendance Bonus

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

## Week-end Work

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

## Grading of Occupations

Examples of grading of occupations are as follows:
Underground workers:
Grade I-Colliers, rippers, packers, timberers, power loader operators, coal cutter men, conveyor movers, hard ground men, salvagemen, onsetters I.

Grade II-Onsetters II, assistant colliers, assistant rippers, airway repairers, loco. or heavy road layers, loco. drivers, supports recovery checkers, supplies transporters.

Grade III-Onsetters' assistants, haulage enginemen (higher grade), supports checkers, road layers, loadermen (higher grade).

Grade IV-Conveyor operators, conveyor transfer point attendants, clippers, rope changers, belt patrolmen, haulage enginemen (lower grade), pump attendants, rope runners, loadermen (lower grade), general workers, tub manipulators.

Surface workers:
Grade IA-Winding enginemen*.
Grade IB-Loco. drivers (incl. B.R. lines), banksmen I, slant enginemen*.
Grade I-Loco. drivers (N.C.B. lines), banksmen II, washery operators I, first-aid room attendants, shunters (incl. B.R. lines).

Grade II-Haulage enginemen (higher grade), banksmen's assistants, washery operators II, lampmen, stokers, shunters (N.C.B. lines), platelayers, motor vehicle drivers, timber impregnation plant operators.

Grade III-Haulage enginemen (lower grade), washery attendants, wagon lowerers, baths attendants, tub tippler operators, explosives stores attendants, general workers, screen hands, tub manipulators.

## Engineering craftsmen:

Underground:
Colliery electro-mechanic grade-Colliery electro-mechanics*.
Colliery fitter/electrician grade-Colliery electricians, colliery fitters*.
Grade I-Blacksmiths, communications electricians.
Grade II-Maintenance men-self advancing powered supports.

## Surface:

Colliery electro-mechanic grade-Colliery electro-mechanics*.
Colliery fitter/electrician grade-Colliery electricians, colliery fitters*.
Grade I plus-Inspectors (quality control-mechanical and electrical)*.
Grade I-Blacksmiths, fitters (other than colliery fitters), electricians (other than colliery

## Craftsmen:

Underground:
Grade I-Masons (including bricklayers), ropemen, shaftsmen.
Grade II-Maintenance men (mechanical appliances), electrician's help, pipemen.
Surface:
Grade I-Masons (including bricklayers), carpenters (including joiners and wheelwrights), painter decorators, wagon repairers, motor mechanics, powered roof support test rig operators.

Grade II-Maintenance men (mechanical appliances), electricians' helps, blacksmiths' strikers, burners, electric cable plug fitters.

[^4]
## FREESTONE QUARRYING

## I. Newcastle, Northumberland and Durham

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


Note: The rates became operative from 4th March 1968.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40, normally to be worked in $5 \frac{1}{2}$ days.

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

## II. Yorkshire

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

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

Note: The rates became operative from 25th March 1968.
Hours of Work
The normal working week, exclusive of mealtimes and overtime, is one of 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days. These hours became operative from 1st May 1967.

## Guaranteed Week

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

[^5]
## ROADSTONE QUARRYING—GREAT BRITAIN

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

| Class of Worker* |  |  |  | Minimum Hourly Rate of <br> Wages |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| UNSKILLED LABOURERS, 21 years and over | $\ldots$ | $\ldots$ | $\ldots$ | s. <br> 5 | d. <br> $9 \frac{1}{2}$ |

Note: The rate became operative from 3rd April 1968.

## 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

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

## IRON-ORE MINING-CUMBERLAND

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


Note: Increases in the minimum shift rate, and in the cost-of-living addition which relates to the official index of retail prices figure for February 1968, became operative from 1st April 1968.

## Hours of Work

The normal working week for underground workers and for surface workers handling ore and stone is one of 38 hours, inclusive of 20 minutes mealtime and one winding time on each shift, to be worked in 5 shifts. The working week of surface workers, excluding those handling ore and stone, is one of 40 hours exclusive of mealtimes, to be worked in five shifts.

## Guaranteed Week

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

[^6]
# LIMESTONE QUARRYING 

## I. Portland

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

| Class of Worker | Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Quarrymen: |  |
| Day workers-working collectively in piecework quarry |  |
| Pieceworkers' minimum | 7 81 ${ }^{\frac{1}{2}}$ |
| Day workers and labourers ... ... ... ... .. |  |

Note: The rates became operative from 4th March 1968.

## Hours of Work

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

## II. West Cumberland

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


Note: The rates became operative from 1st April 1968 and relate to the official index of retail prices figure for February 1968.

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

## Output Bonus

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

[^7][Agreements of the National Joint Council for the Silica and Moulding Sands Industry]

| Class of Worker | Minimum Basic Hourly Rate of Wages |
| :---: | :---: |
| Able-bodied Men, 21 years and over ... | $\begin{array}{cr} \text { s. } & \text { d. } \\ 5 & 5 \end{array}$ |

Note: The rate and hours became operative from the beginning of the first full pay period following 8th July 1967.

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.

## SAND AND GRAVEL INDUSTRY-GREAT BRITAIN*

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

| Class of Worker |  |  | Hourly Rates of Wages $\dagger$ |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | Class 1 <br> Districts | Class 2 <br> Districts |
| Men, 21 years and over: |  |  | s. d. | s. d. |
| Quarry labourers <br> Drivers of road vehicles: | $\ldots$ | $\ldots$ | $5 \quad 7 \frac{1}{4}$ | 56 |
| Under 14 tons gross laden weight |  | $\ldots$ | $510 \frac{1}{4}$ | $5 \quad 91$ |
| Over 14 tons gross laden weight | $\ldots$ | $\ldots$ | $511 \frac{1}{2}$ | $510 \frac{1}{2}$ |

Note: The rates and hours became operative from 1st July 1967.

## 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 38 hours at ordinary plain time rate is guaranteed, subject to certain conditions and qualifications.

## Pieceworkers

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

## Night Shifts

Where a regular night shift is engaged at any pit, the basic rate is increased by 6 d . an hour, except for night-shift hours worked on Sunday when the Sunday rate of double time applies. This allowance is computable for overtime.

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

[^8]| Class of Worker |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from the beginning of the first full pay week following 12th February 1968.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41. By local agreement these hours may be reduced between October and March with a corresponding increase between April and September.

## Minimum Earnings Guarantee

The agreement provides that the gross remuneration of an adult male worker is to be not less than 230 s . 0 d . for a 41 -hour week.

## Pieceworkers

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

## Shift Workers

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


[^9]
# BALL CLAY INDUSTRY-NORTH AND SOUTH DEVON AND DORSET 

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


Note: The rates became operative from 3rd July 1967 when a new wages structure was introduced.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked
5 days. 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 3d. for every hour worked on a two-shift system and 5d. for every hour worked on a three-shift system.

## Night Workers

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

# CHINA CLAY, CHINA STONE AND ANCILLARY INDUSTRIESCORNWALL AND DEVON 

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


Note: The rates became operative from 2nd July 1967.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes, are 40 for day workers, to be worked in 5 days; for shift workers the hours are $37 \frac{1}{2}$, exclusive of a daily meal-break of half-an-hour, to be worked in 5 days, payment being made for 40 hours.

## Guaranteed Week

Workers are entitled to a guaranteed week of 40 hours providing they are capable of and available for and willing to perform satisfactorily, during such hours, the duties normally associated with their usual classification or other alternative duties.

## Shift Workers

Shift workers are paid a flat addition of $4 \frac{1}{2} \mathrm{~d}$. an hour for the morning and afternoon shifts and 9d. an hour for the night shift. At week-ends the additions are 6d. an hour for the morning and afternoon shifts and 1s. an hour for the night shift. Appropriate overtime payments apply to Sunday night and Saturday shift working.

## Charge Hands

A worker appointed as a charge hand over workers of equal or lower grading is paid a flat addition of 3d. an hour for a temporary appointment and 4 d . an hour for a regular appointment.

## Incentive Bonus Schemes

The agreement provides for the arrangement of incentive bonus schemes when individual performance can be clearly and accurately measured and at all times will be strictly related to effort, output and quality.

## Occupational Classification

Examples of the grouping of occupations are as follows:
Group 1-Messenger and lodge attendant, sweeper/cleaner, press cloth washer, shambler, truck and truck sheet washer, scraper signalman.
Group 2-Dries maintenance man (general work), sand pit man, mica drag man, works maintenance man, stent and overburden tip man, screen attendant, sand tip man (sky tip), greaser, conveyor belt man, trolleyer and stacker, settling pit man.
Group 3-Moisture tester, water borer, clay sampler, stent man, gravel pumpman, chemical operator, milled clay stacker, breaker, conveyor belt maintenance man, mill operator, loader, chemical mixer, scrape haulier driver, sand man, automatic press plant operator.
Group 4-Bleaching man, press kiln man, hand driller, batching man, mechanical loader driver, tank kiln man, mill-leading hand, centrifuge attendant, vole driller.
Group 5-Face worker, mechanical kiln fireman, works maintenance-leading hand, shot firer, control room operator.
Group 6-Shift boss-refining plants, shift boss-pits.

[^10][Agreements of the National Joint Industrial Council for the Corn Trade]


Note: The rates became operative from 14th August 1967.

## Hours of Work

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

## Shift Workers

Workers employed on shift work are paid an allowance of 12 s . a week on a two-shift system and 20s. a week on a three-shift system which is not computable for overtime. Time worked between 12 noon and 6 p.m. Saturday, when it forms part of the recognised hours of shift work, is paid at the rate of time-and-a-half and time worked between 6 p.m. Saturday and $6 \mathrm{a} . \mathrm{m}$. Monday at the rate of double time.

## Grading of Mills

The grading of mills is according to locality as follows:
Grade A-Mills situated in the Metropolitan Police Area of London (including Dartford nd Gravesend) and in large cities or large industrial towns.

Grade B-Mills situated in localities not included in Grade A.
The allocation of mills to Grades A or B is determined by the Provincial Joint Industrial Councils.

## Transport Workers

The National Joint Industrial Council has agreed rates for drivers of " C " licensed vehicles which vary according to district and the type of vehicle driven.

[^11][Agreements of the National Joint Industrial Council for the Flour Milling Industry]*

| Class of Worker |  |  | Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Class AMills |  | Class B |  |
|  |  |  |  | d. |  | d. |
| Men, 20 years and over: |  |  |  |  |  |  |
| First rollermen ... |  |  |  |  |  |  |
| Drivers of mechanical vehicles of carrying capacity $\dagger$ : |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Over 2 tons up to and including 8 tons |  | ... |  |  | 253 |  |
| Over 8 tons up to and including 16 tons |  |  |  |  | 264 | 6 |
| Over 16 tons up to and including 19 tons |  | . |  |  |  | 6 |
| Over 19 tons $\ldots \ldots$ |  |  |  |  |  |  |
| Statutory attendants and matesHorse carmen: |  |  |  |  |  |  |
| Horse carmen: Pair horse |  |  |  |  |  |  |
| Single horse |  |  |  | 6 | 235 | 6 |
| Women, 18 years and over, packing small bags |  |  |  |  |  |  |
| Other Women, 18 years and over ... |  | $\cdots$ |  |  |  | 6 |

Note: The rates became operative from 3rd July 1967.

## 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 14 per cent. (calculated to the nearest sixpence).

## 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.

## Classification of Mills

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

## Rates for Other Classes of Workers

The rates of wages for other classes of workers intermediate between first rollermen and labourers are settled by the Joint District Councils.
Provender and compound workers covered by Flour Milling Agreement: The weekly rates for 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 14 per cent. The rates for day labourers are the same as for flour mill operatives.

[^12]Flour Milling-Great Britain-contd.

## Rates for Other Classes of Workers-contd.

Mechanics: Under an agreement between the employers and the Amalgamated Union of Engineering and Foundry Workers the rates of wages for a 40-hour week, as from 3rd July 1967, are as follows:

| London | $\ldots$ | $\ldots$ | $\ldots$ | 319s. | $0 d$. |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Class A mills | $\ldots$ | $\ldots$ | $\ldots$ | 309s. | 0 d. |
| Class B mills | $\ldots$ | $\ldots$ | $\ldots$ | 296s. | 6d. |

Electricians: Under an agreement between the employers and the Electrical Trades Union the rates of wages for a 40 -hour week, as from 3rd July 1967, are as follows:

| Class A mills (London) | $\ldots$ | $\ldots$ | 324s. | 6d. |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Class B1 mills | $\ldots$ | $\ldots$ | $\ldots$ | 313s. | 0d. |
| Class B2 mills | $\ldots$ | $\ldots$ | $\ldots$ | 307s. | 0d. |

Carpenters and Joiners: Under an agreement between the employers and the Amalgamated Society of Woodworkers the rates of wages for a 40 -hour week, as from 3rd July 1967, are as follows:

| London $\ldots$. | $\ldots$ | $\ldots$ | $\ldots$ | 317s. | 0d. |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Class A mills | $\ldots$ | $\ldots$ | $\ldots$ | 307s. | 0d. |
| Class B mills | $\ldots$ | $\ldots$ | $\ldots$ | 294s. | 6d. |

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

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

Note: The rates became operative from 3rd July 1967.

## Hours of Work

The normal working week is one of 40 hours, exclusive of mealtimes, for day workers (to be worked in 5 or $5 \frac{1}{2}$ days) and night workers, and 40 or an average of 40 hours, inclusive of mealtimes, for shift workers.

## Pieceworkers

Piece rates are such as to enable workers of average ability to earn at least 25 per cent. over the minimum time rate.

## Shift Workers

Additional payments of 20 s . 0 d . per 40 hours are made to persons working on a two-shift system, and of $24 \mathrm{~s} .0 \mathrm{~d} ., 24 \mathrm{~s} .0 \mathrm{~d}$., and 32 s .6 d . per 40 hours for the first second and third shifts, respectively, of a three-shift system.

## Night Workers

An additional payment of 50 s . 0 d . a week is made to night workers, night work being defined as hours worked at night as distinct from the continuous shift hours.

## Payment for Lost Time

Where time, amounting to not less than one hour in a day, is lost through hot weather, or through or as a result of temporary defects in or breakdown of machinery over which the workers have no control, payment is made for the time so lost at the rate of 2 s .10 d . an hour for men, 21 years and over, and 2s. 1d. an hour for women, 18 years and over, except where suitable alternative work has been offered and refused.

## BAKING

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

| Class of Worker | General Minimum Time Rates |  |  |
| :---: | :---: | :---: | :---: |
|  | All workers in London Area | All workers in Provincial Area A and workers in wholesale cake and flour confectionery branch in Provincial Area B | All workers in Provincial Area B except those in wholesale cake and flour confectionery branch |
|  | Per hour <br> s. d. | Per hour <br> s. d. | Per hour s. d. |
| Men (other than night workers), 21 years and over: |  |  |  |
| Foremen confectioners and foremen bakers ... ... ... ... ... | 510 | 5 91 | 58 |
| First hands | 56 | 5 51 | $5 \quad 4 \frac{1}{2}$ |
|  | $5 \quad 5 \frac{1}{2}$ | 55 | 54 |
| Second hands, doughmakers, confection- |  |  |  |
| Confectioners or tablehands $\dagger$... -... | 5 21 | $5 \quad 2$ | 51 |
| Stokers ... ... ... ... ... | $51 \frac{1}{2}$ | $5 \quad 0 \frac{1}{2}$ | 4 111 ${ }^{\frac{1}{2}}$ |
| Charge hands (packing and despatch department) | $\begin{array}{ll}5 & 2\end{array}$ | $\begin{array}{lll}5 & 1 \frac{1}{2}\end{array}$ | $5{ }^{5} \quad 0 \frac{1}{2}$ |
| Other workers ... ... ... ... | $5 \quad 0 \frac{1}{2}$ | $\begin{array}{ll}5 & 0\end{array}$ | 411 |
| Jobbers $\ldots$... $\ldots$... $\ldots$ | 2d. an | ur in excess of | ove rates |
| Women (other than substitutes for men in bread making), 21 years and over: |  |  |  |
| Forewomen ... ... ... ... | $4 \quad 5 \frac{1}{2}$ | 45 | 4 31 |
| Single hands ... | 41 | $4 \quad 0 \frac{1}{2}$ | 311 |
| Confectioners ... | 40 | $311 \frac{1}{2}$ | 3 91 |
| Other workers ... ... ... ... | 39 | 3 81 | 3 71 |
| Charge hands: |  |  |  |
| Other than packing and despatch department |  |  |  |
| Packing and despatch department | $310 \frac{1}{2}$ | 310 | 3 9 |
| Jobbers | $1 \frac{1}{2} \mathrm{~d}$. an | our in excess of | ove rates |

Note: The rates became operative from 10th April 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 ( 48 in the case of a worker who works for less than 20 hours in the bakehouse and for the remainder of his time on delivery).

Guaranteed Weekly Remuneration
A worker (other than a jobber) who ordinarily works for at least 36 hours a week is, subject to certain conditions and qualifications, guaranteed remuneration equal to what he would have been entitled if he had worked his normal number of hours.

## Night Workers

Male night workers, i.e., workers employed for not less than a total of 3 hours between 6 p.m. one day and 6 a.m. the following day, receive the day workers' rate increased by 15 per cent.

## Classification of Areas

"London Area " means the Metropolitan Police District, as defined on 1st April 1965, the City of London, the Inner Temple and the Middle Temple.
"Provincial Area A" means, in England (other than the London Area and Monmouth) all areas other than those in "Provincial Area B," and in Wales and Monmouthshire certain specified county and municipal boroughs, urban districts and rural districts.
"Provincial Area B" means, in England (other than the London Area and Monmouth) all areas which, according to the Registrar General's Census of Population, 1961, were administered by Rural District Councils and in Wales and Monmouthshire all areas other than those in " Provincial Area A."

[^13]
## II. England and Wales (National Agreement for Multiple Bakers)

[Agreements of the National Joint Committee of the Baking Industry in England and Wales consisting of the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland) and the Bakers' Union]*

| Class of Worker |  |  |  |  |  | Weekly Wage Rates |  | Hourly Premium Payment Rates |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  |  |  |
| Men, 21 years and over: |  |  |  |  |  |  |  |  |  |
| Group 1 | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 322 |  | 6 | 7 |
| ,, 2 | ... | ... | ... | ... | $\ldots$ | 310 |  | 6 |  |
| " $3(a)$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 306 |  | 6 |  |
| , $\#$ $\#$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 298 |  | 6 |  |
| ", 4 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 281 |  | 5 |  |
| , 5 | ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 269 |  | 5 |  |
| WOMEn, 21 years and over: |  |  |  |  |  |  |  |  |  |
| Group 1 | ... | , | $\ldots$ | $\ldots$ | $\ldots$ | 228 | 4 |  | 81 ${ }^{\frac{1}{2}}$ |
| " 2 | $\ldots$ | ... | $\ldots$ | ... | $\ldots$ | 215 | 0 | 5 |  |
| $\prime \prime$ | $\ldots$ | ... |  |  | $\ldots$ | 206 | 8 |  |  |
| $\begin{array}{ll}\prime \prime & 4 \\ " & 5\end{array}$ | $\ldots$ |  | $\ldots$ |  | $\ldots$ |  |  |  |  |
| $\prime \prime$ <br> , | $\ldots$ |  | $\ldots$ |  | $\ldots$ |  |  | 4 |  |
| , 6 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 186 |  |  |  |

Note: The rates for men became operative from 22nd January 1967 and, for women, from 3rd March 1968.

## 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 what he would have been entitled if he had worked his normal number of hours.

## Shift Workers

Shift workers are paid their appropriate weekly wage rate plus 15 per cent. of their hourly premium payment rate for all hours worked between 6 p.m. and 6 a.m.

## Classification of Workers

The occupational classifications for men apply equally to the bread and the confectionery sections of the industry, with the exception of Group 3. The classifications for women apply only to the confectionery section.
Workers are classified as follows:
Men, 21 years and over:
Group 1-Production foremen.
Group 2-Production chargehands, despatch foremen.
Group 3-Bread:
(a) Doughmakers (Grade " A ").
(b) Doughmakers (Grade " B "), ovenmen, dividermen, handmoulders, despatch chargehands.

## Confectionery:

Plant controllers, mixer/doughmakers, ovenmen, cake decorators, recipe weighers, handmoulders, despatch chargehands.
Group 4-Bakery operatives.
Group 5-Ancillary workers.
Women, 21 years and over:
Group 1-Production forewomen.
Group 2-Production chargehands, despatch forewomen.
Group 3-Cake decorators, mixer/doughmakers, ovenwomen, despatch chargehands.
Group 4-Assistant cake decorators, order assemblers and stock checkers, recipe weighers.
Group 5-Bakery operatives.
Group 6-Ancillary workers.

[^14]
## III. 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 the first pay week commencing on or after 2nd July 1967.

## Hours of Work

The normal working week consists of 40 hours.

## Night Workers

Payment for night work in respect of each hour worked after 6 p.m. or before 6 a.m. is the appropriate hourly rate increased by 15 per cent. Workers engaged on regular night work receive a further addition of 10 s . a week.

## Shift Workers

Where a worker in the course of his normal turn of duty is employed on a shift for three or more hours after 6 p.m. or two or more hours before 6 a.m., he is paid his appropriate hourly rate increased by 15 per cent. for all hours worked during that shift.

## Classification of Areas

"Area A" comprises London and Provincial A area as for Baking Wages Council (see page 18).
"Area B" is as for Baking Wages Council (see page 18).

[^15]
## IV. Scotland

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

| Class of Worker | National Minimum Weekly Rates of Wages* |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Single Shifts commencing |  |  | Alternating or Rotating Shifts |  |  |
|  | Before $5 \text { a.m. }$ | At or after <br> 5 a.m. but before 6 a.m. | At or after 6 a.m. | First Shift | Second Shift | Third Shift |
| Men: |  | s. d. | s. d. | s. d. | s. d. |  |
| Journeyman bakers ... | 3180 | 2790 | 2766 | 2766 | 3180 |  |
| Doughmakers and ovensmen ... | 3270 | 2880 | 2856 | 2856 | 3270 | 327 |
| Bread runners ... ... ... | 3240 | 2850 | 2826 | 2826 | 3240 | 324 |
| Storemen, 21 years and over ... | 2810 | 2476 | 2450 | 2450 | 2810 | 281 |
| Ingredient storekeeper chargehands | 2790 | 2450 | 2426 | 2426 | 279 | 279 |
| Bakery workers and ingredient storekeeper assistants, 21 years and over | $270 \quad 0$ | $237 \quad 6$ | $2350$ | 2350 | $270$ | 270 |
|  | First Shift |  |  | Second Shift $\dagger$ |  |  |
| Women, 21 years and over: | s. d. |  |  | s. d. |  |  |
| Ingredient storekeeper chargehands | 2010 |  |  | 2310 |  |  |
| Assistant bakers and ingredient storekeeper assistants |  |  |  |  |  |  |
| Bakery workers ... ... $\ldots$ | 1730 |  |  | 1990 |  |  |

Note: The rates became operative from the first full pay week in February 1968.

## 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.

[^16]
## V. Northern Ireland

[Baking Wages Regulation Order (Northern Ireland)]*

| Class of Worker | Basic Weekly Rates of Wagesi |
| :---: | :---: |
|  | s. d. |
| Men: |  |
| Journeyman bakers ... ... ... ... ... ... | 2892 |
| Doughmakers, ovensmen and confectionery mixers ... ... | 3042 |
| Bakehouse labourers, 21 years and over, and packers ... ... | 2642 |
| Other workers, 21 years and over ... ... ... ... | 2500 |
| Drivers of vehicles (other than articulated vehicles) with an overall length in excess of 25 feet, articulated vehicles with an |  |
| overail length in excess of 30 feet and vehicles drawing trailers | 2868 |
| Drivers of vehicles of carrying capacity of over 2 tons ... ... | 27510 |
| Drivers of vehicles of carrying capacity of 2 tons and under ... | 26510 |
| Helpers, carters, loaders at quays ... ... ... ... ... | 2642 |
| Workers, 21 years and over, wholly or mainly employed as stablemen, harness cleaners, van washers or greasers ... | 250 0 |
| Lorry boys, 21 years and over ... ... ... ... ... | 2368 |
| Women: |  |
| Bakers... | 1884 |
| Other workers, other than learners, 21 years and over $\ddagger \ldots$... | 1676 |

Note: The rates became operative from 21st November 1967.

## Hours of Work

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

* For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
$\dagger$ The rates quoted apply to workers for time worked between $6 \mathrm{a} . \mathrm{m}$. and 6 p.m. The Orders also specify rates for workers employed between 6 p.m. and 10 p.m., 10 p.m. and $6 \mathrm{a} . \mathrm{m}$. and for night workers.
$\ddagger$ Workers employed on slicing and wrapping machines are entitled to an additional 2 s .6 d . a week.

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over: | s. d. |
| Grade I-Machinemen, ovensmen (travelling ovens), wafer |  |
| ovensmen, panel operators, chocolate covering machine controllers, biscuit doughmen or mixers solely responsible for the operation of one or more biscuit dough-mixing machines and for the control of temperature, liquor content, time and the final satisfactory condition of the dough | 240 |
| Grade II-Biscuit doughmen or mixers responsible for the operation of one or more machines mixing ingredients preparatory to the mixing of a final dough, cream and marshmallow mixers, ingredient weighers, brakesmen, mechanically driven fork-lift truck operators, rotary moulder operators, despatch |  |
| Grade III-Raw ingredient preparers, mechanically driven trans- | 234 |
| porter truck operators, cold storage attendants ... ... | 227 |
| Grade IV-Receivers of raw materials, solderers ... ... | 221 |
| Ungraded workers ... | 215 |
| Women, 21 years and over: |  |
| Grade I-Checkers, stocktakers, direct-wrapping machine operators |  |
| Grade II-Light machine operators, solderers, order assemblers | 1660 |
| Ungraded workers ... ... ... ... ... ... | 1590 |

Note: The rates became operative from the first pay day following 1st January 1968.

## 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. In the case of rotating shift workers the hours may be arranged over two or three weeks.

## Guaranteed Week

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

## Pieceworkers

Piecework rates are such as to enable a normal individual worker to earn not less than 25 per cent. above weekly rates.

Where a double-shift or Shift Workers
able-shift or rotating three-shift system is worked:
(a) Unless other arrangements are made between the employer and his employees the working shift is one of 8 hours, inclusive of a paid meal break of half-an-hour.
(b) The general minimum time rate for shift workers is the sum total of the agreed minimum hourly time rate plus $12 \frac{1}{2}$ per cent. for all hours worked. The premium of $12 \frac{1}{2}$ per cent. is not computable for overtime or piecework.

## Night Workers

The general minimum time rate for night workers, i.e., workers engaged on regular night work, is the sum total of the agreed minimum hourly time rate plus 15 per cent. for all hours worked. The premium of 15 per cent. is not computable for overtime or piecework.

## BACON CURING

## I. Great Britain

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


Note: The rates became operative from the pay week commencing on or after 3rd July 1967.

## 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 work 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.

## II. Northern Ireland

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

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

Note: The rates became operative from 4th September 1967.

## 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 or $5 \frac{1}{2}$ 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.

[^17]
## BEET SUGAR MANUFACTURE-GREAT BRITAIN

## I. Workers other than Engineering Employees

[Agreements between the British Sugar Corporation Limited and the British Sugar Industry National Trades Union Negotiating Committee]


Note: The rates became operative from 5th February 1968.

## 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 period of 28 days.

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 5 d . 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 I includes, among others, cleaners, whilst Grade IX relates to senior sugar boilers only.

## II. Maintenance Engineers

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


Note: The rates became operative from 5th February 1968.
Hours of Work (see entry under Table I above)
Guaranteed Week (see entry under Table I above)
Shift Workers (see entry under Table I above)

# SUGAR CONFECTIONERY AND FOOD PRESERVINGNORTHERN IRELAND 

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



Note: The rates became operative from 2nd April 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 , 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 7 s .4 d . per week of 40 hours, and when employed on a three-shift system (rotary shift) an additional 12 s . per week of 40 hours for the night shift, i.e., a turn of duty commencing after 8 p.m. on any day, and 8 s . per week of 40 hours for the morning and afternoon shifts.

## FOOD MANUFACTURING INDUSTRY-GREAT BRITAIN

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

|  | Class of Worker |  |  |  |  | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | $\begin{gathered} \text { London } \\ \text { (within } 15 \text { miles } \\ \text { of Charing Cross) } \end{gathered}$ | Elsewhere |
|  | Men, 21 years and over ... Women, 18 years and over | $\ldots$ | $\ldots$ | $\ldots$ | $\cdots$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 217 & 0 \\ 156 & 0\end{array}$ | $\begin{array}{cc} \text { s. } & \text { d. } \\ 213 & 0 \\ 154 & 0 \end{array}$ |

Note: The rates became operative from 1st July 1967.

## Hours of Work

The hours of work in a standard week are 40, exclusive of mealtimes and overtime, for day workers (to be worked in 5 or $5 \frac{1}{2}$ days) 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 a.m. Monday and 2 p.m. Saturday.

## Pieceworkers

Piece rates are such as to enable workers of average ability to earn at least 25 per cent. over the minimum time rate.

## Shift Workers

Additional payments of 20 s. 6 d . per 40 hours are made to persons working on a two-shift system, and of $24 \mathrm{~s} .6 \mathrm{~d} ., 24 \mathrm{~s} .6 \mathrm{~d}$. and 33 s . 0 d . per 40 hours for the first, second and third shifts, respectively, of a three-shift system.

## Night Workers

An additional payment of 50 s .0 d . a week is made to night workers, night work being defined as hours worked at night as distinct from the continuous shift hours.

[^18]
## BREWING

## I. Yorkshire and North Midlands

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

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

Note: The rates became operative from the week commencing 30th October 1967. Hours of Work
The normal working week is one of 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days
Guaranteed Week
Wages are guaranteed for 40 hours provided the worker is available for and willing to work. Shift Workers
Two- and three-shift workers work a 40 -hour week on the basis of 8 -hour shifts (to be arranged locally) to cover 5 working days. All hours worked from commencing time on Saturday to starting time on Monday are paid at overtime rates. All shift workers are paid a shift worker's allowance of 4 s . 0 d . a shift

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

## II. South Lancashire and East Cheshire

[Agreement between the Manchester and District Brewers' Society and the General and Municipal Workers' Union, the United Road Transport Union and the Transport and General Workers' Union]

| Class of Worker |  |  |  | Basic Weekly Ratesof Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Men, 19 years and over: |  |  |  |  |  |
| Male workers, excluding transport drivers (mechanical) |  |  |  | $\stackrel{\text { s. }}{253}$ | d. |
| Women, 19 years and over: In breweries and bottling departments | ... |  | . | 268 |  |
|  | $\ldots$ | .. | . |  | 0 |

Note: The rates became operative from 22nd August 1967.
Hours of Work
The working week is one of 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days.
Guaranteed Week
A week of 40 hours is guaranteed provided the worker is capable of and available for work at the recognised starting time on each of the normal days.

> Shift Workers and Night Workers

Workers working regularly outside normal working hours or on alternating and rotating shif or regular night-shift work are paid 9d. an hour above the basic plus job evaluated rate.

Job Evaluated Rates
Following a scheme of job evaluation at plant level, all jobs other than those of foreman, chargehand and transport worker can be allocated to one of the following grades, with a weekly rate over and above the appropriate basic rate as follows:

|  |  |  | MEN (19 years and over) | Women (19 years and over) |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Grade I | $\ldots$ | $\ldots$ | $\ldots$ | Nil | Nil |
| Grade II | $\ldots$ | $\ldots$ | $\ldots$ | 10 s .0 d. | 6 s .8 d. |
| Grade III | $\ldots$ | $\ldots$ | $\ldots$ | 20 s .0 d. | 13 s .4 d. |
| Grade IV | $\ldots$ | $\ldots$ | $\ldots$ | 40 s .0 d. | 26s. 8 d. |
| Grade V | $\ldots$ | $\ldots$ | $\ldots$ | 60s. 0d. | - |
| Drivers operating a vehicle with a trailer attached or an articulated vehicle are paid an allowance of 2 s . a day. |  |  |  |  |  |
| Plus 1d. an hour when employed in lifting cases of full bottles. |  |  |  |  |  |

BREWING-contd.

## III. Midlands

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

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men: | s. d. |
| Brewery workers, 21 years and over ... | 2506 |
| Lorry drivers ... ... ... ... ... ... | 2706 |
| Women, 21 years and over, in breweries or bottling and wine and spirit stores | 1893 |

Note: The rates became operative from 7th August 1967.

## Hours of Work

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

## Guaranteed Week and Earnings

Provision is made for a guaranteed week of 40 hours provided the worker is capable of and available for work and willing to perform such services as may be reasonably required by the employer where work is not available in his usual occupation.

From 1st February 1968 no full-time adult worker who has completed three months' continuous service is to receive a gross amount of less than 300 s .0 d . (men) and 225 s . 0d. (women) for working a 40 -hour week after weekly bonus payments in excess of the basic rate payable have been taken into account.

## Shift Workers

Workers who are employed on systems of alternating morning and afternoon shifts or rotating morning, afternoon and night shifts are paid time-and-one-eighth for the morning shift ( 6 a.m. to 2 p.m.), time-and-one-eighth until 6 p.m. and time-and-a-third thereafter for the afternoon shift ( 2 p.m. to 10 p.m.) and time-and-a-third for the night shift ( 10 p.m. to 6 a.m.).

## IV. Kimberley, Nottingham and Mansfield

[Agreement between certain Brewers in Kimberley, Nottingham and Mansfield and the General and Municipal Workers' Union]

| Class of Worker |  |  | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | d. |
| Men: |  |  |  |  |
| Inside workers, 21 years and over | $\cdots$ | $\ldots$ | 254 | 2 |
| Motor drivers ... ... ... | ... | ... | 267 | 3 |
| One-horse drivers ... ... ... | ... | $\ldots$ | 256 | 2 |
| Two-horse drivers... ... | ... | $\ldots$ | 260 | 0 |
| Drivers' mates ... ... | ... | ... | 256 | 2 |
| Women, 20 years and over ... | ... | $\ldots$ | 182 | 2 |

Note: The rates became operative from the first pay day after 20th November 1967.
Hours of Work
The normal working week, exclusive of mealtimes, is one of 40 hours.

Brewing-contd.

| V. Sussex |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
| [Agreements between the Sussex Brewers'Association <br> Union] |  |  |  |  |
| Class of Worker |  |  |  | Minimum Weekly Rates of Wages |

Note: The rates became operative from 22nd August 1967.
Hours of Work
The normal working week, exclusive of mealtimes, consists of an average of 40 hours, over a period of two weeks, to be worked in 5 or $5 \frac{1}{2}$ days as may be decided by each individual brewery.
VI. Hampshire and Isle of Wight
[Agreements between the Hampshire Brewers' Union and the Transport and General Workers,
Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men: | s. d. |
| Brewery labourers, 19 years and over* ... | 2520 |
| Drivers of lorries, 18 years and over: |  |
| Up to and including 10 tons carrying capacity | 2650 |
| Over 10 tons carrying capacity ... ... | 2720 |
| Women, 19 years and over ... ... ... | 75 per cent. of adult male labourer's rate |

Note: The rates became operative from the first full pay period following 3rd July 1967.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days as decided by individual breweries. For shift workers the hours are not to exceed 40 when averaged over a period.

## VII. Kent

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

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men: | s. d. |
| Able-bodied men, 18 years and over ... ... ... | 2510 |
| Transport workers: Drivers of motor vehicles of under 5 tons |  |
| Drivers of motor vehicles of 5 tons or over | $\begin{array}{ll}263 & 0 \\ 271 & 0\end{array}$ |
| Women, 18 years and over, in brewery and bottling | 2510 |
| stores ... ... ... | 1846 |

Note: The rates became operative from 3rd July 1967.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days as may be decided by each individual brewery

[^19]BREWING-contd.

> VIII. London
> [Agreements between the Court of the Brewers' Company and the Transport and General Workers' Union]

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

Note: The rates became operative from 3rd July 1967.

## Hours of Work

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

## Shift Workers

Shift workers receive an allowance of one-eighth of the basic minimum rate in addition to their ordinary rate, with a further one-quarter of the basic minimum rate for night work when worked as part of a shift cycle.

## Night Workers

Workers on permanent night work are paid one-quarter of the basic minimum rate in addition to their ordinary rate.

IX. South Wales and Monmouthshire

[Agreements between the South Wales Brewers' Association and the Monmouthshire Brewers' Society and the Transport and General Workers' Union and the General and Municipal Workers' Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
|  |  |
| Able-bodied brewery labourers, 21 over years and c.... | 2386 |
| Transport drivers* ${ }^{\text {c.. }}$... $\ldots$ | 2530 |
| Draymen and helpers | 2386 |
| Women, 21 years and over, in bottling stores ... | 1750 |

Note: The rates became operative from 1st January 1966.

## Hours of Work

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

Guaranteed Week
Full-time workers are guaranteed a week of 40 hours provided the worker is capable of and available for work at the recognised starting time on each of the normal days, and is willing to perform such services as may be reasonably required by the employer when work is not available for him in his usual occupation.

## Shift Workers

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

[^20]
## X. Scotland*

[Agreements between the Brewers' Association of Scotland and the Transport and General Workers' Union and the Scottish Commercial Motormen's Union]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men: | s. d. |
| Brewery workers, 18 years and over, after 6 months' service ... | 2584 |
| Maltmen, 18 years and over ... ... | 2734 |
| Transport workers: |  |
| Up to and including 5 tons. | 2750 |
| Over 5 tons up to and including 10 tons ... | 2818 |
| Over 10 tons up to and including 15 tons... | 2950 |
| Over 15 tons up to and including 18 tons... | 3018 |
| Over 18 tons ... | 3084 |
| Mates $\ldots$... $\ldots \ldots$.... | 2650 |
| Women, 18 years and over, in bottling stores ... | 1942 |

Note: The rates became operative from 4th September 1967 and are dependent on a worker completing 40 hours' work in a pay week. If 40 hours in a pay week are not completed, wages are based on the minimum weekly rates which became operative from the first full working week commencing on or after 1st May 1966.

## Hours of Work

The guaranteed working week, exclusive of mealtimes and overtime, is 40 hours, to be worked in 5 days. In the case of shift workers, the hours may be averaged over the cycle of shifts.

## Guaranteed Payment

Workers with over four weeks' service, who complete 40 hours in any pay week, are guaranteed minimum weekly earnings of 290 s . Od. for men and 210 s . 0d. for women.

## Shift Workers

Workers employed on regular two- or three-shift systems are paid a shift working allowance of one-sixth of the adult male brewery worker's basic rate for all hours worked on the morning, afternoon or night shift.

Night Workers
Workers permanently employed on night work (which is five nights every week) are paid at the rate of time-and-a-third. Transport workers employed on intermittent night work are paid at the rate of time-and-a-quarter for all hours worked after 7 p.m.

[^21]
# GRAIN DISTILLING-SCOTLAND 

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

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

Note: The rates became operative from 17th September 1967.

## 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.

## Shift Workers

All workers employed on a two-shift (morning and afternoon) or three-shift system in distilleries are paid shift allowances of 8 d . or 9 d . an hour, respectively.

## Night Workers

All workers employed on regular night work, i.e., for more than three consecutive nights, in distilleries are paid at the rate of time-and-a-third for all hours worked.

## POT STILL MALT DISTILLING-SCOTLAND

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


Note: The rate became operative from the first full pay period in July 1967.

## Hours of Work

The hours of work in a full week are 40, to be worked from Monday to mid-day Saturday.

## Shift Workers

All workers on constant night shifts receive a shift differential of 7d. an hour for all hours worked and workers on three-shifts or alternating day and night shifts receive a shift differential of 6d. an hour for all hours worked.

[^22]
# AERATED WATERS MANUFACTURE 

## I. England and Wales <br> [Aerated Waters Wages Council (England and Wales) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates |
| :---: | :---: |
| Workers, other than driver-salesmen, delivery workers and mates: | Per week s. d. |
| Men, 21 years and over ... ... ... ... | 2100 |
| Women, 19 years and over ... ... ... | 1550 |
|  | Minimum Weekly Remuneration |
| Men and Women: | s. d. |
| Driver-salesmen (any age) ... ... ... | 2200 |
| Delivery workers (any age): <br> One-horse vehicles <br> Two-horse vehicles | $\begin{array}{ll}220 & 0 \\ 226 & 0\end{array}$ |
| Mechanically propelled vehicles with carrying capacity of: |  |
| 1 ton or less (21 years and over) ... . | 2200 |
| Over 1 ton and up to 2 tons ... | 2200 |
| Over 2 tons and up to 5 tons ... ... ... | 2260 |
| Over 5 tons and up to 8 tons ... ... ... | 2320 |
| Over 8 tons and up to 12 tons Over 12 tons | 2360 |
| Mates, 21 years and over $\cdots \cdots$ | $\begin{array}{ll}240 \\ 210 & 0\end{array}$ |

Note: The rates became operative from 15th April 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 $42 \frac{1}{2}$.

## Pieceworkers

Piece rates are to be such as to yield in the circumstances of the case, to an ordinary worker, at least as much as the general minimum time 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.
II. Scotland
[Aerated Waters Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker and District | General Minimum Time Rates |
| :---: | :---: |
| Areas, other than Orkney and Shetland Islands: | Per week |
| Men, 21 years and over ... | $\begin{gathered} \text { S. } \\ 193 \\ 19 \end{gathered}$ |
| Orkney and Shetland Islands | 139 01 |
| Orkney and Shetland Island | 1d. an hour less than minimum rates in other areas |

Note: The rates and hours became operative from 2nd June 1967.
Hours of Work
The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are $42 \frac{1}{2}$.

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rate applicable to the worker concerned.

[^23]
## TOBACCO MANUFACTURE-UNITED KINGDOM

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

| Class of Worker |  |  |  |  |  | Minimum Weekly Rates of Wages* |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over |  |  |  | $\ldots$ | $\ldots$ |  |  |
| Women, 18 years and over ... | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |  | 3 |

Note: The rates became operative from the beginning of the first full pay week in April 1968.

## 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

Subject to certain conditions and qualifications, full-time tobacco workers are paid half wages at appropriate time rates for hours lost through short time, and are guaranteed in respect of each pay week 80 per cent. of their full basic weekly wages, if they have less than, 10 years' continuous service, 90 per cent. if they have not less than 10 but less than 20 years' continuous service and 100 per cent. if they have continuous service of 20 years or more.

## Pieceworkers

Piecework rates are to be such as to enable a worker of average ability to earn 15 per cent. above the minimum time rate.

## Service Pay

After 10 years' continuous full-time service men receive an additional 2 s . 6 d . a week and women 1s. 6 d . These amounts are increased by 1s. for every additional 5 years' service up to maxima of 8 s .6 d . and 7s. 6d., respectively, after 40 years' service.

[^24]
## COKE OVENS AND BY-PRODUCT WORKS ASSOCIATED WITH COAL MINING-GREAT BRITAIN

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

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

Note: The rates became operative from the beginning of the pay week which included 1st November 1967 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 $41 \frac{3}{4}$ hours. Day workers work either $41 \frac{3}{4}$ hours each week or an average of $41 \frac{3}{4}$ 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 one quarter of an hour each week being made at overtime rates.

## Guaranteed Weekly Wage

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

## Night Allowance

Daywagemen working at night receive a night allowance ranging from 6 d . to 4 s . a shift, depending on the starting time of the shift.

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

Grading of Occupations
Examples of the grading of occupations are as follows:
Craftsmen:
Electro-mechanic grade-Electro mechanics.*
Grade I Engineering -Blacksmiths, fitters, electricians.
Grade I -Bricklayers, joiners, painters and decorators, plumbers.
Grade II-Assistant bricklayers (including assistant masons), 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.
Grade 2 -Boosters, compressor plant attendants, exhausters, producer men, sulphuric acid plant operators, tar distillation plant operators.
Grade 3-Loco. driver, boilerhouse chargehands and attendants, patchers, coal dryers (thermal), powerhouse attendants (Class I), benzole washers, coke screeners (mechanical), tar distillation plant assistants.
Grade 4 -Boiler flue cleaners, coke screeners (non-mechanical), crane drivers, first aid men, lorry drivers, powerhouse attendants (Class II), shunters, sulphate plant assistants.
Grade 5 -Bath attendants, daubers, greasers, oxide handlers, 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.

## Supplementary Jobs

ditions or on sticker ovens entitles aperature ovens, working in specified objectionable confor such grades are 3s. 3d

* Sole occupation in the grade.


## 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 Trades Unions concerned]

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |
|  | s. d. | s. d. |
| Men, ? 1 years and over: <br> Day labourers | 5 1012* | 5 81* |
| WOMEN, 21 years and over, on women's work: <br> Day workers | 4 4* | 4 24* |
| Maintenance Craftsmen: |  |  |
| Skilled fitters, electricians, boilermakers, blacksmiths, coppersmiths, pipe fitters, etc. <br> Building trade craftsmen | $\begin{array}{ll}7 & 3 \\ 7 & 3 \\ 7 & 3 \\ 4\end{array}$ | $\begin{array}{ll}7 & 1 \frac{1}{4} \\ 7 & 1 \frac{1}{4}\end{array}$ |
| Building trade craftsmen $\ldots \ldots$... ${ }_{\text {Leadburners and chemical plumbers }} \ldots \ldots$ | 2 d . above rat | uilding trade |

Note: The rates became operative from the first full pay week following 30th October 1967.

## 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 27 per cent. more than the rate for a timeworker employed during the same period on the same job.

## Shift and Night Workers

As from the first full pay week following 17th November 1967, adult male workers receive a differential of 10 d . an hour when engaged on a three-shift system or a two-shift system which includes night work, of 7d. when engaged on a two-day shift system, of $2 \frac{1}{2} \mathrm{~d}$. on the morning shift and of $9 \frac{3}{4} \mathrm{~d}$. on the afternoon shift when engaged on a non-rotating shift system and of 1 s . 11d. when engaged on continuous night work. Adult female workers receive a differential of 7 d . an hour when engaged on a two-day shift system.

## Week-end Pay for Shift Workers

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

[^25]
## II. Constituent Firms of Imperial Chemical Industries Ltd.

[Agreements between the Company and the Trade Unions concerned]

| Class of Worker | Basic Hourly Rates of Wages* |
| :---: | :---: |
|  | s. d. |
| Day labourers | 59 |
| Women, 21 years and over, employed on women's work: |  |
| Day workers ... ... ... ... .. | $43 \frac{3}{4}$ |
| Craftsmen and semi-skilled Men on maintenance work: |  |
| Boilermakers, angle-iron smiths, platers, riveters, welders (platers), patternmakers, template makers, chemical plumbers... | $7 \quad 2 \frac{1}{4}$ |
| Fitters, turners, blacksmiths, sheet-metal workers, coppersmiths, brass finishers, brass moulders, moulders, welders, electricians, sheet-iron workers, building trade craftsmen $\dagger$ | $7 \quad 1$7 |
| Holders-up... <br> Machinemen: | 701 |
| Borers, universal millers, turret hands | $7 \quad 1 \frac{1}{4}$ |
| Millers (V. and H.), surface grinders, planers, slotters, shapers, radial drillers, key seaters | 7 <br> 7 |
| Cold sawyers, air, hand or pillar drillers, strikers | 67 |
| Screwers, cockgrinders, cutting-off machinists | $6 \quad 1 \frac{3}{4}$ |

Note: The rates became operative from 9th October 1967.

## 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

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

## Pieceworkers

Piecework prices, or basis times, a - to be such as to enable a worker of average ability to earn at least 27 per cent. over the basic hourly rate of the particular job. Pieceworkers are guaranteed the basic hourly rate for the particular job in respect of the hours worked, irrespective of their earnings.

## Shift Workers

An allowance of 9d. an hour, not computable for overtime and abnormal time, is paid for all hours worked on any rotating shift system. Three-shift non-continuous workers receive a special shift allowance of 10 s . a week. Normal week-end work is paid at the rate of double time from 12 midnight Saturday to 12 midnight Sunday and at the rate of time-and-a-half for the remainder of the period from $6 \mathrm{a} . \mathrm{m}$. Saturday to $6 \mathrm{a} . \mathrm{m}$. Monday.

## Night Workers

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

[^26]
## 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* |
| :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from the first full pay week beginning on or after 30th October 1967.

## 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, incl-sive of mealtimes.

## Pieceworkers

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

## Shift and Night Workers

Shift workers on a three-shift system are paid an additional 26s. 6 d . a week and men and women on a two-shift system an additional 18s. 6d. a week. Workers on continuous night work receive an additional 40s. 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.

[^27]
# PAINT, VARNISH AND LACQUER MANUFACTUREUNITED KINGDOM 

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

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (The Metropolitan Police District) | Other Districts in the United Kingdom |
| Men, 21 years and over ... ... ... .. | $\begin{array}{cc}\text { s. } & \text { d. } \\ 237 & 0 \\ 171 & 0\end{array}$ | $\begin{array}{cc}\text { S. } & \text { d. } \\ 232 & 0 \\ 166 & 0\end{array}$ |
| Women, 20 years and over, on women's work ... |  | 1660 |

Note: The rates became operative from the first full pay period commencing on or after 1st September 1967.

## 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 over 5 or $5 \frac{1}{2}$ days.

## Shift Workers

An additional 7d. 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 7 d . an hour over and above the ordinary day-time rate and the night shift at 11 d . an hour above.

## Night Workers

An additional 1s. 0d. an hour over and above the ordinary day-time rate is paid to night workers as distinct from shift workers.

## Occupational Rates

The London District Council has agreed upon a grading scheme as follows: Unskilled men (after period of probation of not more than one year)

$$
\ldots \quad \ldots \quad \ldots \quad \ldots
$$

$$
\begin{array}{lllllr}
\text { more than one year) } & \ldots & \ldots & \ldots & \ldots & \text { 6s. } 6 \mathrm{~d} . \text { a week above minimum rate } \\
\text { Semi-skilled men } \ldots & \ldots & \ldots & \ldots & \text { 13s. 0d. }
\end{array}
$$

$$
\begin{array}{llllllll}
\text { Semi-skilled men } \ldots . & \ldots & \ldots & \ldots & \ldots & \text { 13s. 0d. " } \\
\text { Skilled men } & \ldots & \ldots & \ldots & \ldots & \ldots & \text { 25s. 0d. " } \\
\text { Hinhlv mli11 }
\end{array}
$$

$$
\begin{array}{llllllll}
\text { Skilled men } \\
\text { Highly-skilled men } & \ldots & \ldots & \ldots & \ldots & \text { 25s. 0d. ", ", ". } & \ldots & \ldots \\
\text { 47s. 6d. ", ", }
\end{array}
$$

## PRINTING INK AND ROLLER MAKING INDUSTRYUNITED KINGDOM

[Agreements between the Society of British Printing Ink Manufacturers and the Society of Graphical and Allied Trades]


Note: The cost-of-living bonus of 24 s . 0 d . a week for men and 18 s . 3 d . for women became operative from the first pay day in January 1968 and relates to the official index of retail prices figure for October 1967.

## 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.

[^28]
# SEED CRUSHING, COMPOUND AND PROVENDER MANUFACTURE-GREAT BRITAIN AND BELFAST 

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

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

Note: The rates became operative from 4th March 1968.
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.

## 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. mote 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 10 d . an hour in addition to their ordinary rate of pay for all hours worked, and on a two-shift system an allowance of 5 d . an hour. These allowances are not computable for overtime or piecework.

## Electricians

Under an agreement between a Committee of Employers representing the seed crushing compound and provender manufacturing industries and the Electrical Trades Union the rates of pay of electricians for a 40-hour week, as from 31st July 1967, are as follows:

|  |  |  |  |  | s. | d. |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Class A districts (London within | 12 miles of | Charing Cross) |  | $\ldots$ | $\ldots$ | 325 | 6 |  |
| Class B districts (including Scotland) | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 313 | 0 |

# 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 Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | Class A E | ployers | Class B Em | mployers |
| Men, 21 years and over Women, 18 years and over | $\ldots$ | $\ldots$ | $\cdots$ |  |  |  |  |
|  |  |  |  |  |  |  |  |

Note: The rates became operative from the first pay week commencing on or after 1st July 1967.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes and overtime, are 40 at Class I firms, to be worked in 5 days, and 42 at Class II firms, to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

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

## Shift Workers

Workers on a continuous process worked day and night and involving a change of working hours every week are paid an allowance of 11d. an hour in addition to their normal rate of pay for all hours worked. Workers on a continuous process on a 4-crew, 3-shift system are paid an allowance of 1 s . 2 d . an hour for all hours worked.

## Relay Workers

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

## Night Workers

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

## Classification of Employers

Employers are classified by the Joint Industrial Council.

## BOOT AND FLOOR POLISH MANUFACTURE-GREAT BRITAIN

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


Note: The rates became operative from 22nd May 1967.

## 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.

[^29]
## 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 |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |
|  | s. d. | s. d. |
| Men, 21 years and over: Day labourers | 51 | 50 |
| Women, 21 years and over, employed on women's | $38 \frac{3}{4}$ | $38 \frac{1}{4}$ |

Note: The rates became operative from the beginning of the first full pay period commencing on or after 1st July 1967.

## 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 25 per cent. more than a timeworker employed during the same period on the same job.

## Shift Workers

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

## Week-end Pay for Shift Workers

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

## PIG IRON MANUFACTURE <br> IRON AND STEEL MANUFACTURE

Certain sectors of the above mentioned industries are in the process of being brought under public ownership and, as a consequence, difficulty has been experienced in obtaining and collating necessary details of wage rates and other conditions of employment. It has been decided, therefore, to omit these Tables and other related matters from this publication.
Whenever information relating to changes in wage rates and certain other conditions of employment becomes known, details will be published in the monthly issues of "Changes in Rates of Wages and Hours of Work" and it is hoped to be able to re-introduce the Tables for these industries in the 1969 volume.

## LIGHT CASTINGS MANUFACTURE-GREAT BRITAIN

## [Agreements between the National Light Castings Ironfounders' Federation* and the

 Joint Committee of Light Metal Trades Unions]| Class of Worker $\dagger$ |  |  |  | Consolidated Weekly Rates of Wages for Timeworkers |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | s. | d. |
| Men, 21 years and over: |  |  |  |  |  |
| Pattern moulders ... | $\cdots$ |  | $\ldots$ | 294 | 8 |
| Patternmakers ... ... | $\ldots$ | $\ldots$ | $\ldots$ | 274 |  |
| Fitters (heavy duty cooker) | $\ldots$ | $\ldots$ | ... | 265 | 2 |
| General moulders ... | ... | ... | $\ldots$ |  |  |
| Grinders ... | $\ldots$ | $\ldots$ | $\ldots$ | 261 | 2 |
| Polishers... ... | $\ldots$ | ... |  | 259 | 2 |
| Blacksmiths ... |  |  |  | 256 | 2 |
| Fitters, pattern filers, sheet i | on | kers |  | 255 |  |
| Box fitters, dressers ... |  | , |  | 253 | 2 |
| Mechanised plant workpeop |  | $\ldots$ |  | 241 | 2 |
| Press operators ... ... |  | $\cdots$ | ... | 229 |  |
| Labourers ... ... |  |  |  | 225 | 2 |
| Women, 21 years and over, on women's work: |  |  |  |  |  |
| Core makers (hand-made co |  |  |  | 205 |  |
| Other workers (including machine-made core makers) |  |  |  | 198 | 7 |

Note: The rates became operative from 28th August 1967.

## 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.

## Pieceworkers

Piecework prices or times are to be such as to enable a worker of average skill and ability working at piecework speed to earn 15 per cent. above the consolidated time rate.

## 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.

[^30]
## BRASS AND COPPER ROLLING AND CASTING-WEST MIDLANDS

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

| Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
| Adult Male Workers: | s. d. |
| Strip and Sheet Rolling Mills- |  |
| Rollers (all grades) ... ... | 2410 |
| Annealers, finished shearers (guillotine) ... | 2370 |
| Electric annealers, finished shearers (rotary), roller improvers | 2350 |
| Picklers ... $\ldots$... $\ldots$... $\ldots$.. $\ldots$ | 234 |
| Shearers (cutting to length) $\ldots . . \ldots$ | 2330 |
| Rough shearers, roller's assistants (behinder) | 2310 |
| Lube Mills- ${ }_{\text {Labourers }}$ | 21710 |
| Toolfinders (fully skilled) ... |  |
| Annealers ... ... | 2370 |
| Electric annealers, drawers (plain round tubes), taggers, swagers, shoulderers, sawyers, straighteners (hand) |  |
| Picklers ... ... ... ... ... ... | 235 234 0 |
| Straighteners (machine), doggers-up | 2310 |
| Labourers ... ... ... . | 21710 |
| Castings Departments- | 21710 |
| Crucible and electric furnace pourers ... | 2582 |
| Underhands (furnacemen, ingotmen and mouldmen on billet casting) | 2430 |

Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967, under the provisions of the 1964 engineering long term agreement, became the minimum time rates.

## 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.

## Guarantee of Employment

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

## Pieceworkers

Piecework prices are to be such as to enable a worker of average ability to earn at least 15 per cent. over his appropriate minimum weekly time rate.

## Night Workers

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

## ENGINEERING-UNITED KINGDOM

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

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

Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967, under the provisions of the 1964 long term agreement, became the national minimum time rates, district differentials for fitters and labourers having been eliminated.

## 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.

## Pieceworkers

Piece rates of wages are to be such as to enable a worker of average ability to earn at least 15 per cent. over his/her minimum weekly time rate.

## 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.

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

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

Skilled maintenance men and skilled electricians engaged on the maintenance of the firm's own plant, inspectors, setters-up and markers-off. Earnings on the basis of a 40-hour week are to be not less than 8s. above the minimum weekly time rate of the skilled fitter.

[^31]
## Engineering-contd.

## Rates of Wages of Workers other than Fitters and Labourers-contd.

Patternmakers on timework receive a craft differential of 8 s . 8 d . a week above the minimum weekly time rate for skilled fitters and, in addition, a weekly supplement of 30 s . is applied to the extent by which their earnings from lieu bonus, etc., falls short of this level.
Woodworkers: In the case of hand workers, 1st grade, skilled (e.g., body builders, trimmers, body finishers, etc.) in coach and motor body building the rates are, in general, 1d. an hour above the minimum weekly time rate of the fitter.
For semi-skilled men various rates, intermediate between the fitters' rates and the labourers' rates, are in operation.
Foundry labourers: On the basis of the 40 -hour week, the differential over the engine shop labourer is not less than 5 s .4 d . a week.

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

[Agreements between the Agricultural Machinery and Tractor Dealers Association Ltd. and the Amalgamated Union of Engineering and Foundry 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 1st July 1967.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 , spread over 5 or $5 \frac{1}{2}$ days as may be mutually agreed.

## Night Workers

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

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

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

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

Note: The rates and hours became operative from the first pay week in September 1967 when the cost-of-living agreement was discontinued.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41, to be worked in 5 days.

## Shift Workers

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

## Night Shifts

6d. an hour above ordinary day rates is paid to men employed on the night shift who have not worked during the day. The starting time is 9 p.m.

## SHUTTLE MANUFACTURE-LANCASHIRE AND YORKSHIRE

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

| Class of Worker and District |  |  |  |  |  |  | Minimum Hourly Rates of Wages* |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  |  | s. d. |  |
| JoURNEYMEN: |  |  |  |  |  |  |  |
| Lancashire | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 8 |

Note: The rates became operative from the pay day in the week commencing 1st April 1968 and relate to the official index of retail prices figure of 122 .

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41, payment being made for $42 \frac{1}{2}$ hours, to be worked in 5 days. These hours became operative from the first pay week in July 1967.

[^33]| Class of Worker |  |  |  |  | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men, 18 years and over: s. d. |  |  |  |  |  |  |
| Skilled | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 216 | 0 |
| Semi-skilled |  | $\ldots$ | $\ldots$ | $\ldots$ |  | 0 |
| Labourers ... | $\ldots$ | $\ldots$ |  | ... | 193 | 6 |
| Women, 18 years and over ... |  | $\cdots$ | ... | ... | 147 | 0 |

Note: The rates became operative from 30th June 1967.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

## OPHTHALMIC OPTICAL INDUSTRY—GREAT BRITAIN*

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

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 21 years and over |
| Operatives on mass production, stock and stores assistants and packers ... | $\begin{array}{rr} \text { s. } & \text { d. } \\ 210 & 0 \end{array}$ | $\begin{array}{rr} \text { s. } & \text { d. } \\ 156 \quad 0 \end{array}$ |
| Operatives on prescription work: |  |  |
| With less than 3 months' service ... ... |  |  |
| After 3 months' service $\quad .$. | 2210 | 1656 |
| After 1 year's service on work of a similar nature ... | 2246 | 1690 |
| After 3 years' service on work of a similar nature ... | 244 | 1890 |

Note: The rates became operative from 19th February 1968.
Hours of Work
The normal working week is not to exceed 40 hours, which may be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

Piecework rates for workers on mass production are to yield to the average worker his/her basic rate plus 20 per cent.

## Service Bonuses

Operatives on mass production and stock and stores assistants and packers, who are 21 years and over and employed on time work, are entitled to a minimum service award of 10 s . a week after 3 years' service in the industry.

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

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

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

Note: The rates became operative from 4th December 1967.

## 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 8 s .0 d . an hour.

## ARTIFICIAL LIMB MANUFACTURE-GREAT BRITAIN

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

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

Note: The rates became operative from 1st September 1967 and are due to be increased by the equivalent of approximately 5 per cent. from 1st September 1968

## 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 6d. an hour above the Grade A rate.

[^35]
# ELECTRICAL CABLE MAKING-GREAT BRITAIN 

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

| Class of Worker |  |  |  | Timeworkers' Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | Middlesex, Kent, Surrey, Essex, Hertfordshire, Buckinghamshire, Berkshire and Sussex |  |  | Other Districts in Great Britain |
| Men, 21 years and over: |  |  |  |  | d. |  | s. d. |
| Occupat | fica | No. 1 | $\ldots$ | 211 |  |  | 208 41 |
| ", | " | " 2 | $\ldots$ | 214 |  |  | $21110 \frac{1}{2}$ |
| " | " | , 3 | $\ldots$ |  |  |  | 217 121 |
| , | " | , 4 | $\ldots$ | 225 | 0 |  | 222 4 $\frac{1}{2}$ |
| " |  | ,, 5 | $\ldots$ |  | 3 |  | 227 71 |
| , | , | , 6 | $\ldots$ |  |  |  | $23210 \frac{1}{2}$ |
| " | ", | , 7 | ... |  |  |  | $23710{ }^{1}$ |
| , | , |  | $\ldots$ |  |  |  | $24210 \frac{1}{2}$ |
| Women, 18 years and over: Occupational classification No. 1 |  |  |  | $\begin{array}{cc} \text { s. } & \text { d. } \\ 167 & 3 \\ 170 & 9 \\ 174 & 3 \\ 177 & 7 \end{array}$ |  |  |  |
|  |  |  | $\ldots$ |  |  |  |  |
| " | " |  | ... |  |  |  |  |
| , |  | , 3 | ... |  |  |  |  |
| ,, | ," | ,, 4 | ... |  |  |  |  |

Note: The rates became operative from the beginning of the first full pay period commencing on or after 6th August 1967 and include an addition of 2d. an hour awarded pending the result of an examination of the substitution of job classification by job evaluation. This addition is to be absorbed into any new base rate structure arising from the examination.

## 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.

## Lieu Bonus

A lieu bonus of 20 s . 0 d . a week for adult males and females is paid where the sole remuneration is the minimum plain time rates quoted above.

## Payment-by-Results Workers

Where systems of payment by results are applied to direct production workers, prices and bonus times are to be such as to enable a worker of average ability in normal circumstances to earn 20 per cent. more than the appropriate standard timeworking rate for the grade of occupation being performed. The fall-back rate for payment-by-results workers is the appropriate timeworking rate.

## Shift Rates

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

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

## Leading Hands or Working Charge Hands

The rates for leading hands or working charge hands are at least 10 s . 0 d . a week above the occupational rate appropriate to the highest grade of work being performed under their direction.

## Plumber Jointers and Plumber Jointers' Mates

As from the first full pay period following 18th January 1968 the hourly rates for a 40 -hour week, to be worked in 5 or $5 \frac{1}{2}$ days or 5 nights, are:

London
(within 18 miles of Charing Cross)

| Plumber jointers* | ... |  |
| :--- | :--- | :--- | :--- |
| Plumber jointers' mates | .. | ... |

Rest of the Country
s. d.

7 5 $\frac{1}{2}$
64

Men, other than day-shift men, who work throughout the night for not less than three consecutive nights are paid at the night-work rate of day-time rate-and-a-third.

* Additions of 3d. and 6d. an hour are paid for time actually spent on the jointing of cables of 33 kv and 275 kv , respectively.


## SHIPBUILDING AND SHIP REPAIRING-UNITED KINGDOM

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



Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967, under the provisions of the 1965 long term agreement, became the national uniform plain time rates.

## 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.

[^36]
## Shipbuilding and Ship Repairing-contd.

## 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.

## Payment-by-Results Workers

Piecework prices, contracts and incentive or bonus systems related to speed of output are to be such as to enable a worker of average ability to earn, on average, for a normal week of 40 hours, not less than 15 per cent. above the plain time rate of his class.

## 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.

## I. England and Wales and Northern Ireland

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


Note: The rates became operative from 3rd July 1967.

## Hours of Work

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

## Minimum Earnings Guarantee

From 11th September 1967 a minimum earnings guarantee provides that the total hourly wage is not less than the minimum basic rate plus 20 per cent.

## Guaranteed Week

From 15th March 1968 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 earnings guarantee for 40 hours, provided that they are capable of, and available for and willing to perform, satisfactorily, during working hours, the work associated with their usual occupations, or reasonable alternative work where their usual work is not available.

## Pieceworkers

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

## Night Workers

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

## Other Classes of Workers

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

## II. Scotland

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

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | National Minimum Rates | Standard Rates in East and West of Scotland Areas* |
|  | s. d. | s. d. |
| Bodymakers, cartwrights, finishers, panel beaters, smiths, wheelers, woodcutting machinists | $510 \frac{1}{4}$ | $510{ }^{\frac{3}{4} \dagger}$ |
| Painters and trimmers ... ... ... | $510 \frac{1}{4}$ | $510 \frac{1}{4} \dagger$ |
| Coach fitters . | 591 | $593 \frac{3}{4} \dagger$ |
| Vicemen ... | $5 \quad 3 \frac{3}{4}$ | $5 \quad 3 \frac{3}{4}$ |
| Brush hands and hammermen ... | $5 \quad 23$ | $5 \quad 23$ |
| Labourers ... ... ... ... ... .... | $411 \frac{1}{2}$ | $411 \frac{1}{2}$ |
| Skilled automobile and/or traction electricians and skilled maintenance electricians | 5101 |  |
| Electricians' assistants $\quad . . \quad . . . \quad . .$. | 5 4 ${ }^{\frac{1}{4}}$ | 5 4 4 |
| Men employed on the manufacture and repair of plastic bodies and components: |  |  |
| Final erection and alignment ... ... | $510 \frac{1}{4}$ | $511 \frac{1}{4}$ |
| Fabrication of plastics components ... | $54 \frac{1}{4}$ | 5 51 |
| Sprayers (cellulose, paint, etc.) ... ... | Rates as for painters or brush hands following the established line of demarcation for brush hands' work |  |
| Women, 21 years and over, employed as sewing machinists and fabricators of plastics components |  |  |

Note: The rates became operative from 3rd July 1967.

## Hours of Work

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

## Minimum Earnings Guarantee

From 11th September 1967 a minimum earnings guarantee provides that the total hourly wage is not less than the minimum basic rate plus 20 per cent.

## Guaranteed Week

From 15th March 1968 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 earnings guarantee for 40 hours, provided that they are capable of, available for and willing to perform, satisfactorily, during working hours, the work associated with their usual occupations, or reasonable alternative work where their usual work is not available.

## Pieceworkers

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

## Night Workers

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

[^37]
# RAILWAY WORKSHOPS-GREAT BRITAIN* 

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



Note: The rates became operative from 6th March 1967.
For footnote see next page


Note: The rates became operative from 6th March 1967.

## 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 two weeks in which the works are closed for annual leave, staff who are available for work throughout the week are guaranteed a week's wages on the basis in each case of the timeworker's weekday rate of pay for a 40 -hour week.

## Pieceworkers

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

## Night Shifts

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

## London

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

## Differentials and Allowances

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

[^38]
# RAILWAY WAGON REPAIRING-GREAT BRITAIN* 

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


Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967, under the 1964 engineering long term agreement, became the national minimum time rates.

## 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.

## Pieceworkers

Piecework prices are to be such as to enable a worker of average ability to earn at least 15 per cent. over his minimum weekly time rate.

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

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

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men | s. d. |
| Category A-Model makers, diamond and ring mounters, lapidary, goldsmiths | 8 |
| Category B-Gold, general and jobber mounters, lappers, polishers (high class), ring makers (hand made) | 80 |
| Category C-Masonic mounters, badge makers, wedding and |  |
| signet ring makers ... ... ... ... ... ... | 7 |
| Category D-Polishers (production), jobbers, casters, mould |  |
| makers, ring assemblers $\ldots \ldots$... $\ldots$, $\ldots$, $\ldots$ | 7 |
| Category E-All other gold workers, plain wedding ring makers | 51 |

Note: The rates became operative from 6th July 1964.
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 being made for 42 hours.

GOLD, SILVER AND JEWELLERY TRADES-BIRMINGHAM*
[Agreements between the Gold, Silver, Electro-Plate and Allied Trades Manufacturers' Federation (incorporated in the British Joint Association of Goldsmiths, Silversmiths, Horological and Kindred Trades) and the Birmingham District of the National Union of Gold, Silver and Allied Trades]


Note: The rates became operative from 1st January 1968

## 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
The agreement provides for a guaranteed period of 32 hours' work and pay in any one week.

## Pieceworkers

Piecework rates are to be arranged so as to yield to an average worker at least $17 \frac{1}{2}$ per cent. above the minimum day rate, and pieceworkers are to receive at least the minimum day rate for all time spent upon a firm's premises at the instruction of the firm

## Night Shifts

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

[^40]
# CUTLERY AND SILVERWARE TRADE-SHEFFIELD 

[Agreements of the United Kingdom Cutlery and Silverware Manufacturers' Association and the National Union of Gold, Silver and Allied Trades (Sheffield Branch)]

| Class of Worker | Minimum Hourly Datal Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over: <br> Class A-Skilled-Silversmiths, spinners, hammermen, hollowware buffers, hollow-ware finishers, platers and gilders, hollow-ware stampers, embossers, chasers, engravers, etc. |  |
|  | 6 51 |
| Class B-Semi-skilled-All in skilled classes who cannot take work and finish it without overlooking or assistance | 59 |
| Class C-Unskilled-Those in occupations requiring no previous training | 58 |
| Women, 21 years and over: |  |
| Production work ... ... ... ... ... ... ... | 3 $\begin{array}{rr}3 & 11 \\ 3 & 8\end{array}$ |

Note: The rates for men became operative from 1st January 1968 and for women from 14th August 1967.

## 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.

## GOLD, SILVER AND ALLIED TRADES-LONDON

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

| Class of Worker | Minimum Hoarly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| MEN (except silver spinners) <br> WOMEN: |  |
| Skilled women employed on burnishing, sawpiercing and hand colouring: |  |
| 19 years of age | 45 per cent. of mini- |
| 20 years of age ... ... ... ... ... ... | $47 \frac{1}{2}$ per cent. $\}$ mum male |
|  | 50 per cent. rate |
| Other women, after 5 years' training (4 years for polishers) or at the age of 21 , whichever is the later | Minimum male rate |

Note: The rates became operative from 3rd April 1967.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40 (maximum).

## Pieceworkers

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

## WIRE AND WIRE ROPE INDUSTRIES-GREAT BRITAIN

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

| Section of Industry and Class of Worker | Minimum Weekly Base Time Rates | Addition to Base Time Rates* |
| :---: | :---: | :---: |
|  | s. d. | s. d. |
| Iron and Steel Wire Manufacture: |  |  |
| Men, 20 years and over ... | 716 | 1536 |
| Women, 20 years and over | 538 | 115 |
| Wire Rope Manufacture: |  |  |
| Men, 20 years and over: |  |  |
| Splicers, closers, testers (rope) | 836 |  |
| Stranders, crane drivers | 760 |  |
| Testers (wire) ... | $74 \quad 6$ | 1536 |
| Winders ... ... | 730 |  |
| Ancillary workers ... ... ... ... | 716 |  |
| Women, 20 years and over: |  |  |
| Splicers, closers, testers (rope) | 628 |  |
| Stranders, crane drivers | 571 |  |
| Testers (wire) ... | 5511 |  |
| Winders ... ... | 5410 | 115 |
| Ancillary workers ... ... ... ... | 538 |  |
| Women doing recognised adult male work ... | 65 8† |  |

Note: The rates became operative from the first full pay week in February 1968 and relate to the official index of retail prices figure of 121.

## 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 $6 \mathrm{a} . \mathrm{m}$. are to be paid at the rate of time-and-a. quarter calculated on the datal rates.

## TIN BOX MANUFACTURE-GREAT BRITAIN

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


Note: The rates became operative from the first full pay period commencing on or after 1st July 1967.

## Hours of Work

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

## Night Workers

For night workers, other than continuous shift workers, the hours are 40 a week paid at the general minimum time rate increased by 25 per cent.

[^41]
# LOCK, LATCH AND KEY MAKING-ENGLAND* 

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


Note: The rates became operative from the first full pay week in February 1968 and relate to the official index of retail prices figure of 120 .

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40. These hours became operative from the first full pay period following 1st August 1967.

## Pieceworkers

Piecework prices are to be such as to enable workers of average skill and ability to earn at least 50 per cent. above the basic rates applicable to their occupation. In addition to their earnings on piecework, pieceworkers receive the timeworkers' cost-of-living addition.

## Night Shifts

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

## LONDON

Within the London area an addition of 15 per cent. is paid on scheduled basic time rates.

[^42][Agreements between the West Midlands Engineering Employers' Association and the Amalgamated Union of Engineering and Foundry Workers and the Transport and General Workers' Union]

| Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over: |  |
| Labourers Intermediate grade " A ", workers-General | 21710 |
| hands | 2329 |
| Intermediate grade " B " workers-Grinders, testers, hardeners, temperers, cold spring makers, flat spring makers (all 2nd grade) ... | 2375 |
| 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 taperers or drawers | 2412 |
| 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 |  |
| $\begin{array}{lll}\text { former makers } \\ \text { Fully skilled engineering toolmakers } & \ldots & \ldots \\ \end{array}$ | $\begin{array}{ll} 258 & 2 \\ 259 & 6 \end{array}$ |

Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967, under the provisions of the 1964 engineering long term agreement, became the minimum time rates.

## 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.

## Pieceworkers

Basic piecework prices are to be such as to enable a worker of average ability to earn at least 15 per cent. over his minimum weekly time rate.

## 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.

## BRASS WORKING AND FOUNDING

## I. Great Britain other than Yorkshire

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



Note: The rates became operative from ist January 1968 when the minimum earnings levels established on 3rd July 1967, under the provisions of the 1964 engineering long term agreement, beca me the minimum time rates.

## Hours of Work

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

## Brass Working and Founding-contd.

I. Great Britain other than Yorkshire-contd.

## 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 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 time rate for 40 hours.

## Pieceworkers

Piecework prices are to be arranged so as to enable a man of average ability to earn at least 15 per cent. above his minimum weekly time rate.

## Night Shifts

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

## Women

The time rates of wages for women employed on women's work are the same as in the engineering industry (see page 47).

## II. Yorkshire

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

| Class of Worker | Minimum Weekly Time <br> Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Foundry: |  |
| Moulders | 2664 |
| Machine moulders (operating machines) | 244 s . 5 d. or 251 s .4 d . |
| Coremakers (male) $\ldots \ldots$...... $\ldots \ldots$... | 2598 |
| Furnacemen (responsible for furnaces, melting metal and serving to moulders for casting) | 2450 |
| Furnacemen (other classes) ... ... ... ... .. | 2420 |
| Foundry grinders ... ... ... | 2401 |
| Fettlers and dressers | 2398 |
| Foundry labourers | 2228 |
| Other Classes: |  |
| Brassfinishers (all classes), buffers and polishers (qualified to file, rough out, buff and polish) | $257 \quad 8$ |
| Turret and capstan operators (setting up own work)* . | 253s. 0d. to 257s. 8d. |
|  | 24110 |
| Brass shapers, millers (not universal), machinists, turret and capstan operators (not setting up), hot stampers |  |
| Pressure die casters ... ... ... ... ... ... | 23810 |
| Extruders' levermen | 23410 |
| Extruders' billet-heaters ... | 23211 |
| Packers, dispatchers, testers, extruders' helpers | 2314 |
| Labourers, warehouse labourers... ... ... | 2174 |

Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967, under the provisions of the 1964 engineering long term agreement, became the minimum time rates.

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

## II. Yorkshire-contd.

## 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

Subject to certain conditions and qualifications, provision is made for a guarantee of 40 hours' pay at plain time rates in any pay week.

## Pieceworkers

Piecework prices are to be arranged so as to enable a man of average ability to earn at least 15 per cent. above his minimum weekly time rate.

# NEEDLE, FISH HOOK AND FISHING TACKLE MANUFACTURING INDUSTRIES-GREAT BRITAIN 

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

| Class of Worker | Minimum Weekly Rates* | Cost-of-Living Bonus $\dagger$ | Total |
| :---: | :---: | :---: | :---: |
| Men, 21 years and over: | s. d. | s. d. | s. d. |
| Skilled | 1927 | 6210 | 2555 |
| Semi-skilled | 1706 | 6210 | 2334 |
| Unskilled ... ... | 15710 | 6210 | 2208 |
| Women, 18 years and over | 1303 | 427 | 17210 |

Note: The basic rates became operative from 30th October 1967. The cost-of-living bonus became operative from the first full pay period following 29th March 1968 and relates to the official index of retail prices figure of 144.

## 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 piecework rates are 280 s .9 d . a week of 40 hours for men and 188 s .6 d . for women, 18 years and over.

[^44]
# 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 rates and hours became operative from the beginning of the first full pay period after 1st July 1967.

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]*


Note: The rates and hours became operative from 1st January 1967.

## Hours of Work

Thu weekly hours of work in respect of which the above rates are payable, and beyon 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.

[^45]
## HOLLOW-WARE MANUFACTURE-GREAT BRITAIN

[Hollow-ware Wages Council (Great Britain) Wages Regulation Order]*

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

Note: The rates became operative from 6th May 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.

## STAMPED OR PRESSED METAL-WARES—GREAT BRITAIN

[Stamped or Pressed Metal-wares Wages Council (Great Britain) Wages Regulation Order]*


Note: The rates became operative from 1st 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 . The weekly rates specified are subject to a proportionate reduction if the number of hours in any week is less than 40.

## Guaranteed Week

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

[^46]
# COTTON SPINNING AND WEAVING 

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


Note: The rates became operative from the pay day in the week commencing 4th July 1966.

[^47]| Class of Worker | Minimum Weekly Rates of Wages, inclusive of percentages and flat-rate additions |
| :---: | :---: |
| Ring Spinning Rooms: |  |
| Ring jobbers ... | 211 |
| Oilers and banders, weft and bobbin carriers, layers-on and other adult male ancillary labour ... |  |
| Sundry labour common to all above departments (truckers, bobbin carriers, weft carriers, waste men, hoist men, male |  |
| cleaners and oilers, sweepers) ... | 208 |
| Mule spinners (productive wage) (according to the number of spindles attended) | 236s. 2d. to 323s. 7d. |
| Minder assistants/spinner piecers (productive wage) (according to the number of spindles attended) |  |
| Assistant spinners, 21 years and over | 2080 |
| Mule cleaners |  |
| Mule assistants, 21 years and over ... ... ... ... | 153 |
| Ancillary staff, 21 years and over (cleaning empty bobbins, sweeping floors, fetching paste, removing waste)... |  |
| Winding Rooms: |  |
| Winders and reelers in spinning mills on average wage rates (except in Bolton district) |  |
| Beamers and crossballers in spinning mills on average wage | $\{1460$ (1 beam) |
|  | beam |
| WAREHOUSE: |  |
| Male packers, 21 years and over (Bolton district) |  |
| Female packers, 21 years and over (Bolton district) | 160 |
| Warehouse assistants, 21 years and over ... | 208 |
| Manufacturing Section: |  |
| Warp drawing machine operatives-men in charge |  |
| Warp drawing machine operators (male or female) |  |
| Warp drawing machine springers and assemblers of drop wires, 21 years and over |  |
| Drop pinning machine operators | 27310 |
| Weavers: |  |
| (a) on ordinary system of 4 looms |  |
| (b) on more than 6 loom system | $18911 \ddagger$ |
| (c) on Cotton Manufacturing Commission system | 127s. 4d. plus efficiency bonus plus 15s. 7d flat rate addition |
| Winders (fully competent) |  |
| Warpers (beamers)-male or female ... | $1412 \dagger$ |
| Cloth inspectors | 260 |
| Cloth examiners | 192 |
| Tape labourers and weftmen in charge of weft cellar |  |
| General warehousemen and loom sweepers. |  |
| Fully competent women, 21 years and over, engaged on general warehouse work |  |
| Warp tying machine operatives-front men ..... | 286 |
| Warp tying machine operatives-backmen | 27310 |
| Reachers, 21 years and over ... | 138 |
| Tape sizers | 305 |

Note: The rates became operative from the pay day in the week commencing 4th July 1966.

[^48]

Note: The rates for enginemen, firemen, etc., became operative from the pay day in week commencing 1st January 1968. The rates for skilled maintenance mechanics, etc., became operative from 3rd July 1967.

## Hours of Work

From 1st January 1968 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 not less than $37 \frac{1}{2}$ hours paid at the normal piece or hourly rates. Rates for a $37 \frac{1}{2}$-hour double shift week are normally $5 \cdot 6$ 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 (63s. 1d. 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 15 s . 7 d . only.

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

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

| Class of Worker | General Minimum Time Rates | Piecework Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week <br> s. d. | Per week <br> s. d. |
| Men, 21 years and over: | 2279 | - |
| Under-tenters, 20 years and over | 20710 | - |
| Dressers, mounters, card-cutters and hacklers (hand dressers), 20 years and over | 2180 | - |
| Hemp-rollers on non-reciprocating machines and hemp-breakers, 20 years and over | 2213 | - |
| Spinners, 19 years and over: |  |  |
| Day shift $\quad .$. | 1993 | - |
| Night shift ... ... ... ... | 2326 | - |
| Weavers, 19 years and over: |  |  |
| During first 6 months of employment as a weaver at or after the age of 19 years | 1993 | - |
| Thereafter ... ... ... ... | 20710 | - |
| Other workers, 19 years and over ... ... | 1981 | - |
| Hose-pipe weavers on power or hand looms ... | - | 2166 |
| Women, 18 years and over: |  |  |
| Spinners, card-cutters, weavers, winders, reelers and warpers | 1427 | 1442 |
| Other workers ... ... . | 1335 | 1442 |

Note: The rates and hours became operative from 2nd June 1967.

## 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, 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.

[^49]
# FLAX SPINNING AND WEAVING-NORTHERN IRELAND 

I. Flax Preparing and Spinning
[Agreement between the Flax Spinners' Association Ltd. and the Amalgamated Transport and General Workers' Union]

| Grade of Worker | Weekly Basic Rates* |
| :---: | :---: |
|  |  |
| Men, 21 years and over: <br> Grade 9-Floor sweepers (machine room), spinning room handle holders and cagers, flyer boys, messengers, preparing room cleaners, hoist men, combing room can boys, bundling room and reeling room ticket boys, spinning room bobbin builders, yarn store assistants |  |
|  | 1822 |
| Grade 8-Card room can boys, spinning room roller boys, card boys, combing room noil boys, yarn storemen, tow and flax boys (machine room), preparing room flax loosers, reeling room yarn men, shell boys, fluters, general labourers, tipplers and ticket boys (machine room), carders, roller sliders and can boys (preparing room) | 18610 |
| Grade 7-Preparing room vacuum boys, waste store men, machine room end breakers and lapper bunchers, spinning room waste boys and band tiers, yarn to drier boys, spinning room yarn or rove drawers (hand truck), card waste drawers, flyer men | 1916 |
| Grade 6-Internal truck drivers, breaker card boys, machine room fillers-in, yarn driers, coal trimmers, yarn packers | 196 |
| Grade 5-Flax, tow, line and mill furnishing store men, yarn pickers, charge hands (waste store), machine screwers, gatemen, shaft oilers, flax cutters | 2008 |
| Grade 4 -Preparing room and card room sett boys, card room, preparing room and machine room oilers, spinning room assistant oilers, machine room sorters, bundlers, piecers out, cleaning masters | 205 |
| Grade 3-Wood turners, combing room oilers, preparing room oilersett boys | 20911 |
| Grade 2-Charge hands (tow and line stores), boiler men (coal fired), engine men | 2148 |
| Grade 1-Spinning room oilers ... ... ... ... ... ... | 219 |
| WOMEN, 18 years and over: |  |
| Grade 10 -Office and card cleaners, reeling room and gill spinning room sweepers | 1135 |
| Grade 9-Rove bobbin cleaners, shell strippers, shells on, comb pickers, slip lifters (reeling room), preparing and spinning room sweepers, reeling room ticketters, shell examiners | 1165 |
| Grade 8-Preparing room waste girls, yarn counters and testers, bundling and reeling room clerks, packers, carding and preparing room cleaners, reeling room bobbin tiers |  |
| Grade 7-Breaker card back minders, flax loosers, cheese packers, shelling mistresses | 1227 |
| Grade 6-Cleaners and wipers down (wet spinning room), yarn pickers and examiners, proof girls, spinning piecers and layers, combers | 1258 |
| Grade 5-Tow and breaker carders, winders, $\dddot{d}$ rier attendants, back minders (gill spinning room), reelers | 128 |
| Grade 4 -Rovers, doffing mistresses (gill spinning and preparing rooms), ring spinners, drawers, spreaders, gill spinners |  |
| Grade 2-Wet spinners ... ... ... ... ... ... ... |  |
| Grade 1-Doffing mistresses (wet spinning room) ... |  |

Note: The rates and hours became operative from 26th June 1967.

\footnotetext{

* The basic rates for any occupation are derived from the points assessed for that occupation by job evaluation For the following occupations minimum rates for timeworkers have been agreed:



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

I. Flax preparing and spinning-contd.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 41.

## 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 basic rate.

## II. Linen Weaving

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


Note: The rates for cloth passers and winding masters became operative from 15 th November 1965. All other rates became operative from 26th June 1967.

Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 41 , operative from 26th June 1967.

## III. Maintenance Workers

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

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Skilled workers (turners, fitters, millwrights, blacksmiths, hackle setters, | s. d. |
| machinists) ... ... ... ... ... ... ... ... | 35810 |
| Semi-skilled workers (smiths' helpers) | 3111 |

Note: The rates and hours became operative from 3rd July 1967.

## 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 34 hours in any pay week, subject to certain conditions and qualifications.

## Night Workers

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

## WOOL TEXTILE INDUSTRY

## I. Yorkshire (Woolcombing)

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


Note: The rates became operative on the pay day in the week commencing 3rd July 1967 and are due to be increased by the equivalent of $3 \frac{1}{2}$ per cent. from the pay day in the week ending 18th May 1968.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are $41 \frac{1}{2}$.

## Guaranteed Week

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

[^50]
## II. Yorkshire (Woollen and Worsted Spinning and Weaving)

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

| Class of Worker | Weekly Rates of Wages |
| :---: | :---: |
| Raw Wool Section: | s. d. |
| Woolsorters | $240 \quad 9$ |
| Warehousemen | $1967$ |
| Worsted Spinning (except Mule Spinning) Section*: |  |
| First drawers and second drawers | 1356 |
| Reducers and finishers | 1335 |
| Rovers and rerovers, twisters, winders, reelers ... | 1299 |
| Warpers and beamers ... ... ... ... ... | 13811 |
| Spinners ... ... | 1299 |
| Yarn warehousemen, wool warehousemen | 1967 |
| Overlookers ... ... ... ... ... | 2834 |
| Females, 18 years and over, not mentioned above | 129 9 |
| Mule Spinning Section: |  |
| Woollen: |  |
| Spinners able to key their mules under the supervision of foremen, start their own blends, do their own reeling, keep standard lengths, splice their own bands and do minor repairs to their mules | 23911 |
| Minders ... ... ... ... ... ... ... ... ... | 2127 |
| Adult piecers qualifying for upgrading to minder | 1967 |
| Adult piecers not qualifying for upgrading to minder | 1335 |
| Worsted: |  |
| Workers performing or capable of performing the following jobs: Minding their own share of spindles, fitting and splicing their own bands, fixing their driving belts, changing their wheels for various counts under technical supervision, adjusting the necessary tensions and keeping their machines oiled and clean | 23911 |
| Workers minding their own share of spindles and oiling their machines, where responsibility for all other work devolves on some other person | 2127 |
| Adult piecers qualifying for upgrading to minder ... ... | 1967 |
| Adult piecers not qualifying for upgrading to minder ... | 1335 |
| Adult creelers qualifying for upgrading to piecer and, subsequently, to minder |  |
| Adult creelers qualifying for upgrading to piecer but not minder | 1335 |
| Adult creelers not qualifying for upgrading to piecer ... ... | 13111 |
| Manufacturing Section: |  |
| Weaving overlookers (or power loom weavers) (minimum) ... | 2834 |
| Blanket loom overlookers (or power loom tuners) (minimum) | $277 \quad 6$ |
| Willeyers and/or teasers and fettlers ... ... ... ... | 1982 |
| Warp twisters and warp dressers (Bradford area) | 2494 |
| Dyers, millers," ", " (Leeds, Morley, Yeadon and Guiseley) woollers, rag grinders, carbonisers, district, warehousemen and adult males not otherwise classified .. | 2264 1967 |
| Pattern weavers-jacquard ... ... ... ... ... ... | 2709 |
| Pattern weavers-woollen ... ... ... | 23710 |
| Scribbler feeders and condenser minders (female) | 133 5† |
| Other females, 18 years and over ... ... ... | 13111 |

Note: The rates became operative from the pay day in the week commencing 3rd July 1967 and are due to be increased by the equivalent of $3 \frac{1}{2}$ percent. from the pay day in the week ending 18th May 1968.

[^51]
## Wool Textile Industry-contd.

II. Yorkshire (Woollen and Worsted Spinning and Weaving)-contd.

| Class of Worker | Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| All Sections: |  |
| Enginemen and firemen: 241 |  |
| Firemen ... ... | $\begin{array}{ll}241 & 4 \\ 236\end{array}$ |
| Greasers ... ... ... |  |
| Enginemen: 2468 |  |
| On ordinary time rates $\ldots \ldots \ldots$ On ordinary time rates working under a head engineer | 2414 |
| On standing wages $\ldots \ldots$........ | 2759 |
| On standing wages working under a head engineer ... | 26811 |
| Transport workers: |  |
| Motor drivers: |  |
| Up to 5 tons |  |
| Over 5 tons ... ... ... ... ... | 236 |
| Statutory attendants and mates, 21 years and over | 2206 |
| Building trade workers: | Per hour |
| Craftsmen ... ... ... ... ... | $711 \frac{1}{2}$ |
| Labourers ... ... ... | $\begin{array}{ll}6 & 7\end{array}$ |
| Mechanics ... ... ... ... ... ... | 78 |

Note: The rates became operative from the pay day in the week commencing 3rd July 1967 for enginemen and firemen and are due to be increased by the equivalent of $3 \frac{1}{2}$ per cent. from the pay day in the week ending 18th May 1968. The rates for transport workers became operative from 28th February 1968, for building trade workers from 4th March 1968 and for mechanics from 2nd March 1968

## Hours of Work

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

## Guaranteed Week

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

## Pieceworkers and Incentive Workers

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

## Shift Workers

The normal working week for double-day shift working is $37 \frac{1}{2}$ hours, payment being made for $41 \frac{1}{2}$ hours.

Night Workers
Night workers are paid an allowance of 7d. an hour for all hours actually worked, including overtime hours.

## Wool Textile Industry-contd.

## III. West of England

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


Note: The rates became operative from 1st July 1967 and are due to be increased by 10s. 0d. a week for men and by 7s. 0d. for women from the pay day in the week ending 11th May 1968 for the full period covered by that pay day.

## Hours of Work

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

## Guaranteed Week

Provision is made for a guaranteed weekly payment of $41 \frac{1}{4}$ hours, or such hours as are normally worked if less than $41 \frac{1}{4}$, subject to certain conditions and qualifications.

## Pieceworkers

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

| Workers except two loom weavers: |  |  |  |  |  | Men |  |  | Women |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Workers except two loom weavers: |  |  | d |  |  |
| Class A | ... | ... |  |  |  |  | 231 |  | 149 | 3 |
| Class B | $\ldots$ | ... |  |  |  |  | 223 | 9 | 144 | 0 |
| Class C |  | $\ldots$ |  |  |  |  | 215 | 10 |  |  |
| Two loom weavers: |  |  |  |  |  |  |  |  |  |  |
| Two fancy looms |  |  |  |  | $\ldots$ | $\ldots$ | 231 | 7 | 172 | 10 |
| One plain, one fancy loom, multiple looms |  |  |  |  |  |  | 223 | 9 | 165 | 0 |
| Two plain looms | ... | ... | ... |  |  |  | 215 | 10 | 157 |  |
| Single looms ... | ... | ... | ... | ... | $\ldots$ | ... | 215 | 10 | 149 | 3 |

## III. West of England-contd.

## Shift Workers

The normal hours of work for double-day and continuous shift workers are 40 a week, including half-an-hour break for meals, payment being equal to the minimum gross earnings for $41 \frac{1}{4}$ hours on day work.

## Night Workers

Timeworkers, who regularly start work after the normal working hours of the mill and finish after 12 midnight, are paid an additional 7 d . an hour.

## Grading of Occupations

The grading of occupations is as follows:

## Men:

Class A-Assistant head yardman, blender (in charge), blowerman (in charge), cloth washer and scourer (in charge), cutterman (fully qualified), damper, steamer and brusher (in charge), dropper pinner (mechanical), fettler (in charge), gig raiser (in charge), millman and fullerman (in charge), pin setter (fully qualified), pressman (in charge), spinner (having entire charge of a pair of mules), stoker (hand), tenterman (in charge), tucker and willeyman (in charge), twister on and drawing (mechanical), warper (fully qualified), wool sorter (fully qualified), wool warehouseman (in charge), wool washer (in charge).

Class B-Assistant dropper pinner (mechanical), assistant twister on and drawing (mechanical), beamer, blanket bleacher or stoveman, blanket room man, blanket warper, blender (fully qualified), blowerman (fully qualified), bobbin stripper (mechanical), card minder (responsible for sizes), carboniser, cloth warehouseman, cloth washer and scourer (fully qualified), comb minder, combing backwash minder, cutter minder, dyeing operative (fully qualified), fettler, gig raiser (fully qualified), millman and fullerman (fully qualified), packer, pattern weaver, pressman, spinner, stoker (mechanical), tenterman (fully qualified), tucker and willeyman (fully qualified), warper, warp sizer, wool sorter, worsted spinning bobbin taker-off, worsted spinning roving carrier, yarnman.

Class C-Assistant packer, blender's jobber, blowerman's jobber, cloth warehouseman's jobber, cloth washer's jobber, cutterman's jobber, damper's, steamer's and brusher's jobber, dyer's jobber, feeder and condenser minder, gig raiser's jobber, millman and fullerman's jobber, piecener, pressman's jobber, tenterman's jobber, tuckerman's and willeyman's jobber, tuner's jobber or loom shed jobber, wool warehouseman's jobber, wool washer's jobber, worsted spinning bobbin setter, combing box minder, combing hopper filler, worsted machinery oiler, worsted machinery tape sewer, worsted spinning top runner, worsted spinning jobber, yarnman's jobber, all other workers not otherwise classified.

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

## Women:

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

Class B-Botany worsted spinner, burler, doubler, gillbox minder, picker, inker and knotter, piecener, puttee knitter, scarf worker, warper, wool sorter, worsted doubler (cap), worsted drawer, worsted spinner (flyer) under 250 spindles, all other female workers.

Key personnel-Percher, passer, forewoman's assistant, puttee worker, pattern weaver (fully qualified), warper (fully qualified-not under supervision).

## 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]

| Class of Worker | Timeworkers'* Minimum Earnings Rates | Pieceworkers' $\dagger$ Target Rates |
| :---: | :---: | :---: |
| Men, 19 years and over: | Per week | Per week |
| Wool and hank drying, piece, wool and hank dyers, wool store, willey house, mill house, yarn store and warehouse labourers | $230 \quad 0$ | S. 8. |
| Wool hydro, frame piecer, dyestore man, willey house men and teasing, carding bank watcher, throstle, mill house man, mule piecer, yarn store man, condenser watcher, warehouse man | 230 | 2488 |
| Dry finishing, raising, damping, blowing, brushing, cuttle measure and fold, pressing, tentering, wool and yarn scouring, mill house, cleaner, cropper, warehouse | 2300 | 265 |
| Assistant tuners, dyers, carders and millmen | 2300 | 27911 |
| Stake and mill warpers, drawer, wool sorter | 2300 | 2806 |
| Spinner $\ddagger+\ldots$ | 230 | 2886 |
| Finisher, pattern weaver, fleece wool sorter for matchings | 230 | 3005 |
| Tuner§ $\begin{aligned} & \text { Weaving ( } \\ & \text { non-work studied) }\end{aligned}$ |  | 3041 |
| Weaving (non-work studied) multi loom | 230 | 2730 |
| Women, 18 years and over: |  |  |
| Yarn bundling, hank drying ... ... ... ... | 1626 | 1774 |
| Clean picking, winding and reeling, greasy burling, shading, knotting, scarf room workers . | 1626 | 1819 |
| Carding bank watcher, throstle and mule piecers, warp and weft winding | 1626 | 18311 |
| Final inspection, pencilling, greasy mending | 1626 | 1930 |
| Clean mending .... | 1626 | 20110 |
| Drawing, pattern weaving (power loom) | 1626 | 2107 |
| Weaving (non-work studied) single loom ... | 1626 | 1802 |
| Weaving (non-work studied) multi loom ... ... | 1626 | 2403 |

Note: The rates became operative from the first full pay period on or after 1st October 1967.

## 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. These hours became operative from 1st July 1967.

## Shift Workers

Workers employed on double-day shifts are paid a weekly allowance of 10 per cent. of the appropriate minimum earnings rate. For night-shift workers the allowance is 20 per cent. of the appropriate minimum earnings rate.

## Guaranteed Week

Subject to certain conditions and qualifications, provision is made for a guaranteed payment in respect of any pay week of 60 per cent. of a worker's target rate.

[^52]Wool Textile Industry-contd.

## V. Wales (Woollen Manufacture)

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


Note: The rates became operative from the pay day in the week commencing 21st August 1967.

## Hours of Work

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

## SILK SPINNING, THROWING AND WEAVING

## I. United Kingdom (National Agreement)

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

| Class of Worker |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  | Basic Weekly Minimum Time <br> Rates $^{*}$ |

Note: The rates became operative from the pay day in the week commencing 27th November 1967

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, which may be worked in 5 or $5 \frac{1}{2}$ days. These hours became operative from the pay day in the week commencing 1st January 1968.

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

## Pieceworkers

The earnings of adult pieceworkers are to be such that the minimum average wage of a section shall be $17 \frac{1}{2}$ per cent. above the appropriate minimum time rate for male and female adults. Piecework rates are the same for all ages. Where a pieceworker is, for reasons outside the control of the worker, unable to earn the appropriate minimum time rate in any week, that time rate operates as the guaranteed rate for the worker.

## Night Workers

Workers normally employed on night work receive a night allowance of 25 per cent. on the appropriate minimum time rate.

## II. Leek $\dagger$

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

| Class of Worker | Minimum Weekly Time Rates of Wages |
| :---: | :---: |
| Men, 19 years and over, other than learners: | s. d. |
| Grade 1 | 2160 |
| Grade 1A-Packers | 2216 |
| Grade 2-Knitters, warpers, spinners, throwers, etc. ... | 2236 |
| Grade 3-Linkers, dressers, jacquard weavers, etc. ... | 2260 |
| Screen printers ... ... ... | 2290 |
| Printers' mates, dyers | 2256 |
| Dyers' mixers: |  |
| 1st year and 2nd year ... | 2256 |
| 3 rd year | 2260 |
| 4th year . | 2320 |
| All-night workers: |  |
| Screen printers ... ... ... ... ... ... | 3170 |
| Narrow fabric workers ... ... ... ... | 31211 |
| Printers' mates, dyers | 3119 |
| Others ... ... ... | 3099 |
| Boilermen (days) ... ... | 2360 |
| Boilermen (nights) | 273 9 |
| Oilers and greasers on shafting | 2256 |
| Oilers and greasers on braid machines | 2236 |
| Key men ... | 2400 |
| Women, 18 years and over, other than learners: |  |
| Grade 1 ... ... ... ... ... ... ... | 1590 |
| Grade 1A-Winders, threaders, reelers, spoolers, etc. | 1630 |
| Grade 2-Warpers, knitters, spinners, doublers, etc. ... | 1640 |
| Grade 3-Linkers, jacquard weavers, etc. ... ... | 1660 |

[^53][^54]
## III. 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 |
| :---: | :---: |
| Throwing Section: | s. d. |
| Men, 19 years and over: |  |
| Grade 1 Warchenen $\quad \ldots$ and $\quad \ldots$ | 2160 |
| Grade 1A-Warehousemen and packers ... ... 221 |  |
| Grade 2-Cleaners, doublers, reelers, lacers, parters, ring spinners, spinners, uptwisters, winders | 223 |
| Grade 3-Throwing mill men, cone, cheese or pirn | 2246 |
| Women, 18 years and over: |  |
|  |  |
| Grade 1 <br> Grade $2-$ Winders, cleaners, doublers, reelers, lacers, parters, ring spinners, spinners, uptwisters | 163 |
| Grade 3-Cone, cheese or pirn winders ... ... | 1640 |
| Grade 4-Warpers ... ... ... ... |  |
| Smallware Section: |  |
| Men, 19 years and over: |  |
| Grade 2-Packers, webbing, binding and belting weavers and braiders, warpers, rubber coverers, weavers 6 shafts and under | 2160 |
|  | 222 |
| Grade 3-Elastic and jacquard harness weavers and weavers over 6 shafts | 2250 |
| Women, 18 years and over: |  |
| Grade 1 | 1590 |
| Grade 2-Skein winders, wire reelers | 1630 |
| Grade 3-Warpers, weavers, braiders, knitters ... | 1640 |
| manufacturing Section: |  |
| Men, 19 years and over: <br> Grade 1 |  |
| Grade $3 \mathrm{~A}-\ldots$-Warp twisters $\ldots \ldots$. $\ldots$. $\ldots$ | 2230 |
| Grade 3B-Warp tying machinists | 2380 |
| Women, 18 years and over: |  |
| Grade ${ }^{\text {Grade }}$ - - Cloth $\cdots$ pickers, $\ldots$ winders |  |
| Grade 2-Cloth pickers, winders ... |  |
| Grade 3A-Warp twisters . - | 1916 |
| Grade 3B-Warp tying machinists | 2076 |
| Weavers (males and females): |  |
|  |  |
| 2 looms double-width jacquard of not less than $\dddot{48}$ | 207 |
|  |  |
| 4 looms ... |  |
| 6 looms ... ... ... |  |
| 8 looms ... ... ... ... ... ... ... | 2230 |
| Embroidery Section: <br> Men, 19 years and over: |  |
| Men, 19 years and over: Unskilled |  |
| Skilled $\ldots$..... $\ldots$... | 227 |
| Women, 18 years and over: |  |
|  |  |
| and minders ... | 1630 |
| Men, 19 years and over ... ... ... | Per hour |

Note: The rates became operative from the pay day in the week commencing 27th November 1967.

For Hours, etc., see previous page.

[^55]
## 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 | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Male Workers, 21 years and over: <br> On day shifts ... <br> On night shifts <br> Other than shift workers (including home- | Per hour $\begin{array}{lc} \text { s. } & \text { d. } \\ 5 & 7 \frac{1}{2} \\ 5 & 11 \frac{1}{2} \end{array}$ | Per hour $\begin{array}{ll} \text { s. } & d . \\ 5 & 8 \frac{3}{4} \\ 6 & 0 \frac{3}{4} \end{array}$ |
| workers) $\ldots \ldots \ldots$ Female Workers, 18 years and over: | $5 \quad 0 \frac{1}{2}$ | $5 \quad 1 \frac{3}{4}$ |
| On day shifts ... ... ... ... | $4.2 \frac{3}{4}$ | $43 \frac{1}{4}$ |
| Other than shift workers (including homeworkers) | 3 912 | $310 \frac{1}{4} \dagger$ |

Note: The rates became operative from 19th June 1967.

## 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.

[^56]
## II. Northern Ireland

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


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.

[^57]
# [Jute Wages Council (Great Britain) Wages Regulation Order]* 

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

Note: The rates and hours became operative from 4th June 1965.

## 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 and are normally to be worked in 5 days. The weekly rates specified are subject to a proportionate adjustment if the number of hours in any week is less than 42.

## 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.

## RAYON YARN PRODUCTION-GREAT BRITAIN

[Agreements between individual producers and the appropriate Trade Unions]

| Class of Worker | Minimum Houriy Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 20 or 21 years and over, according to company | $5 \quad 93$ |
| Women, 18 years and over ... ... ... .. | $4 \quad 23$ |

Note: The rates became operative from 20th March 1967 or 31st December 1967, according to company.

## Hours of Work

The hours of work in a full week are 40 , excluding mealtimes, for day workers and night workers, and an average of 40 , including mealtimes, for shift workers.

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

[^58]
## Shift Workers

Shift workers receive shift allowances of $9 \frac{1}{2} \mathrm{~d}$. an hour on 3 -shift systems and 6 d . an hour on 2 -shift systems. The 24 hours on Sunday are paid at double time and the balance of 24 hours worked on Saturday or Monday morning at time-and-a-half. The calculations are made on base rates and job differentials (where appropriate), shift allowances being excluded.

## Regular Night Workers

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

## HOSIERY AND KNITWEAR MANUFACTURE

## I. Midlands

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

| Class of Worker |  |  | Overriding Minimum Hourly <br> Rates of Wages |  |
| :--- | :--- | :--- | :--- | :--- |
|  |  |  |  | s. |
| Experienced males on production work | $\cdots$ | $\cdots$ | $\cdots$ | 5 |
| Experienced females on production work | $\cdots$ | $\cdots$ | 2 |  |

Note: The rates are subject to an addition of 3 per cent. and became operative from 1st July 1967.

## Hours of Work

The normal hours of work, inclusive of compulsory break periods of 10 minutes during each session of not less than $3 \frac{1}{2}$ and not more than 6 hours' working and 30 minutes during each session of more than 6 hours' working, are 40 for all shift systems.

## Guaranteed Week

Production workers who normally contract to work 32 hours or more are guaranteed employment at the rate of four-fifths of the actual normally contracted hours, subject to certain conditions and qualifications, and to an overriding minimum of four-fifths of the actual normally contracted hours at the rates quoted in the Table. The guaranteed wage is the amount earned during the hours for which work is provided plus the overriding minimum for the hours during which work is not provided up to a combined maximum of four-fifths of the contracted hours.

## Three-Shift Working

Workers on the night shifts under a three-shift system receive an additional payment of $12 \frac{1}{2}$ per cent. of gross earnings.

## II. Scotland (except Hawick)

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

| Class of Worker | Base Rate | Cost-ofLiving Bonus | Gross Minimum Weekly Rates of Wages |
| :---: | :---: | :---: | :---: |
| Men, 21 years and over, after 1 year's service.. | $\begin{array}{ll}\text { S. } & \text { d. } \\ 158 & 0 \\ 109 & 0\end{array}$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 65 & 6 \\ 44 & 0\end{array}$ | $\begin{array}{cc} \text { s. } & \text { d. } \\ 223 & 6 \\ 153 & 0 \end{array}$ |
| Women, 18 years and over, after 18 months' service ... |  |  |  |

Note: The rates became operative from the beginning of the first full pay week in March 1966 and remained unchanged when the normal working week was reduced from the first full pay week in March 1967.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 40 . The rates of wages quoted are subject to a proportionate reduction if the hours of employment in any week are less than 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.

## Pieceworkers

Piece rates for women are such as to yield at least 122s. for a $41 \frac{1}{4}$-hour working week, and in addition to their piecework earnings, they are entitled to an addition of 3 per cent. on completion of a full 40 -hour week. A cost-of-living bonus of 50 s. is paid in addition to piecework earnings.

## III. Hawick

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


Note: The rates became operative from 1st January 1968.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked n 5 days of 8 hours each day.

## Guaranteed Week

Provision is made for a guaranteed weekly payment equivalent to 32 hours' pay (based on a 40-hour working week) at the minimum hourly rate or at four-fifths of average hourly earnings on piecework, subject to certain conditions and qualifications.

## Night Workers

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

[^59]
# CARPET MANUFACTURE-GREAT BRITAIN 

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



Note: The cost-of-living bonus became operative from the first pay day in April 1968 and relates to the official index of retail prices figure of $121 \cdot 6$ for January 1968.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are not to exceed 41. These hours became operative from 1st July 1967 and are due to be reduced to 40 from 1st July 1968. Shift working consists of 5 shifts weekly of 8 hours each, including one half-hour mealtime.

## Guaranteed Week <br> A full week's work is guaranteed, subject to certain specified conditions and qualifications

## Shift Workers

Timeworkers and pieceworkers on shift work are paid time or piece rates plus a cost-of-living bonus plus $10^{2}$ per cent. Timeworkers and pieceworkers on double-day shift work receive a disturbance of hours payment of $17 \frac{1}{2}$ per cent. of time rate for hours worked outside ordinary working hours. Timeworkers or pieceworkers on a third shift are paid as timeworkers or pieceworkers on shift work plus one-quarter of time rate

## Night Workers

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

## Pieceworkers

Many of the workpeople in this industry are paid at piece rates of wages. Apart from the hourly rate quoted above for pieceworkers who are put on time work, the agreement provides that piecework, or any other system of payment by results, is to be so devised that workers of average ability should be able to earn in a standard working week certain specified amounts, varying according to occupation or width of loom.

[^60]
# 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 July 1967 and remained unchanged when the normal working week was reduced from 1st October 1967.

## 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 workers are paid in respect of each day of that week either the amount earned or the appropriate time rate, whichever is the higher.

However, if an employer is unable to provide work through reasons or circumstances outside his control, then 4 days' notice may be given to withdraw the guarantee.

## Pieceworkers

Rates for piecework, whether individual or group work, are to be such as to permit employees of average ability to earn 25 per cent. over time rates. If the earnings of any pieceworker are less than the appropriate minimum rates of wages for the time worked, the minimum rates are to be paid.

## Shift Workers

Shift workers engaged on a continuous process worked day and night are paid an allowance of 9 d . an hour and other shift workers engaged on a regular system of shifts between 6 a.m. and $10 \mathrm{p} . \mathrm{m}$. are paid an allowance of 6 d . 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 a.m. are paid an allowance of 1 s . an hour which is not computable for overtime.

[^61]
## NARROW FABRICS INDUSTRY-GREAT BRITAIN*

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

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Timeworkers | Pieceworkers (see para. below) |
|  | s. d. | s. d. |
| Men, 20 years and over: |  |  |
| Grade I-All workers except those in Grades II and III | $411 \frac{3}{8}$ | 563 |
| Grade II-Webbing, binding and belting weavers, braiders, all warpers and rubber coverers, also ribbon weavers 6 shafts and |  |  |
| under $\ldots \ldots$ | $5 \quad 23$ | 591 |
| Grade III-Elastic and jacquard weavers and ribbon weavers over 6 shafts ... | 55 |  |
| Women, 18 years and over: |  |  |
| Grade I-All workers except those in Grades IA, II and III | 38 | $4 \quad 1 \frac{1}{4}$ |
| Grade IA-Winders other than weft winders and braider bobbin winders | 3 911 | $42^{\frac{3}{8}}$ |
| Grade II-Webbing, tape, binding and belting weavers, braiders, all warpers and rubber coverers, also ribbon weavers 6 shafts and under |  |  |
| Grade III-Elastic and jacquard weavers and ribbon weavers over 6 shafts |  |  |

Note: The rates and hours became operative from 10th July 1967.

## 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 $5 \frac{1}{2}$ days.

## 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.


#### Abstract

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


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

[Agreements between the Federation of Master Packers and the Manchester Warehouse Employees' Association]

| Class of Worker | Standard Weekly Rates of Wages* |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Basic Wage | Cost-of- <br> Living <br> Addition $\dagger$ | Total |  |
| Men: | s. d. | s. d. |  | d. |
| Hydraulic packers and makers-up | 1570 | 1180 | 275 |  |
| Competent grey and print lookers | 1536 | 1180 |  | 6 |
| Assistant lookers, markers-off, stampers and pressers-off | 1500 | 1180 | 268 | 0 |
| Plaiters, cutters, lappers, hoistmen and general warehousemen | 1466 | 1180 |  | 6 |
| Trainee warehousemen-2nd year ... | 1430 | 1180 |  | 0 |
| Trainee warehousemen-1st year | 1396 | 1180 |  | 6 |
| Porters ... ... ... | 1360 | 1180 |  | 0 |
| Women, 18 years and over, with not less than 3 years' experience: |  |  |  |  |
| Markers-off ... ... | 1038 | $78 \quad 8$ | 182 | 4 |
| Cutters and machine creasers ... ... | 1008 | $78 \quad 8$ |  | 4 |
| Stitchers, plaiters, parcellers, hand and wince creasers, lap and selvedge stampers, banders and tapers, tiers-up and all other general workers | $98 \quad 8$ | 788 | 177 | 4 |

Note: The basic rates became operative from the pay day in the week ending 8th January 1966. The cost-of-living addition became operative on the pay day in the week ending 6th April 1968 and relates to the official index of retail prices figure of 122.

## Hours of Work

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

## MADE-UP TEXTILES-GREAT BRITAIN

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

| Class of Worker | General Minımum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Awl and needle stitchers (leather and canvas), cutters, |  |  |
| letter writers (other than stencillers), machinists (sewing), mixers, palm and needle hands, ropers of tents and coal sacks, splicers of ropes over $1 \frac{1}{8}$ inches in circumference, after 6 months' employment: |  |  |
|  |  |  |
|  |  |  |
| Women, 18 years and over ... ... | 310 | 42 |
| Other workers, after 6 months' employment: ${ }^{\text {a }}$. ${ }^{\text {a }}$ |  |  |
| Men, 21 years and over ... ... | 49 | $5 \quad 2$ |
| Women, 18 years and over ... ... | 3 61 | $310 \frac{1}{2}$ |

Note: The rates and hours became operative from 22nd May 1967.

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

[^63]
# LINEN AND COTTON HANDKERCHIEF AND HOUSEHOLD GOODS AND LINEN PIECE GOODS 

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

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

Note: The rates and hours became operative from 1st November 1967.
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 $41 \frac{1}{2}$, which may be worked in 5 or $5 \frac{1}{2}$ days.

## II. Northern Ireland

[Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area A | Area B |
| Men: | Per hour s. d. | Per hour s. d. | Per hour s. d. | Per hour s. d. |
| Measurers and samplemakers, after 5 years' apprenticeship | $\begin{array}{ll}5 & 9 \frac{1}{4} \\ 5\end{array}$ | 5 53 | - | - |
| Lappers, after 5 years' apprenticeship ... | 58 | $5 \quad 4 \frac{3}{4}$ |  | - |
| machines, after 12 months' employment Workers operating Swiss embroidery machines: | $5 \quad 23$ | $5 \quad 23$ | - | - |
| Single machines with 2 or 3 tiers ... | 一 | - | 57 | $5 \quad 7$ |
| Single machines with 4 tiers or any coupled machines |  | - | $5 \quad 9 \frac{1}{4}$ | 5 91 |
| Warehouse assistants and warehouse clerks, after 5 years' apprenticeship | $5 \quad 5 \frac{1}{4}$ | $5 \quad 2 \frac{1}{4}$ | 5 | 5 |
| Other workers, 21 years and over, with not less than 2 years' employment | $5 \quad 2 \frac{3}{4}$ | $\begin{array}{ll}5 & 03\end{array}$ | $5 \quad 2 \frac{3}{4}$ age or | $\begin{aligned} & \begin{array}{c} 5 \quad 0 \frac{3}{4} \\ \text { dent on } \\ \text { perience } \end{array} \end{aligned}$ |
| Women: | s. d. |  | s. d. |  |
|  |  |  |  |  |
| assisting at Swiss embroidery machines Other women (except learners and workers | 3 |  | - |  |
| under 18 years of age) ... ... ... | $3 \quad 2 \frac{3}{4}$ |  | 310 |  |

Note: The rates and hours became operative from 21st November 1967.
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 , 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.

[^64]
# TEXTILE BLEACHING, DYEING, PRINTING AND FINISHING 

## I. Lancashire, Yorkshire, Cheshire and Derbyshire

[Agreements between the Textile Finishing Trades Association and the National Union of Dyers, Bleachers and Textile Workers]

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

Note: The rates and hours became operative from 3rd July 1967.

## Hours of Work

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

## Night Workers

All employees on the night turn are paid an extra 8d. an hour for each hour worked. This condition does not apply to shift workers other than ordinary day and night workers.

## Maintenance Craftsmen

## Lancashire, Cheshire and Derbyshire

Under an agreement between the employers and the Amalgamated Union of Engineering and Foundry Workers, the rate for maintenance millwrights, fitters, turners, blacksmiths, etc., is 303s. 4d. for a 40-hour week, as from the pay week commencing 3rd July 1967.

Under an agreement between the employers and the Electrical Trades Union, the rate for electricians is 310 s . Od. for a 40-hour week, as from the pay week commencing 3rd July 1967.

Under an agreement between the employers and the National Federation of Building Trade Operatives, the rate for building trade craftsmen is $7 \mathrm{~s} .11 \frac{1}{2} \mathrm{~d}$. an hour, which includes an "in lieu" bonus payment of 3d. an hour, for a 40 -hour week. The " lieu payment" applies only where the current wage is less than $7 \mathrm{~s} .11 \frac{1}{2} \mathrm{~d}$. an hour and the amount of the "lieu payment," not exceeding 3d. an hour, is to be such as to provide a rate of 7 s . $11 \frac{1}{2} \mathrm{~d}$. an hour. This arrangement became operative from 4th March 1968.

## 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 41 hours, as from the first full working week commencing on or after 15th June 1966, are:

| Drivers of horse drawn vehicles: |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| One-horse drivers |  | ... |  |  | 213 | 3 |
| Teamsmen |  |  |  |  | 218 | 6 |
| Drivers of mechanical vehicles* of carrying capacity: |  |  |  |  |  |  |
| Up to and including 1 ton |  | $\ldots$ |  |  | 217 | 6 |
| Over 1 ton and up to and including 5 tons |  |  |  |  | 218 | 6 |
| Over 5 tons and up to and including 10 tons |  |  |  |  | 227 | 9 |
| Over 10 tons and up to and including 15 tons |  | ... |  |  | 235 | 6 |
| Statutory attendants and mates ... ... |  |  |  |  | 210 | $9$ |

[^65]
## II. Scotland

[Agreements between the Scottish Federation of Dyers and Bleachers (Piece Goods) and the National Union of Dyers, Bleachers and Textile Workers]

| Class of Worker |  |  | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | Timeworkers | Pieceworkers |
| Men, 21 years and over Women, 18 years and over |  | $\ldots$ | $\begin{array}{cr}\text { s. } & \text { d. } \\ 214 & 11 \\ 151 & 2\end{array}$ | $\begin{array}{cr} \text { s. } & \text { d. } \\ 231 & 11 \\ 162 & 0 \end{array}$ |

Note: The rates and hours became operative from 3rd July 1967.

## Hours of Work

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

## Night Workers

All employees on the night turn, i.e., workers who work a normal shift which commences between 6 p.m. and 12 midnight, are paid an extra 8d. an hour for each hour worked.

## III. Northern Ireland*

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

| Class of Worker |  |  | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over: ${ }^{\text {d. }}$ d. |  |  |  |  |
| Skilled workers (including engine drivers) |  | $\ldots$ | 221 | 6 |
| Semi-skilled workers (including firemen) | $\ldots$ | $\ldots$ | 214 | 5 |
| General workers or labourers ... . | ... |  | 207 | 5 |
| Women, 18 years and over ... ... | $\ldots$ | $\ldots$ | 136 | 5 |

Note: The rates and hours became operative from 26th June 1967.

## Hours of Work

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

## Pieceworkers

Pieceworkers of average ability who are unable, through any cause beyond their control, to earn wages equivalent to the appropriate minimum time rate are paid wages for the hours actually worked in any week at not less than the amount of the minimum time rate which would be applicable to them if employed as timeworkers.

## Maintenance Craftsmen

The rate for millwrights is 321s. 7d. for a 41-hour week as from 31st July 1967.

[^66]
## HOSIERY FINISHING INDUSTRY-MIDLANDS

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

| Class of Worker | Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Trimmers ... ... | Men, 20 years and over: |
| Dyers, bleachers and scourers-productive workers not on bonus, incentive or piecework systems | 57 plus |
|  | 5 5 cost-of-living |
| Auxiliary dry workers and strippers and leggers-productive workers not on bonus, incentive or piecework systems | $53\} \begin{aligned} & \text { addition } \\ & \text { of } 13\end{aligned}$ |
| Women, 19 years and over: |  |
| Auxiliary workers Menders | $\left.\begin{array}{lr}3 & 7 \\ 3 & 10\end{array}\right]$ pri |

Note: The rates became operative from the first pay day in Ma 1966.

## Hours of Work

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

## Pieceworkers

Piece rates are to be fixed so as to yield the following hourly target figures (plus the cost-ofliving addition):

| Trimmers $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 7 |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Trime wet workers | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 6 | 9 |
| Male wet |  |  |  |  |  |  |  |  |
| Male dry workers | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 6 | 6 |
| Female menders $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 4 | $8 \frac{1}{2}$ |
| Female auxiliaries | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 4 | 5 |

## 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 $4 \frac{3}{4} \mathrm{~d}$. an hour for men and $3 \frac{3}{4} \mathrm{~d}$. for women are paid in lieu, subject to certain conditions.

## Shift Workers

Where double-day shifts are worked, compensatory payments of $7 \frac{3}{4} \mathrm{~d}$. and $9 \frac{1}{2} \mathrm{~d}$. an hour are paid for all hours worked on the first and second shifts respectively.

## Night Workers

Workers employed on night shifts, i.e., shifts commencing before 12 midnight and ending after 12 midnight, are paid an additional 25 per cent. on total earnings.

[^67]
## ASBESTOS TEXTILE MANUFACTURE-GREAT BRITAIN

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

| Class of Worker | Minimum Hourly Rates of Wages* |  |  |
| :---: | :---: | :---: | :---: |
|  | Rochdale and Hindley Green (South Block) | Hindley Green (North Block) |  |
|  |  | Day Workers | Pieceworkers |
|  | s. d. | s. d. | s. d. |
| Men, 21 years and over, other than non able-bodied men doing light work | $5 \quad 6 \cdot 25$ | $5 \quad 6 \cdot 25$ | $54 \cdot 5$ |
| Women, 18 years and over, doing recognised women's work | $4 \quad 0.625$ | $4 \quad 0 \cdot 625$ | 311 |

Note: The rates became operative from 1st October 1967.

## 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 shall be fixed so that a worker of average ability, skill and experience in the class of work concerned can earn at least the graded time rate plus 25 per cent. In no circumstances shall a worker be paid less than the graded time rate for the work in question.

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

[^68]
# LEATHER PRODUCING INDUSTRY (TANNING, CURRYING AND DRESSING)-GREAT BRITAIN 

[Agreements between the Leather Producers' Association and the Amalgamated Society of Leatherworkers, the National Leather Trades' Federation, the National Union of Glovers and Leatherworkers, the General and Municipal Workers' Union and the Transport and General Workers' Union]

| Class of Worker and District | Hourly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Skilled | Semi-skilled | Unskilled |
| Men, 21 years and over: | s. d. | s. d. | s. d. |
| London (within 17 miles of Charing Cross) <br> Provinces and Scotland ... | $\begin{array}{rrr}5 & 10 \frac{3}{4} \\ 5 & 8 \frac{3}{4}\end{array}$ | $\begin{array}{ll}5 & 8 \\ 5 & 6\end{array}$ | $\begin{array}{ll}5 & 7 \\ 5 & 5\end{array}$ |
|  | s. d. |  |  |
| Women, 20 years and over: | $\begin{cases}4 & 2 \frac{1}{2} \text { (Unskilled) } \\ 4 & 4 \\ 4 & 2 \frac{1}{2}\end{cases}$ |  |  |
| London (within 17 miles of Charing Cross) <br> Provinces and Scotland ... |  |  |  |

Note: The rates became operative from the first full pay period commencing on or after 1st October 1967.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days. These hours became operative from the first full pay week commencing on or after 1st July 1967.

## Minimum Earnings Bonus

The agreement provides for a minimum earnings bonus of 2 d . an hour for men and $1 \frac{1}{2} \mathrm{~d}$. for women to be paid to all workers in receipt of not more than the basic timework rate. This bonus is applicable only to hours worked in normal time and not to hours of overtime.

## Pieceworkers

The minimum earnings of the pieceworker of average ability (i.e., earnings from piece rates and hourly bonus) are the appropriate basic rate plus 25 per cent., plus the equivalent of 2 d . an hour. In addition to earnings from piece rates, adult pieceworkers receive a bonus of $2 \mathrm{~s} .0 \frac{3}{4} \mathrm{~d}$. an hour for men, 21 years and over, and $1 \mathrm{~s} .9 \frac{1}{2} \mathrm{~d}$. for women, 20 years and over, for all hours worked on piecework.

## Shift Workers

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

## Charge Hands

Where men work in a gang in which there is a " charge " or " leading " hand responsible to the foreman for the work of the gang, a payment of 10 s .0 d . a week is made to the "charge " hand.

# MECHANICAL AND HYDRAULIC LEATHERS MANUFACTUREGREAT BRITAIN 

[Agreements between the Industrial Leathers Federation and the Amalgamated Society of Leather Workers and the National Leather Trades' Federation]

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London | Provinces |
|  | s. d. | s. d. |
| Men, 21 years and over: | $56 \frac{1}{1}$ |  |
| Semi-skilled ... $\ldots$... $\ldots$... $\ldots$... $\ldots$ | $5{ }_{5} 51$ | 5 2 ${ }_{5}$ |
|  | 52 |  |
| Skirled Women, 20 years and over, after 12 months employment .. | 47 | 463 |

Note: The rates and hours became operative from the first full pay week commencing on or after 1st July 1967.

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

## Pieceworkers

Piecework prices or rates are to be such as to enable an average worker to earn 25 per cent above the time rates.

## Shift Workers

Where shifts are worked, the day shift is paid at ordinary rates and the other shift or shifts at time-and-one-fifth, any overtime being calculated on normal day-work rates. Pieceworkers on shifts other than the day shift are paid rates which will enable the pieceworker of average ability to earn the day-work rate plus 45 per cent.

## Incentive Bonus

Workers are to be given the opportunity to earn at least a further 10 per cent. by the operation of a production bonus scheme by work at reasonable standards. Non-productive workers, i.e., other than bench workers, are paid a bonus of 1 d . an hour.

## LEATHER BELTING AND STRAP BUTT CURRYINGUNITED KINGDOM

[Agreements between the Industrial Leathers Federation and the Amalgamated Society of Leather Workers and the National Leather Trades' Federation]


Note: The rates and hours became operative from the first full pay week commencing on or after 1st July 1967.

## Hours of Work

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

## Pieceworkers

Piecework prices are to be such as to enable an average worker to earn 25 per cent. over the time rate.

# FELLMONGERING (DOMESTIC SHEEPSKINS)ENGLAND AND WALES* 

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

| Class of Worker |  |  | Hourly Rates of Wages |  |
| :---: | :---: | :---: | :---: | :---: |
| Men, 21 years and over: s. d. |  |  |  |  |
| Skilled... $\ldots$... $\ldots$ |  |  |  |  |
| Semi-skilled, after 3 months' probation Unskilled | $\ldots$ | $\ldots$ |  | 51 |
| Unskilled Women, 21 | ... | $\ldots$ |  | $4 \frac{1}{2}$ |
| Women, 21 years and over | $\ldots$ | ... | 4 | $6 \frac{1}{2}$ (plus 1d. for wet work) |

Note: The rates and hours became operative from 1st July 1967.

## Hours of Work

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

## Pieceworkers

Piecework prices are to be such as to enable an average worker to earn at least 25 per cent. over the time rate. Women on piecework are paid the rate for the job.

## FELLMONGERING-SCOTLAND

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


Note: The rates and hours became operative from the first pay day after 1st July 1967.

## Hours of Work

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

## Pieceworkers

Piecework prices are to be such as to enable an average worker to earn a minimum of 25 per cent. over the time rate. Women on piecework are paid the rate for the job.

[^69]
# LEATHER GOODS, SADDLERY AND HARNESS MANUFACTUREGREAT BRITAIN* 

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


Note: The rates and hours became operative from the first full pay period on or after 3rd July 1967.

## Hours of Work

The normal hours of work in a full week, exclusive of mealtimes and overtime, are 41, to be worked in 5 days.

## Pieceworkers

Piecework rates are to be fixed to allow workers of average ability to earn at least 25 per cent. above the appropriate minimum hourly time rates quoted above.

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

[Agreements between the Society of Master Saddlers Limited and the National Union of Leather Workers]

| Class of Worker | National Basic Hourly Time Rate of Wages |
| :---: | :---: |
| Skilled Men, 19 years and over, who have served 4 years in the trade ... | s. d. 62 |

Note: The rate and hours became operative from the first pay day in July 1967.

## Hours of Work

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

## Pieceworkers

Piecework rates are to be fixed to allow workers of average ability to earn at least 25 per cent. above the appropriate hourly rates.

[^70]
## HIDE AND SKIN MARKETS TRADE-ENGLAND AND WALES

[Agreements of the Joint Industrial Council for the Hide and Skin Markets Trade]


Note: The rates became operative on the first pay day in January 1968.

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

# RUBBER PROOFED GARMENT MAKING INDUSTRYGREAT BRITAIN 

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

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |
| :---: | :---: | :---: | :---: |
|  | Per week <br> s. d. |  | Per week s. d. |
| Men: |  |  |  |
| Measure cutters with 3 years' employment after the age of 18 years: |  |  |  |
| London district $\dagger$... ... ... ... |  |  |  |
| Other districts $\ldots \ldots$... $\ldots$. ${ }^{\text {Ondifemen }}$ | 2287 |  | 2517 |
| Cutters, trimmers, knife cutters or knifemen, with 3 years' employment after the age of 18 years: |  |  |  |
| London district $\dagger$... ... ... ... | 227 |  | $\begin{array}{ll}250 \\ 241 & 5\end{array}$ |
|  | 21910 |  |  |
| Makers, machinists or passers, with 3 years employment | 233 | 5 | 2569 |
| Warehousemen with 3 years' employment after the age of 18 years | 2120 |  | 2332 |
| Packers with 3 years' employment after the age of 18 years | 208199 |  |  |
| Porters, 21 years and over $\ldots \ldots$ |  |  | 219 |
| Learners, 21 years and over, after 1 year's employment | $\begin{array}{ll} 233 & 5 \\ 194 & 6 \end{array}$ |  | 2141 |
| Other workers, 21 years and over ... ... |  |  |  |
| Women: |  |  |  |
| Makers, machinists, passers or finishers, with 3 years' employment | 159 |  | 1834 |
| Buttonhole machinists, button machinists, bar tackers, markers, folders, eyeletters and studders, 21 years and over or with 3 years' experience | 1595 |  | 1834 |
| Learners, 21 years and over, after 1 year's employment | $159$ |  | 1788 |
| Other workers, 21 years and over ... .. |  | 7 |  |

Note: The rates became operative from 1st 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.

## 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.

[^71]
# READY-MADE AND WHOLESALE BESPOKE TALLORING 

## I. Great Britain

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

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men: | Per hour <br> s. d. | Per hour <br> s. d. |
| Measure cutters with 3 years' employment after the age of 18 years: |  |  |
| London district $\dagger$ |  |  |
| Other districts | $\begin{array}{ll}5 & 81 \\ 5 & 6 \frac{1}{2} \\ 5 & 6\end{array}$ | 6 $0 \frac{1}{4}$ <br> 5 $10 \frac{1}{2}$ <br>   |
| Making heavy cotton clothing (all districts) Cutters, trimmers, knife cutters or knifemen, | $\begin{array}{ll}5 & 6 \frac{1}{2}\end{array}$ | ${ }_{5} 510 \frac{2}{2}$ |
| Cutters, trimmers, knife cutters or knifemen, with 3 years' employment after the age of 18 years: |  |  |
| London district $\dagger$ |  |  |
| Other districts <br> Making heavy cotton clothing (all districts) | $\begin{array}{ll}5 & 64 \\ 5 & 4 \frac{1}{2} \\ 5 & 41\end{array}$ | $\begin{array}{lll}5 & 10 \frac{1}{4} \\ 5 & 8 \frac{1}{4} \\ 5 & 8\end{array}$ |
| Fitters-up, tailors, pressers, machinists and | $5 \quad 4 \frac{1}{2}$ | 581 |
| passers, with 3 years' employment after the age of 18 years | $5 \quad 4 \frac{1}{2}$ | $58 \frac{1}{4}$ |
| Under pressers and plain machinists, with $\dddot{3}$ years' employment after the age of 18 years ... | $\begin{array}{ll}5 & 4\end{array}$ | 5 5 |
| Warehousemen with 3 years' employment after the age of 18 years | $\begin{array}{ll}5 & 1 \\ 5 & 21\end{array}$ | 55 |
| Packers with 3 years' employment after the age of 18 years | $\begin{array}{ll}5 & 2 \frac{1}{2} \\ 5 & 11\end{array}$ | $\begin{array}{ll}5 & 61 \\ 5 & 51\end{array}$ |
| Porters, 21 years and over $\quad . .$. | 4 | 5 5 5 |
| Learners, 21 years and over, after 1 year's employment | $410 \frac{1}{2}$ | 531 |
| Women: |  |  |
| Conveyor belt machinists | 311 |  |
| Cutters, trimmers and fitters-up: ${ }^{\text {a }}$ |  |  |
| 20 years and over | $310 \frac{1}{2}$ |  |
| 19 and under 20 years ... ... | 310 | 4 11 |
| Other workers, except learners ... | 3 91 |  |

Note: The rates and hours became operative from 15th July 1966 and are due to be increased by 3d. an hour for men and by 2d. for women from 17th May 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.

[^72]Ready-made and Wholesale Bespoke Tailoring-contd.

## II. Northern Ireland

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

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men: | Per hour s. d. | Per hour <br> s. d. |
| Measure cutters with 3 years' employment after the age of 19 years | 561 | 59 |
| Stock cutters, knife cutters or knifemen, fittersup, tailors, pressers, machinists and passers, with 3 years' employment after the age of 19 years | 541 | $57 \frac{1}{2}$ |
| Under pressers and plain machinists, with 3 years' employment after the age of 19 years | $5 \quad 0 \frac{1}{4}$ | 54 |
| Warehousemen, 24 years of age and over and not less than 2 years' experience after the age of 22 years | $5 \quad 2 \frac{1}{4}$ | 5 53 |
| Packers, 24 years of age and over and not less than 2 years' experience after the age of 22 years | $51 \frac{1}{4}$ | 5 51 |
| Porters and other male workers, 22 years of age and over | $410{ }^{3}$ | $5 \quad 3 \frac{1}{4}$ |
| Women: |  |  |
| Other workers, except learners ... | $37 \frac{1}{2}$ | $310 \frac{1}{2}$ |

Note: The rates and hours became operative from 5th July 1966. The rates are due to be increased by 3d. an hour for men and by 2d. for women from 17th May 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.

## WATERPROOF GARMENT MANUFACTURELANCASHIRE, CHESHIRE AND GLASGOW

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


Note: The rates became operative from 1st September 1967.
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

Provision is made, subject to certain conditions and qualifications, for a guaranteed weekly payment of 80 per cent. of the minimum time rate in the case of adult workers and of the full weekly minimum rate in the case of younger workers.

[^73]
## WHOLESALE MANTLE AND COSTUME MAKING-GREAT BRITAIN

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

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men: | Per hour s. d. | Per hour <br> s. d. |
| Measure cutfers with 3 years' employment after the age of 18 years as measure cutters, but excluding designing | $56 \frac{1}{2}$ | $510 \frac{1}{2}$ |
| Cutters, trimmers, knife cutters, knifemen, fitters-up, tailors, pressers, machinists and passers, with not less than 3 years' employment after the age of 18 years | $5 \quad 4 \frac{1}{2}$ | $58 \frac{1}{4}$ |
| Under pressers and plain machinists, with not less than 3 years' employment after the age of 18 years ... | 51 | 55 |
| Warehousemen with not less than 3 years' employment after the age of 18 years | $5 \quad 2 \frac{1}{2}$ | $5 \quad 6 \frac{1}{4}$ |
| Packers with not less than 3 years' employment after the age of 18 years | $5 \quad 1 \frac{1}{2}$ | $5 \quad 5 \frac{1}{2}$ |
| Learners, 21 years and over, after 1 year's employment | $410 \frac{1}{2}$ | $53 \frac{1}{4}$ |
| Women: |  |  |
| Conveyor belt machinists | 311 | 41 |
| Cutters, trimmers and fitters-up: |  |  |
| 20 years and over | 3 1012 | 42 |
| 19 and under 20 years ... | 310 | $4 \quad 1 \frac{1}{2}$ |
| Other workers, except learners ... | 3 91 | 41 |

Note: The rates and hours became operative from 1st January 1967.

## 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.

[^74]
## I. Great Britain

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

| Class of Worker | General Minimum Time Rate | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour | Per hour |
| Men: Special or measure cutters, pattern cutters or |  |  |
| pattern takers, with 3 years' employment after the age of 18 years | 57 | 511 |
| Cutters, 21 years and over, with 4 years' employment | 55 | 583 |
| Tie cutters: |  |  |
| 22 years and over with 5 years' experience ... |  | ${ }_{5}^{511}$ |
| 21 years and over with 4 years' experience ... Other workers, 21 years and over | 5 5 5 |  |
| Other workers, 21 years and over |  |  |
| Women, other than learners: |  |  |
| Conveyor belt machinists | $310 \frac{1}{2}$ | $40 \frac{1}{2}$ |
| Other workers ... | 39 | $40^{\frac{1}{2}}$ |

Note: The rates and hours became operative from 25th July 1966.

## 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, 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.

## II. Northern Ireland

[Shirtmaking Wages Regulation Order (Northern Ireland)]*


Note: The rates and hours became operative from 28th June 1966.

## 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.

[^75]
## 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 | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week <br> s. d. | Per week <br> s. d. |
| Retail Bespoke Branch: |  |  |
| Men, 21 years and over, after 1 year's employment | 1992 | 2150 |
| Women, other than learners: <br> Bodice, coat, skirt, gown or blouse hands, 20 years and over, subject to qualifications as to experience, etc.: |  |  |
|  |  |  |
| Area A ... ... ... ... ... | 1426 | - |
| Area B ... | 150 | - |
| Area C ... ... | 1550 | - |
| Other workers: ${ }^{\text {a }}$ - ${ }^{\text {a }}$ |  |  |
| Area A | 1318 | - |
| Area B | 140 | - |
| Area C | 1484 | - |
| Wholesale Manufacturing Branch: |  |  |
| Men, 21 years and over: |  |  |
| Cutters with at least 4 years' experience | 2192 | 23510 |
| Other workers after 1 year's employment | 1992 | 2150 |
| Women, other than learners: |  |  |
| Conveyor belt machinists | 1550 | 1618 |
| Other workers ... ... ... ... | 1484 | 1618 |

Note: The rates became operative from 3rd August 1966.

## 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 rate is fixed, must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## Classification of Areas

"Area A" means rural districts and municipal boroughs or urban districts with a population of less than 10,000 in 1961.
"Area B" means all areas in England and Wales other than Areas A and C.
"Area C" means the Metropolitan Police District, the City of London, the Inner Temple and the Middle Temple.

[^76]
## II. Scotland

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

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Retail Branch: <br> Men, 21 years and over, after 1 year's employment | $411 \frac{3}{4}$ | $54 \frac{1}{2}$ |
| Women, other than learners: <br> Bodice, coat, skirt, gown or blouse hands, 20 years or over, subject to qualifications as to experience, etc.: |  |  |
| Area A <br> Area B | $\begin{array}{ll}3 & 9 \\ 3 & 7\end{array}$ |  |
| Other workers: <br> Area A <br> Area B | $\begin{array}{ll}3 & 6 \\ 3 & 4 \frac{1}{4}\end{array}$ | - |
| Wholesale Manufacturing Branch: |  |  |
| Men, 21 years and over, after 1 year's employment | $411 \frac{3}{4}$ | 5 41 |
| Women, other than learners: Conveyor belt machinists | 310 | 311 |
| Other workers ... ... ... ... | 38 | 311 |

Note: The rates and hours became operative from 1st January 1967.

## 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 rate is fixed, must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## Classification of Areas

"Area $A$ " means all burghs with a population of 10,000 or more in 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.

[^77]
## III. Northern Ireland

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

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Retail Bespoke Branch: | Per hour s. d. | Per hour s. d. |
| Women, other than learners: |  |  |
| Bodice, skirt, gown or blouse hands, 20 years and over, subject to qualifications as to experience, etc.: |  |  |
| Area A ... | 38 | 311 |
| Area B ... | 36 | $3{ }^{3} 119$ |
| $\underset{\text { Area C workers: }}{\text { A }}$ ( ${ }^{\text {Ar }}$... . | 3 414 | $37 \frac{1}{2}$ |
| Area A ... ... |  |  |
| Areas B and C ... ... | 341 | 3 7it |
| Factory or Wholesale Manufacturing Branch: |  |  |
| Men: |  |  |
| Cutters with not less than 5 years' experience Pressers with 3 years' employment after the | 5 81 | $6 \quad 0 \frac{3}{4}$ |
| Pressers with 3 years' employment after the age of 19 years | $5 \quad 5 \frac{1}{2}$ | 594 |
| Other workers, 21 years and over, after 1 year's employment | 5 3 ${ }^{3}$ | 548 |
| Women, other than learners: $\cdots \cdots \cdots$ |  |  |
| Conveyor belt machinists ... ... | 3818 | - |
| Other workers ... ... | 37 | $310 \frac{1}{2}$ |

Note: The rates and hours became operative from 5th July 1966.

## 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 rate is fixed, must be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the general minimum time rates.

## Classification of Areas

"Area A" means the County of the Cities of Belfast and Londonderry.
" Area B" means areas with a population of 2,000 or over (as returned at the last census) administered by Borough or Urban District Councils, excluding the County of the Cities of Belfast and Londonderry.
"Area C" means all areas in Northern Ireland other than Areas A and B.

[^78]
# HAT, CAP AND MILLINERY-GREAT BRITAIN 

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

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week s. d. | Per week s. d. |
| Men: <br> Cutters, blockers, body makers or finishers, stiffeners or shapers-other than in the felt hat section (with at least 3 years' experience after the age of 18 years) | 2092 | 2200 |
| Employed in hardening, planking processes of barrel twisting, hand planking or hand stretching, proofing (head men only), dyeing (head men only), blocking (other than coning when preparatory to blocking), pressing, finishing, curling, flanging, cutting, ironing and paring, velouring-in the felt hat (wool) section (with at least 3 years' experience after the age of 18 years) | 2092 | 2200 |
| Employed in forming, hardening, planking, proofing (head men only), dyeing (head men only), blocking, pressing, finishing, brushing, curling and steaming, flanging, cutting, ironing and paring, trimming, velouring -in the felt hat (fur) section (with at least 3 years' experience after the age of 18 years).. | 2092 | 2200 |
| Other workers, 21 years and over, after 1 year's employment | 19010 | 2026 |
| Women, other than learners ... ... | 1468 | 15510 |

Note: The rates became operative from 1st January 1967.

## 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.

[^79]
## CORSET MANUFACTURE-GREAT BRITAIN

[Corset Wages Council Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
| Men: | Per hour s. d | Per hour s. d. |
| Employed in cutting, marking-out (other than process working), hand pressing, matching-up or shading, with not less than 5 years' experience after the age of 18 years |  |  |
| Employed in folding, hand-fitting, parting, separating or making-up, with not less than 3 years' experience after the age of 18 years | $5 \quad 23$ |  |
| Warehousemen or packers, 21 years and over, with not less than 2 years' experience <br> All other workers (including process workers) | $\begin{array}{ll}5 & 24 \\ 5 & 24\end{array}$ | 56 |
| All other workers (including process workers), 21 years and over, after 1 year's employment | $5 \quad 0 \frac{1}{2}$ | 5 33 |
| WOMEN, other than learners ... ... | 39 | $40 \frac{1}{2}$ |

Note: The rates and hours became operative from 25th July 1966.

## 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.

## 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 Glovers and the Transport and General Workers' Union, representing the two sides of the National Standing Joint Committee for Wages and Conditions in the Glove Manufacturing Industry]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 20 years and over: | d. |
| Class A-Fully qualified table cutters, skilled fur back cutters, ironers who have served 2 years' apprenticeship | 5 |
| Class B-Semi-block cutters and block cutters, clickers, webbers, ironers who have not served 2 years' apprenticeship, fabric glove cutters | 5 |
| Women, 20 years and over: $\quad .$. |  |
| Class A-Experienced dress glove machinists | 3 |
| Class B-Dress glove machinists under training until competent for piecework, all industrial glove machinists and all other women workers .. | 3 |

Note: The rates and hours became operative from 1st July 1967.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 41.

## Pieceworkers

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

[^80]
# FOOTWEAR MANUFACTURE-UNITED KINGDOM* 

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

| Class of Worker $\dagger$ |  |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Minimum Weekly <br> Day Wage Rates $\ddagger$ |  |  |  |  |  |  |  |

Note: The rates became operative from the first pay day in March 1968 and relate to the official index of retail prices figures of $120 \cdot 5$ and up to but not exceeding $121 \cdot 4$

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.

[^81]
## BUILDING BRICK AND ALLIED INDUSTRIES

## I. England and Wales* <br> [Agreement of the National Joint Council for the Building Brick and Allied Industries]

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

Note: The rates and hours became operative from the beginning of the first full pay period following 18th February 1967.

## 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 48 hours, consisting of 6 shifts of 8 hours.

## Guarantee of Employment

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

## Pieceworkers

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

## Night Shifts

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

## Split or Double-day Shifis

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 51 s . Od. a shift of 8 hours, made up of a basic rate of 5 s . 6 d . an hour plus a differential of $4 \frac{1}{2} \mathrm{~d}$. an hour and a shift allowance of 6 d . 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 6 d . an hour, which is included in the shift rate quoted above, does not qualify for the special week-end or "rest" day premium payments.

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

I. England and Wales-contd.

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


[^83]
## Building Brick and Allied Industries-contd.

## II. Midlands*

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

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

Note: The rates and hours became operative from the first full pay period commencing on or after 18th February 1967.

## 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, except for kilnburners and boilerfiremen employed on continuous shift work whose normal week is 48 hours worked in 6 shifts of 8 hours.

## Guarantee of Employment

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

## Pieceworkers

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

## Double-Day Shifts

Workers, other than kilnburners and boilerfiremen on continuous shifts, are paid an additional 1 s . 3d. 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 Boilerfiremen

Kilnburners and boilerfiremen are paid a basic rate of 5 s .6 d . an hour plus a skill differential of $4 \frac{1}{2} \mathrm{~d}$. an hour plus a shift allowance of 6 d . 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.

[^84]
## 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]


Note: The rates and hours became operative from the beginning of the first full pay period following 31st March 1967.

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

## Shift Workers and Night Workers

When employed on a two- or three-shift per day system or on constant night shift, workers, excluding kilnburners and others on continuous shift work, are paid an extra 6d. an hour for all hours worked on the back and 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 4d. 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.

# FLETTON BRICK MANUFACTUREBEDFORD, BUCKINGHAMSHIRE AND PETERBOROUGH 

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


## Note: The rates became operative from 31st July 1967.

## Hours of Work

The recognised normal working week consists of 40 hours. For kilnburners and boilerfiremen the normal week is 42 hours worked in 5 shifts of 8 hours for 3 weeks followed by 6 shifts of 8 hours for one week.

Guaranteed Weekly Remuneration
Provision is made, subject to certain conditions and qualifications, for payment of the normal working week at the appropriate hourly day-work rate.

## Pieceworkers

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

## Night Shifts

When on the night shift, i.e., shifts starting at or after 3 p.m., hourly paid workers (other than burners and boilerfiremen) receive time-and-a-quarter of their appropriate normal daywork rates and pieceworkers one quarter of their appropriate hourly rate for the hours worked in addition to their normal piecework rates. The allowances are not compounded for overtime.

## Work on Callow and in Knotholes

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

## Kilnburners and Boilerfiremen

Kilnburners and boilerfiremen receive $7 \mathrm{~s} .9 \frac{3}{4} \mathrm{~d}$. an hour, plus a shift allowance of $11 \frac{1}{2} \mathrm{~d}$. 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.

Burners on large kilns having two fires are paid 8s. Od. extra a week for kilns with a chamber capacity of $40 / 60,000$ bricks and 16 s . 0 d . a week for kilns with a chamber capacity exceeding 60,000 bricks. Qualified burners tending more than two fires in separate kilns are paid $4 \mathrm{~s} .10 \frac{1}{2} \mathrm{~d}$. extra a shift regardless of chamber capacity.

## SALT GLAZED WARE INDUSTRY-GREAT BRITAIN

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

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over: |  |
|  | Per shift of 8 ¢ hours |
| Kilnburners (including makers-up but excluding burners responsible for salting and finishing processes) and boilerfiremen employed on continuous shift work (including differential of $4 \frac{1}{2} \mathrm{~d}$. and shift allowance of 6 d . an hour) | Per shift of 8 hours $504^{*}$ |
| Kilnburners' labourers (including slack wheelers) employed on continuous shift work (including differential of 3d. and shift allowance of 6 d . an hour) | Per hour |
| Women, 20 years and over ... ... | $44^{\frac{1}{2}}$ |

Note: The rates and hours became operative from the beginning of the first full pay period following 2nd July 1966.

## 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, except for kilnburners, kilnburners' labourers and boilerfiremen employed on continuous shifts, whose normal week is 48 hours worked in 6 shifts of 8 hours.

## Guarantee of Employment

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

## Pieceworkers

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

## Night Shifts

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

## Double-Day or Alternate Shift Workers

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

[^85]
## I. England and Wales*

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

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

Note: The rates and hours became operative from the beginning of the first full pay period following 21st January 1967.

## 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, except for kilnburners and boilerfiremen employed on continuous shifts whose normal week is 48 hours worked in 6 shifts of 8 hours.

## Guarantee of Employment

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

## Pieceworkers

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

## Shift Workers

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

## Kilnburners and Boilerfiremen

Fully qualified kilnburners and boilerfiremen employed on continuous shift work are paid 50 s . 4 d . a shift of 8 hours, made up of a basic rate of 5 s . 5 d . an hour plus a differential of $4 \frac{1}{2} \mathrm{~d}$. an hour and a shift allowance of 6 d . an hour.

When called upon to work on a "rest " day the rate is time-and-a-third for the first two hours and time-and-a-half thereafter. Week-end work is paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday.
The shift allowance of 6 d . 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 national differentials, over the minimum hourly rate, apply to workers employed in the manufacture of silica and basic refractories:
Operatives of machinery such as breakers, grinding and grading machines, and power driven brick machines and brick presses ... .... ... ... ...

$$
2 \frac{3}{2} \mathrm{~d} \text {. }
$$

Kiln setters (i.e., employees responsible for setting of kilns) and hand moulders

[^86]
## 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]


Note: The rates and hours became operative from the beginning of the first full pay period following 10th February 1967.

## 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 per day system or on constant night shift, workers, excluding kilnburners and others on continuous shift work, are paid an extra 6 d . an hour for all hours worked on the back or night shift. 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 4d. 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.
[Agreements of the National Joint Wages Board for the General Stoneware Industry]

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Skilled men who have served an apprenticeship: <br> Bigware throwers and turners over 10 quarts size | 6 912 |
| General throwers over 40 ozs. size ... ... | $61^{2}$ |
| Others ... ... ... ... | $511 \frac{1}{4}$ |
| Unskilled men, 21 years and over ... ... ... | 59 |
| Women, 21 years and over ... ... ... ... | 310 |

Note: The rates became operative from the first full pay week in August 1967.

## Hours of Work

The maximum hours of work in a full week are 40 , to be worked in 5 or $5 \frac{1}{2}$ days. Kilnfiremen, boilerfiremen, continuous kiln personnel and other shift workers are paid at the rate of time-and-a-half for all hours worked in excess of the normal working week of 40 hours, irrespective of the days on which the overtime is worked.

## Guaranteed Week

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

## Pieceworkers

Piecework prices are to be such as to enable workers of average ability to earn at least 25 per cent. above the amount they would earn during the same period if employed at the appropriate basic day-work rate.

## SLAG INDUSTRY—GREAT BRITAIN

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

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

Note: The rates became operative from the first full pay period in October 1967.

## 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 4 normal shifts or days during any week.

## Shift Workers

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

## ROOFING FELT MANUFACTURE-GREAT BRITAIN

[Agreements between the Association of British Roofing Felt Manufacturers Limited and the 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 |  |
| :---: | :---: | :---: |
|  | London (within 15 miles of Charing Cross) | Rest of Great Britain |
| Adult male workers ... ... ... | $\begin{array}{ll} \text { s. } & \text { d. } \\ 5 & 3 \frac{1}{4} \end{array}$ | $\begin{array}{ll} \text { s. d. } \\ 5 & 2 \end{array}$ |

Note: The rates became operative from the beginning of the first full pay period following 25th September 1967.

## Hours of Work

The normal working hours are 40 a week for day workers, exclusive of mealtimes, to be worked in 5 or $5 \frac{1}{2}$ days. For shift workers the hours are an average of 40 spread over the shift cycle.

## Shift Workers

Shift workers are paid a shift differential of 6 d . an hour.

READY MIXED CONCRETE INDUSTRY-GREAT BRITAIN
[Agreements of the National Joint Council for the Ready Mixed Concrete Industry]

| Class of Worker* | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London Area (within 15 miles of Charing Cross) | Provincial Areas |
| Drivers of mixing or agitating trucks: | s. d. | s. d. |
| With 4 axles or over ... ... | 2769 | 2734 |
| With 3 axles ... | 2734 | 26911 |
| With 2 axles | 26911 | 2666 |
| Drivers of non-agitating or mixing trucks: |  |  |
| With 4 axles or over | 26911 | 2666 |
| With 3 axles | 266 | 2631 |
| With 2 axles | 2631 | 2598 |
| Batching operators ... ... ... ... | 2769 |  |
| Drivers of dumpers, loading shovels or cranes | 2631 | 2598 |
| Labourers ... ... ... ... ... | 25210 | 2495 |

Note: The rates ${ }^{?}$ and hours became operative from 1st December 1967.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 41, to be worked in 5 or $5 \frac{1}{2}$ days, according to local agreement.

## Guaranteed Week

Subject to certain conditions and qualifications, the earnings of a worker are not to be less than the appropriate minimum basic rate for 41 hours.

## Night Work

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

[^87]
# POTTERY MANUFACTURE-GREAT BRITAIN 

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

| Class of Worker | Hourly Rates* |
| :---: | :---: |
| Men, 21 years and over: |  |
| Group M.1-Includes lavatory attendants, light sweepers, labourers (except mill), clay carriers, ware carriers, mould carriers, dust carriers, night sweepers, marl mixers, saggar washers, saggarmakers' bottom kriockers, machine saggarmakers' assistants, carton packers (fitted |  |
|  |  |
|  |  |
| Group M.2-Mechanical dippers (tiles and electrical), $\ldots \ldots$ assistants, including handlemakers, pressmen (iron presses), form makers, lookers-to-ware (except electrical and china), dust grinders and sievers, glazers (fireclay), drawers on intermittent and continuous ovens |  |
| Group M.3-Mill labourers, gas producer men, B.U. transfer pressing machine operatives |  |
| Group M.4-Stokers ... ... |  |
| Stoker-enginemen |  |
|  |  |
| Group M.5-Pressmen (wooden presses), tile packers, cutters and grinders, machine saggarmakers, lookers-to-ware (electrical and china), grinders (electrical, hand), extruders (electrical), saggarmakers' frame fillers, sand blasters where machinery in use gives complete protection, casemakers (sanitary section), printers' transferers |  |
| Group M.5A-Glaze and stain mill and colour room workers (excluding colour mixers), sanitary ware fitting assemblers ... |  |
| Group M.5B-Biscuit and glost placers on continuous ovens and kilns (except china biscuit placers), enamel placers on intermittent and continuous kilns, biscuit and glost placers on intermittent trucks or platform |  |
|  |  |
| Group M.6-Includes slipmakers, handlers (except teapots), platemakers, cup and bowl makers, dishmakers, saucermakers, hollow-ware pressers, casters (except sanitary), printers, polishers, packers (except tiles), tool filers, pressers (tiles and electrical), mechanical throwers, assemblers (electrical), grinders (electrical, except hand), bowl makers (yellow-ware, size 18 's and below), die setters (tiles and electrical), switchboard operators (electrical), glazing machine operatives, Murray Curvex printers, jolliers' and stickers-up assistants (electrical big ware only) |  |
|  |  |
| Group M.7-Saggarmakers (except machine), biscuit and glost placers on intermittent ovens (excluding china biscuit bedders and sanitary placers), handlers (teapots), fireclay kiln setters and drawers, faience workers (tiles), glaze sprayers (sanitary earthenware), china biscuit hollow-ware placers on continuous kilns |  |
| Group M.8-Includes scollop makers, mouldmakers (except blocking and casing), dippers, sanitary earthenware and sanitary fireclay casters, pressers and biscuit and glost placers on intermittent ovens, turners (hand) (except electrical porcelain, big ware), figure makers, decorators (not including artists), ornamenters, colour mixers, block printers, bowl makers (yellow-ware, size 12's and upwards), kiln firemen |  |
| Group M.8A-Mechanical turners (electrical porcelain, big ware only, i.e., |  |
| Group M.9-Throwers (china and earthenware), tile slabbers ... ... |  |
| Group M.9A-Turners (hand, electrical porcelain, big ware 20 lbs . and over) |  |
| Group M. 10 -Throwers (electrical, except mechanical), china biscuit bedders, stickers-up and jolliers (electrical, big ware only, i.e., any separate part which weighs 20 lbs . or over) | 310 |
| Group M.12-Mouldmakers when blocking and casing |  |
| Group M.13-Modellers |  |
|  |  |

Note: The rates and hours became operative from 1st July 1967.
For footnotes see next page.
Class of Worker

Women, 21 years and over:
Group F. 1 -Glost warehouse workers, including carton or similar packing, electrical biscuit warehouse workers, polishers and grinders (except electrical porcelain), mechanical casemakers (tile section)
Group F.2-Biscuit warehouse workers and scourers (except electrical porcelain), dipping-house workers and crankers (excluding dippers and electrical ware cleaners and crankers), thimble pickers, white tile dippers (machine), sanitary earthenware glaze sprayers, sanitary fireclay, glaze sprayers, glazers, bodiers and enamellers, printers' transferers' assistants and paper cutters, glost and enamel placers and drawers on continuous ovens and kilns (except electrical porcelain), scourers, pinners, machine/hand attendants, Murray Curvex attendants, automatic glaze spraying machine attendants (white and coloured tiles)
Group F.3-Electrical porcelain polishers, grinders, cementers and assemblers $\quad \ldots \quad \ldots \quad \ldots \quad \ldots \quad \ldots$, $\ldots \quad \ldots \quad \ldots \quad \ldots \quad \ldots$
Group F. 4 -Figure and vase mottlers, potters' assistants, including mouldrunners, batters-out and carriers, handlemakers, teapot mottlers, coloured tile dippers (machine) and mottlers (machine), tile fettlers, hand dippers (except tiles), printers' transferers, electrical metallisers, glost and biscuit placers on intermittent ovens, biscuit placers on continuous ovens and kilns, electrical porcelain glost placers on continuous ovens and kilns, burnishers, on-glaze and underglaze decorators, slip dippers, fully automatic tile press attendants, silk screen decorators
Group F.5-Towers, throwers' assistants, turners' assistants, fettlers (except tiles), spongers, stickers-up, lathe treaders, over-lookers and greenhouse women, lookers-to-ware (except electrical porcelain), scollopers, handlers (by hand), covermakers and spoutmakers (J. \& R.), tile pressers, electrical porcelain casters, pressers, fettlers, glazers, cleaners, turners, sanders, dust sievers and extruders (small ware only, i.e., weight of extrusion and carrying board under 20 lbs .)

Basic
Hourly Rates*

Group F.6-Platemakers, saucermakers, casters (except electrical porcelain), dishmakers, cup and bowl makers, jiggerers and jolliers, turners (except electrical porcelain), tile dippers and mottlers (hand), aerographers, groundlayers, printers, ornamenters and flowermakers, tube liners, pattern gilders $\ddagger$
s. d.

20

20
20

Note: The rates and hours became operative from 1st July 1967.
Hours of Work
The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days.

General Increase
All earnings are subject to a plusage of $67 \frac{1}{2}$ per cent.

## Guaranteed Employment

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

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker not less than 25 per cent. above the basic hourly rate appropriate to the occupation in which the operative is engaged. Pieceworkers temporarily employed on timework in their normal occupation are to be paid at the rate of their average piecework earnings during the preceding four weeks. If they are transferred to an occupation other than their normal one, they are paid at the basic hourly rate for such occupation or for their normal occupation, whichever is the higher.

## Maintenance Workers

Under an agreement between the British Pottery Manufacturers' Federation and the Amalgamated Union of Engineering and Foundry Workers, the rate for skilled engineering maintenance fitters employed in pottery factories is 242 s . 8d. a week, operative from 7 th March 1966. Tile die fitters in tile factories receive the skilled engineering maintenance fitters' weekly rate plus a further $7 \frac{1}{2}$ per cent.

[^88]GLASS PROCESSING-GREAT BRITAIN*
[Agreements of the National Joint Council for the Glass Processing Industry]


Note: The rates became operative from 7th February 1968 and relate to the official index of retail prices figure of 120 .

## 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.

## Payment-by-Results Workers

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

## Night Workers

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

## Women

Women, 20 years and over, employed on all operations on which female labour is permitted, are paid 75 per cent. of the rate of 7 s .8 d . an hour in the London area and of 7 s .6 d . an hour in the provincial area, calculated to the next $\frac{1}{2} \mathrm{~d}$. above.

[^89][Agreements of the National Joint Industrial Council for the Glass Container Industry]

| Class of Worker | Minimum Basic Hourly Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Workers | Two-shiftWorkers | Three-shift Workers |  |  |
|  |  |  | 3 sets | 31 sets | 4 sets |
|  | s. d. | s. d. | s. d. | s. d. | s. d. |
| Men, 21 years and over: General labourers |  | $57 \frac{1}{2}$ | 58 | $58 \frac{1}{1}$ |  |
| Lister or similar truck drivers | 55 | 588 | 59 | 5 9 ${ }^{5}$ | 511 |
| Batch mixers, boilermen or stokers | 56 | 5 9 ${ }^{\frac{1}{2}}$ | 510 | $510 \frac{1}{2}$ | 60 |
| Sorters: |  |  |  |  |  |
| Grade 1 | 59 | $6{ }^{6} 0 \frac{1}{2}$ | 61 | $61 \frac{1}{2}$ |  |
| Grade 2 | $\begin{array}{ll}5 & 7 \\ 5 & 5\end{array}$ | ${ }_{5}^{5} 10 \frac{1}{2}$ | ${ }_{5}^{5} 11$ | ${ }_{5}^{5} 11{ }^{\frac{1}{2}}$ | ${ }_{5}^{6} 11$ |
| Trainee $\ldots \ldots$... $\ldots \ldots$ founders $\ldots \ldots$. $\ldots$, | 5 51 |  |  |  | $511 \frac{1}{2}$ |
| Founders, gasmakers and furnacemen: Up to 20 tons daily melting capacity |  |  |  |  |  |
| Over 20 tons daily melting capacity | 5 6 6 | 510 | $510 \frac{1}{2}$ | 511 | 6 02 |
| Automatic machine operators: |  |  |  |  |  |
| Grade 1 |  | - | $64 \frac{1}{2}$ |  | ${ }_{6}^{6} 50 \frac{1}{2}$ |
| Grade 2 Grade 3 |  | - |  |  |  |
| Grade ${ }^{\text {Trainee ... }}$ |  |  | ${ }_{5}^{5} 11 \frac{1}{2}$ | 6 5 | ${ }_{5}^{6}$ 1 $11^{\frac{1}{1}}$ |
| Trainee | - | - | $59 \frac{1}{2}$ | 510 | $511 \frac{1}{2}$ |
| Women, 21 years and over: |  |  |  |  |  |
| Minimum rate ... | $41 \frac{1}{2}$ |  |  |  |  |
| Lehr hands | - | 4 5 ${ }^{\frac{1}{2}}$ |  |  |  |
| Sorters |  | 47 | $47 \frac{1}{2}$ |  |  |

Note: The rates became operative from the first full pay period following 1st April 1967.

## 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.

## Pieceworkers

For skilled male workers on semi-automatic, hand machine or mouth-blown work the piecework prices are to be sufficient to yield, to workers of ordinary ability, at least 51 s .4 d . an 8 -hour shift ( 3 sets), 51 s . 8 d . ( $3 \frac{1}{2}$ sets) or 52 s . 8 d . ( 4 sets). Workers are paid 48 s . 8 d . an $8-$ hour shift ( 3 sets), 49 s . 0d. ( $3 \frac{1}{2}$ sets) or 50 s . 0d. ( 4 sets) when, through no fault of their own, they fail to earn these amounts.

For other classes of pieceworkers, piecework rates (as distinct from production bonuses) are to be sufficient to yield to workers of ordinary ability at least 25 per cent. above the appropriate basic time rates.

## 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 of 75 per cent. on basic rates, i.e., day rates plus shift allowances, is paid for the three Sunday shifts and of 50 per cent. for the other two shifts. For continuous shift workers only, time-and-a-half is paid for the normal Saturday morning shifts.

## London Allowance

For workers employed in the London district the rates are increased by $1 \frac{1}{2} \mathrm{~d}$. an hour for men and by $1 \frac{1}{4} \mathrm{~d}$. an hour for women.

## 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.

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

NOTE: The rates became operative from 27th November 1967.

## 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 a workman of average ability and under normal conditions to earn at least 25 per cent. above his ordinary time rate. When piecework is not available the agreed hourly rates are paid.

## Guaranteed Wages

Provision is made, subject to certain specified conditions and qualifications, for all full-time workers to be guaranteed a weekly sum of 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 1 s .5 d . an hour. Workers employed on two rotating shifts of 8 hours each day, not including night shift, are paid an allowance of 10d. 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 8d. 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-quarter. This does not apply to any night worker whose weekly or hourly rate takes the fact of night work into consideration.

## Grouping of Occupations

Examples of the grouping of occupations are as follows:
Group 1-Cleaners (boiler), compressor attendants, elevator attendants, weighbridge attendants, greasers, hatchwaymen, quarrymen, hoist operators, Trix Plant operators (1-9 Trix Mills).

Group 2-Crushermen, firemen or stokers (boiler), kiln greasers, repairers (wagon), rumber operators, shunters, Trix Plant operators (10-29 Trix Mills), washmillers (clay)

Group 3-Borer drillers (quarry), carryall drivers, crane drivers (below 3 tons lifting capacity), cement millers, fetlers (wagon), gauger testers (cement or slurry), raw stone millers, washmillers.

Group 4 -Aerofall machine operators, bulldozer drivers (track type), crane drivers (3-20 tons lifting capacity), splicers (rope, wire and fibre).

Group 5-Crane drivers (20 tons or over lifting capacity), maintenance operatives (semiskilled).

Group 6-Kiln burners.

## II. Maintenance Craftsmen

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


Note: The rates became operative from 27th November 1967.

## 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 1 s . 5 d . an hour. Workers employed on two rotating shifts of 8 hours each day, not including night shift, are paid an allowance of 10 d . 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 8d. 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-one-fifth 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]



Note: The rates and hours became operative from the beginning of the first full pay period commencing on or after 1st April 1967.

## 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.

## Earnings Fall-Back

Provision is made for a fall-back rate of 250 s . 0 d . per 40 -hour week ( 253 s . 4d. in London) to be paid to day workers where their weekly earnings fall below these amounts.

## 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 $6 \mathrm{a} . \mathrm{m}$. and 11 p.m., are paid a shift allowance of 3d. an hour. Where workpeople are working on a three-shift rotary system, the shift allowance and conditions are subject to local agreement.

## Night Workers

Workers regularly employed on night work, i.e., hours worked between 9 p.m. and 6 a.m., as distinct from continuous shift hours, are paid time-and-a-quarter of their normal basic rate of pay.

* The area agreements specify rates for other grades of workers.


## PRE-CAST CONCRETE PRODUCTS INDUSTRY-SCOTLAND

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



Note: The rates became operative from the first full pay week following 1st April 1968.
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

A workman who presents himself for work but is prevented from working by reason of inclement weather, plant breakdowns, non-arrival of raw materials or other similar causes beyond the control of the parties, is during that week entitled to a minimum wage equivalent to 32 hours' pay at his current hourly rate, provided that if a workman is given notice of termination this "guaranteed week" provision will not be operative for the period of notice.

## Pieceworkers

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

## Shift Workers

Workers on three-shift or double-shift systems are paid an additional $4 \frac{1}{2}$ d. an hour. Work between 12 noon Saturday and 6 a.m. Monday is paid at overtime rates, i.e., time-and-a-half to 12 midnight Saturday and double time thereafter.

## Night Shifts

Work on the night shift is paid at the rate of time-and-a-quarter.

## Women

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

Grade 1-Labourer.

## Grading of Occupations

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

# ASBESTOS CEMENT MANUFACTURE-GREAT BRITAIN 

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

| Class of Worker | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Group 1 (Cowley, Erith, Watford, West Thurrock) | Group 2 <br> (Bowburn, Chalford, Dalmuir, Meldreth, Rhoose, Tamworth, Trafford Park, Widnes) |
| Men, 21 years and over, other than non ablebodied men doing light work: | s. d. | s. d. |
| Grade 0 ... ... ... ... ... | 60 | $5{ }^{5} \quad 93$ |
| Grade 1 ... ... | $6 \quad 2$6 | $6{ }^{6} 0{ }^{1}$ |
| Grade 2 ... ... ... ... ... | 65 | $6_{6}^{6} \quad 2 \begin{aligned} & \text { 3 }\end{aligned}$ |
| Grade 3 ... $\ldots$... ... .. | $6 \quad 7 \frac{1}{2}$ | 65 |
| Women, 18 years and over, doing recognised women's work | 44 | 4 2 ${ }^{\frac{1}{2}}$ |

Note: The rates became operative from the pay week commencing on or after 1st October 1967.

## 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 continuously 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.

## 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.

## Grading of Occupations

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

## Shift and Night Workers

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

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

5 per cent.

## HOME GROWN TIMBER TRADE-ENGLAND AND WALES

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

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



Not less than 75 per cent. of the appropriate male rate

Per hour
s. d.

611
64
$6 \quad 3 \frac{1}{2}$
$511 \frac{1}{2}$
$5 \quad 2$
48

Note: The rates became operative from 1st January 1968 and are due to be increased by 3 d . an hour for skilled sawyers and by 2 d . an hour for all other male and female workers from 3rd June 1968.

## 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.

## Night Workers

Workers employed solely on night work are paid 20 per cent. above the appropriate daywork rates.

## Road Transport Workers

The minimum weekly rates for road transport workers are as follows. These rates became operative from 1st January 1968 and are due to be increased by 2d. an hour from 3rd June 1968

Drivers, 21 years and over, according to carrying capacity of vehicle:

> London $\ldots$
> Outside London $\ldots .252 \mathrm{~s} .5 \mathrm{~d}$. to 270 s . 5 d.

Mates, 21 years and over:
$\begin{array}{llll}\text { London } \ldots & \ldots & 255 \mathrm{~s} .5 \mathrm{~d} . \\ \text { Outside London } & \ldots & 252 \mathrm{~s} .5 \mathrm{~d} .\end{array}$

# FURNITURE MANUFACTURE 

I. Great Britain*<br>[Agreements between the British Furniture Trade Confederation 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 | Minimum Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London District $\dagger$ | Rest of Great Britain |
|  | s. d. | s. d. |
| Journeymen | 7 7才 | 7 5 |
| Qualified packers and hand sandpaperers... | 7 1i | 70 |
| Labourers and porters ... | $610 \frac{1}{2}$ | 69 |
| Women, 20 years and over: |  |  |
| Polishers, upholstery cutters, loose cover cutters, soft furnishing cutters, carpet machinists, caners, hand sandpaperers, sewers, sewing machinists, cushion fillers, |  |  |
| and women fixing fabrics to radio cabinet frets and similar jobs (journeywomen) | $5 \quad 8 \frac{1}{4}$ | $5 \quad 63$ |
| Labourers, porters and other women on non-productive work $\ldots \ldots$ | 52 | $5 \quad 0 \frac{3}{4}$ |

Note: The rates became operative from the beginning of the first full pay week in January 1968 when the basic rates and cost-of-living allowances were consolidated into minimum hourly rates.

## 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 $12 \frac{1}{2}$ per cent. more than the appropriate time rate. Collective bonus schemes are to be such as to enable a group of workers to receive among them as a whole at least $7 \frac{1}{2}$ per cent. more than they would receive among them as a whole at the appropriate time rates. No worker under any scheme of payment-by-results is to receive less than the appropriate minimum hourly rate for those not working under such a scheme.

## Shift Workers

On double-day shift and three-shift systems workers are paid allowances of $2 \frac{1}{2} d$. an hour on the day shifts and 9 d . an hour on the night shift ( $10 \mathrm{p} . \mathrm{m}$. to $6 \mathrm{a} . \mathrm{m}$.). These allowances are not computable for overtime.

## Night Shifts

Workers employed on night shifts (other than night shifts worked on three-shift systems) are paid an allowance of 9 d . 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.

[^90]
## II. Northern Ireland

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

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

Note: The rates became operative from the beginning of the first full pay week in January 1968 when the current minimum time rates and supplementary cost-of-living allowances were consolidated into minimum hourly rates.

## 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.

## 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.

## BASKET MAKING INDUSTRY-UNITED KINGDOM

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


Note: The basic rates became operative from 1st January 1968. The cost-of-living bonus became operative from the first full pay week in March 1968 and relates to the official index of retail prices figures of 121.6 to 123.5 inclusive.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40, to be worked in 5 days. These hours became operative from 1st January 1968.

[^91]
## I. England and Wales (National Agreements)*

[Agreements between the National Sawmilling Association and the Amalgamated Society of Woodcutting Machinists or the Transport and General Workers' Union and the General and Municipal Workers' Union]

| District | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Qualified adult male Woodcutting Machinists and Sawyers | Adult male Sawmill Labourersì |
| Blyth, Hartlepools, Humber and District, Liverpool, London, Preston and District, Tees, Tyne and District, Wear | s. d. $7 \quad 2 \frac{1}{2} \ddagger$ | s. d. $6 \quad 1 \frac{1}{2}$ |
| Barrow-in-Furness, Berwick-on-Tweed, Coventry and District, Cumberland, Devon, Dorset, East Anglia, Gloucester, Hampshire, Leicester and District, Northampton, Nottingham and District, Sheffield, Somerset (excluding N.E. part), South Coast, West Riding of Yorkshire |  | $6{ }^{6}$ |
| Bristol, Cardiff (including Barry), Newport, Plymouth, Swansea, Widnes§ | $\begin{array}{ll}7 & 2 \frac{1}{2} \\ 7 & 2 \frac{1}{2}\end{array}$ | $60 \frac{1}{2}$ - |
| Westmorland ... ... ... ... ... |  | $6 \quad 0 \frac{1}{2}$ |

Note: The rates for woodcutting machinists and sawyers became operative from the first full pay week in July 1967. The rates for labourers became operative from the first full pay week following 17th December 1967.

## 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

Woodcutting machinists and sawyers, other than those working during the day, receive 6 d . an hour above ordinary day-time rates when employed on the night shift, i.e., work commencing after 9 p.m.

## Women

The rate for women labourers, 19 years of age and over, is 4 s .6 d . an hour.

* The agreements do not apply to sawmilling firms normally engaged in the production and conversion of home grown timber (see page 135).
$\dagger$ Defined as labourers of 21 years of age and over handling timber after its initial piling in the sawmill yard.
$\ddagger$ In Liverpool an additional $\frac{1}{2} \mathrm{~d}$. an hour is paid as compensation for loss of overtime privileges.
§ In Widnes the rate for labourers is fixed by local agreement and, as from 17th December 1967, is 6s. $1 \frac{1}{2} \mathrm{~d}$. an hour.


## II. Manchester and District

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


Note: The rates became operative from 4th March 1968.

## 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.

## III. Scotland

[Agreements between the Scottish Timber Merchants' and Sawmillers' Association and the Amalgamated Society of Woodcutting Machinists or the General and Municipal Workers' Union and the Transport and General Workers' Union]

| Class of Worker | Hourly Rates of Wages |
| :---: | :---: |
| Men: | s. d. |
| Woodcutting machinists and sawyers |  |
| Labourers, 19 years and over ... ... | $511 \frac{1}{2}$ |
| Women: |  |
| Woodcutting machinists and sawyers Labourers, 19 years and over, after 9 months' employment | 75 per cent. of male labourers' rate |

Note: The rates became operative from 18th August 1967.

## Hours of Work

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

Night Shifts
Workers employed on night shifts are paid one-quarter time rate in addition to their ordinary time rate. This applies when five consecutive nights have been worked.

## Double-Day Shifts

Workers employed on double-day shifts are paid overtime rates for all hours worked prior to or after normal day-time working hours.

## IV. Northern Ireland

[Agreements between the Northern Ireland Timber Importers' Association and the Amalgamated Society of Woodcutting Machinists or the Amalgamated Transport and General Workers' Union]


Note: The rates for woodcutting machinists and sawyers became operative from 1st July 1967 and for storemen and labourers from 17th December 1967.

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

## EXHIBITION INDUSTRY-GREAT BRITAIN

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

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

Note: The rates for journeymen electricians and adult mates became operative from 30th October 1967 and for other workers from the first full pay week in February 1968.

## Hours of Work

The normal working hours, excluding mealtimes, are 40 a week, to be worked in 5 days.

## Guaranteed Week

An operative who has kept himself available for work throughout the normal working hours of each working day of any pay week, but has been prevented from working by reason of inclement weather, plant breakdown, non-arrival of materials or similar causes beyond the control of the parties, is paid half his hourly rate for the time so lost, subject to a minimum payment during the week of not less than 40 times the hourly wage rate and subject to certain other conditions and qualifications.

## Tool Money

The following workers who supply and maintain their own tools are paid tool allowances as follows:

Carpenters and joiners, 2s. 6d. a week; plumbers, 1s. 11d. a week; bricklayers, masons and plasterers, 1s. 3d. a week; painters, 1s. 3d. a week (overall and tool allowance).

[^92]
# TIMBER CONTAINER INDUSTRY 

[Agreements of the Joint Industrial Council for the Timber Container Industry]

## I. England, Wales and Northern Ireland

| Class of Worker | National Minimum Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 21 years and over |
| Sawyers and woodcutting machinists ... ... | $\begin{array}{ll}\text { s. } \\ 6 & \\ 7\end{array}$ | s. d. |
| Box and packing case makers, printing, branding, handholing, dowelling and nailing machinists ... | $5{ }^{6} 5$ | 4 73 <br> 4 43 |
| Labourers ... ... ... ... ... ... |  |  |

Note: The rates became operative from 13th August 1967.

## 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.

## Pieceworkers

Piecework rates are to yield noi less than 25 per cent. over the appropriate hourly rate.

## Shift Workers

Day-shift workers are paid an additional $12 \frac{1}{2}$ per cent. of basic rates.

## Night Workers

Night-shift workers are paid at the rate of time-and-a-quarter, provided not less than five nights are worked. Each shift consists of 8 hours, excluding one hour for meals.

## Road Transport Workers

Drivers of " C " licensed vehicles of less than 5 tons carrying capacity are paid the rate for packing case makers.

## II. Scotland

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Journeymen: |  |
| Machinists ... ... | 70 |
| Sawyers and casemakers $\ldots$. $\ldots$. $\quad .$. | $7 \quad 0$ |
| Women, 18 years and over, after 9 months' employment: |  |
| Casemakers ... | $411 \frac{3}{4}$ |

Note: The rates became operative from 13th August 1967.
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.

[^93]
## COOPERING-GREAT BRITAIN AND BELFAST

[Agreements of the National Joint Industrial Council of the Cooperage Industry]


Note: The rates became operative on the first pay day following 4th March 1968.

## 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 rates.

# VENEER PRODUCING AND PLYWOOD MANUFACTUREENGLAND AND WALES 

[Agreements of the National Joint Industrial Council for the British Veneer Producing and Plywood Manufacturing Industry]


Note: The rates became operative from the week commencing 19th November 1967.

## Hours of Work

The normal working week for day workers consists of 40 hours, exclusive of mealtimes and overtime, 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 4 d . an hour 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 $22 \frac{1}{2}$ per cent.

## Provincial Rates

Provincial rates are 1d. an hour less than the London rate.

[^94]
# PAPER MAKING, PAPER COATING, PAPER BOARD AND BUILDING BOARD MAKING-UNITED KINGDOM* 

[Agreements between the Employers' Federation of Papermakers and Boardmakers 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 |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Day work | Doubleday shift | Threeshift | Fourshift |
|  | s. d. | s. d. | s. d. | s. d. |
| Men, 21 years and over: Class 1 occupations | 6 4 ${ }^{1} \dagger$ | $7 \quad 0 \frac{1}{4}$ | $70^{1} \frac{1}{4}$ | $8 \quad 2 \frac{1}{2}$ |
| ," 1A ", | $510 \frac{1}{2}$ | 66 | 66 | $7 \quad 7 \frac{1}{2}$ |
| ", 2 A " | $\begin{array}{lll}5 & 71 \\ 5 & 51\end{array}$ | 6 2 ${ }^{1}$ | $6{ }^{6}$ 2 ${ }^{\frac{1}{2}}$ |  |
| ", 3 ", | 5 $5 \frac{1}{4}$ <br> 4  | $6 \quad 0 \frac{1}{2}$ | 6 0-1 |  |
| Women, 18 years and over ... | $40^{\frac{1}{4}}$ |  |  |  |
| Skilled craftsmen on maintenance work | $7 \quad 1 \frac{1}{2}$ | 76 | 79 | $9 \quad 0 \frac{1}{4}$ |

Note: The rates became operative from the beginning of the first full pay period following 1st Decermber 1967.

## Hours of Work

The hours of work in a full week are 40, exclusive of mealtimes, for day workers, to be worked over $5 \frac{1}{2}$ days, and an average of 40 , inclusive of mealtimes, over the cycle of shifts for shift workers.

## Short Time Working

Provision is made, subject to certain conditions and qualifications, to safeguard a worker against being "stood off" without pay for more than 2 days or shifts, as the case may be, in any one pay week, unless he has been given at least one week's warning from any making-up day that he is liable to be "stood off" without pay for a longer period.

## Pieceworkers

Piecework prices are to be such as to enable a worker of ordinary ability, working with reasonable diligence, to earn not less than 25 per cent. above the minimum rate for a timeworker of the same grade or age. A pieceworker is defined as a worker who is paid principally by piece rates fixed for the work upon which he or she is engaged.

## Semi-Skilled Workers on Maintenance

The following classes of adult male workers employed whole-time in the maintenance departments are paid the actual minimum Class 2 rate (or 2 d . an hour above the starting rate for unskilled workers in the mill in which they are employed, whichever is the greater) fitters', electricians', carpenters' or bricklayers' mates (subject to certain conditions), heavy gang (after 6 months' continuous employment as such), engineers' and electrical stores attendants.

Full-time engineering machinists are paid the actual Class 1 A rate (or $4 \frac{1}{2} \mathrm{~d}$. an hour above the starting rate for unskilled workers in the mill in which they are employed, whichever is the greater).

## Grouping of Occupations

## Examples of the grouping of occupations are as follows:

Class 1 occupations include machinemen and beatermen in paper mills and in continuous process board and building board mills.
Class 1A occupations include (among others) machinemen and beatermen in intermittent process board and building board mills, coating machinemen, pasting machinemen, colour mixers responsible for colour matching, satin white mixers in paper coating mills and guillotine men in paper coating, intermittent, continuous process and board mills, turbine drivers and leading stokers, etc
Class 2 occupations include (among others) first beater assistants or droppermen, cuttermen and calendermen in intermittent process board and building board mills and crane drivers, oilers and greasers, etc.
Class 3 occupations include (among others) loaders, sheet carriers, labourers, ashwheelers and gantrymen, etc.

[^95]
## MANUFACTURED STATIONERY-ENGLAND AND WALES

## [Agreements between the British Federation of Master Printers and the Society of Graphical and Allied Trades]



Note: The rates became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into the basic rates.

## Hours of Work

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

## Pieceworkers

Piece rates, where operated, are to be fixed so as to yield to the average worker by increased production not less than 18 per cent. above the 'stab rate on a normal working week.

## Night Workers

In London the rate for night work is the same as that agreed between the London Master Printers' Association and the London Printing and Kindred Trades' Federation (see page 155).

## Grading of Towns

The grading of towns outside London is as for general printing (see page 154).
[Agreements between the British Carton Association and the Society of Graphical and Allied Trades (Division A) and the General and Municipal Workers' Union]


Note: The rates became operative from the beginning of the first full pay period in week commencing 25th December 1967.

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 $16 \frac{2}{3}$ 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 25 per cent. of the day 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 $2 \frac{1}{4} \mathrm{~d}$. an hour (Classes I and IV men and women, $2 \frac{1}{2} \mathrm{~d}$. an hour).

## 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.
Class IV-Machine operatives, strippers, loaders of auto-feed cutting and cr easing machines packers and all other power assisted truck handlers.
Class V-Labourers, porters and all other undefined workers.

[^96]FIBREBOARD PACKING CASE INDUSTRY-UNITED KINGDOM
[Agreements between the Fibreboard Packing Case Employers' Association and the Society of Graphical and Allied Trades (Division A) and the General and Municipal Workers' Union]


NOTE: The rates became operative from the beginning of the first full pay period following 13th November 1967.

## 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 15 per cent. above the adult basic time rate of wage applicable to the occupation in which the worker is engaged.

## Night Workers

A night worker (as distinct from a shift worker on nights) who is required to work continuously at night, or at night alternating with normal day work, is paid time-and-a-quarter for all normal night hours worked, calculated on the plain time day-rate of the worker concerned.

## London Rate

For men employed within a radius of 15 miles from Charing Cross the rates quoted in the Table are increased by $2 \frac{1}{2} \mathrm{~d}$. or $2 \frac{3}{4} \mathrm{~d}$. an hour on day work, $2 \frac{3}{4} \mathrm{~d}$. to $3 \frac{1}{4} \mathrm{~d}$. an hour on double-day shifts and on night shifts in conjunction with double-day shifts. Women are paid an additional $2 \frac{3}{4} \mathrm{~d}$. an hour on day work and 3d. an hour on double-day shifts.

## Grouping of Occupations

The grouping of occupations is as follows:
Class I-Minders of double backing corrugator and solid board laminator over 63 inches in width and printer slotter (solid and corrugated).
Class II-Minders of double backing corrugator and solid board laminator up to and including 63 inches in width and fully automatic cutting and creasing machine; assistant minders of double backing corrugator over 63 inches in width and printer slotter (solid and corrugated); forme or die makers and designer sample makers.
Class III-Minders (other than in Classes I and II), assistant minders of double backing corrugator up to and including 63 inches in width and solid board laminator; machine setters, lift truck drivers and crane drivers.
Class IV-Machine operatives, paste mixers (responsible for weighing or measuring quantities), reelmen and spindlers (solid and corrugated), feeders (with responsibility for starting and stopping machines), checkers (intake and despatch) and rider controlled truck drivers (other than fork lift) if regularly so employed.
Class V-Porters or labourers.

## PAPER BAG INDUSTRY-GREAT BRITAIN

## I. Wages Council

[Paper Bag Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rate | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per week | Per week |
| Men, 21 years and over: | S. d. | s. d. |
| Machine tacklers, after $2 \frac{1}{2}$ years' experience $\ldots$ | 2592 |  |
| Paper bag cutters or slitters, after 2 years' experience | 231 | $\dagger$ |
| Hydraulic pressers, stock keepers, packers or despatchers, after 2 years' experience | 220 |  |
| Other workers ... ... $\ldots$, $\ldots$ |  |  |
| Women, 18 years and over, after 1 year's employment | 15510 | 17010 |

Note: The rates became operative from 25th March 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 , which may be worked in 5 or $5 \frac{1}{2}$ days. The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 40.

## Shift Workers

The minimum rates of workers on a daily two-shift system are one-quarter more than the rate otherwise applicable (one-eighth more when engaged in making multi-wall paper bags of three or more ply.)

## II. National Agreement

[Agreement between the British Paper Bag Federation and the Society of Graphical and Allied Trades (Divisions A and I)]

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

Note: The rates became operative from the beginning of the first full pay period following 4th December 1967.

## 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 , which may be worked in 5 or $5 \frac{1}{2}$ days. For shift workers the average weekly hours over a cycle of shifts may be less than 40 hours and in such cases the weekly rates shown above are reduced proportionately before the shift differential is applied.

## Pieceworkers

Piecework rates are fixed so as to enable a worker of average ability, working with reasonable diligence, to earn not less than $16_{3}^{2}$ 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.

[^97]
# PAPER BOX MAKING 

## I. Great Britain

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

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

Note: The rates became operative from 18th March 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 , which may be worked in $5,5 \frac{1}{2}$ or 6 days. The weekly rates specified are subject to a proportionate reduction according as the number of hours in any week is less than 40.

[^98]
## II. Northern Ireland

[Paper Box Wages Regulation Order (Northern Ireland)]*

| Class of Worker | General Minimum Time Rates |  | Piece Work Basis Time Rates |
| :---: | :---: | :---: | :---: |
|  | Per weeks. d. |  | Per hour s. d. |
|  |  |  |  |
| Die makers, forme setters, shear cutters, guillotine cutters, workers on (a) rotary cutting, |  |  |  |
| lotine cutters, workers on (a) rotary cutting, |  |  |  |
| ting, or (c) slitting and rewinding (in each |  |  |  |
| case only when the operator sets the machine), machine minders and head stock keepers, with |  |  |  |
|  |  |  |  |
| 2 years' experience after the completion of learnership |  | $6 \dagger$ |  |
| Other workers, 20 years and over |  |  |  |
| Women, other than learners | 137 | 9 | $3 \quad 6 \frac{1}{4}$ |

Note: The rates and hours became operative from 21st November 1967.

## 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.

* 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 8 s .9 d . a week of 40 hours.


# WALLPAPER MANUFACTURE-ENGLAND 

[Agreements of the Wall Paper Makers' Industrial Council]


Note: The rates and hours became operative from the first pay day in April 1967.


Note: The rates and hours became operative from the first pay day in April 1957.

## 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.

## Shift Workers

Provision is made for additional payments to be made for rota day work and shift work on a 40-hour week basis.

## Permanent Night Workers

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

## London Rate

The London rate is calculated by adding $2 \frac{1}{2} \mathrm{~d}$. an hour to the Provincial rate in each case.

## PRINTING AND BOOKBINDING

## I. England and Wales (Except London)

[Agreements between the British Federation of Master Printers, the Newspaper Society and the Trade Unions concerned for certain classes of workers]


Note: The rates became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into basic rates.

For footnotes see next page.
I. England and Wales (except London)-contd.

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

Note: The rates became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into basic rates.

For Hours, etc., see next page.

[^99]
## Printing and Bookbinding-contd.

I. England and Wales (except London)-contd.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are as follows:
Jobbing and weekly newspaper offices - 40 on day work, night work and double-day shifts.
Daily newspaper offices- 40 on day work and $37 \frac{1}{2}$ on night work ( $36 \frac{1}{2}$ for night linotype operators and night rotary machine minders), to be worked in 5 shifts.

## Double-Day Shift Workers

For workers employed on double-day shifts in jobbing offices the hourly rates are 20 per cent. above the basic day hourly rates, including any agreed machine extras.

## Night Shift Workers

For workers employed on permanent nights in jobbing offices the hourly rates are 25 per cent. above the basic day hourly rates, including any agreed machine extras.

## Grading of Towns

The grading of towns is as follows:
Grade 1-Aldershot, Andover, Ashford (Kent), Ashton-under-Lyne, Aylesbury, Bath, Beccles, Bedford, Birmingham, Blackburn, Blackpool, Bolton, Bournemouth, Bradford (with Idle and Shipley), Brighton and Hove, Bristol, Bungay, Burnley, Bury, Cambridge, Cardiff, Carlisle, Chatham (with Rochester and Gillingham), Cheltenham, Chester, Colchester, Coventry, Darlington, Derby, Dudley (with Tipton), Dunstable, Eastbourne, Exeter, Frome, Gloucester, Gravesend (with Northfleet), Grimsby, Guildford, Halifax, Harrogate, Hastings (with St. Leonards), Hemel Hempstead, Hertford, High Wycombe, Huddersfield, Hull, Ipswich, Kettering, Leeds, Leicester, Letchworth, Liverpool (with Birkenhead, Bootle and Wallasey), Loughborough, Luton, Maidstone, Manchester (with Salford), Margate, Middlesbrough, Newcastle-on-Tyne (with Gateshead), Newport (Mon.), Northampton, Norwich, Nottingham, Oldham, Otley, Oxford, Paulton, Peterborough, Plymouth, Poole, Portsmouth, Potteries, Prescot, Preston, Reading, Redhill, Rugby, St. Albans, St. Helens, Salisbury, Scarborough, Sheffield, Slough, Southampton, Southend, Southport, South Shields, Stockport, Stroud, Sunderland, Swansea, Swindon, Tonbridge, Tunbridge Wells, Uxbridge, Walsall, Warrington, Watford, West Bromwich (with Smethwick and Oldbury), Wolverhampton, Worcester, York.

Grade 2-All other towns.

## II. London (General Printing)

[Agreements between the London Master Printers' Association and the Trade Unions concerned for certain classes of workers]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Hand compositors: |  |
| Books, jobbing and weekly newspapers, other than Sunday papers | 3396 |
| Weekly periodicals ... ... ... |  |
| Machine operators (inter., lino or monotype): 355 |  |
| General offices ... ... ... | 3709 |
| Weekly periodicals (display work) |  |
| Readers: 350 |  |
| General offices Weekly periodicals | 3659 |
|  | 339 6 6 6d |
|  |  |
| Male or female $\dagger$ feeders on certain printing and folding machines |  |
| cale A: <br> Day work | 291s. 9d. to 302s. 6d |
|  | 437s. $7 \frac{1}{2} \mathrm{~d}$. to 453 s |
| Female feeders, 21 years and over, on flat-bed printing machines not covered by above scale, and on platen, litho and all other classes of machines | 216 8 $\ddagger$ |
| Female feeders, 21 years and over, on direct rotary litho and rotary offset machines | 216s. 8d. to 226s. 8d. $\ddagger \ddagger$ |

Note: The rates became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into basic rates.

For footnotes see next page.
II. London (General Printing)-contd.


Note: The rates became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into basic rates.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 on day work, normally to be worked in 5 days, and 40 on night work, to be worked in 4 consecutive nights.

## Payment for Regular Night Shifts

The basic weekly rates for night shifts are 50 per cent. above the day-work basic weekly rates.

[^100]
## III. London (Morning, Evening and Sunday Newspapers)*

[Agreements of the Newspaper Publishers' Association Ltd. and the Trade Unions concerned for certain classes of workers]


Note: The basic rates became operative from 1st September 1967. The cost-of-living bonus relates to the official index of retail prices figure of 143 for January 1968.

For footnotes see next page.

## Printing and Bookbinding-contd.

III. London (Morning, Evening and Sunday[Newspapers)*-contd.


Note: The rates for electricians, engineers and electricians' assistants became operative from 1st July 1967. The basic rates for other workers became operative from 1st September 1967. The cost-of-living bonus relates to the official index of retail prices figure of 143 for January 1968

## 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:
$\left.\begin{array}{lrr} & \text { s. } & \text { d. } \\ \text { Morning papers } & 343 & 0 \\ \text { Evening papers } & 338 & 9 \\ \text { Sunday papers } & 338 & 9\end{array}\right\}$ Plus a cost-of-living bonus of 36 s. a week. $\dagger$

[^101]
## IV. Scotland (General Printing)

[Agreements between the Society of Master Printers of Scotland and the Scottish Typographical Association and the Society of Graphical and Allied Trades]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Letiterpress Department: |  |
| Compositors and machinemen $\ldots$... readers ... Monotype keyboard operators and remer | $323{ }^{3} 6$ |
| Linotype operators ... ... ... | 3360 |
| Female compositors ... ... | 2909 |
| Auxiliary workers employed as assistants in case rooms or letterpress machine rooms, feeders, etc. $\dagger$ : |  |
| Men ... ... ... ... ... ... ... | 2826 |
| Women... |  |
| Women, with 4 years' or more experience as an adult worker | 218 0¢ |
| Bookbinding, etc., Departments: |  |
| Bookbinders, machine rulers, guillotine cutters and qualified warehousemen (with not less than 5 years' experience) | 323 |
| Porters, packers and general assistants (over 21 years with not less than 1 year's experience) | 282 |
| Women engaged in bookbinding, stationery manufacture, machine feeding and warehousing: |  |
|  |  |
| With 4 or more years' experience after training ... | 218 0if |

Note: The rates became operative from 2nd October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into the basic rates.

## Hours of Work

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

## Night Workers

The standard hours for night-shift working, which includes a full week's work, are 40 , exclusive of mealtimes and overtime, with payment for 51 hours at the worker's normal day basic hourly rate of wages.

## Double-Day Shift Workers

The approved hours for double-day shifts are Monday to Friday 6 a.m. to 2.30 p.m. and 2.30 p.m. to 11 p.m., with a break of half-an-hour each shift. Workers on either of these shifts receive a weekly payment for 49 hours at their normal day basic rates of wages.

[^102]
## V. Scotland (Morning, Evening and Sunday Newspapers)

[Agreements between the Scottish Daily Newspaper Society and the Scottish Typographical Society and the Society of Graphical and Allied Trades (Division I)]


Note: The rates became operative from the first full pay week following 11th December 1967 for workers in the reading, linotype, etc. departments and rotary machine minders, and from the first full pay week following 22nd August 1967 for other workers.

## 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]


Note: The rates for lithographic artists and designers became operative from the first pay day in January 1966 and include a cost-of-living bonus of 9 s . 0d. a week which relates to the official index of retail prices figure for October 1965. The rates for other workers became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into the basic rates.

For footnotes see next page.

## I. England and Wales-contd

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | London |  | Grade 1 Towns |  | ${ }_{\text {Grade }}{ }_{\text {Cowns }}$ |  |
|  |  | d. | s. d |  | s. d. |  |
| Lithographic Printing-contd. Copper plate and steel engraving departments $\dagger$ : |  |  |  |  |  |  |
| Pantographic engraving machine operators who undertake no other work | 323 | 6 | 307 | 6 | 305 | 0 |
| Pantographic engraving machine operators who cut up their own work or finish it by any of the customary means |  |  |  | 6 |  | 0 |
| Other engraving operations including artistdesigners, copper plate and steel engravers, relief engravers, die sinkers, router machinists, etc. | 353 | 6 | 337 |  | 335 |  |
| Photogravure: ... ... ... |  |  | 357 | 6 | 5 | 0 |
| Machine departments: |  |  |  |  |  |  |
| Minimum rates for machine minders $\ddagger$ : |  |  |  |  |  |  |
| Sheet-fed machines | 344 | 6 |  | 0 |  |  |
| Reel-fed machines ... | 368 | 6 |  | 0 |  | 6 |
| Sheet-fed machines ... |  | 9 |  | 3 |  |  |
| Reel-fed machines |  | 9 | 292 | 3 |  |  |
| General assistants not directly employed on photogravure machines <br> Plate and cylinder production assistants |  | 9 |  | 0 |  | 6 |

Note: The rates for workers in copper plate and steel engraving departments became operative from the first pay day in January 1966 and include a cost-of-living bonus of 9s. 0d a week which relates to the official index of retail prices figure for October 1965. The rates for other workers became operative from 30th October 1967 when the cost-of-living agreement was terminated and the existing bonus was consolidated into the basic rates.

## Hours of Work

The hours of work and enhanced rates for shift work are as for general printing (see pages 154 or 155 ).

## Grading of Towns

The grading of towns outside London is as for general printing (see page 154).

## II. Scotland

In Scotland the weekly rates for lithographers, lithographic artists and designers are as for Grade I towns in England and Wales. For engravers in the copper plate and steel engraving departments the rates are 16 s . a week more than the corresponding rates for Grade I towns, the cost-of-living bonus having been consolidated. For qualified stone and plate preparers the weekly rates are 6 d . less for men and 7 d . more for women

[^103]
# RUBBER MANUFACTURE-GREAT BRITAIN 

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

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

Note: The rates became operative from the first full pay period commencing on or after 1st January 1968.

## Hours of 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.

## 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 5d. an hour on morning shifts, 1s. on afternoon shifts and 2s. on night shifts. For women the allowances are $3 \frac{1}{2} d$. an hour on morning shifts and 9 d . 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 1 s . 6 d . 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 |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates and hours became operative from 29th May 1968. The rates are due to be increased by $4 \frac{1}{2} \mathrm{~d}$. or $4 \frac{3}{4} \mathrm{~d}$. an hour for men and by $4 \frac{1}{4} \mathrm{~d}$. for women and the hours reduced to 40 from 29th May 1969.

## 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.

[^104]
## TOY MANUFACTURE-GREAT BRITAIN

[Toy Manufacturing Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates |
| :---: | :---: |
| Men, 21 years and over: | Per hour |
| Wood-cutting machinists: | s. d. |
| (a) Required to set up, take down and sharpen cutters and to keep machines in order | 54 |
| (b) With not less than 12 months' experience on any wood-working machine and employed on any such machine (except boring, sanding and dowelling machines) |  |
| (c) Other than (a) or (b) ... ... ... |  |
| Wood body makers of toy perambulators and motor cars | 53 |
| Body painters of toy perambulators and motor cars |  |
| Other workers $\ldots$... $\ldots$... $\ldots$... $\ldots$... | $410{ }^{\frac{4}{3}}$ |
| Women: |  |
| Wood-cutting machinists, 21 years and over: |  |
|  |  |
| (b) As above ... ... ... ... | 53 |
| (c) As above $\ldots$............ | 51 |
| Wood body makers of toy perambulators and motor cars |  |
| Other workers, 20 years and over ... ... | $\begin{array}{rl} 3 & 5 \\ \hline \end{array}$ |

Note: The rates became operative from 19th June 1967.

## 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 piece work basis time rates are 10 per cent. above the appropriate general minimum time rates.

## Night Work

Workers, other than shift workers who commence at or between 6 a.m. and 7 a.m., are paid at the rate of time-and-a-quarter for all time worked between $10 \mathrm{p} . \mathrm{m}$. and $7 \mathrm{a} . \mathrm{m}$.

## ORGAN BUILDING-UNITED KINGDOM

## [Agreements between the Federation of Master Organ Builders and the National Union of Musical Instrument Makers]



Note: The rates became operative from 1st April 1968 and relate to the official index of retail prices figure of 143. The rates are due to be increased by 3d. an hour from 1st July 1968.

## 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.

[^105]
# 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 | Minimum Hourly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over: |  |
| Journeymen ... | 7 7 |
| Packers, labourers, porters and all other workers | 70 |
| Women, 20 years and over: |  |
| Polishers (pianoforte production) | $58 \frac{1}{4}$ |
| Butt centreing, butt covering, screwing-down, bushing (hand or machine), preparing woodwork and gluing-on sharps, cornering and rounding by hand (key and action production) |  |
| Other production processes (key and action) ... ... ... | $5{ }_{5} 6 \frac{3}{4}$ |
| Labourers and porters ... ... ... . | 53 |

Note: The rates became operative from the beginning of the first full pay week in January 1968 when the basic rate and cost-of-living allowance were consolidated into a minimum hourly rate.

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 $12 \frac{1}{2}$ per cent. more than the appropriate time 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 $7 \frac{1}{2}$ per cent. more than they would receive among them as a whole at the appropriate time rates. No worker under any scheme of payment by results is to receive less than the appropriate minimum hourly rate for those not working under such a scheme.

## Shift Workers

On double-day or three-shift systems workers are paid an additional $2 \frac{1}{2} d$. an hour for all hours worked on the day shift and 9d. on the night shift. These allowances are not computable for overtime.

## Night Workers

Workers employed on night shifts (other than night shifts worked on three-shift systems) are paid an allowance of 9d. an hour which is not computable for overtime. Night shifts are constituted when two or more workers are employed exclusively on night work for at least four consecutive nights.

[^106]
## MATCH MANUFACTURE-UNITED KINGDOM

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


Note: The rates became operative from 1st January 1968.

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

Long Service Pay
Workers with 4 years' continuous service receive an additional $\frac{1}{2} d$. an hour and, after a urther 3 years, an additional $\frac{1}{2} \mathrm{~d}$. an hour.

## PENMAKING AND STATIONERS' SUNDRIES MANUFACTUREBIRMINGHAM AND DISTRICT

[Agreements between the Association of British Steel Pen Makers and the Penworkers' Federation]

| Class of Worker | Minimum Weekly Rates of Wages |
| :---: | :---: |
| Men: S. d. |  |
| Fully apprenticed toolmakers: |  |
| 25 years and over $\ldots$ | 2860 |
| Over 21 and under 25 years of age | 2576 |
| Semi-skilled workers, 20 years and over | 2089 |
| Unskilled workers, 21 years and over ... Women, 21 years and over ... ... | 2089 |
| Women, 21 years and over ... ... | 1763 |

Note: The rates became operative from the first pay week in July 1967.

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

For women, 21 years and over, pieceworkers' prices are to be such as to yield at least 181 s . 9 d . for a 40 -hour week to workers of average ability.

# PLASTICS MOULDING AND FABRICATING INDUSTRYGREAT BRITAIN 

[Agreements between the Engineering Employers' Federation and the Amalgamated Union of Engineering and Foundry Workers, the General and Municipal Workers' Union and the Transport and General Workers' Union]

| Class of Worker | Minimum <br> Weekly Time Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Men, 21 years and over: <br> Hydraulic press operators, power press operators, and |  |
|  |  |
| On taking employment on the press |  |
| After 3 months' experience ... ... ... ... ... | $234 \begin{array}{rr}0 \\ 235\end{array}$ |
| After 6 months' experience ... ... ... ... ... |  |
| Manipulators and fabricators, machine operators, bushingwinders, tube winders, tube moulders, paper treating |  |
| operators, varnish mixers ... ... ... ... ... | 2340 |
| Unskilled labourers ... ... ... ... |  |

Note: The rates became operative from 1st January 1968 when the minimum earnings levels, established on 3rd July 1967 under the provisions of the 1964 engineering long term agreement, became the minimum time rates.

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 47) apply to workers employed in plastics establishments.

## Pieceworkers

Piece rates of wages are to be such as to enable workers of average ability to earn at least 15 per cent. over their minimum weekly time rates.

## ANIMAL GUT INDUSTRY-ENGLAND AND WALES

[Agreements of the Joint Industrial Council for the Animal Gut Industry]

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

Note: The rates became operative from the pay day in the week commencing 3rd July 1967.
Hours of Work
The normal working week, exclusive of mealtimes, is one of 41 hours.
[Agreement between the Engineering Employers' Federation and the Constructional Engineering Union]

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

[^107]
## 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 5 nights throughout the year.

On three-shift systems the weekly hours of work, exclusive of half-an-hour break for meals each shift, are $37 \frac{1}{2}$, payment being made for 44 hours on the first and second shifts and 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 in addition as compensation for travelling time and fares expended by the workers in daily travelling to and from the site on which they are working. The allowances are payable when the site is a specified distance from a central point within the area. For example, in the London area a radius allowance of 3s. 9d. a day is payable on sites 2 to 5 miles from Charing Cross ranging up to an allowance of 18 s . Od. a day on sites over 20 miles from Charing Cross.

## Extra Payments for Exceptional Work

An additional payment of 1 d . an hour is made to men required to work in rubber boots on account of muddy conditions.

Where conditions are abnormal due to excessive dirt an allowance of 3 d . an hour is made with a further 3d. an hour in respect of heat, fumes, etc.
All men working at heights are paid allowances ranging from 2 d . an hour for 50 feet but under 75 feet to 2 s . 0 d . an hour for 250 feet but under 300 feet, with an addition of 6 d . an hour for each additional 50 feet.

[^108]
## BUILDING INDUSTRY

## I. England and Wales

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

| Class of Worker and Locality | Standard Hourly Rates of Wages* |  |
| :---: | :---: | :---: |
|  | Craftsmen | Labourers, 18 years and over |
|  | s. d. | s. d. |
| Men: ${ }^{\text {London (within } 15 \text { miles radius of Charing Cross) }}$ | 710 |  |
| Liverpool and district ... ... ... ... | 710 | ${ }_{6} 88{ }^{\frac{1}{2}}$ |
| Grade A districts ... ... . | $78 \frac{1}{2}$ |  |
| Women, 19 years and over: | $\begin{aligned} & \text { s. } \\ & 6 \\ & 6 \\ & 5 \end{aligned} \quad \begin{aligned} & \text { d } \\ & \hline \frac{1}{2} \end{aligned}$ |  |
| On craft processes (after 6 months' probation) |  |  |
| On other than craft processes ... ... ... |  |  |

Note: The rates became operative from 4th March 1968 and relate to the official index of retail prices figures (converted to the 1956 index) of 140 and up to but not including 142. Changes in accordance with movements in the official index of retail prices have now been discontinued.

## 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 except during the period six weeks before and six weeks after Christmas when the hours may be worked in $5 \frac{1}{2}$ days at the employer's option.

## Guaranteed Week

An operative who has kept himself available for work throughout the normal working hours of each working day of any pay week but has been prevented from working by reason of inclement weather, plant breakdown, non-arrival of materials or other similar reasons beyond the control of the parties, is paid half his hourly rate for the time so lost, subject to a minimum payment during the week of not less than 36 times the hourly wage rate and subject to certain other conditions and qualifications.
Where work is temporarily stopped (e.g., through inclement weather) and a pay week in which the operative actually works is followed immediately by a complete pay week during which, although remaining available for work throughout, he is prevented from performing actual work, he is entitled to the guaranteed minimum weekly payment for that second week.

## Bonus on Output

An employer may, in respect of work on a particular site, job, shop or factory, initiate an incentive scheme whereunder earnings higher than those yielded by the normal prescribed hourly rate are related to the results achieved in performing a definite allotted task.

## Night Gangs 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.

## 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.

[^109]I. England and Wales-contd.

## Tool Money

Certain workers who supply and maintain their own tools are paid tool allowances as follows:

Carpenters and joiners, 2 s . a week; repetitive process workers in woodworking factories or shops, 1s. a week.
Plumbers and banker masons, 1s. 6d. a week.
Mason fixers, plasterers and bricklayers, 1s. a week.
Painters, overalls allowance, 1s. a week.
Wall and floor tilers, 1s. a week.

## Extra Payments

The working rules specify scales of extra payment to workmen engaged on work involving discomfort, inconvenience or risk, continuous extra skill or responsibility, intermittent responsibility or demolition work.

The following are examples of the payments:

Discomfort, inconvenience or risk:
Furnace or similar work up to $120^{\circ}$ Fahrenheit ... ... 3d.
Foul or dirty work
Working in swings, cradles, boats or boatswain's chairs
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
Intermittent responsibility:
Men engaged on concrete levelling
Demolition work (large-scale):
Demolition workers and cleaners (whole-time)
Mattockmen
Shorers

2 d . to 11 d .
Per hour

4d.
6 d .
Labourer's rate plus:
Not less than 3d.

Labourer's rate plus:
2d.
Labourer's rate plus:
1 d.
3d.
5 d.

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 4 d . an hour above the standard rate for craftsmen or for labourers as the case may be.
Qualified benders and fixers of bars for reinforced concrete work who provide themselves with suitable tools, and qualified tubular scaffolders are paid a differential rate of 2d. an hour below the standard rate for craftsmen.

Repetitive process workers in woodworking factories or shops are paid a differential rate of 2 d . an hour below the standard rate for craftsmen.

## Road Haulage Workers

An agreement between the National Federation of Building Trade Employers and the Transport and General Workers' Union specifies rates for road haulage workers. These rates vary by 1 s .9 d . a week in respect of every $\frac{1}{2} \mathrm{~d}$. an hour change in the rate for craftsmen in Grade A districts and, as from 4th March 1968, are as follows:

|  |  | Drivers, according to <br> carrying capacity <br> of vehicle | Mates and <br> Statutory Attendants, |
| :--- | :--- | :---: | :---: |
| London $\quad \ldots$ | $\ldots$ | 319 s .7 d. to 338s. 7d. | 18 years and over |

Grade 1 districts correspond to Grade A districts and Liverpool and district.
The working week is one of 42 hours, inclusive of garage duties but excluding mealtimes, to be worked in 5 days, or $5 \frac{1}{2}$ days in the mid-winter period at the employer's option. 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.
II. Scotland*
[Agreements of the National Joint Council for the Building Industry]

| Class of Worker |  |  |  |  |  |  |  |  |  | Standard Hourly <br> Rates of Wages $\dagger$ |
| :--- | :--- | :--- | :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |

Note: The rates became operative from 4th March 1968 and relate to the official index of retail prices figures (converted to the 1956 index) of 140 and up to but not including 142. Changes in accordance with movements in the official index of retail prices have now been discontinued.

## Hours of Work

The normal working week is one of 40 hours, to be worked in 5 days, except for the period second Monday in November to second Monday in January, when the 40 hours may be worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

An operative who has kept himself available for work throughout the normal working hours of each working day of any pay week but has been prevented from working by reason of inclement weather, plant breakdown, non-arrival of materials or other similar reasons beyond the control of the parties is paid half his hourly rate for the time so lost, subject to a minimum payment during the week of not less than 36 times the hourly wage rate and subject to certain other conditions and qualifications.

## Bonus on Output

An employer, or alternatively a craft, may adopt a bonus scheme on any particular work to be assessed on the output of the men employed as a whole or in gangs or squads. An individual operative working by himself may also be paid under a bonus scheme.

## Night Gangs and Shift Work

Separate men from those at work during the normal hours are to be employed and shift work is only to be instituted if it is to continue for at least 5 days.
Time-and-one-eighth is paid to men for all hours of shift work where any part of the shift in which they are employed falls outside the normal working hours of the normal working day.

All time worked in excess of 5 shifts in one pay week up to 10 p.m. on Sunday is paid at overtime rates plus one-eighth per hour single time rate.

## Tool Money

Joiners and joinery apprentices providing and maintaining their own tools are paid a tool allowance of 4d. a day and masons (including marble masons), plasterers, bricklayers, slaters and their apprentices an allowance of 2d. a day. In a full week these allowances are payable for 6 days.

[^110]
## II. Scotland-contd.

## Extra Payments

The working rules specify scales of extra payment to workmen engaged on exceptional kinds of work involving extra skill or responsibility or discomfort, inconvenience or risk.

The following are examples of the payments:
Per hour Not less than
Timbermen recognised as such ... ... ... ... ... 3d.
Scaffolders recognised as such ... ... ... ... ... 4d.
Furnace or similar hot work up to $120^{\circ}$ Fahrenheit ... ... 3d
Foul or dirty work ... ... ... ... ... ... ... 4d.
Detached chimney work, silos and church spires ... ... 2d. to 4d,
Working in swings and cradles ... ... ... ... ... 6d.
Working in water where watertight boots are necessary ... 2d.
Wet roughcasting (jobs exceeding 50 sq. yds.) $\ldots$... $\ldots$ 2d.
Qualified benders and fixers of bars for reinforced concrete work who provide themselves with suitable tools are paid 2d. an hour below the craftsman's rate. Operators of mechanical plant such as compressors, cranes, hoists and derricks, dumpers, excavators, mixers and pan mills, piling, mechanical shovels, tractors and trenching machines are paid rates up to 11d. an hour additional to the labourer's rate.
In some cases the allowances are paid only for the hours worked and are not taken into account in the assessment of overtime, guaranteed or travelling time. In other cases the allowances are added to the labourer's rate and the consolidated rate becomes the worker's basic rate.

## DEMOLITION CONTRACTING-GREAT BRITAIN

[Agreements between the National Federation of Demolition Contractors and the National Federation of Building Trade Operatives, being parties to the Demolition Industry Wages Board]

## Rates of Wages

The agreement provides that the basic rates of wages of labourers employed on demolition shall be the basic rates as prescribed from time to time for building trade labourers by the National Joint Council for the Building Industry.

Building trade craftsmen employed on recovering items of value are paid the appropriate craftsmen's rates of wages.

For other classes of demolition workers, "plus rates" are fixed, ranging from 2d. to 1s. 2 d . an hour above the labourer's rates (see pages 168 and 170).

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

Guaranteed Week
The provisions are the same as for the building industry (see pages 168 and 170).

## Night Shifts

Separate men from those at work during the day are paid 7 d . an hour above the ordinary rates, provided that at least three consecutive nights are worked.

## CIVIL ENGINEERING CONSTRUCTION-GREAT BRITAIN

[Agreements of the Civil Engineering Construction Conciliation Board]


Note: The rates became operative from 4th March 1968 and relate to the official index of retail prices figures of 140 and up to but not including 142. Changes in accordance with movements in the official index of retail prices have now been discontinued.

## Hours of Work

The normal working hours in a full week, exclusive of mealtimes, are 40, to be worked in 5 days, except during the period six weeks before and six weeks after Christmas, when they may be worked in $5 \frac{1}{2}$ days.

## Guaranteed Week

A man who is available for work but is prevented from working by reason of inclement weather is paid at half his hourly rate for the time lost, subject to a minimum payment during the week of not less than 36 times his ordinary hourly rate, including any plus rate for skill but excluding any plus rate payable in respect of conditions under which work is done.

## Night Shifts

Ordinary surface work, not in connection with tunnels or where a three-shift system is in operation, carried out at night by a separate gang of men from those working during the day is paid at the rate of time-and-one-fifth. This does not apply to shift men.

## Other Classes of Work

Provision is als ) made for 8 -hour rotary shifts, double shifts worked in connection with tunnels and for shift men.

## Bonus on Output

The agreement permits employers and employees on any job to agree bonus on output for any operation or operations on that particular job, such bonus to be payable in addition to the ordinary rate.

## Tool Money

Workers who supply and maintain their own tools are paid tool allowances as follows: Carpenters and joiners, 2 s . a week; plumbers, 1 s .6 d . a week; bricklayers, 1 s . 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, 1 s . a week

Contractors' plant mechanics and maintenance mechanics, 2 s. a week.

[^111]
## 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 Rural District of West Lancashire.

Class I covers the remainder of England, Wales and Scotland.
In exceptional circumstances the Board may award a special classification for a particular job without prejudice to the continued operation of the agreed classification for the district.

## HEATING, VENTILATING AND DOMESTIC ENGINEERING (INSTALLATION AND MAINTENANCE)-GREAT BRITAIN

[Agreements between the Heating and Ventilating Contractors' Association and the National Union of Sheet Metal Workers, Coppersmiths and Heating and Domestic Engineers]


Note: The rates became operative from 21st February 1968.

## Hours of Work

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

Guaranteed Week
Provision is made for a guaranteed weekly payment for 40 hours, subject to certain conditions and qualifications.

## Night Workers

The basic rate for men who work at least five consecutive nights on night shifts is one-and-aquarter times the normal rate, any overtime being calculated on this enhanced rate.

## Shift Workers

When shift work is necessary it is worked in two or three shifts of 8 hours each. Shift workers are paid at the rate of time-and-a-third on 6-day shifts and time-and-a-half on 7 -day shifts, overtime and night-shift rates being compounded in these rates.

## Merit Money

It is common for merit money to be paid to craftsmen, the amount paid varying according to the man's skill as a welder or a fitter and to the class of work undertaken by the employer.

## Payments for Exceptional Work

Extra payments are made for exceptional kinds of work, e.g., dirty work, abnormal conditions, etc.

# BUILDING AND CIVIL ENGINEERING CONSTRUCTIONNORTHERN IRELAND 

[Agreements of the Joint Council for the Building and Civil Engineering Industry, Northern Ireland]


Note: The rates became operative from 5th February 1968.

## 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.

## Guaranteed Week

A man who is available for work, but is prevented from working by reason of inclement weather, is paid at half his hourly rate for the time lost, subject to a minimum payment during the week of not less than 36 times his ordinary hourly rate including any plus rate for skill but excluding any plus rate payable in respect of conditions under which work is done.

## Extra Payments

Scales of payments are specified to be paid to workers when employed at heights, on trench digging, dirty work or in other special circumstances.

## Tool Money

A tool money allowance of 2 s . a week is payable to joiners. Plasterers receive an allowance of 1 s . a week.

## Night Shifts

Workers employed on night shifts are paid at the rate of time-and-a-quarter, provided that not less than five consecutive nights of 9 hours, excluding mealtimes, have been worked.

## Shift Workers

Workers employed on double-day or three-shift systems are paid at the rate of time-and-aquarter, Monday to Saturday inclusive, and double time on Sunday.

[^112]
## ELECTRICAL CONTRACTING INDUSTRY

## I. England, Wales and Northern Ireland

[Agreements of the National Joint Industrial Council for the Electrical Contracting Industry]


Note: Provision was made under a new grading structure for a worker to be paid his appropriate rate from the commencement of the pay week following the receipt by the worker of his J.I.B. Grade Card. The operative date varied from one worker to another, but was not before 8th January 1968. These rates are due to be increased from 2nd September 1968 by 1 s .6 d . an hour for technicians, 9d. for approved electricians, 3d. for electricians and trainee electricians and $2 \frac{1}{2} \mathrm{~d}$. for labourers.

## Hours of Work

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

## Night Workers

Night-shift workers are paid time-and-a-third for all hours worked up to the declared hours each night, provided not less than three consecutive nights are worked, and time-and-two-thirds outside declared hours.

## II. Scotland

[Agreements between the Electrical Contractors' Association of Scotland and the Electrical Trades Union]


Note: The rates became operative from the first full pay period after 3rd July 1967.

## Hours of Work

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

[^113]II. Scotland-contd.

## Night Workers

Night-shift workers are paid plain time rate plus one-fourth for the first 8 hours each night, provided not less than five consecutive nights are worked.

## Charge Hands

Charge hands in charge of 4 or more other employees (journeymen or apprentices) are to be paid not less than 6 d . an hour above the standard rate while so employed, and those in charge of 8 or more other employees (journeymen or apprentices) not less than 8 d . an hour.

## MASTIC ASPHALT LAYING-GREAT BRITAIN

[Agreements of the National Joint Council for the Mastic Asphalt Industry]

| Class of Worker | Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London Area (within 15 miles of Charing Cross) and Merseyside | Provincial Areas |
|  | s. d. | s. d. |
| Charge hands | 85 | $8 \quad 3 \frac{1}{2}$ |
| Spreaders ... | 711 | 7 91 |
| Mixermen ... | $7 \begin{array}{ll}7 & 3\end{array}$ | $7 \quad 2$ |
| Potmen $\ldots \ldots$... $\ldots$. $\ldots$, | $7 \quad 2$ | 71 |
| Labourers, registered as "classified labourer" |  | $6 \quad 7 \frac{3}{4}$ |

Note: The rates became operative from 4th March 1968 and relate to the official index of retail prices figures of 140 and up to but not including 142. Changes in accordance with movements in the official index of retail prices have now been discontinued.

## 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.

## Payment for Inclement Weather

Subject to certain conditions and qualifications, workers who are prevented from working owing to inclement weather are guaranteed payment for 36 hours in any one week on town work, i.e., on jobs within 15 miles from Charing Cross or agreed asphalt centre, and for 40 hours on country work, i.e., on jobs over 15 miles from Charing Cross or agreed asphalt centre.

## Payments for Exceptional Work

Extra payments of 1 d . to 3 d . an hour are specified for exceptional kinds of work, e.g., working in high temperatures, dirty work, etc.

## Night Gangs

Men engaged in laying asphalt at night are paid an addition of one-fifth of the ordinary rate, providing not less than three consecutive nights have been worked.

## Incentive Scheme

Under normal conditions operatives are able to earn additional hours at ordinary time rate for production over and above a defined schedule of production. Such extra hours are limited to a maximum of four hours a day in the case of country work, and two hours in the case of town work.
[Agreements of the National Joint Industrial Council for the Waterworks Undertakings Industry]


Note: The rates became operative from the first full pay week commencing on or after 28th January 1968.

## 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 $6 \frac{1}{2} d$. an hour, and those employed on a two-shift system a "plus rate" of $5 \frac{1}{2}$ d. an hour, for each hour actually worked. Payment for work on Saturday falling within the normal shift cycle is at the rate of time-and-a-half and on Sunday at double time.

## Rates of Wages of Other Classes of Workers

The differentials for other grades included in the Table are those agreed by the National Council. The district councils may agree rates for any other grades which are deemed to be necessary.

Under an agreement with the National Federation of Building Trade Operatives the rates for fully skilled building craftsmen are 7s. 10d. in London and Liverpool and 7s. $8 \frac{1}{2} \mathrm{~d}$. in other districts operative from the first full pay week commencing on or after 4th March 1968. 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 Council area is 7s. 11d. an hour for a 40 hour week as from 25th February 1968.

## Service Supplement

A service supplement of 2 d . an hour is payable to all employees with not less than 5 years, continuous service.

## Guaranteed Week for Casual Workers

The National Council have placed on record their opinion that no casual worker should be employed on such terms or for such duration as would give that worker a less sum in any one week than 34 hours' pay at the appropriate rate, subject to such worker duly presenting himself

## GAS SUPPLY-GREAT BRITAIN

## I. Workers other than Maintenance Craftsmen

[Agreements of the National Joint Industrial Council for the Gas Industry and the Area Joint Industrial Councils]


Note: The rates became operative from 3rd March 1968.

## Hours of Work

The hours of work for day workers are 40 a week, exclusive of mealtimes and overtime, to be worked over 5 or $5 \frac{1}{2}$ days, subject to Area agreement. The normal hours for shift workers are an average of 40 a week (over a cycle of 4 weeks or longer).

## Shift Workers

Shift workers are paid a shift inconvenience allowance of 5 d . an hour over the standard rate. All time worked by shift workers between 6 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 2 d . an hour is payable to all adult workers with 5 years' continuous service.

## Rates of Wages of Other Classes of Workers

Rates of wages for workers other than those shown in the Table above are the subject of agreement by Area Joint Industrial Councils.

# II. Maintenance Craftsmen, other than Bricklayers and Masons*, engaged on Maintenance of Plant 

[Agreements between the Gas Council and the Confederation of Shipbuilding and
Engineering Unions]

| Class of Worker | Standard Hourly Rates of Wages |  |
| :---: | :---: | :---: |
|  | Metropolitan Area | Provincial Zone " <br> Zone "A" |
| Blacksmiths, brass finishers, carpenters, chemical plumbers, coachmakers, coach painters, coppersmiths, electricians, engine-fitters, engine-turners, instrument mechanics, motor mechanics, moulders, qualified painters, patternmakers, platers, plumbers, riveters, sheet-metal workers (including tinsmiths), wagon repairers, welders, woodcutting machinists (carpenters' and coach shops) | s. d. | s. d. |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  | $8 \quad 3 \frac{1}{4}$ | 7101 |
| Holders-up ... ... ... ... ... | 711 |  |
| Hammermen (blacksmiths' strikers) ... | 788 | $7 \quad 31$ |
| Pipefitters ... ... ... ... | $7{ }^{7} \quad 6 \frac{1}{2}$ | $71 \frac{1}{1}$ |
| Retort pipefitters ... ... ... ... ... | 76 |  |
| Drillers (machine), foundry trimmers, furnacemen (foundry) | 7 51 |  |

Note: The rates became operative from 3rd March 1968.

## 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 or $5 \frac{1}{2}$ days, subject to Area agreement, or 5 nights. For workers employed on rotating or alternating shifts the normal weekly hours are an average of 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 $6 \mathrm{a} . \mathrm{m}$. Sunday and $6 \mathrm{a} . \mathrm{m}$. 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 4d. an hour.
(b) If he is in charge of six or more workers of skilled grade or eleven or more workers of semi-skilled or non-skilled grade, not less than 5d. an hour.

Provided that if there is a foreman in charge of the gang, the charge hand is paid only an additional 4d. an hour.

Service Supplement
A service supplement of 2 d . an hour is payable to all adult workers with 5 years' continuous service.

## Other Classes

By arrangement with individual unions paviors, plasterers and slaters are paid the same rates as the skilled grades.

[^114]
## ELECTRICITY SUPPLY-GREAT BRITAIN

[Agreements of the National Joint Industrial Council for the Electricity Supply Industry and the National Joint (Building and Civil Engineering) Committee for the Electricity Supply Industry]*


Note: The rates became operative from 1st July 1967.

## 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.

## 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-£80 per annum.
(ii) Alternating or overlapping two-shift system, excluding Saturday and Sunday$£ 5710$ s. per annum.
(iii) Intermediate shift system falling between (i) and (ii) above- $£ 65$ 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.

## Night Workers

Day workers, excluding garage labourers, who are required to work exclusively during the night for not less than three consecutive nights receive a payment additional to their annual salary of one-third time at the existing schedule (day) hourly rates. The additional payment for garage labourers on permanent night work is one-fifth time at the existing schedule (day) hourly rates.

Separate provision is made for day workers who are required to work occasional night turns.

## 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.

[^115]
## Electricity 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 4s. 0d. 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 5s. 6d. a day (or shift) higher than the day (or shift) rate of the highest paid employee under his charge.

## Productivity Allowance

A standard weekly allowance of 10 s .6 d . is payable to all adult male workers.

## London Weighting

An additional payment of 14 s . in respect of the normal 40 -hour week is made to all fulltime employees in the London area.

## Grouping of Occupations

The grouping of occupations is as follows:
Group A-Labourer, office cleaner (male), gatekeeper (plus $£ 510$ s. 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, pole hole boring machine operator, public lighting attendant, shunter, sub-station attendant's assistant (R) up to 4 MW (over 4 MW, plus $£ 1810$ s. p.a.), sub-station attendant's assistant (S) up to 150 MW (over 150 up to 500 MW , plus $£ 1810$ s. p.a.; over 500 up to $1,000 \mathrm{MW}$, plus $£ 29$ p.a.; over $1,000 \mathrm{MW}$, plus $£ 38$ 10s. p.a.), switchboard attendant's assistant up to 20 MW (over 20 up to 150 MW, plus $£ 18$ 10s. p.a.; over 150 MW, plus $£ 29$ p.a.), transport driver* up to 5 tons (over 5 tons, plus $£ 1810$ s. p.a.).
Group E-Assembler of cooking and heating apparatus, auxiliary plant attendant, boiler cleaner, driver (other than transport or jetty crane) (jetty crane, plus $£ 1010$ s. p.a.), meter fixer, meter tester's assistant.
Group F-Boiler operator $\dagger 1-500,000 \mathrm{lb}$. boiler (over 500,000 up to $1,000,000 \mathrm{lb}$. boiler, plus $£ 3310 \mathrm{~s}$. p.a.; over $1,000,000 \mathrm{lb}$. boiler, plus $£ 47$ p.a.), lagger, meter reader and collector, storekeeper, sub-station attendant (R) up to 4 MW (over 4 MW, plus $£ 19$ p.a.), substation attendant (S) up to 150 MW (over 150 up to 500 MW , plus $£ 19$ p.a.; over 500 up to $1,000 \mathrm{MW}$, plus $£ 2810$ s. p.a.; over $1,000 \mathrm{MW}$, plus $£ 38$ p.a.), switchboard attendant up to 20 MW (over 20 MW up to 150 MW , plus $£ 3310 \mathrm{~s}$. p.a.; over 150 MW , plus $£ 47$ p.a.), turbine operator $\ddagger$ up to 55 MW set (over 55 up to 150 MW set, plus $£ 3310 \mathrm{~s}$. p.a.; over 150 MW , plus $£ 47$ p.a.), unit operator’s assistant§ up to 55 MW , plus $£ 2810 \mathrm{~s}$. p.a. (over 55 up to 150 MW, plus $£ 62$ p.a.; over 150 up to 400 MW , plus $£ 10410$ s. p.a.; over 400 up to $1,000 \mathrm{MW}$, plus $£ 133$ p.a.), unit operator§ up to 55 MW , plus £56 10s. p.a. (over 55 up to 150 MW , plus $£ 90$ p.a.; over 150 up to 400 MW , plus $£ 161$ p.a.; over 400 up to $1,000 \mathrm{MW}$, plus $£ 21810 \mathrm{~s}$. p.a.).
Group G-Armature winder, blacksmith, electrician, fitter (electrical), fitter (mechanical), instrument mechanic, jointer (extra high tension), (jointer, less £21 p.a.), linesman (over 30 KV ), (up to 30 KV , less $£ 21 \mathrm{p} . \mathrm{a}$.), machinist, meter mechanician, meter tester, rigger, unit adjuster, welder (grade 1), (grade 2, less $£ 21$ p.a.).
Group H -Installation inspector.

[^116]
## RAILWAY SERVICE

## I. British Railways-Great Britain

[Agreements between the British Railways Board and the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen]


Note: The rates became operative from 6th March 1967.

## 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.

[^117]
## Railway Service-contd.

I. British Railways (Great Britain)-contd.

## Grouping of Occupations

The grouping of occupations for conciliation staff employed in the traffic, goods and cartage, carriage and wagon, footplate, locomotive shed, permanent way and signal and telecommunications departments is as follows:
Group 1-Porter, crossing keeper, engine cleaner (with less than 3 years' adult service or until prescribed number of firing turns have been worked representing one year), shedman, carriage serviceman, permanent way labourer, handyman.
Group 2-Station lampman, train attendant, road motor attendant, leading goods porter, oiler and greaser, oil gas maker's assistant, lengthman and relayer (1st year).
Group 3-Leading porter, signal lampman, timekeeper, leading shedman, carriage washing machine attendant, stores issuer, lengthman and relayer (2nd year), storesman, engine cleaner (after 3 years' and under 5 years' adult service, but with less than prescribed number of firing turns representing one year).
Group 4 -Senior porter, checker, craneman, capstanman, mobile crane driver (up to 5 tons), tractor shunter driver, engine cleaner (after 5 years' adult service but with less than the prescribed number of firing turns representing one year), shed engineman's mate, senior shedman, lengthman and relayer (3rd year), assistant technician (class 3).
Group 5-Excess luggage collector, interpreter, leading luggage room attendant, ticket collector, guard (1st year), mobile crane driver (over 5 tons and up to 8 tons), storekeeper, timekeeper (N.C.), foreman's assistant (class 3), oil gas maker, machine operator (group 1), assistant lineman (E.T.M.), inspector's timekeeper's assistant, fireman (1st year), engine cleaner (after prescribed number of firing turns have been worked representing one year).
Group 6-Shunter, mobile crane driver (over 8 tons), hydraulic engineman, shed chargeman (cat. "C"), locomotive shed shunter, sub-ganger, patrolman, chainman, inspector's timekeeper (class 2), assistant technician (class 2), senior checker.
Group 7-Signalman (class 4), guard (2nd year), train ticket collector, motor driver (below 18 tons), foreman's assistant (class 2), chargeman engine cleaner, electric train examiner, relaying sub-ganger, inspector's timekeeper (class 1), machine operator (group 2), assistant technician (class 1), assistant overhead traction lineman, fireman (2nd year).
Group 8-Signalman (class 3), relief signalman (class 2), station foreman (class 2), working foreman, timekeeper (special), foreman's assistant (class 1), ganger, lineman (E.T.M.), machine operator (group 3), technician (class 5), motor driver ( 18 tons and over).
Group 9-Signalman (class 2), guard (3rd year), head shunter, head locomotive shed shunter, machine operator (group 4), fireman (3rd year), station foreman (class 1), carriage and wagon examiner.
Group 10 -Fireman (after prescribed number of driving turns have been worked representing one year, or after 10 years' service in the grade or after 15 years' service in the line of promotion), shed engineman, driver (employed on shunting duties) (1st year), shed chargeman (cat. "A"), relaying ganger, technician (class 4), overhead traction lineman.
Group 11-Yard foreman, signalman (class "C"), relief signalman (class 1), technician (class 3 ), leading overhead traction lineman, signalman (power) class $C$.
Group 12-Driver (employed on train driving) (1st year), driver (employed on shunting duties) (2nd year).
Group 13-Signalman (class "B"), driver (employed on train driving) (2nd year), driver (employed on shunting duties) (3rd year), technician (class 2), chief overhead traction lineman, signalman (power) class B, fireman (after 18 years' service in the grade or after 21 years' service in the line of promotion).
Group 14 -Signalman (class "A"), relief signalman (special), driver (employed on train driving) (3rd year), technician (class 1), signalman (power) class A.

Note: The grouping is also applicable to railway-owned dock staff and dock pumping plant staff, dredger and tugboat staff, staff employed on small passenger steamers, lake steamers, etc., and various other miscellaneous grades, but it is not possible to give full details of the grouping of these grades for reasons of space.

## II. London Transport Board

[Agreements between the London Transport Board and the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen]

| Class of Worker |  |  |  |  |  |  |  | Weekly Rates of Wages for Men, <br> 18 years and over |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from 6th March 1967.

## Hours of Work

The standard week is 40 hours, exclusive of Sunday duty.

## Guaranteed Week

Workers who are available for duty throughout the week are guaranteed the standard week's wages (exclusive of payment for overtime and Sunday duty or enhanced payment for night duty or duty on public holidays).

## Night Duty

Night duty is paid at the rate of time-and-a-quarter between 10 p.m. and 2 a.m. and time-and-a-third between 2 a.m. and 6 a.m.

## Saturday Afternoon and Sunday Duty

Ordinary time worked between 2 p.m. and 10 p.m. on Saturdays is paid at the rate of time-and-a-quarter and overtime at the rate of time-and-a-half. Sunday duty is paid at the rate of time-and-three-quarters.

Women
Stationwomen and carriage cleaners are paid the full corresponding male rate.

## Mileage Payments

Mileage payments are made to train staff on the basis of the number of miles worked per turn of duty.

## Electrified Line Allowance

An electrified line allowance of 6 s . a week is paid to permanent way, signal engineering and carriage examining staff, with the exception of women employed in the permanent way department on the cleaning of tunnels and staff engaged on the construction of a new line or the electrification of an existing line.

## Rallway Service-contd.

II. London Transport Board-contd.

## Productivity Bonus

For operating conciliation grades, other than motormen, an efficiency payments scheme is in operation whereby staff receive a commission on traffic receipts and also an allowance related to reductions in lost mileage.

For engineering conciliation grades various incentive bonus schemes are in operation which are related to output or to reductions in failures.

## Grouping of Occupations

The grouping of occupations for conciliation and associated grades employed in the operating, signals, mechanical engineering and permanent way departments is as follows
Group 1-Stationman, engine cleaner (until prescribed number of firing turns have been worked representing one year), labourer, escalator machinery attendant (class 2-1st year), lift machinery attendant (class 2-1st year), pump lineman (class 2-1st year), carriage cleaner, watchman, advertisement hand, cleaner (woman).
Group 2-Lengthman/relayer (1st year), lift machinery attendant (class 2-2nd year), escalator machinery attendant (class 2-2nd year), advertisement hand senior, stationman (employed on lamp duties).
Group 3-Stationman (parcels), lengthman/relayer (2nd year), carriage washing machinery attendant.
Group 4 -Ticket collector (class 2), boiler washer, fireman (1st year), engine cleaner (after prescribed number of firing turns have been worked representing one year), lengthman/ relayer (3rd year), improver, power signal lineman's mate, lift machinery attendant (class 1), pump lineman (class 2-2nd year).

Group 5-Cloak room attendant, ticket collector (class 1), guard (1st year), fireman (fire appliances), train checker, traffic guide, inspector's timekeeper's assistant, driller, escalator machinery attendant (class 1).
Group 6-Shunter, fireman (2nd year) (where prescribed number of driving turns representing one year have not been worked), fireman senior (fire appliances), sub-ganger, mobile crane driver, installer (class 3 ), telegraph wireman, pump lineman (class 1 ).
Group 7-Guard (2nd year), sub-ganger (extra gangs), inspector's timekeeper, installer (class 2), charge hand machinery attendant.

Group 8-Fireman (3rd year) (where prescribed number of driving turns representing one year have not been worked), ganger, chainman, circuit installer (class 3), pump lineman
(special).
Group 9-Guard (3rd year), signalman (group 9), head shunter, station foreman (class C), senior depot ganger, circuit installer, (class 2), installer (class 1), lineman-in-gang, carriage examiner, depot office assistant, fireman (5th year) (where prescribed number of driving turns representing one year have not been worked).
Group 10-Driver or motorman (shunting-1st year), fireman (after prescribed number of driving turns representing one year have been worked), station foreman (class B), ganger (extra gangs), senior ganger, circuit installer (class 1), charge hand (class 2), leading car examiner, pump lineman (charge hand), guard (after prescribed number of driving turns representing one year have been worked).
Group 11-Signalman (group 11), station foreman (class A), charge hand (class 1), leading car examiner (call point).
Group 12-Driver or motorman (shunting-2nd year), driver or motorman (train-1st year), cable lineman, telephone lineman, power signal lineman (class 2), charge hand car examiner, automatic tamping machine operator/driver.
Group 13-Signalman (group 13), driver or motorman (shunting-3rd year), driver or motorman (train-2nd year), power signal lineman (class 1), auto telephone lineman, special lineman, radio lineman.
Group 14-Signalman (group 14), signalman (relief), driver or motorman (train-3rd year), chief power signal lineman, automatic tamping machine operator/maintainer.

# ROAD PASSENGER TRANSPORT 

## I. London Transport Board

(a) Drivers and Conductors
[Agreements between the London Transport Board and the Transport and General Workers' Union]


Note: The rates became operative from 26th June 1966.
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 15 minutes on Mondays to Fridays and 7 hours 38 minutes on Saturdays and Sundays.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a full week.

## Saturday Afternoon Work

All hours worked after 1 p.m. on Saturday are paid at the rate of time-and-a-quarter.
Sunday Work
Sunday work is paid at the rate of time-and-a-half where it is contained within the standard working week.

## Night Workers

Night work is paid at the rate of time-and-a-quarter on the rate prevailing for the day.
Early and Late Duties
The commuted allowances paid to compensate the requirement to work early and late duties are as follows:

Central buses ... ... 1s. 3d. per duty worked
Country buses and coaches ... 1s. 1d. per duty worked

## Efficiency Payments

An efficiency payments scheme is in operation whereby staff receive a commission on traffic receipts and a productivity allowance based upon the capacity of the vehicle operated.

## Women Conductors

Women employed as conductors receive the same rates as men.

[^118]
## Road Passenger Transport-contd.

I. London Transport Board-contd.

## (b) Maintenance Staff in Garages

[Agreements between London Transport Board and the Transport and General Workers' Union and the London Transport Joint Trades' Committee]


Note: The rates became operative from 8th March 1967.

## Hours of Work

The hours of work are 40 a week on the basis of a 5 -shift week.

## Guaranteed Week

Subject to certain conditions and qualifications workers are guaranteed payment for a full week.

## Saturday Afternoon Work

All hours worked after 1 p.m. on Saturday are paid at the rate of time-and-a-quarter.

## Sunday Work

Semi-skilled and unskilled maintenance staff are paid at the rate of time-and-a-half where it is contained within the standard working week. Craftsmen are paid at the rate of double time.

## Night Work

Night work is paid at the rate of time-and-a-quarter on the rate prevailing for the day.

## Early and Late Shifts

Maintenance staff employed on early or late shifts (semi-skilled and unskilled only) are paid an additional 10 s . 6 d . a week

## Output Bonus

An incentive bonus scheme is in operation whereby staff receive a varying bonus expressed as a percentage applied to the bonus earning rates quoted in the Table.

[^119]
## II. Municipal Undertakings (Tramways, Trolleybuses and Motor Omnibuses)Great Britain and Belfast

[Agreements of the National Joint Industrial Council for the Road Passenger Transport Industry (Tramways, Trolleybuses and Motor Omnibuses)]

| Class of Worker | Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Commencing Rate | Rate after 6 months | Maximum Rate (after 1 year) |
| Drivers* Conductors $\dagger$ | $\begin{array}{cc} \text { s. } & \text { d. } \\ 253 & 6 \\ \hline 244 & 9 \end{array}$ | $\begin{array}{cr}\text { s. } & \text { d. } \\ 255 & 3 \\ 246 & 6\end{array}$ | $\begin{array}{cc}\text { S. } & \text { d. } \\ 257 & 0 \\ 248 & 3\end{array}$ |
| Semi-skilled and unskilled men in depots and garages (on day work): <br> Grade A1 workers $\ddagger$... <br> Grade 1 workers $\ddagger$... <br> Grade 2 workers $\ddagger \ldots$ <br> Grade 3 workers $\ddagger$, cleaners and labourers |  | $\begin{array}{cc}\text { s. } & \text { d. } \\ 250 & 3 \\ 243 & 3 \\ 238 & 0 \\ & \\ 232 & 9\end{array}$ |  |

Note: The rates became operative from the first full pay period following 14th January 1967.

## Hours of Work

The normal working hours, including signing-on and signing-off time, are 40 each week of 6 days, but an alternative system of working these hours may be operated with the approval of the National Joint Industrial Council.

## Guaranteed Week and Guaranteed Day

Workers are guaranteed payment for a full week, subject to certain conditions and qualifications. In the case of the platform staff no schedule of daily duty is to carry less than 6 hours 20 minutes' pay in a 6 -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 12 midnight and the recognised starting time the following morning, is settled by local negotiations, with reference to the National Council in the event of no agreement being reached. Depot and garage staff on night work receive an additional 3d. an hour for hours worked between 6 p.m. and 10 p.m. and time-and-a-quarter for hours worked between 10 p.m. and 8 a.m., these allowances not being computable for overtime, etc.

## Spreadover Duties

Unless otherwise agreed, spreadover duties of 9 hours or more for workers scheduled to a 6 -day working week, are paid at the rate of at least $6 \frac{2}{3}$ hours with additional payments of quarter-hour when the spreadover is between 9 and 10 hours and of quarter-hour for each half-hour thereafter. Similar provisions are made for workers scheduled to work a 5 -day week, an 11-day fortnight or a 21 -day cycle.

## Service Payments

Subject to certain conditions, provision is made for service payments of 10 s . a week after 6 months' service, 12 s . 6 d . after 1 year, 15 s . after 2 years', 17 s . 6 d . after 3 years', 20s. after 5 years', 25 s . after 10 years' and 30 s . aftei 20 years'. These additional payments are made twice a year in June and December.

[^120]
## Road Passenger Transport-contd.

## II. Municipal Undertakings (Tramways, Trolleybuses and Motor Omnibuses)-Great Britain and Belfast-contd.

## Craftsmen*

Under an agreement of the National Joint Council for Craftsmen in Municipal Passenger Transport Undertakings the minimum hourly rates payable to craftsmen for a 40 -hour week, to be worked in 5 or $5 \frac{1}{2}$ days, as from the first full pay period following 20th December 1967, are:

$$
\begin{aligned}
& \text { Special Group undertakings ... ... 8s. 0d. or 8s. 1d. } \\
& \text { Group I undertakings ... ... ... 7s. 11d. }
\end{aligned}
$$

Night work is paid at the rate of time-and-a-third for all hours worked. Hours worked after a full night has been worked are paid at the rate of time-and-a-half.

Craftsmen are defined as men over 21 years of age who have served a 5 years' apprenticeship or its equivalent to the trade concerned and are capable without supervision of doing, and may be required to do, any manufacture, overhaul, repair or maintenance work in connection with public service vehicles, tramways and trolleybuses.

## III. Company-owned Omnibus Undertakings $\dagger$-Great Britain

[Agreed recommendations of the National Council for the Omnibus Industry and Awards of Arbritation Tribunals]

| Class of Worker | Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | $\underset{\text { Rate }}{\substack{\text { Commencing }}}$ | Rate after 6 months | Maximum Rate (after 12 months) |
| Driverst: | s. d. | s. d. | s. |
| Group I undertakings § ... | 25010 | 25210 | 25410 |
| Group II undertakings $\S . .$. | 24810 | 25010 | 25210 |
| Group I undertakings § ... |  |  |  |
| Group II undertakings§... | 2411 | 2431 | 247 |
| Semi-skilled and unskilled men in garages and running sheds (on day work): |  |  |  |
| Grade 1 workers ${ }^{\text {Grade }} 2$ workers $\ldots$... |  |  |  |
| Grade 2 workers ... $\ldots$, $\ldots$ Grade 3 workers and cleaners ... |  | 235 230 |  |

Note: The rates became operative from the beginning of the first full pay period following 1st July 1967.

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

## 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.

[^121]
## Road Passenger Transport-contd.

III. Company-owned Omnibus Undertakings-Great Britain-contd.

## 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

The remuneration of drivers and conductors engaged on all-night services, or on other than normal schedule work between 12 midnight and the recognised starting time the following morning, is settled by local negotiations with reference to the National Council in the event of no agreement being reached. Garage and running shed staff (semi-skilled and unskilled workers) employed on permanent night work are paid an added rate of quarter-time over the day-work rate, not computable for overtime or special rates of pay.

## Spreadover Duties

Unless otherwise agreed, spreadover duties of $9 \frac{1}{2}$ hours or more are paid at the rate prevailing on that day for at least $7 \frac{1}{3}$ hours with additional payments of quarter-hour when the spreadover is between $9 \frac{1}{2}$ hours and $10 \frac{1}{2}$ hours and of quarter-hour for each half-hour thereafter.

## Early and Late Duties

Drivers and conductors are paid an addition of 2 s . a duty for duties commencing between 12 midnight and 3.59 a.m. or finishing after 1.00 a.m., and 1s. 6 d . a duty for duties commencing between $4.00 \mathrm{a} . \mathrm{m}$. and $4.59 \mathrm{a} . \mathrm{m}$. or finishing between $12.01 \mathrm{a} . \mathrm{m}$. and $1.00 \mathrm{a} . \mathrm{m}$.

## Skilled Maintenance Workers

The rates of wages payable to skilled maintenance workers (as defined in section II on previous page), as from the beginning of the first full pay period following 1st July 1967, are subject to a general minimum of 290 s . 9 d . The conditions of employment at central workshops and at running sheds and garages are the subject of local agreement.

# COLD STORAGE-GREAT BRITAIN 

[Agreements between the Cold Storage (Wages) Panel of the National Federation of Cold Storage and Ice Trades, representing employers owning and operating cold stores in Great Britain, and the Transport and General Workers' Union, the General and Municipal Workers' Union and the Union of Shop, Distributive and Allied Workers]*

| Class of Worker | Minimum Weekly Rate <br> of Wages $\dagger$ |  |
| :---: | :---: | :---: |
| Male cold store workers, 19 years and over (other than <br> clerical, supervisory and engineering operating staffs) $\ddagger \cdots$ | s. | d. |

Note: The rates became operative from the pay day in the week commencing 3rd July 1967.

## Hours of Work

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

## Guaranteed Week

The weekly wage specified above is to be paid to workers who are capable of and available for work, and are willing to perform any service outside their usual occupation which in the circumstances they can reasonably be asked to perform during any period when work is not available for them in their usual occupations in the undertaking.

[^122]
## ROAD HAULAGE CONTRACTING

## I. Employees of British Road Services-Great Britain

(a) Operating and Other Wages Grades

## [Agreements of the National Joint Negotiating Committee of British Road Services (Operating and Other Wages Grades)]



Note: The rates became operative from 23rd May 1966 (27th November 1967 for certain
drivers and foremen).

[^123]
## Road Haulage Contracting-contd.

I. British Road Services-contd.
(a) Operating and Other Wages Grades-contd.

## Hours of Work

The normal weekly hours of work, exclusive of mealtimes, are 40, to be worked in 5 or $5 \frac{1}{2}$ days. These hours became operative from 4th March 1968.

## Guaranteed Week

Workers are guaranteed payment for a full week provided that they report for duty at the specified times, remain available for duty within normal working hours and undertake other reasonable work temporarily if their regular work is not available.

## Night Workers

Workers whose hours of duty entail employment between 9 p.m. and 6 a.m. are paid an allowance of one-fifth the plain time rate for all time worked between these hours. This additional rate is not taken into account in calculating any overtime rates. A properly designated night worker is paid an allowance of one-fifth the plain time rate for all hours worked in any period of night duty.

## Classification of Areas

"London" means the area within a 15 -mile radius of Charing Cross together with Dartford, Gravesend, Grays, Purfleet, Stanford-le-Hope and Tilbury.

## Women

Women drivers are paid the appropriate rate of pay for men, and women bank staff are paid 80 per cent. of the appropriate male rate of pay during the first twelve weeks of service and 90 per cent. thereafter.

## (b) Engineering Maintenance and Repair Grades

[Agreements of the National Joint Negotiating Committee of British Road Services (Engineering Maintenance and Repair Grades)]


Note: The rates became operative from 3rd July 1967.
Hours of Work
The normal weekly hours of work, exclusive of mealtimes, are 40 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week (as above)

## Night Workers

Regular night work where the normal week is worked over 5 nights is paid at the rate of time-and-a-third.

## Intermediate Shift Work

Workers employed on intermediate shifts are paid at the rate of time-and-a-third for all hours which are outside the normal day-shift hours with a minimum payment in each shift of 2 such hours.

## Charge Hands

Charge hands who must be of no less a degree of skill than the highest grade under their direct supervision are paid an allowance of 21 s . 0 d . per week of 40 hours above the highest standard rate of any worker in the group supervised, and leading hands an allowance of 10s. 6 d . per week of 40 hours.

## Classification of Areas

"London" is defined as the area within 18 miles radius of Charing Cross including all towns intersected by the periphery of that area and including Stanford-le-Hope which is situated outside that radius.

Road Haulage Contracting-contd.

## II. Road Haulage Workers-Great Britain*

[Road Haulage Wages Council Wages Regulation Order] $\dagger$
(a) Regular Workers, other than Milk Workers $\ddagger$


Note: The rates became operative from 15th June 1966 and remained unchanged when the normal working week was reduced on 28th February 1968.

## (b) Workers, other than Milk Workers $\ddagger$, 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 |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Drivers | Mates | Drivers | Mates |
|  | Per week | Per week | Per week | Per week |
|  | s. ${ }_{241}$ d. | s. ${ }_{215}$ d. | s. d. | s. d. |
| Over 10 tons and up to and including 16 tons | 2516 | 2156 | 237 <br> 247 | $\begin{array}{ll} 212 & 6 \\ 212 & 6 \end{array}$ |

(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 1963.

| Over 16 tons and up to and including 20 tons | 267 | 0 | 217 | 9 | 263 | 0 | 214 | 9 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Over 20 tons and up to and including 25 tons | 273 | 3 | 224 | 6 | 269 | 3 | 221 | 6 |
| Over 25 tons and up to and including 45 tons Over 45 tons | 280 | 0 | 224 | 6 | 276 | 0 | 221 | 6 |
| Over 45 tons ... | 312 | 6 | 224 | 6 | 308 | 6 | 221 | 6 |
| Heavy brakesmen and steersmen operating braking and steering equipment of heavy trailers | Per weeks. d. |  |  |  | Per week s. d. |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  | 241 |  |  |  |  | 238 | 3 |  |

[^124]
## 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 4 d ., the minimum daily addition being 2 s . 8d. 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 11d. an hour or part of an hour above the rate otherwise appropriate. If a spell of duty commences before $7 \mathrm{p} . \mathrm{m}$. and finishes before $9 \mathrm{p} . \mathrm{m}$. the allowance is not payable.

## Classification of Areas

The Orders specify the localities included in the London area, which is approximately the Metropolitan Police District.

[^125]III. Bankstaffs-Great Britain
[Agreements of the National Joint Industrial Council for the Road Haulage Industry]


Note: The rates became operative from 15th June 1966 and remained unchanged when the normal weekly hours were reduced from 28th February 1968.

Conditions of Employment, Etc.
To be the same as those laid down in the Wages Regulation Orders of the Road Haulage Wages Council in so far as those conditions are appropriate. The classification of areas is also as for the Road Haulage Wages Council.

> IV. Road Haulage Workers-Northern Ireland
> [Road Haulage Wages Regulation Order (Northern Ireland)]*

| Class of Worker | Minimum Weekly Remuneration |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Area A | Area B | Area C |  |
| Male drivers of vehicles of carrying capacity of: |  | s. d |  |  |
| 8 tons and over ... ... ... |  |  | 228 |  |
| 2 tons and under 8 tons | 2266 | 225 |  |  |
| 1 ton and under 2 tons |  | 217 |  |  |
| Under 1 ton | 2110 | 209 | 206 |  |
| Male assistants, 21 years and over, on vehicles of carrying capacity of: |  |  |  |  |
| 2 tons and over $\ldots$ |  |  |  |  |
| 1 ton and under 2 tons Under 1 ton | 2096 | 208 | 205 | 0 |

Note: The rates and hours became operative from 2nd January 1967. The rates are due to be increased by amounts ranging from 10s. 0d. to 11s. 6d. a week from 21st May 1968.

## 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

For workers whose normal working week includes not less than 3 hours' work each night between 6 p.m. and 8 a.m. the rates quoted above are increased by 9 s . a week. For workers who are not normally employed on night work throughout the week but are required to work on any night for not less than 3 hours between 9 p.m. and 8 a.m., the rates are increased by 1 s .6 d . for each night on which they are so required to work.

## Classification of Areas

"Area A" means the County of the City of Belfast and districts situated within a radius of
15 miles from the Belfast City Hall.
"Area B" means the County of the City of Londonderry.
"Area C" means all other areas in Northern Ireland.

[^126]
# 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 Rates of Pay |  |
| :---: | :---: | :---: |
|  | Monthly Consolidated Basic Rates (with free food in addition) | Weekly Consolidated Basic Rates (men finding own food)* $\dagger$ |
| Deck and Engine-Room Ratingst: | $£$ s. d. | £ s. d. |
| Able seamen or Efficient deck hands | $5217 \quad 6$ | $13 \quad 96$ |
| Boatswains ... | $£ 60$ Os. 0 d. to $£ 7012 \mathrm{~s} .6 \mathrm{~d}$ § | $\begin{array}{llll}14 & 11 & 8\end{array}$ |
| Boatswain's mates Carpenters | $£ 54$ 17s. 6d. or £58 0s. 0d.§ |  |
| Carpenters ... ... $\ldots$. | £64 0s. 0d. to £75 7s. 6d. § | 14118 |
| Assistant carpenters, also joiners Cleaners and wipers, trimmers: | $£ 60$ Os. 0d. to £65 17s. 6d. § | 14 |
| Of less than 4 months' sea service | 49100 | 1204 |
| Of 4 months' sea service and over | 52176 | $\begin{array}{lll}12 & 0 & 4 \\ 13 & 7 & 2\end{array}$ |
| Deck hands (uncertificated): |  |  |
| 18 years of age ... | 40150 | $10 \quad 810$ |
| 19 years of age $\ldots$ | $4417 \quad 6$ | 11105 |
| 20 years of age and over | 49100 | 12120 |
| Donkeymen ... ... ......... | 5800 | 14118 |
| Engine-room hands with less than 4 months' service as such \|| | 51126 | 1396 |
| Engine-room hands with 4 months' service as such | 53100 | 1396 |
| Firemen, leading (where carried) ... ... | $54 \quad 7 \quad 6$ | 13 9 |
| Firemen for first 4 months' sea service as firemen\|| | 51126 | 139 |
| Firemen of 4 months' sea service and over as firemen or trimmers | $5310 \quad 0$ | $\begin{array}{lll}13 & 9 & 6\end{array}$ |
| Firemen stewards | $5217 \quad 6$ |  |
| Greasers ... | $54 \quad 76$ | $1314 \quad 2$ |
| Junior ordinary seamen and engine-room ratings | $\begin{array}{lll}35 & 2 & 6\end{array}$ | $\begin{array}{llll}10 & 8 & 10\end{array}$ |
| Senior ordinary seamen and engine-room ratings | $40 \quad 150$ | $\begin{array}{llll}10 & 8 & 10\end{array}$ |
| Boys, deck and engine-room: .... |  | $10 \quad 810$ |
| Up to 6 months' sea service | 2300 | 6108 |
| Over 6 months' sea service | 24100 | 6108 |

Note: The rates became operative from 29th March 1965.

Hours of Duty
The normal working week is 40 hours to be worked in 5 days of 8 hours, Monday to Friday. These hours became operative from 2nd July 1967.

[^127]Merchant Navy-contd.

## Efficient Service Pay

The rates given in the Table are subject to the addition of efficient service pay for continuous service and satisfactory conduct in a grade not below (a) deck hand (uncertificated), 20 years of age and over, (b) trimmer with at least four months' sea service or $(c)$ assistant steward, as follows:


Establishment Benefit
Established seafarers are entitled to payment of "establishment benefit" as a supplement to unemployment insurance benefit when no work is available.

## DOCK LABOUR-GREAT BRITAIN

[Agreements of the National Joint Council for the Port Transport Industry]


Note: The rate became operative from 18 th September 1967. ?

## 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.

## Differential Rates

At some ports agreed differential day-work rates (higher than the general minimum rates) are in operation for certain classes of men or for work on certain kinds of cargoes.

## Guaranteed Weekly Payment

The agreement provides for a dock worker who is available for work on each of the five normal working days and who has during that week fulfilled his obligations under the Dock Labour Scheme, to be guaranteed a payment of 320 s . 0 d . (340s. 0d. in London) for that week.

The guarantee is reduced proportionately for a worker who is not available for work for the whole of the working week, on account of reasons acceptable to his employer.

[^128]
## POST OFFICE-UNITED KINGDOM

## [Rates of Pay and Hours of Work for the principal rank and file Manipulative and Engineering Grades, as agreed between the General Post Office and the Staff Associations concerned]

I. Manipulative Grades


Note: The rates became operative from 1st January 1966 for Postal and Telegraph Officers, 1st July 1966 for Telegraphists and Telephonists and 1st July 1967 for Postmen and Postmen Higher Grade. Lower paid workers, other than Postmen and Postmen Higher Grade, received increases from 1st August 1967. All workers in the inner and outer London areas received increases in London weighting from 1st November 1967.

With the exception of Postmen and Postmen Higher Grade, scales of pay provide for age pay up to 25 years, and, excepting Postmen Higher Grade, new entrants not below this age receive the highest age pay after training.

## Hours of Work

The hours of work in a full week, excluding overtime, are 42 gross for Postal and Telegraph Officers, and 43 gross for Postmen, Postmen Higher Grade, Telegraphists and Telephonists.

## Night Duty

For Postal and Telegraph Officers, Telephonists and Telegraphists each hour of night duty (i.e., duty between 8 p.m. and 6 a.m.) is reckoned as equivalent to $1 \frac{1}{4}$ hours of day duty. 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 8 p.m. and 6 a.m.

## Provincial Differentiation

Inner London Area-Radius of 4 miles from Charing Cross.
Outer London Area-Outside a radius of 4 miles but within a radius of 16 miles from Charing Cross and within the borough boundaries of Dartford, Uxbridge and Watford and the Urban District Boundary of Caterham and Warlingham.

National Rate Areas-Elsewhere in the United Kingdom.
II. Engineering Grades

| Grade | Rates of Pay |  |  |
| :---: | :---: | :---: | :---: |
|  | Inner <br> London | Outer <br> London | National Rate Areas |
| Labourers | Per week $\begin{array}{cc} \text { s. } & \text { d. } \\ 325 & 6 \end{array}$ | Per week $\begin{array}{cc} \text { s. } & \text { d. } \\ 306 & 6 \end{array}$ | Per week $\begin{array}{cc} \text { s. } & \text { d. } \\ 277 & 6 \end{array}$ |
| Technicians Class IIB: |  |  |  |
| On entry $\ldots$... 1 year's adult service | 343 360 0 | 32410 | 3120 |
| Then by annual increments | 3760 | 357 0 | 328 0 |
|  | 3926 | 3736 | 3446 |
| Technicians Class IIA: |  |  |  |
| On entry $\ldots$... 1 year's adult service | $\begin{array}{ll}371 & 6 \\ 386\end{array}$ | 3576 | 3386 |
| Then by annual increments | 4018 | 3826 | 3536 |
|  | 4180 | 3990 | 370 0 |
| Technicians Class 1 | 4720 | 4530 | 4240 |
| Senior Technicians: | Per $\underset{£}{\text { annum }}$ | Per annum | Per $\underset{£}{\text { annum }}$ |
| Minimum ... | 1,352 | 1,302 | 1,227 |
| Maximum ... | 1,400 | 1,350 | 1,275 |
| Technical Officers (by annual increments) |  |  |  |
|  | 1,060 1,109 | 1,059 | 935 984 |
|  | 1,157 | 1,107 | 1,032 |
|  | 1,206 | 1,156 | 1,081 |
|  | 1,253 | 1,203 | 1,128 |
|  | 1,301 | 1,251 | 1,176 |
|  | 1,349 | 1,299 | 1,224 |
|  | 1,396 | 1,346 | 1,271 |
|  | 1,445 | 1,395 | 1,320 |

Note: The rates became operative from 1st July 1967, but workers in the inner and outer London areas received increases in London weighting from 1st November 1967.

## 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 8 s . a shift if their yearly pay is $£ 950$ or less, 10 s . a shift if their yearly pay is more than $£ 950$ but not more than $£ 1,250$ and 12 s . a shift if their yearly pay is overí $£ 1,250$.

## Night Duty

$\pi$ Workers (except shift workers) who work between 8 p.m. and 6 a.m. receive a night allowance of one-third of their normal hourly rate for each hour worked in addition to normal pay or overtime.

## Provincial Differentiation

Inner London Area-Radius of 4 miles from Charing Cross.
Outer London Area-Outside a radius of 4 miles but within a radius of 16 miles from Charing Cross and within the borough boundaries of Dartford, Uxbridge and Watford and the Urban District boundary of Caterham and Warlingham.

National Rate Areas-Elsewhere in the United Kingdom.

## CIVIL AIR TRANSPORT

## I. British Overseas Airways Corporation

## (a) Engineering and Maintenance Grades

[Agreements of the Engineering and Maintenance National Sectional Panel of the National Joint Council for Civil Air Transport]


Note: The rates became operative from 1st January 1968.

## 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, in cluding Sunday, 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 double-day shifts, any five consecutive day working, night shifts, rotating night shifts and double night shifts.

## Service Increments

All workers are paid an extra 4s. a week after 4 years' service, 7 s . 6 d . after 8 years' and 11s. after 10 years'.

[^129]Civil Air Transport-contd.
I. British Overseas Airways Corporation-contd.
(b) Surface Transport and Goods Handling Staff
[Agreements of the Surface Transport and Goods Handling Panel of the National Jotnt Council for Civil Air Transport]


Note: The rates became operative from 1st January 1968.

## 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

Premium payments, varying according to the type of shift pattern, are made to workers employed on any five consecutive day working and on night shifts.

## Service Increments

Workers, other than loading supervisors, are paid an extra 5 s. a week after 4 years' service increasing to 8 s .6 d . after 8 years' and to 12 s . after 10 years'. Loading supervisors receive four annual increments of 8s. 0d., 7s. 6d., 8s. 0d., and 8s. 0d. a week.

## II. British European Airways (a) Engineering and Maintenance Grades

[Agreements of the Engineering and Maintenance National Sectional Panel of the National Joint Council for Civil Air Transport]


Note: The rates became operative from 1st January 1968.

[^130]
## Civil Air Transport-contd.

II. British European Airways-contd.

## (b) Surface Transport and Goods Handling Staff

## [Agreements of the Surface Transport and Goods Handling Panel of the National Joint Council for Civil Air Transport]



Note: The rates became operative from 1st January 1968.

## 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:-


SLAUGHTERING

## I. England and Wales

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


Note: The rates became operative from 21st August 1968.

## 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.

Guaranteed Week (Fall-back Wage)
Provided they are available for three-quarters of the weekly hours, full-time slaughtermen working on piecework and head rates are guaranteed a weekly minimum fall-back wage as follows:


## II. Scotland

[Agreements of the Scottish Joint Committee for the Slaughtering Industry]

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

Note: The rates became operative from 21st August 1967.

## Hours of Work

The normal weekly hours of work are 40 , to be worked in $5 \frac{1}{2}$ days.

Full-time slaughtaranteed Week (Fall-back Wage)
minimum fall-back wage equal to on piecework and head rates are guaranteed a weekly stand by itself

[^131]
# WHOLESALE GROCERY AND PROVISION TRADE 

I. England and Wales<br>[Agreements of the Joint Industrial Council for the Wholesale Grocery and Provision Trade]*

| Class of Worker | Minimum Weekly Rates of Wages |  |
| :---: | :---: | :---: |
|  | London (within 16 miles radius of Charing Cross) | Elsewhere |
| Warehouse workers, vanguards and mates: | s. d. | s. d. |
| Men, 21 years and over | 2470 |  |
| Women, 21 years and over | 1806 | 1776 |
| Drivers (men, 21 years and over) of motor vehicles of carrying capacity of : |  |  |
| Less than 30 cwt. | 2490 | 2380 |
| 30 cwt . and up to and incl. 2 tons ... $\ldots$. Over 2 tons and up to and incl. $3 \frac{1}{2}$ tons | 251 | 2400 |
| Over 2 tons and up to and incl. $3 \frac{1}{2}$ tons Over $3 \frac{1}{2}$ tons and up to and incl. 5 tons | 256 258 0 | 245 247 0 |
| Over 5 tons ... ... ... ... | 2610 | To be agreed locally |

Note: The rates became operative from the first pay day following 1st February 1967.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 40 hours, to be worked in 5 or $5 \frac{1}{2}$ days.

## Pieceworkers

The rates for any system of payment by results are to be such as to yield to a normal worker not less than 20 per cent. over day-work rates.

## II. Scotland

[Agreements of the Joint Committee for the Wholesale Grocery Trade in Scotland]


Note: The rates became operative from the week commencing 3rd July 1967.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 41 hours, to be worked in $5 \frac{1}{2}$ days. These hours became operative from 1st May 1967.

[^132]
## III. Northern Ireland

[Agreements of the Joint Council for the Wholesale Grocery and Allied Trades (Northern Ireland)]

| Class of Worker |  | Minimum Weekly Rates of Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Belfast |  | Londonderry |  | Provincial Areas |  |
| Warehouse workers: ${ }^{\text {S. d. s. d. s. d. }}$ |  |  |  |  |  |  |  |
| Men, 21 years and over ... |  | 229 | 0 | 227 | 0 | 226 | 0 |
| Women, 21 years and over | . | 166 | 6 | 166 | 6 | 162 | 6 |
| Drivers of vehicles: |  |  |  |  |  |  |  |
| Under 2 tons carrying capacity ... |  |  | 0 | 230 | 0 | 225 | 6 |
| 2 tons or over carrying capacity | $\ldots$ |  | 0 | 238 | 0 | 233 | 6 |
| Assistants on motor vehicles | $\ldots$ |  | 0 | 229 | 0 | 224 | 6 |

Note: The rates became operative from 14th August 1967.

## Hours of Work

The normal working week, exclusive of mealtimes, is one of not more than 40 hours in Belfast, 41 in Londonderry and 43 in provincial areas.

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

Note: The basic rates became operative from the first pay day in September 1967. The cost-of-living bonus of 36s. a week became operative from 1st March 1968 and relates to the official index of retail prices figure of 143 for January 1968.

## 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

[Agreements between the Provincial Wholesale Newspaper Distributors' Association and the Society of Graphical and Allied Trades]

|  |  |  | Weekly Rates of Remuneration <br> iucluding cost-of-living bonus $\ddagger$ |
| :--- | :--- | :--- | :--- | :--- |
|  |  | Grade 1-Towns <br> with a population of <br> 100,000 or over | Grade 2-Towns <br> with a population of <br> under 100,000 |

Note: The basic rates became operative from 5th October 1964. The cost-of-living bonus of 40 s . a week for men and 25 s . 0d. a week for women became operative from 4th March 1968 and relates to the official index of retail prices figure of 143. Revised rates, equivalent to an increase of $3 \frac{1}{2}$ per cent., are due to be introduced from 13th May 1968 when the cost-of-living agreement is to be terminated.

## Hours of Work

The normal weekly hours for night staff and early morning staff are 40, to be worked over 5 nights. The normal hours for day staff are 80 a fortnight.

[^133]
## RETAIL CO-OPERATIVE SOCIETIES-GREAT BRITAIN

[Agreements between the National Wages Board of the Co-operative Union Ltd. and the Joint Trade Union Negotiating Committee for the Retail Co-operative Movement]

| Class of Worker* | Weekly Rates of Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Metropolitan |  | $\begin{aligned} & \text { Provincial } \\ & \text { "A"" } \end{aligned}$ |  | $\begin{gathered} \text { Provincial } \\ \text { "B" } \end{gathered}$ |  |
|  |  |  |  |  | s. | d. |
| General Distributive Workers, 21 years and over: |  |  |  |  |  |  |
| Shop assistants (except hairdressers and cafe workers): <br> Men | 248 | 0 | 235 | 6 | 226 | 0 |
| Women | 182 | 0 | 172 | 6 | 167 | 6 |
| Warehousemen | 248 | 0 | 235 | 6 | 226 | 0 |
| Male packers, porters, cleaners, lift attendants and cellarmen | 242 | 0 | 229 | 6 | 220 | 6 |
| Female packers, cleaners, lift attendants and warehouse workers | 176 | 6 | 167 | 0 | 162 | 0 |
| Milk Workers, 21 years and over: |  |  |  |  |  |  |
| Foremen (supervising 6 to 8 workers) | 264 | 0 | 251 | 6 | 243 | 6 |
| Rotary roundsmen, head sterilisers and head pasteurisers | 260 | 6 | 247 | 6 | 241 | 0 |
| Roundsmen and roundswomen | 250 | 0 | 237 | 0 | 230 | 0 |
| Assistant roundsmen, assistant pasteurisers, assistant sterilisers and all other male workers | 246 |  | 236 | 0 | 229 | 0 |
| Assistant female roundsworkers | 204 | 0 | 194 | 6 | 189 | 6 |
| All other female workers | 183 | 6 | 174 | 0 | 169 | 6 |
| Transport workers, other than roundsmen | See rates quoted below |  |  |  |  |  |
| Transport Workers, 21 years and over: |  |  |  |  |  |  |
| General transport: | 248 | 0 |  |  |  |  |
| Drivers of mechanically and electrically propelled vehicles of carrying capacity: | 248 | 0 | 235 | 6 | 228 | 6 |
| Up to and including 1 ton | 251 | 0 | 237 | 6 | 230 | 6 |
| Over 1 ton and up to and incl. 2 tons | 254 | 0 | 241 | 0 | 241 | 0 |
| Over 2 tons and up to and incl. 5 tons | 260 | 6 | 247 | 6 | 247 | 6 |
| Over 5 tons and up to and incl. 7 tons | 264 | 0 | 251 | 0 | 251 | 0 |
| Over 7 tons and up to and incl. 9 tons |  | 0 | 256 | 0 | 256 | 0 |
| Over 9 tons and up to and incl. 12 tons |  | 0 | 261 | 0 | 261 | 0 |
| Over 12 tons ... ... ... |  | 0 |  | 0 | 266 | 0 |
| Bakery roundsworkers (male or female) |  | 0 |  | 0 | 230 | 0 |
| Assistant female roundsworkers ... | 204 | 0 | 194 | 6 | 189 | 6 |

Note: The rates became operative from the pay day in the week commencing 3rd April 1967.

## 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 1s. 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 4 s .

## Grading of Societies

Metropolitan rates apply to all societies with central premises within a 17 -mile radius of Charing Cross and which trade wholly or mainly within this area. Other societies are assigned to groups A or B by the Sectional Wages Boards of the Co-operative Union Ltd. in conjunction with the trade unions. The great majority of workers are employed in Provincial "A" Societies.

[^134]
## RETALL FOOD TRADES

## I. England and Wales

[Retail Food Trades Wages Council (England and Wales) Wages Regulation Order]*


Note: The rates became operative from 24th July 1967.

## Hours of Work

The rates relate to a week of 42 hours ( 44 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 43 for workers employed in shops wholly or mainly engaged in the sale of cooked meats or other cooked foods), exclusive of mealtimes and overtime, and, except as provided under the terms of the guaranteed week, are subject to a proportionate reduction if the number of hours worked is less than those quoted.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:

Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-10s. 0d. or 3s. 9d. a week respectively.

|  | London | Provincial | Provincial |
| :---: | :---: | :---: | :---: |
| For workers, 21 years and over: |  |  | B Area |
| Full board on Sundays and customary holidays, part board only on the other days of the week and lodging for the full week |  |  |  |
|  | 315 | 27 | 235 |
| Full board and lodging for the full week | 420 | $37 \quad 9$ | 341 |
| Full board but not lodging for the full week | $27 \quad 9$ | 27 |  |
| Lodging for the full week | 14 | 102 | 85 |

## 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 stated.

[^135]
## II. Scotland

[Retail Food Trades Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration $\ddagger$ |  |  |
| :---: | :---: | :---: | :---: |
|  | Area 1 | Area 2 |  |
|  | s. d. |  | d. |
| Clerks grade I: |  |  |  |
| Men, 23 years and over ... | 2200 |  |  |
| Women, 23 years and over | 1650 |  | 6 |
| Clerks grades I and II, shop assistants, central warehouse workers and all other workers: |  |  |  |
| Men, 22 years and over ... | 2160 | 203 | 0 |
| Women, 22 years and over ... ... | 1620 |  | 6 |

Note: The rates became operative from 31st July 1967.

## Hours of Work

The rates relate to a week of 42 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 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 for 42 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.
*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 National Association of Multiple Grocers and the Union of Shop, Distributive and Allied Workers provide for rates higher than those quoted.

## MILK DISTRIBUTION

## I. England and Wales

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


Note: The rates became operative from 28th April 1968.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 42 , 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 appropriate general minimum time rate.

## Night Workers

A worker who works between 9 p.m. and $5 \mathrm{a} . \mathrm{m}$. is to be paid a minimum addition of 11 d . an hour in respect of all time worked by him between the said hours. Where a worker commences a spell of work but works for less than 4 hours between these hours, he receives a minimum payment of 3 s .8 d .

## 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.

[^136]
## II. Scotland

[Milk Distributive Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker | General Minimum Time Rates $\dagger$ |
| :---: | :---: |
|  | Per week |
|  | s. d. |
| Men: |  |
| Foremen ... ... | 2316 |
| Clerks, 22 years and over ... ... | 2230 |
| Other workers, 21 years and over ... |  |
| Women: |  |
| Forewomen ... ... ... | 2316 |
| Charge hands $\ldots$.... $\ldots$... ${ }^{\text {a }}$ | 1980 |
| Employed on collection or delivery work, in garaging, pasteurising or milk sterilising | 2180 |
| Other workers, 21 years and over, including shop assistants and clerks | 1670 |

Note: The rates became operative from 19th June 1967.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable are 42 .

## Night Workers

A worker who ordinarily works wholly or partly between the hours of 10 p.m. and 6 a.m. is to be paid an addition of 8 d . in respect of each hour or part of an hour worked by him between the said hours.

## Road Transport Workers

National Arbitration Tribunal Award No. 1082 provided that for firms represented by the Scottish Milk Trade Federation the rates of wages of drivers of mechanically driven vehicles should be the appropriate rates laid down in current Wages Regulation Orders of the Road Haulage Wages Council (see page 193).

[^137]
## RETAIL MEAT INCLUDING PORK TRADE

## I. England and Wales

[Agreements of the Joint Industrial Council for the Retail Meat Trade]

| Trade and Class of Worker* | Minimum Weekly Remuneration $\dagger \ddagger$ |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | London Area |  | Provincial Areas |  |
|  |  | d. |  | d. |
| Shop assistants and cashiers: |  |  |  |  |
| Men, 21 years and over <br> Women, 21 years and over | 233 | 6§ |  |  |
| Women, 21 years and over, mainly engaged in |  | 6§ | 160 |  |
| cutting and acting as assistants Retail pork trade: |  | 6§ | 165 |  |
| First machinemen: |  |  |  |  |
| Engaged in making-up, etc. With 3 or more assistants | 244 | 6 |  | 0 |
| Men, 21 years and over, engaged as cutters, | 254 | 6 |  | 0 |
| cutter/salesmen or makers-up Women, 21 years and over, wholly or mainly |  | 6§ |  | 0§ |
| engaged as makers-up ... ... ... ... |  | 6§ |  | 0§ |

Note: The rates became operative from 24th July 1967.

## Hours of Work

The weekly rates are for a working week not exceeding 42 hours, exclusive of mealtimes, and subject to a daily non-cumulative allowance of not more than 15 minutes, free from overtime payment, solely for the purpose of cleaning up and clearing the shop of customers.

## Classification of Areas

"London Area" means the City of London and Metropolitan Police District.
"Provincial 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 Remuneration $\dagger$ |  |
| :---: | :---: | :---: |
|  | Town | Country |
| Male shop assistants and cashiers, 21 years and over\|| | $\begin{array}{cc}\text { s. } & \text { d. } \\ 242 & 0\end{array}$ | $\begin{array}{cc}\text { s. } & \text { d. } \\ 230 & 0\end{array}$ |
| Women, 21 years and over ... ... ... | 1720 | 1650 |

Note: The rates became operative from 11th March 1968.
Hours of Work
The weekly rates are for a working week not exceeding 42 hours, exclusive of mealtimes, and subject to a daily non-cumulative allowance of not more than 30 minutes (normally 15 minutes should be sufficient), free from overtime payment, solely for the purpose of cleaning up and clearing the shop of customers.

## Classification of Areas

"Town" means all places which, according to the latest Registrar-General's Statistical Review, had a population of more than 10,000, and certain Special Lighting Districts and 26 specified burghs and areas.
"Country" means all other places in Scotland.

[^138]
# 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 21st August 1967.

## 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 his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:

Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-10s. 0d. or 3s. 9 d . a week respectively.

## Night Workers

Workers are paid an additional 8 d . an hour for all time worked between 9 p.m. and 5 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.

[^139]
## II. Scotland

[Retail Bread and Flour Confectionery Trade Wages Council (Scotland) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |
| :---: | :---: | :---: |
|  | Area 1 | Area 2 |
| Workers, other than van salesmen: | s. d. | s. d. |
| Men, 22 years and over |  |  |
| Women, 22 years and over Female van salesmen | 1590 | $\begin{array}{ll}197 & 0 \\ 151 & 0\end{array}$ |
| Female van salesmen in charge of vehicles of 10 cwt . or less carrying capacity |  |  |
| All other van salesmen $\quad .$. ... $\ldots$ | $\begin{array}{ll}180 \\ 227 & 6\end{array}$ | $\begin{array}{ll}170 \\ 216 & 0\end{array}$ |

Note: The rates became operative from 21st August 1967.

## Hours of Work

The rates relate to a week of 42 hours ( 44 for van salesmen), 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 or 44 as the case may be.

## Guaranteed Week

A full-time worker, i.e., one who normally works for at least 36 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

"Area 1" means all burghs with a population of 5,000 or more in 1961 and certain Special Lighting Districts.
"Area 2" means all other areas in Scotland.

[^140]
# RETAIL NEWSAGENCY, TOBACCO AND CONFECTIONERY TRADES 

## I. England and Wales

[Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order]*


Note: The rates became operative from 11th September 1967.

## 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 ortain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the 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 23 rd April 1961 unless otherwise stated.

[^141]
## II. Scotland

[Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages
Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |
| :---: | :---: | :---: |
|  | Area 1 | Area 2 |
| Clerks grade I: | s. d. | s. d. |
| Men, 23 years and over ... ... ... ... |  |  |
| Women, 23 years and over $\quad \ldots . \quad \ldots$... | 1510 | 1986 |
| Clerks grades I and II, shop assistants, central warehouse workers and all other workers, other than transport workers: | 151 | 1450 |
| Men, 22 years and over .... ... ... Women, 22 years and over | 1996 | 1926 |
| Women, 22 years and over | 1476 | 1416 |

Note: The rates became operative from 11th December 1967.

## 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 his normal number of hours.

## 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.

[^142]
# RETAIL DRAPERY, OUTFITTING AND FOOTWEAR TRADESGREAT BRITAIN 

[Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration $\ddagger$ |  |  |
| :---: | :---: | :---: | :---: |
|  | London Area | Provincial <br> A Area | Provincial B Area |
| Clerks grade I: | s. d. | s. d. | s. d. |
| Men, 23 years and over | 2370 | 2296 | 2160 |
| Women, 23 years and over ... ... ... | 1780 | 1726 | 1620 |
| Clerks grades I and II, sales assistants, cashiers, central warehouse workers, credit travellers and stockhands: |  | 172 | 162 0 |
| Men, 22 years and over | 231 0§ | 223 6§ | 210 0§ |
| Women, 22 years and over | 173 6§ | 168 0§ | 157 6§ |
| Men, 22 years and over | 2230 | 2156 | 2056 |
| Women, 22 years and over | 168 6 | 1630 | 1526 |

Note: The rates became operative from 22nd May 1967.
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 34 hours a week, is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## 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-11s. 8 d . or 4 s .2 d . a week respectively.

For workers, 21 years and over:
Full board on Sunday and customary holidays, part board only on the other days of the week and lodging for the full week
Full board and lodging for the full week

| London <br> Area <br> s. | Provincial <br> A Area <br> s. | d. | Provincial <br> B Area <br> s. |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |
| 34 | 6 | 30 | 6 | 27 |
| 45 | 3 | 41 | 3 | 37 |

## 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.

[^143]| Class of Worker |  | General Minimum Time Rates |  |
| :---: | :---: | :---: | :---: |
|  |  | Area A | Area B |
| Male workers, after 5 years' employment: |  | Per hour <br> s. d. | Per hour s. d. |
| Journeymen tailors | $\ldots$ | $61 \dagger$ | $511 \frac{1}{2} \dagger$ |
| Assistant journeymen tailors Other workers ... | $\ldots$ | $5{ }_{5} 8 \frac{1}{2} \dagger$ | $5{ }_{5}{ }^{2} \dagger$ |
| Female workers, after 5 years' employment: |  |  |  |
|  |  |  |  |
| Journeymen tailoresses ... ... ... | $\ldots$ |  |  |
| Assistant journeymen tailoresses | $\ldots$ | 43 | 4 2 ${ }^{\frac{1}{2}}$ |
| Other workers | $\ldots$ | $311 \frac{1}{2}$ | $311{ }^{2}$ |

Note: The rates and hours became operative from 1st January 1967.

## 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 to be equal to the appropriate adult minimum time rate increased by nine per cent.

Classification of Areas
"Area A" comprises the whole of England and Wales except Area B.
"Area B" comprises those areas in England and Wales, which, at the date of the 1961 census were administered by a Rural District Council, or an Urban District or Municipal Borough Council with a population of less than 10,000 but not including any areas within the Metropolitan Police District.

## II. Scotland

[Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order]* ${ }^{*}$


Note: The rates and hours became operative from 22nd May 1967.
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.

## Classification of Areas

"Area A" comprises the following localities:
Aberdeen, Airdrie, Alloa, Arbroath, Ardrossan, Ayr, Barrhead, Buckhaven and Methil, Cambuslang (Civil Parish), Clydebank, Coatbridge, Cowdenbeath, Dumbarton, Dumfries, Dundee, Dunfermline, Edinburgh, Falkirk, Glasgow, Grangemouth, Greenock, Hamilton, Hawick, Inverness, Irvine, Johnstone, Kilmarnock, Kirkcaldy, Kirkintilloch, Motherwell and Wishaw, Musselburgh, Paisley, Perth, Peterhead, Port Glasgow, Renfrew, Rutherglen, Saltcoats, Stirling, Troon.
"Area B" comprises the remainder of Scotland.

[^144]
## 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 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | London Area |  | Provincial A Area |  | Provincial B Area |  |
| Clerks grade I: |  |  |  |  |  |  |  |  | d. |
| Men, 23 years and over |  |  |  | 240 | 0 |  | 0 | 215 | 0 |
| Women, 23 years and over |  |  |  | 177 | 6 |  |  | 162 | 6 |
| Clerks grades I and II, shop assistants, cashiers, central warehouse workers, stockhands and van salesmen: |  |  |  |  |  |  |  |  |  |
| Men, 22 years and over | . |  | . | 232 | 6 | 222 | 6 | 207 | 6 |
| $\begin{array}{lllll}\text { All other workers: } & \cdots & \cdots & \cdots & \cdots \\ & & & & \\ \text { a }\end{array}$ |  |  |  |  |  |  |  |  |  |
| Men, 22 years and over |  |  |  |  | 6 |  | 6 |  |  |
| Women, 22 years and over |  |  | . |  |  |  |  |  |  |

Note: The rates became operative from 21st August 1967.

## 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 his normal number of hours.

## Benefits or Advantages

The Orders define the following benefits or advantages which may be reckoned as payment of wages in lieu of cash:

Dinner or tea of good and sufficient quality and quantity on all days except the weekly short day-9s. 9d. or 3s. 6d. a week respectively.

Board and lodging for 7 days for workers, 21 years and over-London Area 36s. 9d., Provincial A Area 32s. 9d. and Provincial B Area 27s. 9d.

## Classification of Areas

"London Area" means the Metropolitan Police District, as defined in the 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.

[^145]
# RETAIL BOOKSELLING AND STATIONERY TRADES GREAT BRITAIN 

[Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Weekly Remuneration |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | London <br> Area |  | Provincial <br> A Area |  | Provincial B Area |  |
| All workers, other than transport workers, cleaners, messengers, deliverers and porters, after 6 months' employment: | s. d |  |  | d. |  | d. |
| Men, 22 years and over ... ... . |  |  | 220 | 6 | 207 |  |
| $\underset{\text { Women, }}{\text { Cleaners, messengers, deliverers and porters: }}$ | 175 |  |  | 6 |  | 0 |
| Men, 22 years and over ... ... |  |  |  | 6 |  |  |
| Women, 22 years and over ... | 165 |  | 158 | 6 |  | 0 |

Note: The rates became operative from 3rd July 1967.

## 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 his normal number of hours.

## 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.

[^146]
## RETAIL PHARMACY TRADE

## I. England and Wales

[Agreements of the National Joint Industrial Council for the Retall Pharmacy Trade]

| Class of Worker* | Minimum Rates of Pay |  |  |
| :---: | :---: | :---: | :---: |
|  | London |  | Provinces |
| Pharmacists $\dagger$ : | Per annum |  | Per annum £ |
| Men and women: |  |  |  |
| First year after qualifying Second year after qualifying | 1,200 |  | 1,150 |
| Second year after qualifying ... ... ... | 1,300 |  | 1,250 |
| Dispensing assistants with not less than 3 years' continuous experience and wholly or mainly engaged in dispensing: <br> Men, 24 years and over <br> Women, 24 years and over | Per week s. d. |  | Per week <br> s. d. |
|  |  |  |  |
|  | $260 \quad 6$ |  | $2450$ |
|  | London | Provincial A Area | Provincial <br> B Area |
|  | Per week | Per week | Per week |
| Shop assistants: | s. d. | s. d. | s. d. |
| Men, 22 years and over ... | 240 0 $\ddagger$ | $2350 \ddagger$ | 230 0† |
| All other male workers, 22 years and over | 177 6 $\ddagger$ | 1726 | 1676 |
| All other male workers, 22 years and over | $2280 \ddagger$ | 220 | 211 6 $\ddagger$ |

Note: The rates for pharmacists became operative from 1st January 1968 and for all other workers from the pay day in the week commencing 29th April 1968.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of not more than 42 hours. These hours became operative from 1st April 1968.

## Rota Payments

A pharmacist called on to perform rota duties in compliance with arrangements under the National Health Service is paid 10s. 0d. an hour for weekdays and 20s. 0d. an hour for Sundays, weekly short days and customary holidays. This payment is made irrespective of whether or not the normal working week is worked in the week in which the rota duty falls.

## Classification of Areas

"London" means the City of London and Metropolitan Police District
"Provinces" means places other than the City of London and Metropolitan Police District. "Provincial A Area" means places with a population of 10,000 or more in 1961 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.

[^147]
## II. Scotland

[Agreements between the Scottish Pharmaceutical Federation and the Union of Shop, Distributive and Allied Workers]


Note: The rates became operative from 1st May 1968.

## Hours of Work

The normal working week, exclusive of mealtimes and overtime, is one of not more than 44 hours for pharmacists and not more than 43 for other workers.

[^148]
# COTTON WASTE RECLAMATION-GREAT BRITAIN 

[Cotton Waste Reclamation Wages Council (Great Britain) Wages Regulation Order]*


Note: The rates and hours became operative from 1st March 1966.
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 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 | Piece Work Basis Time Rates |
| :---: | :---: | :---: |
|  | Per hour s. d. | Per hour s. d. |
| Women, 18 years and over, after 6 months; employment: |  |  |
| Employed in the sorting, grading, or associated processes, of woollen rags and/or woollen and worsted waste materials |  |  |
| $\begin{array}{llllll}\text { Other women } & \ldots & \ldots & \ldots & \ldots & \ldots \\ & & \ldots & \ldots\end{array}$ | $3^{4} 11^{0 \frac{1}{2}}$ | 4 1 <br> 4  |

Note: The rates became operative from 31st 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 41, which may be worked in 5 or $5 \frac{1}{2}$ days.

[^149]
# COAL AND COKE DISTRIBUTION-ENGLAND AND WALES 

## I. Regions other than London

[Agreements of the Regional Joint Industrial Councils of the National Joint Industrial Council for the Distributive Coal Trade]

| Region and Class of Worker | Minimum Weekly Rates of Wages* |
| :---: | :---: |
| Northern (Northumberland, Durham, Cumberland, Westmorland and part of North Riding): |  |
|  |  |
| Motor drivers (bulk deliveries): |  |
| Up to 5 tons carrying capacity | 2210 |
| - 5 tons and up to 10 tons carrying capacity ... | 2289 |
| 10 tons and up to 15 tons carrying capacity | 2356 |
| Horsemen (bulk deliveries) ... ... ... | 2163 |
| Other workers (bulk deliveries) | 2163 |
| Yorkshire (excluding part of North Riding): |  |
| One-horse drivers (bulk deliveries) | 2163 |
| Two-horse drivers (bulk deliveries) | 2210 |
| Drivers of mechanical vehicles (C-licensed vehicles) of carrying capacity (bulk deliveries): |  |
| Up to and including 5 tons | 2210 |
| Over 5 tons up to and including 8 tons | 2289 |
| Over 8 tons up to and including 12 tons | 2333 |
| Over 12 tons ... ... ... ... ... | 2380 |
| Coal yard and drop workers, carriers-off, fillers and other workers, including drivers being trained as lorry drivers (bulk deliveries) | 2163 |
| Lancashire and Cheshire (including part of Derbyshire): |  |
| Drivers (bulk deliveries): |  |
| Over 5 tons up to and including 8 tons | 22810 |
| Over 8 tons up to and including 12 tons | 2334 |
| Over 12 tons up to and including 15 tons | 2381 |
| Mechanical grab operatives: |  |
| Mechanical grab or chaseside shovel ... | 2435 |
| Other workers (bagged deliveries) ... | 2327 |
| Other workers (bulk deliveries) ... ... ... | 2161 |
| Midland (Hereford, Shropshire, Staffs. (excluding Burton-on-Trent), Warwick and Worcester): |  |
|  |  |
| Up to and including 5 tons | 2256 |
| Over 5 tons ... ... ... ... ... | 2289 |
| Horsemen, yardmen, bag fillers and mates (bulk deliveries) | 219 9 J |
| North Midland (Leicester, Lincs., Northants., Notts., Rutland, part of Derbyshire, Burton-on-Trent): |  |
|  |  |
| Motor drivers (bulk deliveries): |  |
| Up to and including 5 tons ... | 2243 |
| Over 5 tons ... $\ldots$... | 2279 |
| Motor drivers (bagged deliveries): |  |
| Up to and including 5 tons ... | 240 |
| Over 5 tons ... ... | 2433 |
| Horsemen, yardmen, bag fillers and mates (bulk deliveries) | 2169 |
| Horsemen, yardmen, bag fillers and mates (bagged deliveries) | 2323 |

Note: The rates and hours became operative on the first pay day in the week commencing 3rd July 1967.

[^150]Coal and Coke Distribution-contd.
I. Regions other than London-contd.


Note: The rates and hours became operative on the first pay day in the week commencing 3rd July 1967.

The hours of work in fours of Work
41 (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.

[^151]
## 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 4th March 1968, are subject to an over-riding minimum wage of 45 s . a day Monday to Friday, 22s. 6d. Saturday or 300 s . a week (after 1 year's service) for drivers of mechanical vehicles, horse carmen, trolleymen and loaders. The minimum daily wage is payable to workers who are capable of and available for work; the minimum weekly wage is not payable if during the week a man on any one day was not entitled to the daily minimum.

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



Note: The rates became operative on the pay day in the week commencing 25th September 1967.

## 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.

## Guaranteed Week

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

## Pieceworkers

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

## Shift Workers

On double-day shifts the hours are $37 \frac{1}{2}$, exclusive of half-an-hour break for meals, payment being made for 40 hours on each shift.

[^152]
## 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 the pay week which includes 1st September 1967.

## Hours of Work

The standard working week is 40 hours, exclusive of mealtimes (unless the worker is required to be available during such time), to be worked within 6 days, but local agreements may be made for the retention of an 80 -hour fortnight to be worked where this is of mutual advantage.

## Service Supplement

Workers with 5 years' continuous full-time service receive a service supplement of 7 s . a week for men and 5s. 3d. a week for women.

## Provision of Board, Lodging and Laundry

The standard rates quoted above are, in the case of resident workers, subject to a deduction of 68 s . 10 d . a week for men (board 44s. 4d., lodging 20s. 6d., laundry 4s. 0d.) and 63s. 7d. for women (board 44s. 4d., lodging 15s. 6d., laundry 3s. 9d.). In London the charges for lodging are greater by 9 s . 0 d . a week.

## Shift Workers

Workers on rotary shifts (i.e., shifts which cover 24 hours a day) are paid an additional $5 \frac{3}{4} \mathrm{~d}$. an hour and workers on alternating shifts (i.e., two-shift systems where one shift finishes earlier than 7 p.m. and the second shift finishes at or after 7 p.m.) an additional $3 \frac{1}{2} d$. an hour. In the case of regular shift workers these allowances are taken into account in the calculation of overtime rates of pay and are payable during sick or annual leave.

## Night Workers

Night duty between 10 p.m. and $6 \mathrm{a} . \mathrm{m}$. is paid at the rate of time-and-a-quarter for all hours worked. This is not applicable to shift workers, night watchmen or to workers who receive overtime payments for duty during the hours in question, and is not to be included in the calculation of overtime rates of pay. As an exception, payment of night duty allowance is made for a whole shift worked between 8 p.m. and 8 a.m.

## Split Duty Workers

Whole-time workers who are required to make more than one attendance to complete a day's work receive, for each day on which such split duty is performed, an additional payment of 3 s . a day when the break is not less than two hours but less than four (including any normal meal break) and 4 s . if the break is not less than four hours (including any normal meal break). Provision is also made for part-time workers on split duty work.

## Stand-by Allowances

Those workers required to undertake stand-by duties away from the depot (i.e., the normal place of employment) between the period following one day's duty and the commencement of the next day's duty are paid an allowance of 9 d . an hour for each hour of the stand-by period excluding any hours between 12 midnight and $8 \mathrm{a} . \mathrm{m}$. subject to a minimum payment of 7s. 6d. for each occasion. Any work performed during the stand-by period is paid for in addition at overtime rates.

## -Week-end Work

Whole-time workers are paid at the rate of plain time plus one-half for all hours worked on Saturday after 12 noon and for hours before 12 noon only if they are outside the standard working week. All staff, whether whole-time or part-time, are paid at double the plain time rate for all hours worked on a Sunday.

[^153]Grouping of Occupations
The following are examples of the classes of workers included in some of the groups:

Group 1 ... General or kitchen porter mainly engaged on work not heavier than cleaning or messenger duties (Group 2 on heavier duties), nightwatchman.
Group 2 ... Farm worker, hospital porter (class II), messman, labourer.
Group 3 ... Ambulance attendant, hospital porter (class I), ward orderly.
Group $4 \ldots$ Bath attendant, gate porter (class III), senior messman, storesman.
Group 5 ... Assistant cook, gate porter (class II), chauffeur, steriliser attendant, gardener (class II).
Group 6 ... Laundry machine operator, stoker (steam).
Group 6 ... Ambulance driver, reception centre (plus 2s.) attendant.
Group 7 ... Gate porter (class I).
Group 7 (plus 2 ... Gardener (class I). (plus 2s.)
Group 8 ... Hairdresser, leading stoker (in charge of 1 to 3 stokers working on the same shift).
Group 9 ... Butcher, cook.
Group 10 ...
$\underset{\text { (plus 1s.) }}{\text { Group }} 10$ Propagating gardener. Group 10.)
(plus 4s.)

Cleaner, domestic assistant, dining room, general, house, kitchen, messroom or ward maid.

Doctor's or matron's maid, waitress.
Laundrywoman, linenwoman, seamstress, ward orderly, senior housemaid.
Bath attendant, senior waitress.
Assistant cook, chauffeuse, attendant on the aged and infirm (class II).
Charge hand laundry woman (6 to 10 staff supervised).
Reception centre attendant.
Dressmaker.

Attendant on the aged and infirm (class I).
Cook.
Hairdresser.

## Exceptional Payments

Cooks and assistant cooks holding recognised diplomas in cooking are paid an additional 11 s . or 22 s . a week according to qualifications. Ambulance drivers and attendants and ward orderlies if required to be qualified in first aid and holding recognised first aid certificates are paid an additional 13s. 4d. a week.

An allowance of 1 s .4 d . a day or part thereof is paid to laundry staff whilst handling foul linen. An allowance of 8d. 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 clothing, bedding, books, etc., are paid an additional 4d. an hour whilst so engaged.
Workers in psychiatric hospitals who are not in receipt of instructional pay are paid an additional 2 d . an hour for all hours during which they have care of patients.
Workers employed on boiler scaling and boiler and flue cleaning which involves entering boilers are paid an additional 4 d . 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 8d. an hour.

A stoker or leading stoker who has normally had a minimum of six months' experience of stoking (or less if he satisfies the employing authority as to his proficiency on the plant he is firing) is paid 8 s . above his grade rate. A further 11 s . is payable to a stoker, or stoker (non steam-raising), who holds a recognised Boiler Operators' certificate and to ex-Royal Navy stokers who attained specified ratings.

## Other Classes of Workers

Rates of pay are also fixed for other classes of workers, e.g., head porters, head and assistant head cooks, kitchen superintendents, laundry superintendents, workroom or needleroom mistresses.

Committees of the Ancillary Staffs Council fix the rates for building trade craftsmen and labourers, for semi-skilled engineering workers and for orthopaedic appliance grades.

## London Zone

The "London Zone" comprises Greater London; Dartford and Epsom and Ewell M.B.'s; Banstead, Bushey, Caterham and Warlingham, Cheshunt, Chigwell. Chorleywood, Epping, Esher, Harlow, Potters Bar, Rickmansworth, Staines, Sunbury-on-Thames and Waltham Holy Cross U.D.C.'s; Elstree and Epping and Ongar R.D.C.'s.

# CINEMA THEATRES-UNITED KINGDOM 

[Agreement between the Cinematograph Exhibitors' Association of Great Britain and Ireland and the National Association of Theatrical and Kine Employees]
I. London and Home Counties

| Class of Worker | Minimum Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Grade AA Theatres | Grade A Theatres | Grade A1 Theatres | Grade B Theatres |
|  | s. d. | s. d. | s. d. | s. d. |
| 1st projectionists | 3125 | 28210 | 2688 | 2331 |
| 2nd projectionists (over 20 years) | 2563 | 24210 | 2361 | 21311 |
| 3 rd projectionists (over 20 years) | 21211 | 1860 | 1781 | 15211 |
| 4 th projectionists (over 20 years) ... | 1764 | 16510 | 1631 | - |
| House engineers ... ... ... | 3125 | 28210 | - |  |
| Assistant house engineers | 2563 | 24210 |  |  |
| Head attendants or foremen ... | 2266 | 2109 | 2002 | 186 |
| Utilitymen, doormen, assistant foremen and boilermen | 2013 | 1907 | 1845 | - |
| Night watchmen/cleaners (male) ... | 1968 | 1867 | 1805 |  |
| Male attendants (over 20 years) ... | 1968 | 1867 | 1805 | 171 |
| Chief cashiers ... ... ... | $167 \quad 7$ | 1480 | 1385 | $123 \quad 2$ |
| Cashiers | 15611 | 1362 | 1318 |  |
| Usherettes/relief cashiers | 1398 | 1297 | 1239 | 1180 |
| Female attendants ... | 1324 | 12411 | 1193 | 1108 |
| Women cleaners | 880 | 823 | 82 | 819 |

Note: The rates became operative from 1st January 1967 (1st July 1967 for 1st projectionists in Grades AA and A).

## For Hours, etc., see next page.

## II. Other Districts in the United Kingdom

Minimum rates of wages are fixed for 9 other zones covering the rest of Great Britain and Northern Ireland. The general range of the rates so fixed for the principal classes of workers are given below. In some zones there may be no rate for a particular class of worker whilst the top rates or the bottom rates of the ranges quoted for any class of worker or any grade of theatre do not necessarily relate to the same zone.

| Class of Worker | Minimum Weekly Rates of Wages |  |  |
| :---: | :---: | :---: | :---: |
|  | Grade AA Theatres | Grade A Theatres | Grade B Theatres |
| 1st or chief projectionists ... | $306 \text { s. 0d. to }$ 313s. 1d. | $\begin{aligned} & \text { 274s. } 4 \text { d. to } \\ & 285 \text { s. } 9 \mathrm{~d} . \end{aligned}$ | $\begin{aligned} & \text { 237s. 6d. to } \\ & 242 \mathrm{~s} .0 \mathrm{~d} . \end{aligned}$ |
| 2nd projectionists (over 20 years) | 253 s . 11d. to | 229 s .11 d . to | 210 s .4 d . to |
| 3 rd projectionists (over 20 years) | $\text { 262s. } 5 \mathrm{~d} .$ 191s. 4d. to | $\begin{aligned} & \text { 246s. 6d. } \\ & \text { 174s. 8d. to } \end{aligned}$ | $\begin{aligned} & 222 \mathrm{~s} .6 \mathrm{~d} \text {. } \\ & 154 \mathrm{~s} .1 \mathrm{~d} \text {. to } \end{aligned}$ |
| 3rd projectionists (over 20 years) | 257s. 0d. | 246s. 6d. | 222s. 6d. |
| 4th projectionists (over 20 years) ... | 149s. 3d. to | 141 s .9 d . to | 141 s .3 d . to |
| Foremen/head attendants (over 20 years) | 181 s .5 d . 214s. 8 d . to | 169 s .8 d . 202s. 3d. to | 145 s .7 d . 190 s .0 d . |
|  | 221s. 6d. | 211s. 0d. | 199s. 7d. |
| Night watchmen/cleaners | $200 \mathrm{~s} .1 \mathrm{~d} \text {. to }$ | $\begin{aligned} & \text { 191s. 2d. to } \\ & \text { 203s. 0d. } \end{aligned}$ | 181s. 1d. to 196s. 3d. |
| Utilitymen/doormen (over 20 years) | 200 s . 7 d . to | 188s. 11d. to | 181s. 6d. to |
| Boilermen (over 20 | 206s. 3d. | 196s. 3d. | 192s. 8d. |
| Boilermen (over 20 | $\begin{aligned} & \text { 200s. 7d. to } \\ & 206 \mathrm{~s} \text {. 3d. } \end{aligned}$ | $196 \mathrm{~s} .3 \mathrm{~d} .$ | 182s. 2d. to |
| Male attendants/receptionists (over 20 years) | 149 s . 11 d . to 206s. 10d. | $\begin{aligned} & 148 \mathrm{~s} .9 \mathrm{~d} . \text { to } \\ & 196 \mathrm{~s} .3 \mathrm{~d} . \end{aligned}$ | $\begin{aligned} & 141 \mathrm{~s} .5 \mathrm{~d} . \text { to } \\ & 192 \mathrm{~s} .8 \mathrm{~d} . \end{aligned}$ |
| 1st cashiers $\ldots$ | 150s. 8d. to | 134s. 5d. to | 112 s . 3d. to |
|  | 157s. 2d. | 144s. 6d. | 130s. 1d. |
| 2nd cashiers (other cashiers in Scotland) | $142 \mathrm{~s} .4 \mathrm{~d} \text {. to }$ | 128 s . 2 d . to | $105 \mathrm{~s} .4 \mathrm{~d} \text {. to }$ |
| 3rd cashiers | 151s. 6d. 136s. 1d. to | 134s. 0d. 121s. 3d. to | $\begin{aligned} & \text { 120s. 2d. } \\ & 107 \mathrm{~s} .2 \mathrm{~d} . \text { to } \end{aligned}$ |
|  | 141s. 6d. | 125 s .5 d . | 110 s .7 d . |
| Female usherettes | 118 s . 7 d . to | 108s. 11d. to | 98 s .3 d . to |
| Women cleaners | $122 \mathrm{~s} .0 \mathrm{~d} .$ $85 \mathrm{~s} .8 \mathrm{~d} . \text { to }$ | 118 s .5 d. 79 s .11 d . l | $\text { 110s. } 5 \mathrm{~d}$ |
|  | $90 \mathrm{~s} .10 \mathrm{~d} \text {. }$ | 87s. 0d. | 86s. 6d. |

[^154]
## Hours of Work

In cinemas not regularly open on Sundays for cinematograph performances:
Full-time staff: Normal working week, Monday to Saturday inclusive, not to exceed 41 working hours for all staff other than female cleaners.

Part-time staff: Working week, Monday to Saturday inclusive, not to exceed $27 \frac{1}{2}$ hours ( 25 in Scotland) for evening employment, of which not more than 6 hours in the week are to take place before 6 p.m., ${ }^{*}$ provided that in cases where employees are not prepared to do a full working week the nightly or matinee rate, as the case may be, is paid proportionately for such performances as are actually worked.

Women cleaners: Working week not to exceed 24 hours except in cases where an hourly rate of remuneration has been adopted. $\dagger$

Usherette cleaners: Working week not to exceed 41 hours In cinemas with regular Sunday performances:

Projectionists and other male staff: Normal working week, including hours worked on Sundays, not to exceed 41 working hours. Time worked on Sundays is deemed part of the working week and counts towards the total number of hours it is permissible to work employees before overtime is deemed to commence.

Full-time female staff, other than cleaners: In continuous cinemas the normal working week, including hours worked on Sundays, is not to exceed 41 hours.

In non-continuous cinemas (evening performances only-doors not open before 5 p.m. except on Sundays-and not more than three matinees a week) the normal working week, including hours worked on Sundays, is not to exceed 40 hours ( 41 for usherette cleaners).
Part-time staff: Working week, including hours worked on Sundays, not to exceed $27 \frac{1}{2}$ hours ( 25 in Scotland) for evening employment, of which not more than 6 hours in the week are to be worked before 6 p.m.,* provided that in cases where employees are not prepared to do a full working week the nightly or matinee rate, as the case may be, is paid proportionately for such performances as are actually worked.

Women cleaners: Working week, including hours worked on Sundays, not to exceed 24 hours except in cases where an hourly rate of remuneration has been adopted. $\dagger$

## Spreadover

Where the daily spreadover (other than on Saturdays) of full-time male employees (except in non-continuous houses) exceeds 12 hours inclusive of meal breaks, and these employees are not working a shift system, a five-day week is operative, but in all other respects the normal working week applies. This does not limit the giving of a five-day week to full-time male employees wherever practicable; the question of practicability to be one on which the Union is entitled to make representations to the management. The National Association of Theatre and Kine Employees has agreed not to oppose the introduction of reasonable shift systems.

## Sunday Work

One clear day off is given in lieu of each Sunday worked on a Sunday performance. Time worked on regular Sunday performances is paid by an addition to standard rates for each hour worked of a sum equal to the normal hourly rate of the employee, notwithstanding that the maximum hours it is permissible to work employees have not actually been worked during the week. Any time exceeding an hour but less than half-an-hour is paid at half-hourly rates. Any time exceeding half-an-hour but not exceeding one hour is paid at the full hourly rate. All work done on Sunday in a cinema not regularly open for public performances on that day is paid at double time rates.

## Night Workers

All night work between half-an-hour after the termination of the performance and 8 a.m. is paid at double time rates, except to regular night staff workers whose duties do not commence before 10 p.m.

## Grading of Cinemas

Cinemas are classified by agreement between the respective branches of the Cinematograph Exhibitors' Association and the National Association of Theatrical and Kine Employees.

[^155]
# INDUSTRIAL AND STAFF CANTEENS-GREAT BRITAIN 

[Industrial and Staff Canteen Undertakings Wages Council Wages Regulation Order]*

| Class of Worker |  |  | Minimum Remuneration per week of 42 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 ... |  |  | $\begin{array}{cc}\text { s. } & \text { d. } \\ 230 & 6\end{array}$ | $\begin{array}{cc}\text { S. } & \text { d. } \\ 228 & 0\end{array}$ | s. d. | $\begin{array}{cc} \text { s. } & \text { d. } \\ 169 & 0 \dagger \end{array}$ |
|  |  |  |  |  |  |  |
| Cooks . |  |  | 2176 | 2150 | 156 6 | 154 0† |
| Assistant cooks |  |  | 1976 | 1950 | 1426 | 1400 |
| Porters $\ddagger$ |  |  | 1786 | 1760 | - | - |
| Other workers |  |  | 1786 | 1760 |  | - |
| Cashiers |  |  | - | - | 1366 | 1340 |
| Canteen attenda |  |  | - | - | 1326 | 1300 |
| Canteen supervi | s, manager | and |  |  |  |  |
| manageresses, | stewards | and | 225 s .6 d . to | 223 s .0 d . to | 161s. 0d. to | 158s. 6d. to |
| stewardesses \\| |  | $\ldots$ | 255s. 6d. | 253 s .0 d . | 199s. 0d. | 196s. 6d. |

Note: The rates became operative from 28th August 1967.

## Hours of Work

The rates relate to a week of 42 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 42.

## 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 42 hours if he normally works for 40 hours or more a week, or for 40 hours if he normally works for less than 40 hours a week.

## Provision of Meals, Overalls and Headgear, and Full Board and Lodging

The minimum rates quoted above are conditional upon the provision by the employer of such meals as are available when the worker is on duty and of a reasonable supply in good repair of clean overalls and headgear if supplies are available. If meals are not provided, the minimum remuneration is 17 s . a week higher, and if overalls and headgear are not provided, it is 2 s .6 d . a week higher.
Where full board and lodging are provided a different scale of rates of remuneration is applicable. The rates are lower than those quoted above by 27 s . 4 d . a week in London and 24 s .10 d . a week in other areas. If lodging is provided but not full board, the rates where full board and lodging are provided are increased by 27 s .5 d . a week of 7 days, or if full board and not lodging by 15 s . 2 d . a week of 7 days.

## Shift Workers

The minimum remuneration for workers on a two- or three-shift system is 1d. 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 $6.30 \mathrm{a} . \mathrm{m}$. the next day, and who are not shift or split duty workers, is one-fifth higher than the rates quoted. This allowance is paid for all hours worked and is not computable for overtime rates of pay.

## Split Duty

The minimum remuneration for split duty workers, i.e., workers who are provided with full board and lodging for 7 days a week and whose normal hours of daily duty are spread over a period exceeding 10 hours inclusive of mealtimes but not exceeding 14 hours inclusive of mealtimes, is 2 d . an hour more than the rates quoted. This allowance is paid for all hours worked and is not computable for overtime rates of pay.

Classification of Areas
"London Area" means the Metropolitan Police District, the City of London, the Inner Temple and the Middle Temple.
"Other Areas" means all other areas in Great Britain.

[^156]
# UNLICENSED PLACES OF REFRESHMENT—GREAT BRITAIN 

## [Unlicensed Place of Refreshment Wages Council Wages Regulation Order]*

| Class of Worker $\dagger$ | Minimum Remuneration per hour for all time worked between the hours of $7 \mathrm{a} . \mathrm{m}$. and 7 p.m., other than on Sunday or a rest day, where the employer supplies the worker with meals whilst on duty |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Men, <br> 21 years and over |  |  | Women, 21 years and over |  |  |
|  | London Area | Provincial A Area | $\begin{gathered} \text { Pro- } \\ \text { vincial } \\ \text { B Area } \end{gathered}$ | London Area | Pro- vincial A Area | $\begin{gathered} \text { Pro- } \\ \text { vincial } \end{gathered}$ B Area |
| Assistant managers or manager- | $\begin{array}{ll}\text { s. } & \text { d. } \\ 5 & 0\end{array}$ | $\begin{array}{lr}\text { s. } & \text { d. } \\ 4 & 111\end{array}$ | $\begin{array}{ll}\text { s. } & \text { d. } \\ 4 & 93\end{array}$ | s. d. | S. d. | s. d. |
| Assistants-in-charge $\quad \ldots \quad \ldots$ | $\begin{array}{lll}5 & 0 \frac{3}{4} \\ 4 & 11\end{array}$ | $411 \frac{1}{4}$ 4 4 | $\begin{array}{ll}4 & 9 \frac{3}{4} \\ 4 & 8\end{array}$ | 4 0 <br> 3 10 <br> 1  | 3 $10 \frac{3}{4}$ <br> 3 8 | 3 $9 \frac{1}{4}$ <br>   |
| Floor supervisors ... $\quad \ldots$... $\quad \ldots$ | $4 \quad 4 \frac{3}{4}$ | $\begin{array}{ll}4 & 9 \frac{1}{2} \\ 4 & 3 \frac{1}{4}\end{array}$ | 4 8 <br> 4 $1 \frac{3}{4}$ |  | $\begin{array}{ll}3 & 8 \frac{1}{2} \\ 3 & 4\end{array}$ | $\begin{array}{ll}3 & 7 \\ 3 & 21\end{array}$ |
| Hostesses, receptionists or seaters Clerks |  |  |  | 3 $5 \frac{1}{2}$ <br> 3 $3 \frac{3}{4}$ <br>   <br>   | $\begin{array}{ll}3 & 4 \\ 3 & 2 \frac{1}{4} \\ \\ & \end{array}$ | $\begin{array}{ll}3 & 2 \frac{1}{2} \\ 3 & 0 \frac{3}{4} \\ \end{array}$ |
| Cashiers or clerical assistants | $\begin{array}{ll}4 & 5 \frac{1}{2} \\ 4 & 4\end{array}$ | $\begin{array}{ll}4 & 4 \\ 4 & 21\end{array}$ | $4 \quad 2 \frac{1}{2}$ | $\begin{array}{ll}3 & 5 \frac{4}{4} \\ \\ & \end{array}$ | 3 4 | 3 23 |
| Refreshment bar, buffet or service attendants |  | $4 \quad 2 \frac{1}{2}$ | $\begin{array}{ll}4 & 1 \\ 4 & \end{array}$ | 33 | 3 1-1 | $3{ }^{3} 0$ |
| Shop assistants $\ldots$... $\ldots$... $\ldots$ | $4 \quad 3 \frac{1}{2}$ | 42 | $4 \quad 0 \frac{1}{2}$ | $\begin{array}{lll}3 & 2 & 2 \frac{1}{2} \\ \\ 3 & 4\end{array}$ | $\begin{array}{ll}3 & 1\end{array}$ | $211 \frac{1}{2}$ |
| Waiters or waitresses | $3 \overline{113}$ | $310 \frac{1}{4}$ | $38^{3}$ |  | $\begin{array}{lll}3 & 2 & 2 \frac{1}{2} \\ 2 & 101\end{array}$ | $\begin{array}{ll} 3 & 1 \\ 0 \end{array}$ |
| Chefs§ $\ldots$. | $\begin{array}{lll}5 & 8 \\ 5\end{array}$ | ${ }_{5} 5104$ | $\begin{array}{ll}3 & 8 \\ 5 & 5\end{array}$ | $\begin{array}{ll}3 & 0 \\ 4 & 6 \frac{1}{2}\end{array}$ | $\begin{array}{lll}2 & 10 \frac{1}{2} \\ 4 & 5\end{array}$ | $\begin{array}{ll}2 & 9 \\ 4 & 31\end{array}$ |
| Head cooks§ | $\begin{array}{ll}5 & 41 \\ 5 & 4\end{array}$ | $5{ }^{5}$ | $5{ }^{5}$ | $43^{2}$ | 4 11 | $40^{4}$ |
| Assistant cooks | $\begin{array}{ll}5 & 0 \frac{1}{2} \\ 4 & 7 \frac{1}{1} \\ 4 & \end{array}$ | $\begin{array}{rr}4 & 11 \\ 4\end{array}$ | $\begin{array}{ll}4 & 91 \\ 4 & 4 \\ 4\end{array}$ | $\begin{array}{ll}3 & 9 \\ & 9 \\ 5\end{array}$ | 3 $7 \frac{2}{4}$ | 3 61 |
| Service cooks |  | 4 6 <br> 4  | 4 | 3 51 <br> 3  <br> 1  | $\begin{array}{ll}3 & 3 \\ 3\end{array}$ | $3{ }^{3}$ |
| Any other workers except mana- |  |  | $4 \quad 19$ | 3 3 ${ }^{\frac{1}{4}}$ | 318 | 3 011 |
| gers and manageresses ... | 43 | $411 \frac{1}{2}$ | 40 | 32 | 3 01 ${ }^{1}$ | 211 |

Note: The rates became operative from 20th November 1967.
Other hourly rates apply for work done before 7 a.m. and after 7 p.m., and for work on Sundays and rest days. Considerations of space preclude full reproduction of these rates but, for example, the hourly rates for time worked between $5 \mathrm{a} . \mathrm{m}$. and $7 \mathrm{a} . \mathrm{m}$. and between 7 p.m. and 11 p.m. are about $12 \frac{1}{2}$ per cent. higher than those in the Table, and for time worked between 11 p.m. and $5 \mathrm{a} . \mathrm{m}$. about 25 per cent. higher.

## Hours of Work

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

[^157]
## 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 44 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 | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 28s. 5d. a week |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Provincial A Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 24s. 5d. a week |
| Provincial B Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 20s. 5d. a week |
| men, 21 years and over: |  |  |  |  |  |
| London Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 27s. 5d. a week |
| Provincial A Area <br> Provincial B Area | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | 23s. 5d. a week |
|  | $\ldots$ | $\ldots$ | $\ldots$ | 19s. 5d. a week |  |

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 5d. an hour for the first 44 hours worked in any week.

## 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.

# LICENSED RESIDENTIAL ESTABLISHMENTS AND LICENSED RESTAURANTS—GREAT BRITAIN 

## [Licensed Residential Establishment and Licensed Restaurant Wages Council Wages Regulation Order]*

Minimum Remuneration per week of 46 hours where the employer does not supply any board, meals or lodging to the worker.


Note: The rates became operative from 26th February 1968.

## Hours of Work

The rates relate to a week of 46 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 46.

## Guaranteed Remuneration

A worker, who ordinarily works for his employer for not less than 36 hours in a week, is guaranteed remuneration for the number of hours normally worked by him, subject to a maximum of 46 and a minimum of 44 and to certain conditions and qualifications. In the case of fortnightly workers the figures are 72,92 and 88 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 or meals are supplied by the employer to the worker. Where the worker is supplied with such meals as are normally available in an establishment during the time the worker is on duty, the rates quoted are generally reduced by 20 s .6 d . a week and, where living in on 7 days a week is supplied, the rates quoted are generally reduced by 55 s . 0 d . a week for men and 52 s . 6 d . for women in Area A, 54 s . 0 d . and 51 s . 6d. in Area B and 53s. 0 d . and 50s. 6d. in Area C.

For service workers these amounts are 18s. 6d., 45 s .6 d . for men and 44 s .6 d . for women in Area A, 44s. 6 d . and 43s. 6d. in Area B and 43s. 6d. and 42s. 6d. in Area C respectively.

[^158]
## Provision of Uniform, Protective Clothing or Laundering

Additional payments of 1 s . a week are made to full-time workers for laundering or cleaning protective clothing or uniform when this is not undertaken at the employer's expense, of 5 s . a week to workers required to wear uniform or 2 s .6 d . to those required to wear protective clothing of a character distinctive to the establishment when these are not provided free of charge by the employer.

## Night Work, Emergency Duty, Intervals for Rest

For night work, i.e., all time worked by a worker other than a night porter on any turn of duty which includes not less than three hours' work between 12 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 1 s .6 d . if half-an-hour or less is worked and 3 s .0 d . if more than half-an-hour.

For all time worked on the weekly day of rest remuneration is at the rate of double-time.
The amount of time by which a worker's interval of rest is reduced, other than by emergency duty, below 8 consecutive hours in the case of workers supplied with full board and lodging and 9 in the case of other workers, is paid at the minimum rate with an addition of double time.

## Spreadover of Hours

When 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 as follows:

More than 12 and not more than 13 hours-minimum remuneration plus an additional hourly payment of 2 d . for men and $1 \frac{1}{2} \mathrm{~d}$. for women for all time worked.

More than 13 and not more than 14 hours-minimum remuneration for not less than 8 hours plus an additional payment of 2 d . an hour for men and $1 \frac{1}{2} \mathrm{~d}$. for women for all time worked, or 1s. 4d. and 1s. respectively, whichever is the greater.
When the hours of duty (other than emergency duty) of a worker on any day are spread over more than 14 hours, irrespective of the number of bedrooms of the establishment in which he is employed, the worker is paid as follows:

More than 14 and not more than 15 hours-minimum remuneration for not less than 8 hours plus an additional payment of 3 d . an hour for men and $2 \frac{1}{2} \mathrm{~d}$. for women for all time worked, or 2 s .6 d . and 2 s .1 d . respectively, whichever is the greater

More than 15 hours-minimum remuneration for not less than 8 hours plus an additional payment of 6 d . an hour for men and 5 d . for women for all time worked, or 5 s . and 4 s .2 d . respectively, whichever is the greater.
The latter provisions do not apply during the off-season to a worker employed in a seasonal establishment.

## Grouping of Occupations

The grouping of occupations is as follows:
Men, 21 years and over:
Group 1-Crockery attendant, lift attendant, pantryman, plateman, porter (basement, cellar, house, kitchen or store), public barman, all other workers not otherwise classified.
Group 2-Cellarman, dispense barman, service dispenser, stillroom man, storesman, telephone operator.
Group 3-Assistant cook, fireman (patrol), head barman, head or foreman plateman/ pantryman, salad hand, stoker, timekeeper, window cleaner.
Group 4 -Assistant butcher, assistant fishmonger-poulterer, clerk or receptionist, commis cook, head cellarman, head storesman.
Group 5-Commis garde-manger, commis patissier, commis saucier, cook.
Group 6-Butcher, carver, chef entremetier, chef poissonnier, fishmonger-poulterer, head breakfast cook, head clerk or receptionist, head grill cook.
Group 7 -Chef rotisseur.
Group 8 -Chef or head cook.
Group 9 - Chef garde-manger, chef patissier, chef saucier.
Group 10-Cloakroom and toilet attendant, porter (hall or floor) or "boots."
Group 11-Cocktail barman, single or leading porter, valet.
Group 12-Waiter.
Group 13-Head cocktail barman, night porter, second head hall porter.
Group 14-Head wine waiter, leading or charge waiter.
Group 15-Head hall porter, second head waiter.
Group 16-Head waiter.

## Licensed Residential Establishments and Licensed Restaurants-contd.

Grouping of Occupations-contd.
Women, 21 years and over:
Group 17-Cleaner, housemaid, lift attendant, maid (kitchen, scullery or vegetable), maid or attendant (staff), plate/pantry woman or crockery attendant, all other workers not otherwise classified.
Group 18-Service dispenser, stillroom maid.
Group 19-Barmaid, dining-room and restaurant cashier, linen or sewing maid.
Group 20-Assistant cook, salad hand.
Group 21-Head linen keeper, head stillroom maid, telephone operator.
Group 22-Head barmaid.
Group 23-Clerk or receptionist, head telephone operator.
Group 24-Housekeeper, grade II.
Group 25-Cook.
Group 26-Housekeeper, grade I.
Group 27-Head clerk or receptionist.
Group 28-Head cook, head housekeeper.
Group 29-Cloakroom and toilet attendant.
Group 30-Cocktail barmaid, waitress.
Group 31-Chambermaid.
Group 32-Second head waitress.
Group 33-Head waitress.

## Classification of Areas

"Area A" means the Metropoiitan 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.

## LICENSED NON-RESIDENTIAL ESTABLISHMENTS—GREAT BRITAIN

[Licensed Non-Residential Establishment Wages Council Wages Regulation Order]**


Note: The rates and hours became operative from 6th August 1965.

Hours of Work
The rates relate to a week of 44 hours, exclusive of overtime.

Guaranteed Week
A regular worker who ordinarily works for not less than 34 hours a week is, subject to certain conditions and qualifications, guaranteed weekly remuneration equal to the remuneration to which he would be entitled if he worked his normal number of hours.

## Provision of Meals and Board and Lodging

The minimum rates of remuneration quoted above are payable where the employer does not supply any board, meals or lodging to the worker. Different rates are specified where the employer supplies board, meals or lodging for 7 days a week which are lower by the following amounts than the rates quoted above:

|  |  |  |  | s. | d. |
| :--- | :--- | :--- | :--- | :--- | :--- |
| One meal a day and no lodging | $\ldots$ | $\ldots$ | 10 | 6 |  |
| Two meals a day and no lodging | $\ldots$ | $\ldots$ | 20 | 6 |  |
| Full board and no lodging | $\ldots$ | $\ldots$ | $\ldots$ | 29 | 6 |
| One meal a day and lodging | $\ldots$ | $\ldots$ | $\ldots$ | 28 | 6 |
| Two meals a day and lodging | $\ldots$ | $\ldots$ | $\ldots$ | 38 | 6 |
| Full board and lodging .... | $\ldots$ | $\ldots$ | $\ldots$ | 47 | 6 |
| Lodging but with no meals | $\ldots$ | $\ldots$ | $\ldots$ | 18 | 0 |

## 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.

[^159]
# SCHOOL MEALS SERVICE, ETC. AND CIVIC RESTAURANTSENGLAND AND WALES* 

[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)]

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

Note: The rates for employees in Civic Restaurants became operative from 20th November 1967 and for the remainder from 4th September 1967.

## Hours of Work

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

## Meals

No deduction is made from wages and no charge made in respect of meals available during the period of duty.

## LaUndering

Protective clothing, where provided by the local authority, is laundered at the cost of the local authority.

## Special Payment during School Holidays

Subject to certain conditions workers engaged on School Meals Service are allowed a special payment at the rate of one-half of their normal weekly wage while the schools are closed for the holidays.

## Additional Payments

In the School Meals Service assistant cooks, cooks and cook supervisors who hold recognised diplomas in cooking are paid an additional 3d. an hour. Cooks-in-charge or cook supervisors of a school canteen and/or kitchen are paid $4 \frac{1}{4} \mathrm{~d} ., 6 \frac{1}{4} \mathrm{~d}$., $9 \frac{1}{2} \mathrm{~d}$., 1 s . $0 \frac{1}{2} \mathrm{~d}$., or $1 \mathrm{~s} .4 \frac{3}{4} \mathrm{~d}$. an hour above the cook's rate of wages, based on the output of meals per day.

## Classification of Areas

The zoning is the same as that for manual workers of Local Authorities (see page 251).

[^160]
## LAUNDERING

## I. Great Britain

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

## Class of Worker

General Minimum
Time Rates $\dagger$
Per hour
s. d.

46

Men, 21 years and over, including transport workers but excluding enginemen and stokers ...
WOMEN, 19 years and over, with 3 months' employment, other than
$3 \quad 5 \frac{1}{4}$ transport workers or substitutes for male workers for whom higher rates are specified ...
Note: The rates became operative from 27th June 1967.
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.

## 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.

## Pieceworkers

Piece rates are to be such as to yield, in the circumstances of the case, to an ordinary worker at least as much as the hourly piece work basis time rate applicable to the worker concerned which is one-and-one-eighth times the hourly general minimum time rate.

## Payment-by-Results Workers

Workers, other than pieceworkers, regularly remunerated on a system of payment by results are paid such time rates with the addition of bonus rates as will yield to the ordinary worker, in the circumstances of the case, at least the same amount as one-and-one-eighth times the appropriate hourly general minimum time rate which would be applicable if the worker were a timeworker.

## Shift Workers

Shift workers employed on a daily two-shift system are paid an additional 2d. an hour.

## Night Workers

Workers employed on night work are paid a supplemental rate of one-fifth of the appropriate hourly general minimum time rate for any time worked between 10 p.m. and $6 \mathrm{a} . \mathrm{m}$.

## II. Northern Ireland

[Laundry Wages Regulation Order (Northern Ireland)]*

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

Note: The rates became operative from 19th October 1965.

## Hours of Work

The weekly hours of work in respect of which the above rates are payable, and beyond which overtime rates are payable, are 42, which may be worked in 5 or 6 days.

## 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 piece work basis time rate applicable to the worker concerned.

[^161]
# MOTOR VEHICLE RETAIL AND REPAIRING TRADEUNITED KINGDOM 

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

| Class of Worker | Minimum Hourly Rates of Wages |
| :---: | :---: |
| Men, 21 years and over: | s. d. |
| Skilled-Men who can undertake all major and general repairs to motor vehicles without supervision |  |
| Semi-skilled-Men who can undertake most repairs, but under supervision | 79 $6 \quad 9$ |
| Other workers: $\quad . . . \quad$... ... | 69 |
| (a) Men not specified above employed in workshops <br> (b) Men employed outside the workshops $\dagger$ | $\begin{array}{ll}6 & 0^{*} \\ 6 & 0^{*}\end{array}$ |
| Women, 21 years and over, employed either in or outside the workshops $\dagger$... | $410 \ddagger$ |

Note: The rates became operative from the first pay week in December 1967.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40. The dayshift hours are normally to be worked over $5 \frac{1}{2}$ days, but may be worked in 5 days, and the night-shift hours over 5 nights.

## Guaranteed Wage

A worker who has been continuously employed in an establishment for not less than four weeks is guaranteed not less than 40 hours' pay at his normal hourly rate of pay, subject to certain conditions and qualifications.

## Night Workers

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

## Seven-Day Working

In establishments where work is spread over seven days a week (each worker being allowed one day off a week) the minimum rate of wages for those engaged on such working is 5 d . an hour ( 6 d . for skilled craftsmen) above the rates quoted.

[^162]
# BOOT AND SHOE REPAIRING AND BESPOKE FOOTWEAR MANUFACTURE-GREAT BRITAIN 

[Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order]*

| Class or Worker | General Minimum Time Rates $\dagger$ |  |
| :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 21 years and over |
|  | Per week <br> s. d. | Per week s. d. |
| Foremen and managers, forewomen and manageresses |  | 2426 |
| Sewing or stitching machine operators: |  |  |
| Operating power sole stitchers or power sole stitchers and sole sewing machines | 2336 | 2336 |
| Operating sole sewing or edge trimming machines | 2256 | 2256 |
| During probationary period not exceeding 4 months | 2166 | 2166 |
| Press cutters responsible for cutting and costing ... | 2326 | 2326 |
| Makers of bespoke, including surgical, footwear ... | 2440 | 2440 |
| Repairers engaged in sewing down caps, rewelting, welt repairs or any other hand stitching operation ... | 2220 | 2220 |
| Clickers ... ... ... ... ... . | 2220 | 2220 |
| Clickers and closers ... ... ... .... .. | 2220 | 2220 |
| Closers (i.e., in fitting and machining) in the making of uppers for bespoke, including surgical, footwear and not employed in clicking | 2220 | 1586 |
| Workers employed in altering footwear or on benching or finishing operations (hand or machine) in repairing leather footwear | 2166 | 2166 |
| Press cutters not responsible for cutting and costing | 2166 | 2166 |
| Other workers ... ... ... ... . | 2136 | 1536 |

Note: The rates became operative from 24th 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 41, 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 41 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 41 hours, the remuneration is $32 / 41$ sts. 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.

[^163]

Note: The rates became operative from 31st July 1967.

## 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 his normal number of hours.

## 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.

[^164]
## UNITED KINGDOM ATOMIC ENERGY AUTHORITY

[Agreements of the National Joint Industrial Council for the United Kingdom Atomic Energy Authority]

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

Note: The rates became operative from the beginning of the pay week containing 1st October 1965 (see footnote for additional payments operative from September 1967).

## 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 d . an hour (three-shift working) and 5d. 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 25 s . a week above their own craft rate.
Charge hands of general worker grades are paid 25 s . or 17 s . 6 d . 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 50 s . in addition to the above national minimum rate and if not performing the full range of craft duties, the lead is 14 s . For general worker grades leads are paid, under a system of job evaluation, ranging from nil by 3 s .9 d . stages to 48 s . 9d. a week above the national minimum weekly rate.

After 9 months, and then a further year's satisfactory service, craftsmen are eligible for two incentive progression payments of 7 s . 6 d . a week; for general worker grades the payments are 6 s .6 d . a week after the same lengths of service.

## Irksome Duty and Abnormal Conditions Allowances

Irksome duty allowances of 1 s . to 2 s . 3 d . an hour are paid to industrial employees for time spent in impervious suits.
Allowances are payable for working under abnormal conditions, e.g., 6 d . an hour to craftsmen and their mates working in temperatures exceeding 40 degrees Centigrade.
These allowances are not computable for overtime, week-end or night shift payments.

[^165]
## 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 January 1966 (minimum rate for night patrols from 1st August 1967).

## 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) 80 a fortnight, exclusive of mealtimes, normally to be worked in 12 consecutive days from Monday to the following Friday week (or worked in 11 days in Scotland), or (ii) 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 (iii) 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 (operative from 1st January 1968).

[^166]
# POLICE-ENGLAND, WALES AND SCOTLAND 

[The Police Regulations and the Police (Scotland) Regulations]*

| Rank and Length of Service after attaining 22 years of age | Annual Rates of Pay $\dagger$ |  |
| :---: | :---: | :---: |
|  | Men | Women |
| Constables: | £ | 85 |
| On appointment $\ddagger$ | 870 |  |
| After 1 year's service in the rank | 905 | 815 |
| After 2 years , service in the rank $\ldots$... After 3 years' service in the rank | 1,015 | 915 |
| After 4 years' service in the rank | 1,055 | 950 |
| After 5 years' service in the rank | 1,095 | 985 |
| After 6 years' service in the rank | 1,135 | 1,020 |
| After 14 years', service in the rank | 1,170 | 1,050 |
| After 19 years' service in the rank | 1,205 | 1,085 |
| Sergeants: |  |  |
| On promotion $\ldots \ldots$. $\ldots$ | 1,275 | 1,150 |
| After 1 year's service in the rank | 1,320 1,370 | 1,190 |
| After 2 years' service in the rank ( $\quad$ Clo ${ }^{\text {a }}$. | 1,370 |  |
| Station sergeants or first class sergeants (C.I.D.) Metropolitan only: |  |  |
| On promotion | 1,465 |  |
| After 2 years' service in the rank | 1,515 |  |

Note: The rates became operative from 1st March 1967.

## Hours of Duty

The normal daily period of duty is 8 hours and in addition any time occupied in reporting at the appointed place of duty before a tour of duty begins; 45 minutes is allowed for refreshment if the duty is performed in one tour. For women the hours may be reduced to 7 or $7 \frac{1}{2}$ (excluding the time occupied in reporting for duty) if the duty is wholly or mainly patrol duty, in which case the periods for refreshment are 45 minutes and one hour respectively.

So far as the exigences of duty permit, every member of a police force below the rank of superintendent in addition to his weekly rest days, is granted additional rest days at the rate of one rest day in each fortnight and one further rest day in each period of four weeks.

## London Allowances

Sergeants or second class sergeants (C.I.D.) and constables who are members of the City of London police force or the Metropolitan police force receive a supplementary payment of $£ 50$ 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 or $£ 30$ a year respectively. For a constable who has completed 3 years' service the allowance is $£ 65$ a year.

## Other Allowances

In addition to the rates quoted, police authorities are required to provide free houses or quarters or to grant a rent allowance in lieu. All articles of uniform and equipment necessary for the performance of police duty are provided free of cost, except that officers of and above the rank of inspector not supplied with uniform are paid an allowance in lieu; boots are supplied by the police authority or otherwise a boot allowance of 3s. 9 d . a week is paid.

The regulations also specify the allowances which are to be paid for plain clothes and detective duties.

[^167]$\ddagger$ Special rates apply to constables aged under 22 years.

## GOVERNMENT INDUSTRIAL ESTABLISHMENTSUNITED KINGDOM

[Agreements of the Joint Co-ordinating Committee for Government Industrial Employees]


Note: The rates became operative from the beginning of the pay week containing 3rd July 1967, when a new pay and grading structure was introduced.

For footnotes see next page.

## 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 workers in groups A, C, E, F, G and J an allowance equivalent to 8 hours' pay is made to those working a full week of rotating shifts and an allowance equivalent to $6 \frac{1}{2}$ hours' pay for those working a full week of alternating shifts. For workers in groups B, D, H and I the allowances are 16 s . and 13 s . a week respectively.

## Night Duty

Workers in groups B, D, H and I 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 qualifies for shift allowance nor where the night duty is on a rostered basis.

## Charge Allowances

An allowance of 10 s . a week is paid to leading hands, 20 s . to chargehands and 35 s . to leading chargehands (craft grades only). Higher rates are also paid to the various grades of foremen.

## London and Northern Ireland

Workers employed in the London area (within a radius of 18 miles from Charing Cross) receive a differential over the provincial rate of 13 s . a week for craftsmen, 10 s . a week for male non-craft grades and 8s. 6d. a week for female non-craft grades (except for certain female mess grades).

Provincial rates of pay apply to craftsmen in Northern Ireland but, in the case of male and female non-craft grades, rates are 5 s . and 4 s . 3d., respectively, below the corresponding provincial rates.

## Definitions of Groups

The industrial groups are defined as follows:
Group A - Engineering production, repair and maintenance.
Group B - Vehicle repair and maintenance.
Group C - Aircraft repair and maintenance.
Group D - Works services maintenance.
Group E - Research and development.
Group F - Chemicals and explosives.
Group G - Dockyards.
Group H - Storeholding.
Group I - Administrative and domestic services.
Group J - Inspectorates.

## Grading Structure in Each Industrial Group

Each group has two pay structures, one for skilled craftsmen and one for non-craft grades.
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. Each Band is an inclusive rate of pay, based on 5 s . steps for men and 4 s . 3d. for women.

[^168][Agreements of the National Joint Council for Local Authorities' Fire Brigades in Great Britain]

| Grade and Length of Service | Annual Rates of Pay* |  |  |
| :---: | :---: | :---: | :---: |
|  | Provinces | Metropolitan | London |
| OPERATIONAL MEMBERS $\dagger$ : Firemen: | £ | £ | £ |
| First year of service $\ddagger$... | 755 |  |  |
| Second year of service | 795 | 805 | 840 870 |
| Third year of service ... | 835 | 885 | 870 910 |
| Fifth year of service | 865 | 915 | 940 |
| Sixth year of service ... | 910 | 960 | 985 |
| Seventh and subsequent years of service | 950 | 1,000 | 1,025 |
| Leading firemen $\ldots$... $\ldots$... $\ldots$ | 1,000 1,040 | 1,050 | 1,077 |
| Sub-officers: | 1,040 | 1,090 | 1,117 |
| First year of service | 1,080 | 1,130 |  |
| Second year of service Third and subsequent years of service | 1,125 | 1,175 | 1,202 |
| Third and subsequent years of service | 1,160 | 1,210 | 1,202 |
| NON-OPERATIONAL MEMBERS: Firewomen, after attaining the age of 20 years: |  |  |  |
| First year of service ... | 595 | 645 | 680 |
| Second year of service | 640 | 690 | 715 |
| Third year of service ... | 665 | 715 | 740 |
| Fifth year of service ... | 735 | 745 | 770 |
| Sixth and subsequent years of service | 765 | 780 | 805 |
| Leading firewomen ... ... ... | 795 | 845 | 842 872 |
| Senior leading firewomen | 865 | 915 | 942 |

Note: The rates became operative from 1st July 1967.

## Hours of Duty

The basic availability requirement 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) The 48 - or 56 -hour week shift or day manning duty systems.
(b) $24 / 24$-hour duty system, under which duty periods on the station comprise 24 hours, to a maximum of 72 hours weekly.
(c) 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 56 -hour week), shift rotas vary from brigade to brigade, but each is designed to produce over a period average weekly hours of 48 or 56 . 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 42 hours a week.

[^169]
## London and Metropolitan Rates of Pay

The London rates of pay apply to a member of a fire brigade whose usual place of duty is at a station within the Greater London Council, and the Metropolitan rates where the usual place of duty is at a station within the Metropolitan Police District but outside the Greater London Council.

## Extra Duty Allowance

For workers conditioned to a weekly 56 -hour duty system, annual extra duty allowances are paid of $£ 170$ for firemen, $£ 180$ for leading firemen and $£ 195$ for sub-officers. Where either a $24 / 24$-hour duty system ( 72 hours) or a residential day manning system ( 80 hours) is worked the allowances are $£ 230$, $£ 240$ and $£ 255$ respectively, but these amounts are reduced proportionately if the hours worked are less than the maximum appropriate to the system.

Other Conditions
Where residential accommodation is provided by the fire authority a charge is made but fuel and light may be provided free.

## LOCAL AUTHORITIES' SERVICES

## I. England and Wales

(a) Manual and Semi-skilled Engineering Workers
[Agreements of the National Joint Council for Local Authorities' Services (Manual Workers)]


Note: The rates became operative from 4th September 1967.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 40 for day workers, to be worked over 5 or $5 \frac{1}{2}$ days according to local circumstances, and an average of 40 , over the cycle of shifts, for shift workers.

## Night Workers

With certain exceptions, a rate of time-and-a-quarter is paid to employees engaged on night work. This allowance is not taken into account in the calculation of overtime, Saturday and Sunday or public holiday rates of pay. Providing the finishing time is later than 10 p.m. the night-work rate applies after 8 p.m. to day workers not working overtime.

## Service Supplement

A service supplement of 7 s . a week for men and 5 s . 3 d . a week for women is payable to all full-time workers after 5 years' continuous service.

[^170]
## Local Authorities' Services-contd.

I. England and Wales-contd.
(a) Manual and Semi-skilled Engineering Workers-contd.

## Shift Workers

Employees on rotating shifts are paid $5 \frac{3}{4} \mathrm{~d}$. an hour and employees on alternating shifts $4 \frac{3}{4} \mathrm{~d}$. an hour in addition to the day-workers' rate for all hours worked. These allowances are not taken into account in the calculation of overtime, Saturday and Sunday or public holiday rates of pay.

## Split Duty Payment

Workers, other than night workers or shift workers, who are required to make more than one attendance to complete a daily duty, with a break between duties of not less than two hours including any normal mealbreak, are paid an additional 3d. an hour for all hours worked on the day in question subject to a maximum additional payment of 10 s .6 d . a week of 40 hours.

## Stand-by Duty

Ambulance drivers and attendants required to undertake stand-by duty away from the depot between the period following one day's duty and the commencement of the next day's duty are paid an allowance of 8 s . on weekdays and Saturdays to 12 noon, 12 s . on Saturday after 12 noon and 16 s . on Sunday and public holidays, for a period not exceeding 8 hours and a pro-rata payment in respect of any period in excess of 8 hours.

## Week-End Work

Work performed at the week-end as part of the normal working week is paid at the rate of time-and-a-half for all hours worked after 12 noon on Saturday and at double time for all hours worked on Sunday.

## Women

Women, 18 years and over, are paid 75 per cent. of the appropriate adult male rate ( 85 per cent. for lavatory and bath attendants and analogous occupations, e.g., Turkish bath, locker and cleansing station attendants, swimming instructors and shampooers).

## Grouping of Occupations of Manual Workers

The following are the groupings recommended by the National Joint Council. Other occupations not included in the National classification have been added to these groups by the Provincial Councils.
Group 1-Car park attendant (class II), chair attendant (class II), cleaner (male), lavatory attendant (without other responsibilities), messenger, park attendant (class II).
Group 2-Salvage picker, salvage baler (hand press), bath/laundry attendant (without qualification), car park attendant (class I), chair attendant (class I), general and sewage farm labourers, porter, street sweeper, lavatory attendant (with certain other responsibilities such as care of parcels and cloaks).
Group 3-Salvage baler (mechanical press), washing machine attendant, sewage works and destructor labourers, receiving hopper man (salvage plant), salvage picker (destructor plant screen rooms), driver of pedestrian-controlled sweeping machine.
Group 4-Stoker (plus 2d. an hour if certificated), abattoir labourer, gully pump attendant.
Group 5-Destructor stoker, ashbinman, pail closet man, nightsoil man, controlled tip attendant, cesspool emptier machine attendant, pool attendant (with Bronze Medallion of Royal Life Saving Society), refuse collector, driver of mechanically propelled road sweeper up to and including 2 cubic yards capacity.
Group 6-Rodent operative, grave digger, stoker (steam) (plus 2d. an hour if certificated).

## Grading of Occupations of Roadworkers, etc.

The following are the gradings recommended by the National Joint Council, the allocation of workers being a matter for determination by the employing authority.
Grade A-Road labourers (employed on patching, pot-holing, gritting, etc.), roadmen in course of training.
Grade B-General roadmen (trained and experienced), sewer labourers, plant attendants (minor powered plant)
Grade C-Skilled roadmen, (Grade D if suitably qualified), sewermen (pipelayers or timbermen), plant operators (medium powered plant).
Grade D-Skilled sewermen, skilled pipelayers, skilled timbermen (class II), plant operators (heavy plant)
Grade E-Plant operators (exceptionally heavy plant), skilled timbermen (class I).

## Allocation of Authorities to Zones

The London rates apply in the Metropolitan Police District. Prior to 3rd April 1967, authorities outside the Metropolitan Police District were allocated to two Zones (A and B) having regard to the rateable values and populations of the authorities concerned. From 3rd April 1967 there ceased to be separate rates for Zone B, and Zone A rates apply uniformly outside the Metropolitan Police District.

## Local Authorities' Services-contd.

I. England and Wales-contd.

## (b) River Authorities' Workers

[Agreements of the National Joint Council for Local Authorities'Services (Manual Workers) Rivers Committee]

| Class of Worker and Area |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Note: The rates became operative from 4th September 1967.

## Hours of Work

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

## 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.

## Night Workers

Where men are required to work at night as part of their normal working week, men so working are paid at the rate of time-and-one-fifth.

Leading Hands
A leading hand, i.e., a man in charge of not more than six men where no ganger is in charge or engaged on work requiring additional skill and ability, is paid 3d. an hour above the highest paid man in his charge excluding any in receipt of a plus rate in excess of 4 d . an hour according to the nature of the work.

## Extra Payment for Exceptional Work

Additional payments of 2 d . to 3 d . an hour at the discretion of the employing authority are made for work under special conditions including dirty (including loading and unloading dry cement) and foul work. For tide work involving split shifts with a break of not less than two hours by reason of the tide and not merely an alteration in the hours of a complete shift the additional payment is 3d. an hour.

## Service Supplement

Employees with at least 5 years' continuous service are paid a service supplement of 7 s . a week.

[^171]
## Local Authorities' Services-contd.

I. England and Wales-contd.

## (c) Engineering Craftsmen*

[Agreements of the Joint Negotiating Committee for Local Authorities' Services (Engineering Craftsmen)

| Class of Worker and District | Weekly Rates of Wages |
| :---: | :---: |
| Skilled engineering craftsmen (blacksmiths, brass finishers, coach body makers, coach painters, coach trimmers, coppersmiths, engine fitters, engine turners, millwrights, motor mechanics (able to undertake without supervision all major and general repairs), patternmakers, platers, riveters, sheet metal workers, welders and wheelwrights): | s. d. |
|  |  |
|  |  |
|  |  |
|  |  |
|  | 332 |
| Zone A ... ... ... ... ... | 3176 |

Note: The rates became operative from 4th September 1967.

## Hours of Work

The 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-quarter is paid to employees engaged on night work, i.e., work carried on throughout the night for not less than three consecutive nights. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay. Provided the finishing time is later than 10 p.m. the night-work rate applies after 8 p.m. to day workers not working overtime.

## Shift Workers

Shift workers are paid $5 \frac{3}{4} \mathrm{~d}$. an hour in addition to the day-workers' rate for all hours worked. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay.

## Week-end Work

Day workers and shift workers who work at the week-end as part of their normal working week are paid at the rate of time-and-a-half for all hours worked after 12 noon on Saturday and at double time for all hours worked on Sunday.

## Service Supplement

A service supplement of 7 s . a week is payable to all full-time employees with 5 years' continuous service.

## Classification of Areas

The zoning of local authorities is in accordance with the zoning arrangements for manual workers (see page 251).

[^172]I. England and Wales-contd.

## (d) 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 March 1968.

## 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-quarter is paid to employees engaged on night work. This allowance is not taken into account in the calculation of overtime, Sunday or public holiday rates of pay. Provided the finishing time is later than 10 p.m. the night-work rate applies after 8 p.m. to day workers not working overtime.

## Additional Payments

Tool allowances and extra payment for work in discomfort, inconvenience or risk are payable in accordance with the national working rules of the building industry (see page 169).

## Other Classes of Workers

A charge hand craftsman, whilst so employed, is paid a minimum plus rate of 4 d . an hour above the craftsman's rate.

Qualified benders and fixers of bars for reinforced concrete work who provide themselves with suitable tools and qualified tubular scaffolders are paid a differential rate of 2 d . an hour below the standard rate for craftsmen.

## Service Supplement

A service supplement of 7 s . a week is payable to all full-time employees with 5 years' continuous service.

## II. Glamorganshire and Monmouthshire

[Agreement of the Joint Wages Board for Local Authorities of Glamorganshire and Monmouthshire Non-Trading Services (Manual Workers)]

|  | Class of Worker |  |  |  | Minimum Hourly <br> Rate of Wages |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Adult male workers* | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ | $\ldots$ |  | s. |

Note: The rate became operative from 4th September 1967.

Hours of Work
The normal weekly hours of work, exclusive of mealtimes, are 40 , to be worked in 5 or $5 \frac{1}{2}$ days.

## Guaranteed Week

Workers are guaranteed payment for the normal working week, subject to certain conditions and qualifications.

[^173]
## III. Scotland

## (a) Manual Workers

[Agreements of the National Joint Industrial Council for Local Authority Services (Scotland)]


Note: The rates became operative from 4th September 1967. The grouping system was abolished from 16th May 1967.

## Hours of Work

The normal weekly hours of work, exclusive of overtime, are 40 , to be worked in not more than 6 days in the case of day workers and in not more than 6 shifts, averaged over the cycle, in the case of shift workers. The weekly number of hours may exceed 40 at certain periods provided the weekly average for the year does not exceed 40 .

## 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 7 s . a week for men and 5 s . 3 d . a week for women is payable to all full-time workers after 5 years' continuous service.

[^174]II. Scotland-contd.
(a) Manual workers-contd.

## 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-quarter for all hours worked in addition to their day-work rate.

Shift Workers
Shift workers receive plus payments of $5 \frac{3}{4} \mathrm{~d}$. an hour on rotating shifts and $3 \frac{3}{4} \mathrm{~d}$. or $4 \frac{3}{4} \mathrm{~d}$. an hour on alternating shifts.

## Split Duty Payments

Subject to certain conditions, employees who are required to make more than one attendance to complete a normal daily duty are paid an allowance, not computable for overtime or other additional payments, of 3s. a day.

## 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 12 noon on Saturdays.

## Dirty or Dangerous Work

Workers temporarily employed on dirty or dangerous work are paid an additional allowance of not less than 1d. an hour above their ordinary rate. Payment is not to apply where the dirty or dangerous work is a normal part of the job for which a grade rate has been fixed.

## (b) Engineering Craftsmen

## [Agreements of the Committee of the Manual Workers' Industrial Council for Engineering Craftsmen]

| Class of Worker | Weekly Rates of Wages |
| :---: | :---: |
|  | s. d. |
| Skilled engineering craftsmen (blacksmiths, brass finishers, coach body makers, coach painters, coach trimmers, coppersmiths, engine fitters, engine turners, millwrights, motor mechanics, patternmakers, platers, riveters, sheet metal workers, welders, wheelwrights) | 3176 |

Note: The rate became operative from 4th September 1967. The grouping system was abolished from 16th May 1967.

Hours of Work, etc.
The hours of work and other conditions of employment are as for manual workers.

## Service Supplement

A service supplement of 7 s . a week is payable to all full-time workers.

## (c) Building and Civil Engineering Employees

[Agreements of the Committee of the Manual Workers' Industrial Council for Building and Civil Engineering Employees]

Rates of Wages, etc.
The agreement provides that the basic rates of wages of building and civil engineering employees shall be those prescribed from time to time by the National Joint Council for the Building Industry (see pages 170 and 171) or the Civil Engineering Joint Construction Conciliation Board for Great Britain (see pages 172 and 173) as appropriate.

The working conditions are those for manual workers generally with the addition of any allowances which are normally paid under the working rules of the building or civil engineering industries.

## COUNTY COUNCIL ROADMEN-ENGLAND AND WALES*

[Agreements of the National and Regional Joint Councils for County Council
Roadmen]


Note: The rates became operative from 4th September 1967.

## Hours of Work

The hours of work in a full week, exclusive of mealtimes and overtime, are 40 or an average of 40 over the year, to be worked in 5 or $5 \frac{1}{2}$ days according to local circumstances. Where possible the 5-day spreadover operates.

## Service Supplement

A service supplement of 7 s . a week is paid to a full-time employee with at least 5 years' continuous service who is not on an incremental scale or on a system of payment which includes an element in respect of years of service.

## Extra Payment for Exceptional Work

An additional 2d. an hour is paid to employees working continuously in water, for work in direct contact with liquid tar and/or liquid bitumen, and for exceptionally dirty work.

## Grading of Occupations

The occupations allocated to the grades include the following:
Grade A1-Lengthsmen employed in minor patching, pot-holing, gritting, etc., road workers under training.
Grade A2-Roadmen with some experience, lengthsmen able to join work gangs and operate minor powered plant such as mechanical scythes and hedge cutters.
Grade B-Road workers (trained and experienced), plant operators (minor powered plant), drivers of vehicles of under 30 cwts. carrying capacity and wheeled-type tractors with agricultural trailers and other simple equipment, gully pump attendants.
Grade C-Skilled roadmen, plant operators (medium powered plant).
Grade D-Plant operators (heavy plant), drivers of vehicles of 30 cwts . and up to and including 8 tons carrying capacity and wheeled-type tractors with civil engineering equipment.
Grade E-Drivers of vehicles over 8 tons carrying capacity, gully emptiers, mechanical sweepers, plant operators of excavators with a rated bucket capacity up to and including $\frac{1}{2}$ cubic yard.
Grade F-Drivers of 4 axle or articulated vehicles or towed low-loaders over 10 tons carrying capacity and macks (when snow-ploughing and gritting), plant operators of excavators with a rated bucket capacity of over $\frac{1}{2}$ cubic yard, Barber-Green operators, Blaw Knox operators.
The rates for watchmen and supervisory grades are determined by Regional Councils.

## Classification of Areas

The London rates apply in the Metropolitan Police District. Zone A rates apply to all other areas of England and Wales except the County Councils of Breconshire, Cardiganshire, Carmarthenshire, Cheshire, Durham, Glamorgan, Lancashire, London, Middlesex, Monmouthshire, Pembrokeshire, Radnorshire, Staffordshire, Warwickshire and the West Riding of Yorkshire, which do not come within the purview of the National Joint Council. In these areas roadmen are covered by the Provincial Councils for Local Authorities' Services (see page 250 ).

[^175]
## 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 1st April 1968 |  |  |  | Weekly Hours of Work in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Men, 21 years and over |  | Women, 18 years and over |  |  |
|  | Per weeks. d. |  | Per week s. d. |  |  |
| Aerated waters (England and Wales) | 194 | 0 |  | 0 (a) | 42 ${ }^{\frac{1}{2}}$ |
| Aerated waters (Scotland): |  |  |  |  |  |
| Rest of Scotland ... ... |  | $11{ }^{4}$ | 139 | ${ }_{0 \frac{1}{2}(a)}^{6}$ | 42 ${ }^{\frac{1}{2}}$ |
| Agriculture (England and Wales) | 231 | 0 | 173 | 6 | 44 |
| Agriculture (Scotland) ... |  | 6 (b) | 176 | 3 (c) | 45 or 41 according to season |
| Baking (England and Wales) | 190 | $0(f)$ |  | $8(c)(f)$ | 40 |
|  |  | $4(f)$ |  | 0 (c)(f) |  |
|  | 185 | 0 (f) | 136 | $8(c)(f)$ |  |
| Boot and floor polish <br> Boot and shoe repairing and bespoke <br> 年 |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Brush and broom ... | 218 | 4 | 151 | 8 (a) | 40 |
| Button manufacturing | 168 | 0 | 128 | 71 | 42 |
| Coffin furniture and cerement-making: |  |  |  |  |  |
| Coffin furniture section | 183 | 9 | 150 | 6 (c) | 42 |
| Cerement-making section ... |  |  | 150 | 6 (c) | 42 |
| Corset ... ... ... ... | 201 | 8 | 150 | 0 | 40 |
| Cotton waste reclamation: |  |  |  |  |  |
| England and Wales | 174 | 3 | 146 | 11 | 41 |
| Scotland ... | 174 | 3 | 145 | $2 \frac{1}{2}$ | 41 |
| Cutlery ... ... ... | 203 | 4 | 146 | 8 (c) | 40 |
| Dressmaking and women's light clothing (England and Wales): |  |  |  |  |  |
| Retail bespoke branch ... ... | 199 | 2 |  | $\begin{aligned} & 4(f) \\ & 0(f) \end{aligned}$ | 40 |
|  |  |  |  | 8 (f) |  |
| Wholesale manufacturing branch | 199 | 2 | 148 | 4 | 40 |
| Dressmaking and women's light clothing (Scotland): |  |  |  |  |  |
| Retail bespoke branch ... ... | 1992 |  |  | 0 (f) | 40 |
| Wholesale manufacturing branch | 199 | 2 | 146 | 8 | 40 |
| Flax and hemp ... ... ... |  | 1 (a) | 133 | 5 | 41 |
| Fur ... ... ... ... |  | 6 | 140 | 7 | 42 |
| General waste materials reclamation |  | 0 | 160 | 7 | 41 |

For footnotes see page 260.

Industries covered by Wages Regulation Orders-contd.
I. Great Britain-contd.

| Industry | General Minimum Time Rates as at 1st April 1968 |  | Weekly Hours of Work in respect of which the rates quoted are normally payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and over | Women, 18 years and over |  |
| Hair, bass and fibre Hairdressing undertakings | Per week <br> s. d. | Per week <br> s. d. |  |
|  | 2168 | 1400 | 40 |
|  | $2046(d)(f)$ | 157 0 (d) (f) | 42 |
|  | $2000(d)(f)$ | $1520(d)(f)$ |  |
|  | 196 6(d)(f) | $1436(d)(f)$ |  |
| Hat, cap and millinery | 19010 | 1468 | 40 |
| Hollow-ware ... ... ... ... | 2100 | 1734 | 40 |
| Industrial and staff canteen undertakings | $\begin{array}{ll}195 & 6(f)(g)\end{array}$ | $1496(f)(g)$ | 42 |
|  | $1930(f)(g)$ | $147{ }^{135} 7(f)(g)$ | 42 |
| Jute $\ldots$. ... ... ... ... | 1947 | 1357 | 42 |
| Keg and drum ... ... ... | 2050 | 1550 | 40 |
| Lace finishing |  | $\begin{array}{ll}105 & 0 \\ 144 & 4 \frac{1}{2}(a)\end{array}$ | 45 |
| Licensed non-residential establishments | $\begin{array}{ll}189 & 0 \\ 190 & 0\end{array}(f)(g)$ | $\begin{array}{ll}144 & 4 \frac{1}{2}(a) \\ 140 & 0(g)\end{array}$ | 44 |
|  | 187 0 ( $f$ ) (g) | 140 (g) |  |
| Licensed residential establishments and licensed restaurants (any other worker) | $2096(f)(g)$ | $1626(c)(f)(g)$ | 46 |
|  | $2076(f)(g)$ | $160 \quad 6(c)(f)(g)$ |  |
|  | $2046(f)(g)$ | $157 \quad 6(c)(f)(g)$ |  |
| Linen and cotton handkerchief and household goods and linen piece goods |  |  |  |
|  | 1980 | 135 | 41를 |
| Made-up textiles ..... | 1949 | 145 2 ${ }^{\frac{1}{2}}$ | 41 |
| Milk distributive (England and Wales) | 2220 (f) |  | 42 |
|  | 218 0 (f) | 1696 (c) (f) |  |
|  | 215 (f) | $1680(c)(f)$ |  |
| Milk distributive (Scotland) ... | 2180 | 1670 (c) | 42 |
| Ostrich and fancy feather and artificial flower | 2100 | 1436 | 42 |
| Paper bag | 2126 | 15510 | 40 |
| Paper box ... ... ... ... | 2126 | 1542 | 40 |
| Perambulator and invalid carriage ... | 220 0 | 160 0 (c) | 40 |
| Pin, hook and eye, and snap fastener | 2178 | 1800 (c) | 40 |
| Ready-made and wholesale bespoke tailoring | 1950 | 1518 | 40 |
| Retail bespoke tailoring (England and | $2118(f)(h)$ | $1584(f)(h)$ | 40 |
| Wales) $\ldots$........ $\ldots$ | $2068(f)(h)$ | $1568(f)(h)$ |  |
| Retail bespoke tailoring (Scotland) | $2034(f)(h)$ $2000(f)(h)$ | 154 150 10 | 40 |
| Retail bookselling and stationery trades | 218 0 (d) (f) | $1650(d)(f)$ | 42 |
|  | 2106 6 (d) (f) | 1586 (d) (f) |  |
|  | 197 0 (d)(f) | 1480 (d) (f) |  |
| Retail bread and flour confectionery trade (England and Wales) | 218 6 ${ }^{(d)(f)(g)}$ | $1680(d)(f)(g)$ | 42 |
|  | 212 6 $(d)(f)(g)$ | $1620(d)(f)(g)$ |  |
|  | $2006(d)(f)(g)$ | $1520(d)(f)(g)$ |  |
| Retail bread and flour confectionery trade (Scotland) | $\begin{array}{ll}210 & 0(d)(f) \\ 197 & 0(d)(f)\end{array}$ | $159 \quad 0(d)(f)$ | 42 |
|  | $\begin{array}{ll}197 & 0(d)(f) \\ 223 & 0(d)(f)(g)\end{array}$ | $\begin{array}{ll}151 & 0(d)(f) \\ 168 & 6(d)(f)(g)\end{array}$ |  |
| Retail drapery, outfitting and footweartrades ... ... ... | $\begin{array}{ll}223 & 0(d)(f)(g) \\ 215 & 6(d)(f)(g)\end{array}$ | $\begin{array}{ll}168 & 6(d)(f)(g) \\ 163 & 0(d)(f)(g)\end{array}$ | 42 |
|  | $2056(d)(f)(g)$ | 152 6(d)(f)(g) |  |

For footnotes see next page.

## Industries Covered by Wages Regulation Orders-contd.

I. Great Britain-contd.

| Industry | General Minimum Time Rates as at 1st April 1968 |  | Weekly Hour of Work in respect of which the rates quoted payable |
| :---: | :---: | :---: | :---: |
|  | Men, 21 years and ove | Women, and over |  |
| Retail food trades (England and Wales) | Per week | Per week |  |
|  | $\begin{gathered} \text { s. } \\ 218 \\ \text { d. } \\ 0 \end{gathered}(d)(f)(g)$ | S. ${ }_{164}{ }^{\text {d }}$ (d) $(f)(g)$ | 42 (i) |
|  | $21000(d)(f)(g)$ | $15700(d)(f)(g)$ | 42 (i) |
| Retail food trades (Scotland) | $\begin{array}{ll}200 & 6(d)(f)(g) \\ 216 & 0(d)(f)\end{array}$ | $\begin{array}{ll}149 & 0(d)(f)(g) \\ 162 & 0(d)(f)\end{array}$ |  |
| Retail furnishing and allied trades | $20300(d)(f)$ | $\begin{array}{ll}162 & 0(d)(f) \\ 152 & 6(d)(f)\end{array}$ | 42 |
|  | $22268(d)(f)(g)$ | $16766(d)(f)(g)$ | 42 |
|  | $\begin{array}{ll}212 & 6(d)(f)(g) \\ 197 & 6(d)(f)(g)\end{array}$ | $1626(d)(f)(g)$ |  |
| Retail newsagency, tobacco and confectionery trades (England and Wales) | $121200(e)(f)$ | $\begin{array}{ll}152 & 6(d)(f)(g) \\ 158 & 6(e)(f)\end{array}$ | 42 |
|  | 2066 (e)(f) | 1530 (e)(f) |  |
|  | 1970 (e) (f) | 1446 (e)(f) |  |
| Retail newsagency, tobacco and confectionery trades (Scotland) | $\begin{array}{ll}199 & 6(d)(f) \\ 192 & 6(d)(f)\end{array}$ | $\begin{array}{lll}147 & 6(d)(f) \\ 141 & 6(d)(f)\end{array}$ | 42 |
| Road haulage |  | $1416(d)(f)$ | 40 |
|  | 215 6(f)(j) |  |  |
| Rope, twine and net | 2018 | 1518 | 40 |
| Rubber proofed garment | 1946 | 1557 (c) | 40 |
| Sack and bag ... ... | 1820 | 1349 | 42 |
| Shirtmaking | 2034 | 1500 | 40 |
| Stamped or pressed metal-wares |  | 1903 | 40 |
| Unlicensed places of refreshment (any other worker) | 19510 | 15510 (b) | 40 |
|  | $2054(f)(g)$ $19910(f)(g)$ | 157 <br> 152 <br> 152 <br> 10$(c)(f)(f)(g)$ | 44 |
|  | $1944(f)(g)$ | (156 |  |
| Wholesale mantle and costume | 1950 | 1518 | 40 |

(a) At 19 years of age. (b) At 20 years of age. (c) At 21 years of age.
(d) At 22 years of age. (e) At 23 years of age.
( $f$ ) Dependent on area as graded by the Wages Council.
(g) Lower rates apply if board, lodging or meals are supplied.
(h) Payable on completion of 5 years' employment in the trade.
(i) 44 for undertakings with a 7 -day licence open on 7 days in the week and 43 for shops wholly or mainly engaged in sale of cooked meats or other cooked foods.
( $j$ ) The minimum rates are not fixed by reference to sex. The rates quoted apply to "Other road haulage workers".

## II. Northern Ireland

\begin{tabular}{|c|c|c|c|}
\hline \multirow[b]{2}{*}{Industry} \& \multicolumn{2}{|l|}{General Minimum Time Rates as at 1st April 1968} \& \multirow[t]{2}{*}{Weekly Hours of Work in respect of which the rates quoted are normall payable} \\
\hline \& Men,
21 years and over \& Women, 18 years and over \& \\
\hline \& \begin{tabular}{l}
Per week \\
s. d.
\end{tabular} \& \[
\begin{aligned}
\& \text { Per week } \\
\& \text { s. d. }
\end{aligned}
\] \& \\
\hline Aerated waters \& 2116 \& 1480 (b) \& \(42 \frac{1}{2}\) \\
\hline Agriculture ... \& 2150 to \& 1610 to \& \\
\hline Baking \& \({ }_{250}^{222} 000\) (a)(c) \& \(1660(a)(c)\)
\(1676(d)\) \& 40 \\
\hline Boot and shoe repairing \& 2136 \& 1536 (d) \& 41 \\
\hline Brush and broom ... \& 2184 \& 1518 (b) \& 40 \\
\hline Dressmaking and women's light clothing: \& \& \& \\
\hline Retail bespoke branch ... ... \& \& \(\begin{array}{ll}141 \& 8 \\ 134 \& 2(a) \\ 1\end{array}\) \& 40 \\
\hline Factory branch ... ... ... \& 2126 \& 1434 \& 40 \\
\hline General waste materials reclamation \& \& 1200 (c) \& \\
\hline Hat, cap and millinery:
Retail branch \& \& 138 41 \({ }_{2}(a)\) \& 41 \\
\hline Retail branch ... \& \& 1368 (a) \& \\
\hline Factory branch ... ... ... \& 186 \& 141 \& 41 \\
\hline Laundry ... ... ... ... \& \& \(1304 \frac{1}{3}(b)(f)\) \& \\
\hline Linen and cotton handkerchief and household goods and linen piece \& \[
\begin{array}{ll}
214 \& 4 \frac{3}{4}(a)(g) \\
207 \& 6 \frac{3}{4}(a)(g)
\end{array}
\] \& 1324 \& \\
\hline goods \& \& \& \\
\hline Paper box ... ... ... ... \& 1909 (c) \& 137 \& 40 \\
\hline Ready-made and wholesale bespoke tailoring \& 19510 (e) \& 1450 \& 40 \\
\hline Retail bespoke tailoring ... ... \& 210
200

0 \& $\begin{array}{ll}136 & 6 \\ 133 & (a) \\ & \text { a }\end{array}$ \& 42 <br>
\hline Road haulage ... ... ... ... \& 200
$2020(a)$
0 \& 1330 - \& 40 <br>
\hline \& 2006 (a) (h) \& \& <br>
\hline Rope, twine and net ... ... ... \& 1976 (a) (h) \& \& 40 <br>
\hline Shirtmaking ... $\ldots$... ... ... \& \& \& 40 <br>
\hline Sugar confectionery and food preserving \& \& 14010 \& 40 <br>
\hline Wholesale mantle and costume ... \& $185 \quad 4 \frac{1}{4}$ \& 1401 \& 41 <br>
\hline
\end{tabular}

(a) Dependent on area as graded by the Wages Board or Council.
(b) At 19 years of age.
(c) At 20 years of age.
(d) At 21 years of age.
(e) At 22 years of age.
(f) After 5 months' employment in the trade.
(g) With not less than 2 years' employment in the trade.
(h) For vehicles with a carrying capacity of under 1 ton.

## APPENDIX I <br> YOUNG WORKERS IN CERTAIN INDUSTRIES

Time Rates of Wages as agreed upon between organisations of employers and workpeople or laid down as minimum rates in Wages Regulation Orders and operative from the dates shown in the preceding Tables, unless otherwise stated.
[Hours of Work are the same as those shown in preceding Tables for adults, but the weekly hours of young persons under the age of 16 years are limited to 44 in industries covered by the
Factories Act Factories Act.]
Notes.-(1) The scales of rates shown are those which apply during the period of employment before the full rate applicable to adult workers (shown in the preceding Tables) has been attained. In some cases the full rate does not become payable as soon as the worker reaches the age of 21 years, while in many cases the full rate for female workers becomes payable before the age of 21 years is reached.
(2) Owing to considerations of space a number of scales of rates have been omitted.
(3) Where the rates fixed are on an hourly basis, they have been converted to the equivalent rates for a full normal week.
(4) Where two rates are quoted in a column, the lower rate is paid during the first half-year of age and the higher rate during the second half-year.

## I. Males



For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd

I. Males-contd.


## Young Workers in Certain Industries-contd.

I. Males-contd.


[^176]
## Young Workers in Certain Industries-contd.

## I. Males-contd.



For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

I. Males-contd.


For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

## I. Males-contd.



## Young Workers in Certain Industries-contd.

I. Males-contd.


For explanatory notes see pages 275/276

## Young Workers in Certain Industries-contd.

I. Males-contd.


Local authorities' services:
England and Wales-
England and Wales
Manual workers

Trainee road workers, sewer workers and plant operators ... ...

$$
\left.40 \%\right|_{\text {Proportion of Grade } \mathrm{D} \text { (skilled roadmen) rate, }} ^{\text {see page } 250 .} 5
$$




Youths 18 and over doing the work of an adult are paid the adult rate

Youths 18 and over doing the work of an adult are paid the adult rate

For explanatory notes see pages 275/276.

## II. Females



For explanatory notes see pages 275/276.

## Young Workers in Certain Industries-contd.

## II. Females-contd.



For explanatory notes see pages 275/276.

Young Workers in Certain Industries-contd.
II. Females-contd.


For explanatory notes see pages 275/276.

Young Workers in Certain Industries-contd.
II. Females-contd.


For explanatory notes see pages 275/276

Young Workers in Certain Industries-contd.

## II. Females-contd.



Young Workers in Certain Industries-contd.
II. Females-contd.

(a) See footnote $\dagger$ on page 2.

## Explanatory Notes

(b) 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.
(c) The rates are based on years of service and not upon age. The rates quoted are on the assumption that entry is at 15 years of age.
(d) The rates are based on years of apprenticeship and not upon age. The rates quoted are on the assumption that entry is at 16 years of age.

## Young Workers in Certain Industries-contd.

## Explanatory Notes-contd.

(e) Apprentices who are 21 years or over but have not yet completed their apprenticeship are paid the appropriate journeyman's rate less 10s. a week during their last six month of apprenticeship, 20 s. less a week during previous six months of apprenticeship and so on (where applicable) in steps of 10s. a week for each six months' period. For journeymen's rates see page 54.
$(f)$ For creelers, if not qualifying for upgrading to piecer, the rate from 18 years of age is 131s. 11d. a week, and for piecers and creelers qualifying for upgrading to piecers, if not qualifying for upgrading to minder, the rate from age 18 is 133 s . 5 d .
(g) Apprentices on a four or five year apprenticeship are paid the minimum rate quoted plus the apprenticeship addition which varies according to occupation.
(h) New entrants starting at the age of 18 or over are paid for the first four months the rate one year below their age, the difference in rates being made up by two increases in the fourth and eighth months so that the workers are receiving the correct rates for their age after 12 months' service.
(i) 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.
(j) The rates are based on years of service and not upon age and are irrespective of the age at entry.
(k) The normal period of apprenticeship is four years to begin not earlier than the apprentice's 16th birthday. At ages 18, 19 and 20 an apprentice who obtains his City and Guilds of London Institute Craft Certificate, or an equivalent certificate, is paid an additional rate of 6 d . an hour.
( $l$ ) The rates, which are for apprenticeships entered into on or after 1st June 1965, are based on years of service and not upon age. The rates quoted are on the assumption that entry is at 15 years of age.
( $m$ ) The rates quoted are subject to the addition of the following bonuses for apprentices attending Technical Education Classes sponsored by the Scottish Federation of Meat Traders (Inc.).

On obtaining a Pass in First Year Course-2s. 6d. a week.
" ", ", ", Third Year Course-7s. 6d. a week.
(n) For certain "service workers" 18 to 20 years of age (see footnote $\dagger$ on page 234) the rates are lower by 37s. 0d. a week for male workers and 27s. 0d. for female workers (22s. 6d. chambermaids).
(o) The rates are based on periods of employment as an apprentice and not upon age. The rates quoted are on the assumption that employment as an apprentice commenced at 15 years of age.

## APPENDIX II <br> OVERTIME RATES OF PAY

Overtime rates of pay as agreed upon or recognised by organisations of employers and workpeople or as laid down in Wages Regulation Orders.
NOTES: (1) $1=$ time; $1 \frac{1}{4}=$ time-and-a-quarter; $1 \frac{1}{3}=$ time-and-one-third; $1 \frac{1}{2}=$ time-and-ahalf; 2 = double time.
(2) Where a rate is given as applying "after 2 hours", "after 4 hours", etc., it means, unless otherwise stated, that the rate is payable after 2 or 4 hours' overtime work in the day.
(3) The overtime rates quoted for Saturday apply, except where otherwise stated, to work done after the normal stopping time. Where special rates are fixed for all Saturday work in 5-day establishments, they are indicated separately.
(4) For Sunday work the rate is, with a few exceptions, double time.

| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on: |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) above) |
| Agriculture, Forestry, Fishing |  |  |
| Agriculture (a): <br> England and Wales- |  |  |
| Craftsmen | 8 s .8 d . an hr. ${ }^{\text {after } 8} 8$ or $8 \frac{1}{2}$ |  |
| Other male workers | 7s. 11d. an hr. $\}$ hours' work | s for weekdays (i) after 12 , |
| Female craftsmen <br> Other female workers | 6 s . 6d, an hr.? according to 5 s. 11d. an hr.J the day (b) | $\int \begin{aligned} & \text { noon, (ii) after } \\ & \text { morning work (b) }\end{aligned}$ |
| Scotland- |  |  |
| Men | 7 s .11 d . an hour in week |  |
| Women Northern Ireland-... | 6 s . 0d. an hour in week | $1\}$ |
| Men (20 years and over) | 7s. 2d., 7s. 3d., 7s. 4d. or 7s. 5d. an hour in week (according |  |
| Women (20 years and over) ... ... | $5 \mathrm{~s} .4 \mathrm{~d} ., 5 \mathrm{~s} .5 \mathrm{~d}$. or 5 s .6 d . an hour in week (according to area) |  |
| Forestry Commission (Great Britain) ... | $1 \frac{1}{2} ; 1 \frac{1}{2}$ after 2 hours (c) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours or after 2 p.m., with guaranteed mimimum of 2 hours before 2 p.m. (5-day week) |
| Mining and Quarrying |  |  |
| Coal mining (Great Britain) ... ... | $1 \frac{1}{2}($ d $)$ | $1 \frac{1}{2} ; 2$ after commencement of afternoon shift (5-day week) |
| Freestone quarrying (England) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $1 \frac{1}{2} ; 2$ after 4 p.m. (after 4 hours for maintenance workers) |
| Limestone quarrying: West Cumberland |  |  |
| Portland ... . | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 1 hour; 2 after 3 hours | 1起; 2 after 4 p.m. (5-day week) |
| Roadstone quarrying (Great Britain) ... | $1 \frac{1}{1} ; 1 \frac{1}{2}$ after 3 hours in week with $1 \frac{1}{2}$ after 1 hour's overtime on any one day | 12 |
| Chalk quarrying (England) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) | As for weekdays |
| Ball clay industry (North and South Devon and Dorset) | 14, $1 \frac{1}{2}$ after 2 hours in week | $1 \frac{1}{2}$ for all hours worked unless included in 40 hours' guaranteed week |
| China clay industry (Cornwall and Devon) | 1 $\frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours in week | 112 (5-day week) |
| Silica and moulding sands quarrying (Great Britain) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (e) | $1 \frac{1}{2}$ |
| Sand and gravel industry (Great Britain) ... | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours | As for weekdays |
| Iron ore mining (Cumberland): <br> Workers other than continuous workers | $1+$ on basis rate and cost-ofliving nett addition | 1 $\frac{1}{4} ; 1 \frac{1}{2}$ after 2 p.m. |
| Food, Drink and Tobacco |  |  |
| Corn trade (Great Britain): Millworkers | $1 \frac{1}{1} ; 1 \frac{1}{2}$ after 2 hours in week | As for weekdays; $1 \frac{1}{2}$ after 12 |
| Transport workers ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week | noon; 2 after 6 p.m. As for weekdays |
| Flour milling (Great Britain) | 1 $\frac{1}{2}$ | 112; 2 after 6 p.m. (5-day week) |



Overtime Rates of Pay-contd.

| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on: |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Cremicals and Allied Industries-contd. |  |  |
| Drug and fine chemical manufacture (Great Britain) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours | 51 -day week-As for weekdays 5-day week-As for weekdays if not less than 4 hours worked, otherwise $1 \frac{1}{2}$ |
| Paint, varnish and lacquer manufacture (United Kingdom) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (e) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time <br> 5-day week-11 (all hours) |
| Printing ink and roller making industry (United Kingdom) | $1 \frac{1}{1} ; 1 \frac{1}{2}$ after 2 hours; 2 after 5 hours | $5 \frac{1}{2}$-day week- $1 \frac{1}{2} ; 2$ after normal week-day stopping time 5 -day week- $1 \frac{1}{2}$ with minimum of 4 hours; 2 thereafter |
| Seed crushing, compound and provender manufacture (Great Britain and Belfast): |  |  |
| $\begin{array}{llll}\text { Production workers } \\ \text { Maintenance electricians } & \ldots . & \ldots & \ldots \\ \text { M }\end{array}$ | ${ }_{1}^{1 \frac{1}{2}}$ ( ${ }^{\frac{1}{2}}$ | $\begin{aligned} & 1 \frac{1}{2} ; 2 \text { after } 6 \text { p.m. } \\ & 1 \frac{1}{2} ; 2 \text { after } 6 \text { p.m. } \end{aligned}$ |
| Soap, candle and edible fat manufacture (Great Britain) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (on night rate for night workers) | $1 \frac{1}{2}$ |
| Boot and floor polish manufacture (Great Britain) (h) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $k$ ) | As for weekdays after 4 hours' work |
| Gelatine and glue industry (Great Britain) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours | As for weekdays |
| Metal Manufacture |  |  |
| Light castings manufacture (Great Britain): <br> Day workers <br> Night workers | $\begin{aligned} & 1 \frac{1}{3} ; 1 \frac{1}{2} \text { after } 2 \text { hours }(e) \\ & 1 \frac{1}{2} \text { (on day rate) }(e) \end{aligned}$ | $1 \frac{1}{2}$ (5-day week) <br> As for weekdays |
| Brass and copper rolling and casting (West Midlands): |  |  |
| Day workers <br> Night workers | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours ( $l$ ) <br> $1 \frac{1}{2}$ (on day rate) | $1 \frac{1}{2}$ (5-day week) As for weekdays |
| Engineering and Electrical Goods |  |  |
| Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales): <br> Day workers |  |  |
| $\begin{array}{lllll}\text { Day workers } & \ldots & \ldots & \ldots & \ldots \\ \text { Night workers } & \ldots & \ldots & \ldots & \ldots\end{array}$ | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours $\}$ rate) | As for weekdays |
| Engineering (United Kingdom): <br> Day workers <br> Night workers | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours ( $l$ ) <br> $1 \frac{1}{2}$ (on day rate) | 1 $\frac{1}{2}$ (5-day week) <br> As for weekdays |
| Shuttle manufacture (Lancashire and Yorkshire) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week or after 8 p.m.; 2 after 12 midnight | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week; 2 in afternoon (5-day week) |
| Bobbin manufacture (England and Wales) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours until 6.30 a.m. | 112 (5-day week) |
| Bobbin and shuttle manufacture (Scotland) | $1 \frac{1}{4}$ | $1 \frac{1}{2}$ (5-day week) |
| Ophthalmic optical industry (Great Britain) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (e) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal finishing time; 2 after 5.30 p.m. <br> 5-day жеек-11 $\frac{1}{2} ; 2$ after 5.30 p.m. |
| Surgical instrument and equipment manufacture (England and Wales except Sheffield) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | As for weekdays |
| Artificial limb manufacture (Great Britain) | $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $1 \frac{1}{2} ; 2$ after 4 hours |

For explanatory notes see pages 292/294.


| Industry, Class of Worker |
| :---: |
| and Locality |

Metal Goods not elsewhere Speciried-contd.

Stamped or pressed metal-wares (Great Britain) ( $h$ )

## Brass working and founding:

Great Britain other than Yorkshire Yorkshire
Coffin furniture and cerement making (Great Britain) (h)
Pin, hook and eye and snap fastener (Great Britain) (h)

## Textiles

Rayon yarn production (Great Britain)

Cotton spinning and weaving:
Mule room employees (other than spinners), warehousemen (spinning)
Clothlookers and warehousemen (weaving), tape sizers
Twisters, drawers and machinemen

Enginemen, firemen, etc.
Skilled maintenance mechanics, etc
Other workers (cardroom workers, spinners, loom overlookers, weavers, etc.)
Silk spinning, throwing and weaving (United Kingdom)
$\underset{\text { Britain) }}{\text { Surgical }}$ dressings manufacture (Great
Wool textile:
Yorkshire-
Woolcombing

Woolsorting:
Workers paid day rates
Workers paid pack rates

Spinning and manufacturing:
Timeworkers

Pieceworkers:
Adult males

Males under 20 years of age and all females

Enginemen, firemen, etc.
Mechanics
Transport workers
Transport workers
Building trade workers

Rates of Pay for Overtime worked on:

| Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| :---: | :---: |
| $1 \frac{1}{2} ; 1 \frac{1}{2}$ after 2 hours in week (c) | 112 after 4 hours' work |
| $1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours in week As for engineer | As for weekdays (see page 279) |
| $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) | As for weekdays |
| $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 10 hours in week (c) | $1 \frac{1}{2}$ after $4 \frac{1}{2}$ hours' work |

1 $\frac{1}{2}$
$\frac{1}{3}$ or $1 \frac{1}{4}$ (according to
company); $1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3}$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 5 hours in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after $7 \frac{1}{2}$ hours in week with $1 \frac{1}{2}$ after $1 \frac{1}{2}$ hours' overtime on any day
11 ; $1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
No general agreement
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (on night rate for night workers)
$1 \frac{1}{2}(c)$
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
Additional 1s. 6d. an hour; $3 \mathrm{~s} .0 \frac{1}{4} \mathrm{~d}$. after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours

Additional 1s. $2{ }_{4}^{3}$ d. an hour; 2 s. $5 \frac{1}{2} d$. after 2 hours

Additional 10d. an hour; 1s. 8 d . after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{2}$ (5-day week)
stopping time
5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours' work or in afternoon

As for weekdays

51 $\frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time; 2 from 4 p.m. to 12 midnight
5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours or after 12 noon; 2 from 4 p.m. to 12 midnight
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours or 12 noon Additional 1 s . 6 d . an hour; 3 s . $0 \frac{1}{4} \mathrm{~d}$. after 2 hours or 12 noon
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time; 2 after 4 p.m.
5-day week- $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 p.m.
$5 \frac{1}{2}$-day week-Additional 2s. $5 \frac{1}{2} \mathrm{~d}$. an hour after normal stopping time; 4 s .11 d . after $4 \mathrm{p} . \mathrm{m}$
5-day week-Additional $1 \mathrm{~s} .2 \frac{3}{4} \mathrm{~d}$. an hour; 2 s . $5 \frac{1}{\mathrm{~d}} \mathrm{~d}$. after 2 hours; 4s. 11d. after 4 p.m.

51 -day week - Additional 1 s . 8 d . an hour after normal stopping time; 3s. 4 d . after 4 p.m.
5-day week-Additional 10d. an hour ; 1 s .8 d . after 2 hours 3s. 4d. after 4 p.m.
51 $\frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays
As for spinning and manufacturing (timeworkers) (see above)
As for spinning and manufacturing (timeworkers) (see above)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal finishing time; 2 after 4 p.m.
5-day week-1 1 ; $1 \frac{1}{2}$ after 2 hours; 2 after 4 p.m.


For explanatory notes see pages 292/294.

Overtime Rates of Pay-contd.

Industry, Class of Worker
and Locality

## Textiles-contd.

Hosiery finishing industry (Midlands): Timeworkers
Pieceworkers-
Males
Females
Asbestos textile manufacture (Great Britain)
Linen and cotton handkerchief and household goods and linen piece goods: Great Britain ( $h$ )

Northern Ireland (h)-
Timeworkers
Pieceworkers

## Leather, Leather Goods and Fur

Leather producing industry - tanning, currying and dressing (Great Britain)
Leather belting and strap butt currying (United Kingdom)
Mechanical and hydraulic leathers manufacture (Great Britain)
Fellmongering-domestic sheepskins (England and Wales)
Fellmongering (Scotland) $\ldots \quad \ldots \quad \ldots$
Leather goods, saddlery and harness manuLeather goods, saddlery and harness manu-
facture (Great Britain): Timeworkers

## Pieceworkers

Retail saddlery and leather goods trade (Great Britain): Timeworkers
Pieceworkers
Hide and skin markets trade (England and Wales)

Fur trade (Great Britain) (h)

## Clothing and Footwear

Waterproof garment manufacture (Lancashire, Cheshire and Glasgow)

Rubber proofed garment making industry (Great Britain) (h)
Ready-made and wholesale bespoke tailoring:
Great Britain (h)
Northern Ireland (h)
Wholesale mantle and costume making:
Great Britain (h)-
Alteration hands
Other workers
Northern Ireland (h)

Rates of Pay for Overtime worked on:
Saturday or Weekly Short
Day (see Note (3) page 277)

As for weekdays
As for weekdays to 12 noon; additional 2 s . $11 \frac{1}{2} \mathrm{~d}$. an hour thereafter ( $s$ )
As for weekdays
As for weekdays
$5 \frac{1}{2}$-day week- $1 \frac{1}{4}$ after $1 \frac{1}{2}$ hours' work; $1 \frac{1}{2}$ after 2 hours' overtime (or $1 \frac{1}{2}$ after normal stopping time)
5-day week-As for weekdays
As for weekdays
As for weekdays
$1 \frac{1}{2}$ (5-day week)
$1 \frac{1}{2}$ (5-day week)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (o)
As for leather belting and strap butt currying (see above)
$1 \frac{1}{6} ; 1 \frac{1}{2}$ after 4 hours in week
$1 \frac{1}{2}$

1 $\frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours (or 6 hours in week) (o)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week (c) (o)
$1 \frac{1}{3}$
$1 \frac{1}{3}$ in week (calculated on time rates)

1 $\frac{1}{2}$
$1 \frac{1}{2}$

## $1 \frac{1}{4}(d)$

$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $n$ )
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $n$ )
$1^{\frac{1}{4}} ; 1_{\frac{1}{2}}^{1}$ after 6 hours; 2 after 8 hours in week (c)

11 $; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $n$ )
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (c) ( $n$ )
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) ( $n$ )

As for weekdays (5-day week)
$1 \frac{1}{4}$; $1 \frac{1}{2}$ after 12 noon (5-day week)

1 $\frac{1}{4}$; $1 \frac{1}{2}$ after 6 hours in week (5-day week)
As for weekdays (5-day week)

As for weekdays
$1 \frac{1}{2}$ after 12 noon; 2 after 6 p.m.
$5 \frac{1}{2}$-day week-1 $1 \frac{1}{2}$ after 4 hours' work
5-day week-As for weekdays
Agreement bans overtime on Saturday (5-day week)
$1 \frac{1}{2} ; 2$ after 4 hours' work (5-day week)

As for weekdays (5-day week)
As for weekdays
$1 \frac{1}{2}$ after 4 hours' work; 2 after 4 hours' overtime
As for weekdays (5-day week)
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after 3 hours' work
5-day week-2

Overtime Rates of Pay-contd.

Industry, Class of Worker
and Locality

Bricks, Pottery, Glass, Cement, Etc.-contd.

| Salt glazed ware industry (Great Britain): |  |
| :---: | :---: |
| Kilnburners and boilerfiremen |  |
| Timeworkers and pieceworkers |  |
| General stoneware manufacture |  |
| Britain): |  |
| Kilnfiremen and other shift worker |  |
| Other workers |  |

## Pottery manufacture (Great Britain)

Glass processing (Great Britain)
Glass container manufacture (Great Britain): Day workers
$\begin{array}{cccc}. . & \cdots & \ldots & \ldots \\ \ldots & \ldots & \ldots & \ldots\end{array}$ Shift workers

Cement manufacture (United Kingdom) ...
Ready mixed concrete industry (Great Britain)

Cast stone and cast concrete products industry (England and Wales)
Pre-cast concrete products industry (Scotland)
Slag industry (Great Britain)
Asbestos cement manufacture (Great Britain)
Roofing felt manufacture (Great Britain) ..
Timber, Furniture, Etc.
Home grown timber trade (England and Wales):
Sawmill and forest workers and hauliers... Road vehicle drivers and mates ...

Sawmilling;
England and Wales (national agreement)

Manchester and district-
5-day week
5-day week
$5 \frac{1}{2}$-day week
Scotland
Northern Ireland
$\cdots \quad \cdots \quad \cdots \quad .$.
Furniture manufacture:
Great Britain

Northern Ireland

Veneer producing and plywood manufacture (England and Wales)

Exhibition industry (Great Britain) ...
Coopering (Great Britain and Belfast)

Basket making industry (United Kingdom)

Rates of Pay for Overtime worked on:
Saturday or Weekly Short
Day (see Note (3) page 277)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (c) (e)
$1 \frac{1}{2}(e)$
$1 \frac{2}{\frac{2}{4}} ; 1 \frac{1}{2}$ after 2 hours (e)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c)
1 $\frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{1} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (for all hours in excess of 40 in week)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (c) (e)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours; 2 after 12 midnight (e)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 1 hour
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours (in week in some areas) (c)
$1 \frac{1}{3} ; 1 \frac{1}{2}$ after 2 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (e)
$1 \frac{1}{2}$ in week
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (i)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 1 hour; 2 after 3 hours ( $i$ )
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours ( $i$ )
$1 \frac{1}{2}(e)$
$1 \frac{1}{2} ; 2$ after 4 hours
14; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours (v)

11; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours
$1 \frac{1}{2} ; 2$ after 2 hours
$1 \frac{1}{2} ; 2$ after 4 hours
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week plus current cost-of-living bonus for each hour worked
$1 \frac{1}{2}$ after 2 p.m. ; 2 after 10 p.m.
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal stopping time
5-day week-As for weekdays

As for weekdays
$5 \frac{1}{2}$-day week-1 $\frac{1}{2}$ after normal stopping time
5-day week-1 $1 \frac{1}{2}$
$1 \frac{1}{2}$ after 6 a.m. (5-day week)
$5 \frac{1}{2}$-day week- $1 \frac{1}{2} ; 2$ after 2 hours
5-day week-1 $1 \frac{1}{2} ; 2$ after 4 hours
As for weekdays
As for weekdays
$1 \frac{1}{2}$
As for weekdays after normal working hours; 2 after 6 p.m.
$1 \frac{1}{2}$ after 12 noon ( 2 after 4 p.m. in the London area)
$5 \frac{1}{2}$-day week $-1 \frac{1}{2}$ after 12.30 p.m. 5-day week $-1 \frac{1}{2}$
$1 \frac{1}{2}$ after normal stopping time
$5 \frac{1}{2}$-day week-As for weekdays
5-day week- $1 \frac{1}{2}$
As for weekdays
$1 \frac{1}{2} ; 2$ after 4 p.m.
$1 \frac{1}{2}$ (5-day week)
51, day week- $1 \frac{1}{2}$ after normal stopping time; 2 after 4 p.m. 5-day week-11; 2 after 4 p.m.
$1 \frac{1}{2} ; 2$ after 4 p.m.
$1 \frac{1}{2} ; 2$ after 4 p.m.
As for weekdays
As for weekdays (5-day week)

51-day week-As for weekdays
5-day week-As for weekdays if at least 4 hours' work available, otherwise $1 \frac{1}{2}$
As for weekdays
$5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after normal finishing time; 2 after 4 p.m. 5-day week-1 $1 \frac{1}{2} ; 2$ after 4 p.m.
As for weekdays (5-day week)
$1 \frac{1}{2}$ with a minimum of 4 hours; 2 after 4 hours

As for weekdays (5-day week)

For explanatory notes see pages 292/294.

Overtime Rates of Pay-contd.


Overtime Rates of Pay-contd.

| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on: |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Other Manufacturing Industries |  |  |
| Rubber manufacture (Great Britain): <br> Men .. | Additional 2s. an hour; 3s after 2 hours <br> Additional 1s. 6d. an hour; $2 \mathrm{~s}, 3 \mathrm{~d}$. after 2 hours | As for weekdays |
| Women |  |  |
| Brush and broom manufacture: Great Britain (h) ... $\quad \ldots \quad \ldots$ | $11 ; 1 \frac{1}{2}$ after 2 hours (c) ( $n$ ) | $5 \frac{1}{2}$-day week- 2 after 4 hours' work <br> 5-day week-1!; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours <br> 2 after 12 noon |
| Northern Ireland ( $h$ ) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours in week (c) |  |
| Hair, bass and fibre (Great Britain) (h) | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours in week (c) | 2 after 12 noon |
| Toy manufacture (Great Britain) (h) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (c) (n) | $5 \frac{1}{2}$-day week- $1 \frac{1}{2}$ after $2 \frac{1}{2}$ hours' work <br> 5-day week $-1 \frac{1}{2}$ |
| Penmaking and stationers' sundries manufacture (Birmingham and district) | $1 \frac{1}{3}$ | $\begin{aligned} & 1 \frac{1}{3} ; 1 \frac{1}{2} \text { week) } \\ & \text { wfter } 12 \text { noon ( } 5 \text {-day } \end{aligned}$ |
| Plastics moulding and fabricating industry (Great Britain): |  |  |
| Day workers <br> Night workers | $1 \frac{1}{8} ; 1 \frac{1}{2}$ after 2 hours ( $l$ ) <br> $1 \frac{1}{2}$ (on day rate) | 11 $\frac{1}{2}$ (5-day week) <br> As for weekdays |
| Animal gut industry (England and Wales): <br> Workers other than foremen | 12 $\frac{1}{2}$ | As for weekdays |
| Pianoforte manufacture (Great Britain) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $5 \frac{1}{2}$-day week-As for weekdays 5-day week-As for weekdays if at least 4 hours' work is available, otherwise $1 \frac{1}{2}$ |
| Organ building (United Kingdom): |  |  |
| Day workers- Factory workers ... ... ... ... | $1 \frac{1}{5} ; 1 \frac{1}{2}$ after 2 hours; 2 after |  |
| Workers outside factory ... ... | $1_{1 \frac{1}{4}}$ after 2 hours; $1 \frac{1}{2}$ after 4 hours; 2 after 12 midnight | As for weekdays with a minimum payment of 4 hours |
| Night workers | 2 (on day rate) | As for weekdays |
| Match manufacture (United Kingdom) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours (e) | As for weekdays (5-day week) |
| Button manufacture (Great Britain) (h): <br> Timeworkers <br> Pieceworkers (female) | $1 \ddagger$ in week <br> Additional 1d. an hour (in week) | $1 \frac{1}{4}$ after 5 hours' work As for weekdays |
| Construction |  |  |
| Building industry: <br> England and Wales |  |  |
| Building trade workers: 5 -day week | $1 \ddagger ; 1 \frac{1}{2}$ after 1 hour; 2 after 3 hours <br> 1 $\frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | $1 \frac{1}{2} ; 2$ after 4 p.m. <br> $1 \frac{1}{2} ; 2$ after 4 p.m. (after 4 hours for regular night work) |
| $5 \frac{1}{2}$-day week ... ... ... ... |  |  |
| Road haulage workers: 5-day week | $1 \nmid ; 1 \frac{1}{2}$ after 1 hour; 2 after 3 hours <br> 1 $\frac{1}{4}$; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours <br> $1 \frac{1}{2} ; 2$ after 10.30 p.m. (i) | $1 \frac{1}{2} ; 2 \text { after } 4 \text { p.m. }$ |
| $5 \frac{1}{2}$-day week ... ... ... ... |  | $1 \frac{1}{2}$ after 4 hours' work or 2 p.m.; 2 after 4 p.m. <br> 5-day week- $1 \frac{1}{2}$ after 8 a.m.; 2 after 12 noon <br> 51 -day week- $1 \frac{1}{2} ; 2$ after 4 p.m. |
| Scotland ... ... ... ... |  |  |
| Civil engineering construction (Great Britain) | 1娄; 2 after 4 hours | 5-day week- $1 \frac{1}{2} ; 2$ after 12 noon or after 4 hours' work <br> $5 \frac{1}{2}$-day week- $1 \frac{1}{2} ; 2$ after 4 p.m. |
| Building and civil engineering construction (Northern Ireland): |  |  |
| Day workers ... ... ... ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours; 2 after 4 hours <br> $1 \frac{1}{2}$ (on day rate) | 2 - 2 |
| Night workers ... ... ... ... |  | As for weekdays |
| Demolition contracting (Great Britain) ... | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 1 hour; 2 after 3 hours | 51-day week-1; $1 \frac{1}{2}$ after 2 hours; 2 after 4 p.m. 5-day week- $1 \frac{1}{2} ; 2$ after 4 p.m. |
| Mastic asphalt laying (Great Britain) | 14; $1 \frac{1}{2}$ after 2 hours; 2 after 4 hours | 11/2; 2 after 4 p.m. |



For explanatory notes see pages 292/294.

Overtime Rates of Pay-contd.
Industry, Class of Worker
and Locality

Transport and Communication-contd.


## Dock labour (Great Britain)

Post Office (United Kingdom):
Engineering grades...

## Postmen

Postmen (higher grade), telegraphists, telephonists
Postal and telegraph officers, overseas telegraph operators
Cold storage (Great Britain)

| Distributive Trades |
| :--- |
| Wholesale grocery and provision trade: |
| England and Wales $\quad \cdots$ |$\cdots \quad . .$.



Retail food trades:
England and Wales ( $h$ )

$1 \frac{1}{2}$
$1 \frac{1}{\frac{1}{2}} ; 1 \frac{1}{2}$ after 2 hours; 2 after 5 hours
$1 \frac{1}{2}$ in week
$1 \frac{1}{2}$ in week (ee)
$1 \frac{1}{2}$ in week (ee)
$1 \frac{14}{}$ in week (ee)
$1 \frac{1}{2}$ (ff)
$1 \frac{1}{2} ; 1 \frac{1}{2}$ after 4 hours in week; 2 between 12 midnight and 6 a.m.

Rates of Pay for Overtime worked on:

| Monday to Friday |
| :--- |
| 3s. 2d. an hour <br> 4s. 6d. an hour |
| 6s. 0d. an hour <br> 6s. 4d. an hour |
| except in <br> emergencies <br> affecting the <br> safety of the <br> vessel, <br> passengers, <br> crew or <br> cargo |

Saturday or Weekly Short
Day (see Note (3) page 277)

As for weekdays

2, between 8 a.m. and 5 p.m., with a minimum of 4 hours (5-day week)
As for weekdays (5-day week)
As for weekdays
As for weekdays
As for weekdays

1娄; 2 after 6 p.m.
$5 \frac{1}{2}$-day week-1 $1 \frac{1}{2}$ after normal stopping time with a minimum payment of 4 hours after $2 \mathrm{p} . \mathrm{m}$.
5-day week- $1 \frac{1}{2}$ with minimum payment of 4 hours
$1 \frac{1}{2}$ after normal stopping timo
As for weekdays

As for weekdays
As for weekdays

As for weekdays
$1 \frac{1}{2}$ after 12 noon

Weekly short day- $1 \frac{1}{2}$ after 1.30
p.m. (dd)

Weekly short day-As for weekdays (dd)
Weekly short day-1 $1 \frac{1}{2}$ after 1.30 p.m. (dd)

Weekly short day-As for weekdays
As for weekdays
As for weekdays
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week (gg)
$1 \frac{1}{4}$ after 8 hours' work ( 10 on one day); $1 \frac{1}{2}$ after 4 hours' overtime or $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 4 hours in week, if greater ( gg )
$1 \ddagger ; 1 \frac{1}{2}$ after 4 hours (gg) (hh)
$1 \frac{1}{4} ; 1 \frac{1}{2}$ after 6 hours in week $1 \frac{1}{2}$ in week (ee)
${ }_{1 \frac{1}{2}}^{\frac{1}{2}}$ in week or after $8 \frac{2}{6}$ hours' work on any one day ( $k k$ )
$1_{\frac{1}{2}}$ in week

As for weekdays
As for weekdays

Weekly short day-1 $1 \frac{1}{2}$ after 1.30 p.m. (dd)

As for weekdays
Weekly short day-As for weekdays (ii)
(ij)
(jj)


Overtime Rates of Pay-contd.



| Industry, Class of Worker and Locality | Rates of Pay for Overtime worked on: |  |
| :---: | :---: | :---: |
|  | Monday to Friday | Saturday or Weekly Short Day (see Note (3) page 277) |
| Public Administration and Defence-contd. |  |  |
| Local Authorities' services-contd. |  |  |
| Day workers and alternating shift workers | $1 \frac{1}{2} ; 2$ from 12 midnight to starting time next morning | As for weekdays; $1 \frac{1}{2}$ after 12 noon |
| Glamorganshire and Monmouthshire . | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 3 hours | $1 \frac{1}{2}$ |
| County Council roadmen (England and Wales): |  |  |
| Northern, West Midlands, Mid-Eastern, Eastern, South Eastern, North Wales, North Midlands, Southern, South | 14; $1 \frac{1}{2}$ after 2 hours | $1 \frac{1}{2}$ |
| South Midlands ... ... .. | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours in week | As for weekdays |
| Western $\ldots$... ${ }^{\text {S }}$ | $1 \frac{1}{4} ; 1 \frac{1}{2}$ after 2 hours | As for weekdays |

## Explanatory Notes

(a) The conditions are as specified in Orders made under the Agricultural Wages Acts.
(b) In weeks containing public or other holidays overtime employment is assessable on a weekly basis. Special provisions apply where the worker has agreed with his employer to work a 5-day week or to work for less than $3 \frac{1}{2}$ hours, or more than $3 \frac{1}{2}$ hours but not more than $4 \frac{1}{2}$ hours, on the weekly short day.
(c) Pieceworkers are paid the stated fractions of their appropriate time rates or piece work basis time rates, as the case may be, in addition to piecework earnings.
(d) Calculated on piecework earnings for pieceworkers.
(e) Where a worker absents himself from work, for reasons other than sickness or accident or any other valid or reasonable cause acceptable to the employer, overtime rates are not payable until the full recognised working hours of the day (or week in certain industries) have been worked.
( $f$ ) These rates apply to all hours worked in excess of 9 on any one day. For delivery workers who are employed in the bakery for less than 20 hours each week, the rate is time-and-a-quarter for all other hours worked in excess of 48, and in the case of other workers the rate is time-and-a-quarter for the first 4 hours in excess of 40 and thereafter time-and-a-half. For other workers the rate of time-and-a-quarter is paid for an aggregate of 4 hours in the week and at time-and-a-half thereafter.
(g) Workers called upon to work on one or both of their rest days, which may be any two days in the week, are paid at the rate of double time for all hours worked.
(h) The conditions are as specified in Wages Regulation Orders made under the Wages Councils Acts.
(i) Time lost by workers at their own desire must be made up before claiming for overtime on weekdays, except for reasons which are acceptable to the employer.
(j) Calculated on piecework rates for pieceworkers.
(k) The rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 2 hours worked in excess of the normal weekly hours (42), the rate is time-and-a-quarter, for the next 2 hours time-and-a-half and thereafter double time.
( $l$ ) Pieceworkers are paid the stated fraction of the time rate in addition to piecework earnings (and hourly piecework supplement if any).
(m) 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.
( $n$ ) 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.
(o) Overtime rates are not payable until the full recognised working week has been worked.

Explanatory Notes-contd.
(p) The rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 2 hours worked in excess of the normal weekly hours, the rate is time-and-a-third and thereafter time-and-a-half.
(q) Where a worker absents himself from work for reasons other than an interruption for which the employer is responsible, or certificated sickness or any other reason acceptable to the employer, overtime rates are not payable until the full normal week has been worked.
(r) Calculated on the hourly gross rate for timeworkers and the current flat rate and the average hourly earnings over the immediately preceding 13 weeks' reassessment period for pieceworkers.
(s) In accordance with a sliding-scale agreement based on the official index of retail prices these rates were subject, from the first pay day in March 1968, to an addition of 20 per cent. for total wages up to $£ 15$ a week. On wages in excess of $£ 15$ the addition is restricted to 4 per cent. plus 48 s.
( $t$ ) These rates relate to all hours worked in excess of a specified number on any one day Otherwise the rate is time-and-a-quarter for all hours worked in excess of the normal weekly hours ( 40 or 41 according to industry) or, for workers who are normally required to attend on alternate Saturdays only, 42 or 43 , according to industry in the week in which Saturday attendance is normally required.
(u) 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.
(v) Workers employed on payment-by-results are paid the stated fractions of the consolidated rate in addition to bonus earnings.
(w) For a shift worker continuing at work in the absence of his relief, plain time rate is paid up to a limit of one hour, thereafter the full appropriate overtime rates apply.
( $x$ ) 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.
(y) Plus 1 s . an hour for each consecutive hour worked after the first 3 hours' overtime in any day, and, where the overtime worked is 9 hours continuous, the succeeding day's work is paid for at 3 d . an hour extra.
(z) For a shift worker who is detained for a period not exceeding 2 hours due to the unauthorised absence of his relief, this period does not count as overtime.
(aa) 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.
( $b b$ ) Plus 11 d . for each hour or part of an hour worked between 7 p.m. and 6 a.m., except where a spell of duty commences before 7 p.m. and finishes not later than 9 p.m.
(cc) Carpenters, assistant carpenters, boatswains (boatswain's mates on vessels exceeding 12,000 tons gross), donkeymen, engineer assistants, engine-room storekeepers and pumpmen.
(dd) On the weekly short day in any week during which, under the Shops Act, the employer is relieved of his obligation to allow the worker a weekly half holiday, the rate for all time worked after 1.30 p.m. is double time.
(ee) Time worked up to a specified extent each day for the purpose of cleaning up and clearing the shop of customers is not subject to overtime payment.
(ff) Plus 11d. for each hour or part of an hour worked between 9 p.m. and $5 \mathrm{a} . \mathrm{m}$. with a minimum payment of 3 s .8 d .
(gg) Plus 8d. for each hour or part of an hour worked between 9 p.m. and 5 a.m.
( $h h$ ) These rates relate to all hours worked in excess of a specified number on any one day. Otherwise for the first 4 hours worked in excess of the normal weekly hours (42), the rate is time-and-a-quarter and thereafter time-and-a-half.

## Overtime Rates of Pay-contd.

Explanatory Notes-contd.
(ii) On the weekly short day in any week during which, under the Shops Act, the employer is relieved of his obligation to allow the worker a weekly half holiday, the rate for all time worked after 1 p.m. is double time.
(jj) Where the 5 -day week is spread over 6 days, time-and-a-half is payable after 1 p.m on the designated weekly short day and after $4 \frac{1}{2}$ hours on a short day other than the designated weekly short day. If the 5-day week is worked in five full days, time-and-ahalf is payable for all time worked on a sixth day.
(kk) Plus 1 s . an hour for each hour or part of an hour worked between 9 p.m. and 5 a.m., with a minimum payment of 4 s .
(ll) Time-and-a-half, with a minimum payment of 6 hours, is paid for all time worked on a weekly rest day where this day is not a Sunday nor a day of customary holiday.
( mm ) These rates relate to all hours worked in excess of a specified number on any one day, Otherwise the rate is time-and-a-quarter for all hours worked in excess of the normal weekly hours (40). For workers who are normally required to attend on alternate Saturdays only ( 38 or 42 in alternate weeks), payment is on the basis of time-and-a-quarter for all hours worked in excess of 38 or 42, respectively.
( $n n$ ) For workers who normally attend on alternate Saturdays the rates apply to all hours worked in excess of 42 instead of 40 in the week in which Saturday attendance is required. In the week in which Saturday attendance is not required, the rates are time-and-a-quarter for the first 3 hours in excess of 38 and thereafter time-and-a-half.
(oo) These hours relate to all hours worked in excess of a specified number on any one day. Otherwise the rate is time-and-a-half for all hours worked in excess of the normal weekly hours (42) or, for workers who are normally required to attend on alternate Saturdays, 44 in the week in which Saturday attendance is normally required.
( $p p$ ) 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.
(qq) Otherwise for the first 5 hours in excess of the normal weekly hours (42), the rate is time-and-a-quarter and thereafter time-and-a-half.
(rr) The rates relate to all hours worked in excess of a specified number or after $6.0 \mathrm{p} . \mathrm{m}$. on any one day. Otherwise for the first 2 hours worked in excess of the normal weekly hours (42), the rate is time-and-a-quarter and thereafter time-and-a-half.
(ss) 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.
( $t t$ ) Special conditions apply to fire brigademen.
(uu) For certain shift workers overtime is calculated on a weekly basis, the first 10 hours at time-and-one-third and thereafter at time-and-a-half.
(vv) A member of a fire brigade engaged in operational duties who has performed overtime duty is entitled to overtime pay, or equivalent compensatory time off enhanced by one-third, before the end of the following month.
(ww) 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.

## APPENDIX III <br> HOLIDAYS WITH PAY

Number of paid holidays granted and length of qualifying service as provided under the terms of collective agreements or statutory orders.
Note: Unless otherwise stated, 6 public or customary holidays with pay, or days in lieu thereof, are granted in addition to the annual holidays shown below.


Holidays with Pay-contd.


Holidays with Pay-contd.

| Industry, Class of Worker and Locality | Holidays paid for per annum <br> (P.H. = Public Holidays) <br> (C.H. $=$ Customary Holidays) | Qualifying Service (a) for Holidays other than Public or Customary Holidays |
| :---: | :---: | :---: |
| Chemicals and Allied Industries |  |  |
| Coke ovens and by-product works associated with coal mining (Great Britain) | 2 weeks | 12 months |
| Heavy chemicals manufacture (Great Britain): <br> Agreement of Joint Industrial Council | 2 weeks 5 days | 12 months |
| Imperial Chemical Industries Limited ... ... ... | 3 weeks 4 weeks | 12 months 35 years |
| Drug and fine chemical manufacture (Great Britain) ... | 2 weeks 5 days | 12 months |
| Paint, varnish and lacquer manufacture (United Kingdom) | 3 weeks | 10 months |
| Printing ink and roller making industry (United Kingdom) | 3 weeks and P.H. | 12 months |
| Seed crushing, compound and provender manufacture (Great Britain and Belfast) | 2 weeks and P.H. 3 weeks and P.H. | 12 months 7 years 5 years (1969) |
| Soap, candle and edible fat manufacture (Great Britain) ... | 2 weeks 3 weeks | 12 months 5 years |
| Boot and floor polish manufacture (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks |
| Gelatine and glue industry (Great Britain) | 2 weeks 5 days | 12 months |
| Metal Manufacture |  |  |
| Light castings manufacture (Great Britain) ... ... | 2 weeks 2 days | (k) |
| Brass and copper rolling and casting (West Midlands) ... | 2 weeks 2 days | (l) |
| Engineering and Electrical Goods |  |  |
| Manufacture, maintenance and repair of agricultural machinery or implements (England and Wales) | 2 weeks 2 days | 12 months |
| Engineering and allied industries (Great Britain) | 2 weeks 2 days | (l) |
| Shuttle manufacture (Lancashire and Yorkshire) | 19 days (incl. P.H.) | (m) |
| Bobbin manufacture (England and Wales) | 2 weeks | 12 months |
| Bobbin and shuttle manufacture (Scotland) | 10 days | ( $n$ ) |
| Ophthalmic optical industry (Great Britain) ... ... | 2 weeks <br> 2 weeks 3 days <br> 3 weeks | 48 weeks <br> 10 years' continuous service <br> 25 years' continuous service |
| Surgical instrument and equipment manufacture (England and Wales except Sheffield) | 2 weeks 3 weeks | 45 weeks <br> 10 years' continuous service |
| Artificial limb manufacture (Great Britain) ... ... | 2 weeks 2 days | 12 months |
| Electrical cable making (Great Britain) ... ... ... | 2 weeks 5 days | 12 months |
| Shipbuilding and Marine Engineering Shipbuilding and ship repairing (United Kingdom) | 2 weeks 2 days | (o) |
| Vehicles <br> Vehicle building (England and Wales and Northern Ireland and Scotland) | 2 weeks 2 days | (p) |
| Railway workshops (British Railways) (Great Britain) ... | 2 weeks <br> 2 weeks 3 days | 12 months 10 years |
| Railway wagon repairing (private firms in Great Britain) | 2 weeks 2 days | (l) |
| Perambulator and invalid carriage (Great Britain) (b) ... | 12 days (or twice the normal working week) and 7 C.H. | 48 weeks (q) |

For explanatory notes see pages 306/308.

| Industry, Class of Worker and Locality | Holidays paid for per annum <br> (P.H. =Public Holidays) <br> (C.H. $=$ Customary Holidays) | Qualifying Service (a) for Holidays other than Public or Customary Holidays |
| :---: | :---: | :---: |
| Metal Goods not Elsewhere Specified |  |  |
| Cutlery (Great Britain) (b) | 3 weeks (r) | 48 weeks |
| Wire and wire rope industries (Great Britain) | 2 weeks 2 days | (s) |
| Tin box manufacture (Great Britain) | 2 weeks 5 days | 1 year |
| Jewellery industry (London and Home Counties) | 2 weeks 2 days <br> 2 weeks 3 days <br> 2 weeks 4 days <br> 3 weeks | 12 months 3 years 4 years 5 years |
| Gold, silver and allied trades (London) | 3 weeks | 12 months |
| Gold, silver and jewellery trades (Birmingham) ... | 2 weeks 5 days | 48 weeks |
| Cutlery and silverware trade (Sheffield) ... | 3 weeks | ( $t$ ) |
| Lock, latch and key making (England) ... | 3 weeks | (u) |
| Spring manufacture (West Midlands) ... | 2 weeks 2 days | (l) |
| Keg and drum manufacture (Great Britain) (b) ... | 2 weeks 4 days | 48 weeks |
| Hollow-ware manufacture (Great Britain) (b) ... ... | 12 days (or twice the normal working week) and $8 \mathrm{C} . \mathrm{H}$. | 48 weeks |
| Needle, fish hook and fishing tackle manufacturing industries (Great Britain) | 3 weeks | 50 weeks |
| Farriery, blacksmith and agricultural engineering trade (Great Britain) | 2 weeks and $7 \mathrm{C} . \mathrm{H}$. | 1 year |
| Stamped or pressed metal-wares (Great Britain) (b) ... | 12 days (or twice the normal working week) and $8 \mathrm{C} . \mathrm{H}$. | 48 weeks |
| Brass working and founding (Great Britain) | 2 weeks 2 days | (l) |
| Coffin furniture and cerement making (Great Britain) (b) | 2 weeks and 8 C.H. | 48 weeks |
| Pin, hook and eye, and snap fastener (Great Britain) (b) | 12 days (or twice the normal working week) and $8 \mathrm{C} . \mathrm{H}$. | 48 weeks |
| Textiles |  |  |
| Rayon yarn production (Great Britain) ... ... ... | 3 weeks | 1 week or 3 months (according to company) |
| Cotton spinning and weaving $\quad . .$. ... ... | 19 working days (incl. P.H.) | (v) |
| Flax and hemp preparing, spinning and weaving (Great Britain) (b) | 12 days (or twice the normal working week) | 48 weeks |
| Flax spinning and weaving (Northern Ireland): Winding masters and foremen cloth passers <br> All other workers | 10 days <br> 2 weeks 3 days 2 weeks 4 days 3 weeks 10 days | Not specified 5 years <br> 10 years <br> 15 years <br> Not specified |
| Silk spinning, throwing and weaving (United Kingdom) ... | 3 weeks | (w) |
| Surgical dressings manufacture (Great Britain) ... ... | 3 weeks | ( $x$ ) |
| Wool textile: <br> Yorkshire (including woolcombing) | 2 weeks 2 days with a further day in 1968/69 | (y) |
| West of England ... ... ... ... ... ... | 2 weeks 2 days 2 weeks and 7 P.H. | $\begin{aligned} & (z) \\ & (a a) \end{aligned}$ |
| $\begin{array}{lllllll}\text { Scotland } & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \text { Wales } & \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \end{array}$ | 2 weeks 2 days | 12 months |

For explanatory notes see pages 306/308.

Holddays with Pay-contd.
Industry, Class of Worker and Locality

Textiles-contd.
Jute preparing, spinning and weaving (Great Britain)
Rope, twine and net making (Great Britain and Northern Ireland) (b)
Hosiery and knitwear manufacture:
Midlands (except Hawick) $\ldots$
Scotland

Hawick
Lace finishing (Great Britain) (b)
Carpet manufacture (Great Britain)

Narrow fabrics industry (Great Britain)
Made-up textiles (Great Britain) (b)

Textile making-up and packing (Manchester)
Linen and cotton handkerchief and household goods and linen piece goods manufacture (b):
Great Britain

Northern Ireland

Sack and bag (Great Britain) (b)
Textile bleaching, dyeing, printing and finishing
Lancashire, Yorkshire, Cheshire, Derbyshire and Scotland
Northern Ireland ... ... ... ... ... ...
Hosiery finishing industry (Midlands) ... ... ...
Asbestos textile manufacture (Great Britain)

## Leather, Leather Goods and Fur

Leather producing industry-tanning, currying and dressing (Great Britain)

Leather belting and strap butt currying (United Kingdom)
Mechanical and hydraulic leathers manufacture (Great Britain)
Fellmongering (domestic sheepskins) (England and Wales)
Fellmongering (Scotland)
Leather goods, saddlery and harness manufacture (Great Britain)

Retail saddlery and leather goods trade (Great Britain) ...

Hide and skin markets trade (England and Wales) ...

Fur trade (Great Britain) (b)

Holidays paid for (P.H. = Public Holidays) (C.H. = Customary Holidays)

2 weeks (10 days)

10 days (or twice the normal working week)

## 10 days

2 weeks 1 day with an extra day each year until
3 weeks in 1971/72
10 working days
12 days (or twice the normal working week)

21 working days incl. P.H. but excl. Saturdays

2 weeks 4 days
12 days (or twice the normal working week) plus 1 day and 7 C.H.

10 days

12 days (or twice the normal working week) plus 1 day
12 days (or twice the normal working week)

12 days (or twice the normal working week)
2 weeks 3 days
10 days
2 weeks
3 weeks

2 weeks 4 days with a further day in 1969 making 3 weeks

2 weeks 3 days
2 weeks 3 days
2 weeks 2 days
2 weeks 2 days
2 weeks 3 days
2 weeks 4 days with a further day from July 1968

[^177]Qualifying Service (a)
for Holidays other
than Public or Customary Holidays

## 48 weeks

(ee)
48 weeks
(ff)

10 months
48 weeks

6 months

48 weeks

48 weeks ( $g g$

48 weeks
(hh)
Not specified
(ii)

12 months

12 months

12 months
12 months

12 months
12 months
12 months

12 months
12 months
2 years
3 years
4 years
5 years
48 weeks

2 years
3 years
4 years

48 weeks

Holidays with Pay-contd.


For explanatory notes see pages 306/308.
Industry, Class of Worker and Locality

Bricks, Pottery, Glass, Cement, etc.-contd.
Ready mixed concrete industry (Great Britain)

Cast stone and cast concrete products industry (England and Wales)

Pre-cast concrete products industry (Scotland)

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 (national agreement)
Manchester and district
Scotland-
Woodcutting machinists $\ldots$.... ... ...
Labourers
... .
Northern Ireland
Furniture manufacture (Great Britain and Northern Ireland)

Veneer producing and plywood manufacture (England and Wales)
Exhibition industry (Great Britain)

## Coopering (Great Britain and Belfast)

Timber container industry (United Kingdom)
Basket making industry (United Kingdom)

## Paper, Printing and Publishing

Paper making, paper coating, paper board and building board making (United Kingdom)
Fibreboard packing case industry (United Kingdom) ...


Lithographic printing and photogravure (England and
Holidays paid for
per annum
(P.H. = Public Holidays)
(C.H. = Customary
Holidays)

2 weeks 1 day
2 weeks 2 days
2 weeks 3 days
2 weeks 4 days
2 weeks 5 days
2 weeks 3 days with 1 extra day in 1968/69 and a further day in 1969/ 70 making 3 weeks
2 weeks 3 days with 1 extra day in 1968/69 and a further day in 1969/ 70 making 3 weeks

2 weeks 2 days
3 weeks
3 weeks

2 weeks

2 weeks
2 weeks and 5 P.H. (7
P.H. in 1969)

2 weeks
2 weeks
2 weeks
2 weeks with 2 extra days in 1968/69 and a further 3 days in 1969/70 making 3 weeks
2 weeks

2 weeks
2 weeks 1 day
2 weeks 2 days
2 weeks 3 days
2 weeks 4 days
2 weeks 5 days
2 weeks ( 80 hours) ( $i$ )
2 weeks 1 day
2 weeks

2 weeks 2 days

2 weeks 2 days

2 weeks 2 days
2 weeks 2 days
2 weeks 2 days
3 weeks

2 weeks 2 days
2 weeks 2 days
3 weeks

3 weeks
3 weeks
3 weeks
3 weeks 3 weeks and New Year's
Day and 5 days in lieu of P.H.
3 weeks

Qualifying Service (a)
for Holidays other
than Public or Customary
Holidays

12 months
2 years
3 years
4 years
5 years
49 weeks

12 months

12 months
49 weeks
12 months

12 months

1 year
12 months

12 months
(kk)
(e)

40 weeks

12 months

## 12 months

4 years
5 years
6 years
7 years
8 years
12 months
12 months
(ll)

12 months

12 months

48 weeks
48 weeks
12 months' continuous service
1 year

48 weeks
12 months ( mm )
12 months

12 months
12 months
6 months
12 months
12 months

12 months

## Holidays with Pay-contd.



Holidays with Pay-contd.

Industry, Class of Worker and Locality

## Transport and Communication

Railway service:
British Railways (Great Britain)
London Transport Board
Road passenger transport:

## ondon Transport Board <br> Drivers and conductors...

Maintenance workers
Municipal undertakings (Great Britain and Belfast)
Company-owned omnibus undertakings (Great Britain)
Road haulage contracting:
Great Britain and Northern Ireland (b)6 -day workers
5 -day workers
British Road Services (Great Britain)-
6-day workers
5-day workers
Bankstaffs (Great Britain) -6-day workers 5-day workers

Merchant Navy (ratings):
Foreign-going and home-trade vessels

Dock labour (Great Britain)
Civil air transport:
British Overseas Airways Corporation ... ... ... British European Airways

Post Office (United Kingdom):
Manipulative grades-
Postmen

Postmen higher grade, telegraphists and telephonists, postal and telegraph officers

Engineering grades-
Labourers
Technicians

Senior technicians and technical officers

Cold storage (Great Britain)

Distributive Trades


Holidays with Pay-contd.

| Industry, Class of Worker and Locality | Holidays paid for per annum <br> (P.H. = Public Holidays) <br> (C.H. = Customary Holidays) | Qualifying Service (a) for Holidays other than Public or Customary Holidays |
| :---: | :---: | :---: |
| Distributive Trades-contd. |  |  |
| Retail food trades (England and Wales and Scotland) (b) | 12 days (or twice the normal working week) | 12 months |
| Milk distribution (b) : $\quad$ ather |  |  |
| Scotland .. | 2 normal working weeks | 48 weeks |
| Retail meat including pork trade: |  |  |
| England and Wales ... | 12 days <br> 15 days | 12 months <br> 10 years' continuous |
|  | 18 days | service <br> 25 years' continuous service |
| Scotland | 12 days and P.H. | 12 months |
| Retail bread and flour confectionery trade (England and Wales and Scotland) (b) | 12 days (or twice the normal working week) | 12 months |
| Retail Co-operative Societies (Great Britain) | 2 weeks |  |
|  | 2 weeks 4 days 3 weeks | 12 months 2 years |
|  | 3 weeks | 5 years <br> 12 months (1969) |
| Retail newsagency, tobacco and confectionery trades (England and Wales and Scotland) (b) | 12 days (or twice the normal working week) | 12 months |
| Retail drapery, outfitting and footwear trades (Great Britain) (b) | 12 days (or twice the normal working week) | 12 months |
| Retail bespoke tailoring (b):England and Wales |  |  |
| England and Wales | 3 weeks (from 5th April 1968) | 48 weeks |
| Scotland ... ... | 3 weeks (from 1st May 1968) | 48 weeks |
| Northern Ireland (b) ... ... | 12 days (or twice the normal working week) | 48 weeks |
| Retail furnishing and allied trades (Great Britain) (b) ... | 12 days (or twice the normal working week) | 12 months |
| Retail bookselling and stationery trades (Great Britain) (b) | 12 days (or twice the normal working week) | 12 months |
| Retail pharmacy trade: <br> England and Wales <br> 2 weeks |  |  |
| England and Wales | 2 weeks <br> 3 weeks | 12 months <br> 3 years' continuous ser- <br> vice with same em. |
| Scotland | 2 weeks | ployer <br> 12 months |
| Coal and coke distribution:London, Eastern |  |  |
| London, Eastern ... ... ... | 12 days (or 2 weeks) 2 weeks 2 days | 48 weeks |
|  | 2 weeks 3 days | 5 years 10 years |
|  | 2 3 3 weekks week | 15 years |
| Northern, North Midlands, Midlands, South Eastern, |  | 20 years |
| South Wales- 6-day workers | 12 days |  |
| $\begin{array}{rccc}\text { 5-day workers } & \cdots & \cdots & \cdots \\ & \cdots & \cdots & \ldots\end{array}$ | 10 days | 48 weeks |
| Yorkshire, Lancashire and Cheshire $\ldots$... ... ... Southern | 2 weeks (82 hours) 12 days | 12 months |
| $\begin{array}{llllll}\text { Southern } \ldots & \ldots & \ldots & \ldots & \ldots & \ldots \\ \text { South Western } & \ldots & \ldots & \ldots \\ \end{array}$ | 2 weeks | 12 months 12 months |
| General waste materials reclamation (b) :Great Britain |  |  |
| Great Britain ... ... ... .. | 12 days (or twice the | 48 weeks |
| Northern Ireland ... ... ... ... ... ... | 12 days (or twice the normal working week) plus 2 days | 48 weeks |
| Cotton waste reclamation (Great Britain) (b) ... | 12 days (or twice the normal working week) | 48 weeks |
| Iron, steel and non-ferrous scrap industry (Great Britain) | 2 weeks 2 days (h) | 12 months |

Holidays with Pay-contd.

Industry, Class of Worker and Locality

Professional and Scientific Services
Health services (Great Britain)

## Miscellaneous Services

Cinema theatres:
England and Wales and Northern Ireland

Scotland

Unlicensed places of refreshment (Great Britain) (b)
Industrial and staff canteens (Great Britain) (b) ...
School meals service, etc., and civic restaurants (England and Wales)

Licensed residential establishments and licensed restaurants (Great Britain) (b)
Licensed non-residential establishments (Great Britain) (b)
Laundering (b):
Great Britain

Northern Ireland
Motor vehicle retail and repairing trade (United Kingdom)
Boot and shoe repairing and bespoke footwear manufacture (Great Britain) (b)
Boot and shoe repairing (Northern Ireland) (b)
Hairdressing (Great Britain) (b)

## Public Administration and Defence

United Kingdom Atomic Energy Authority (industrial
employees)

Police (England and Wales and Scotland) (b): Constables ...

## Sergeants

Station sergeants (Metropolitan Police) and first class sergeants (C.I.D.) (Metropolitan Police)
Prison services (England and Wales and Scotland): Temporary officers, night patrols

Engineers (classes I and II), principal officers, borstal matrons, prison officers, principal clerk officers (Scotland only), clerk officers (Scotland only).

Chief officers (classes I and II), senior foremen of works, foremen of works, chief clerk officers, (Scotland only)

Fire services (Great Britain) .
Holidays paid for
per annum
(P.H. $=$ Public Holidays)
C.H. = Customary
Holidays)

Qualifying Service (a) for Holidays other than Public or Customary Holidays

12 months
5 years
12 years

12 months
5 years
10 years
12 months
5 years
10 years
48 weeks

48 weeks

12 months
5 years
12 years
48 weeks

48 weeks

48 weeks ( $q$ )

48 weeks

12 months
48 weeks

48 weeks
12 months

12 months
10 years
12 years
15 years
12 months
10 years
17 years
12 months
10 years
12 months
10 years

12 months
10 years
12 months
10 years
20 years
30 years
12 months
10 years
20 years
Not stated
10 years

| Industry, Class of Worker and Locality | Holidays paid for per annum (P.H. =Public Holidays) (C.H. = Customary Holidays) | Qualifying Service (a) for Holidays other than Public or Customary Holidays |
| :---: | :---: | :---: |
| Public Administration and Defence-contd. |  |  |
| Government Industrial Establishments | 2 weeks and $8 \frac{1}{2}$ C.H. 2 weeks and one-half of the standard weekly hours for the grade and $8 \frac{1}{2}$ C.H. | 12 months <br> 12 years' continuous service |
| Local Authorities' services: |  |  |
| England and Wales (except Glamorganshire and Monmouthshire), and Scotland | ${ }_{2}^{2}$ weekss ${ }^{\text {weeks }} 3$ days | 12 months |
|  | ${ }_{3}^{2}$ weeks 3 weeks ${ }^{\text {a }}$ |  |
| Glamorganshire and Monmouthshire ... ... ... | 3 weeks 3 weeks | 12 years 12 months |
| County Council roadmen (England and Wales) ... | a $\begin{aligned} & 2 \text { weeks } \\ & 2 \\ & 2 \text { weeks } \\ & 3 \text { weeks }\end{aligned}$ days | $\begin{aligned} & 12 \text { months } \\ & 5 \text { years } \\ & 12 \text { years } \end{aligned}$ |

## Explanatory Notes

(a) Most agreements and orders provide for a shorter holiday or reduced holiday payments for workpeople with less than the full qualifying period of service stated in this column.
(b) The conditions are as specified in statutory orders.
(c) A worker who is required to work 7 days a week for 16 or more weeks in the holiday year is entitled to one additional paid holiday on a Sunday. Two Sundays are allowed if 33 or more such weeks are worked.
(d) Where no other day is allowed in lieu of employment on 6 specified days during the year, workers (except milkers and workers paid by the hour) are entitled to overtime payment for those days in addition to their minimum wage. Shepherds are entitled to additional overtime payment for employment on 10 other days.
(e) Payment for holidays, other than public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the 12 months preceding the holiday
f) Payment for annual holidays for operatives, other than apprentices, is provided by the accumulation of credit stamps for each week's work performed during the 12 months' accounting period prior to the holiday period. Public holiday credit stamps accumulate from one public holiday to the next.
(g) 24 weeks for workers who are under 18 years of age when they enter employment and who are under 19 years of age at the commencement of their first annual holiday.
(h) Payment for holidays, other than public holidays, is calculated on the basis of the normal time rate plus one-sixth.
(i) Payment for holidays, including public holidays, is calculated on the basis of the normal minimum time rate increased by one-sixth.
( $j$ ) Employees engaged on or before 1st January are entitled to 2 weeks' holiday in the following leave year.
( $k$ ) The payment for holidays, other than public holidays, amounts to one-twenty-fifth of the appropriate time rate for each full week's work performed in the year plus onethird. Payment for public holidays is calculated on the basis of 8 hours at the appropriate time rate plus one-third.
( $l$ ) The payment for 2 weeks' holiday amounts to one-twenty-fifth of the appropriate time rate (district time rate where applicable) for each full week's work performed in the year plus $33 \frac{1}{3}$ per cent. Payment for public or other holidays is calculated on the basis of 8 hours at the appropriate time rate, plus $33 \frac{1}{3}$ per cent.
(m) Payment for holidays, including public holidays, is calculated on the basis of $7 \frac{3}{4}$ per cent. of each employee's earnings in the period from the pay day before the preceding annual summer holiday up to and including the pay day but one preceding the current holiday.
( $n$ ) Payment for holidays, other than public holidays, is calculated on the basis of one-twenty-fifth of the total number of hours worked in ordinary time during the year ending 30th June, with a maximum of 2 full work's weeks. The rate of payment is that earned in the last week in June.

## Holidays with Pay-contd.

## Explanatory Notes-contd.

(o) Payment for the two weeks' holiday amounts to one-twenty-fifth of the appropriate time rate for each full week's work performed in the year plus one-third. Payment for public holidays and for the two additional days of holiday is calculated at the plain time rate of the individual employee's class for the normal working hours of the day (excluding overtime), had the day not been a holiday, plus one-third.
(p) Payment for the 2 weeks' holiday amounts to one-twenty-fifth of the appropriate minimum earnings guarantee for each full week's work performed in the year plus 30 per centThe two additional days of holiday are each paid for at 8 hours at the appropriate minimum earnings guarantee plus 30 per cent.
(q) 24 weeks for workers who are under 17 years of age when they enter employment and who are under 18 years of age at the commencement of their first annual holiday.
(r) Payment for holidays other than public holidays, is calculated on the basis of threefiftieths of the worker's earnings in the 12 months preceding the holiday season, subject to certain maxima.
(s) The minimum holiday payment is $£ 1210$ s. for each holiday week or $£ 210$ s. for each day of holiday for adult male workers who satisfy the full service qualification. For workers who have served a lesser period, payment is at the rate of one-twenty-fifth of $£ 12 \mathrm{10}$ s. for each week of service during the holiday year in respect of the two holiday weeks and one two-hundred-and-fiftieth of $£ 1210 \mathrm{~s}$. for each week of service during the holiday year in respect of each additional day of holiday.
( $t$ ) Payment to datal workers for the annual three weeks' holiday is on the basis of three-forty-eighths of the total gross annual earnings including overtime subject to a maximum of 120 times the actual hourly rate plus 10 per cent. Payment for pieceworkers is on the basis of three forty-eighths of the total gross earnings including overtime, subject to a maximum of 120 times the agreed minimum hourly datal rate plus 50 per cent.
(u) Payment for holidays, including public holidays, is calculated on the basis of the appropriate minimum time rate increased by one-third (time-and-a-half for pieceworkers)
(v) Payment for holidays, including public holidays, is provided by a "credit" of 7.9 per cent. of the worker's gross earnings over the year.
(w) Payment for holidays, including public holidays, is provided by a "credit" of 8.8 per cent. of the worker's gross earnings over a year to be arranged by local agreement.
$(x)$ There are alternative methods of providing payment for holidays:
(1) Payment at normal time rates for one week's annual holiday, subject to a qualifying period of 48 weeks, and for statutory holidays (the method of payment for annual holidays in excess of one week to be agreed locally), or
(2) Payment for holidays, including public holidays, by the accumulation of a weekly "credit" equal to $8 \frac{3}{4}$ per cent. of the worker's gross wages including overtime.
(y) Payment for holidays, including public holidays, is provided by a "credit" of 7.4 per cent. ( $7 \cdot 9$ per cent. in $1968 / 69$ ) of the worker's gross earnings over the year.
(z) One-fiftieth of an agreed holiday payment accumulates weekly to each worker during the period from the conclusion of one annual holiday to the commencement of the next.
(aa) Payment for holidays, other than public holidays, is one-twenty-fifth of gross earnings from the beginning of the last pay period but one before the holiday in one year to the end of the third pay period immediately before the holiday in the next year.
(bb) The amount payable at the summer holiday period is to be $4 \cdot 1$ per cent. of gross wages, including overtime, earned during the year.
(cc) Annual holiday payment is at the rate of 6 per cent. of gross weekly earnings. There are agreed payments for public holidays at Easter, Whitsuntide/Spring Holiday and Christmas or at such other times as may be determined by local agreement.
(dd) Payment for holidays, including public holidays, is provided by the accumulation of a weekly "credit" of 6.8 per cent. of earnings for each week's work done during a period of 12 months preceding the holiday. The weekly "credit" will be increased by 0.4 per cent. each year reaching 8.4 per cent. for the period 1971/72.

Holidays with Pay-contd.

## Explanatory Notes-contd.

(ee) Payment for the annual summer holidays is calculated on the basis of 4 per cent. of the worker's gross earnings in the year. Payment for each public holiday is calculated on the basis of 0.4 per cent. of the worker's gross earnings.
(ff) Payment for holidays, including public holidays, is provided by a "credit" of $8 \frac{3}{4}$ per cent. of gross earnings (including cost-of-living bonus).
(gg) 24 weeks for workers who are under 18 years of age when they enter employment and who are under 19 years of age at the commencement of their first annual holiday.
(hh) Payment for holidays, including public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during a period of 12 months preceding the holiday.
(ii) Subject to a maximum and a minimum amount, payment for holidays, including public holidays, is calculated on the basis of 6 per cent. of each employee's gross earnings in the income tax year ended on the previous 5th April.
( $j j$ ) Payment for the annual holiday of two working weeks is at the rate of 4 per cent. of the total earnings (including overtime) of the operative in the 12 months, 1st July to 30th June, preceding the customary annual holiday.
(kk) Payment for holidays, other than public holidays, is calculated on the basis of one-twentyfifth of the worker's earnings in the 12 months preceding the holiday season.
(ll) Payment for holidays, including public holidays, is an amount equivalent to $6 \frac{1}{2}$ per cent of the worker's ordinary earnings calculated from the first week after his previous annua holiday or in the case of new entrants from the commencement of employment ( 4 per cent. for annual holidays and $2 \frac{1}{2}$ per cent. for public holidays).
( mm ) The extra days of holiday are calculated on the basis of one extra day for each six months of continuous employment in the twelve months ended 30th June.
( $n n$ ) Payment for holidays, other than public holidays, is calculated by multiplying the number of weeks, not exceeding 49, in which the worker has been employed during the most recently completed holiday qualifying period by 2.45 times the appropriate National Joint Industrial Council minimum weekly wage divided by 40 for a worker with less than 12 months' service with the existing employer, 1.225 times the appropriate N.J.I.C. minimum weekly wage divided by 40 plus 1.225 times his average hourly rate for a worker with 1 but under 3 years' service and 2.45 times his average hourly rate for a worker with 3 years' service and over.

Payment for public holidays is 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 public holiday pay rate, i.e., either, the average hourly value of annual holiday pay credits in respect of the most recently completed income tax year taking into account any portion of the annual holiday pay based on the minimum weekly wage, or the appropriate minimum weekly wage at the time of the holiday divided by 40 if the employee was engaged after the end of the last income tax year.
(oo) The gross earnings, exclusive of overtime, of each worker are increased by 4 per cent., this amount being retained to cover the summer holiday payment.
( $p p$ ) Payment for annual holidays for operatives, other than apprentices, is provided by the accumulation of credit stamps for each week's work performed during the 12 months accounting period prior to the holiday.
(qq) A considerable proportion of the staff is required to work on Bank or Public Holidays and, for each such day worked, a compensatory day's leave with pay at ordinary rates is allowed.
(rr) In addition to 80 hours' pay an additional payment of $£ 211 \mathrm{~s} .6 \mathrm{~d}$. is made
(ss) In addition to 80 hours' pay, an additional payment of $£ 2$ is made.
( $t t$ ) Where the exigencies of the service do not permit of the public (or local) holidays being arranged, days off in lieu are substituted.
(uu) Payment for holidays, other than public holidays, is calculated on the basis of the standard time rate plus one-third.
( $v v$ ) In England and Wales workers receive one extra day's pay for each of the six public holidays on which they are required to work and in Scotland and Northern Ireland double time rate is paid for work on public holidays.

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[^0]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which may be obtained from the Secretary of the Board, Great Westminster House, Horseferry Road, London, S.W.1, or the Divisional Offices of the Ministry of Agriculture, Fisheries and Food.
    $\dagger$ Rates are also fixed for part-time and casual workers
    $\ddagger$ Workers who are required to keep a dog or dogs receive an additional payment of 6 s. a week for one dog and 12 s . a week for more than one dog.

[^1]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which may be obtained from the Secretary of the Board, 26 Elder Street, Edinburgh 1.
    $\dagger$ For shepherds the rates quoted are increased by 6 s . a week for each dog kept and fed up to a maximum of two dogs.

[^2]:    The weekly value is increased by 1 s .6 d . if hot and cold water system and bath are provided.
    Grade B 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]:    * 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.

[^4]:    * Sole occupation(s) in the Grade.

[^5]:    * The rates are governed by decisions of the National Joint Council for the Building Industry.

[^6]:    * Area agreements specify higher rates for various skilled and semi-skilled occupations.
    $\dagger$ The cost-of-living addition varies monthly in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^7]:    * Rates are specified for other categories of workers.
    $\dagger$ The cost-of-living addition varies monthly in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^8]:    * The agreements apply to the production of sand (other than moulding and refractory) and gravel aggregates for use in concrete, building construction and road-making.
    $\dagger$ Occupational differential rates ranging from $2 \frac{1}{d} \mathrm{~d}$. to $9 \frac{1}{2} \mathrm{~d}$. in excess of the labourers' rates have been fixed for other classes of workers, as well as rates of wages of watchmen.

[^9]:    * Including the production of lime and whiting from chalk but excluding the manufacture of cement.

[^10]:    * Plus 4d. an hour, not subject in total to overtime enhancement.

[^11]:    * 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 family, is not fewer than 4 except for job rates which apply only to mills employing 10 or more workers.

[^12]:    * 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.

[^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 for workers under 23 years who are employed wholly or mainly in making bread or flour confectionery without the use of power machinery, other than dough kneaders and/or cake mixers, and have less than 5 years' employment, are $2 \frac{1}{2} \mathrm{~d}$. an hour less.

[^14]:    * The agreements relate only to employees of members of the Federation or of other employers becoming parties thereto. A national agreement between the National Wages Board of the Co-operative Union Ltd. and the Bakers' Union and the Union of Shop, Distributive and Allied Workers provides for similar weekly rates for a week of
    $\dagger$ Plus 5s. 0d. after 6 months' service with the same employer.

[^15]:    * In some districts (e.g. Liverpool and District) higher minimum rates are observed based on local agreements in operation before the formation of the National Agreement.
    $\dagger$ Female bread workers receive the full male rate when they carry out the work in full and 75 per cent of the male rate when they do not carry out the work in full.

[^16]:    * 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.
    $\dagger$ The Factories Act, 1961, limits the hours during which women can be employed in the evening.

[^17]:    * 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.

[^18]:    * 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.

[^19]:    * This rate is payable at 18 years at employer's discretion.

[^20]:    * Drivers operating a vehicle with a trailer attached are paid 1s. a day extra.

[^21]:    * This agreement also applies to one brewery in Newcastle-upon-Tyne.
    $\dagger$ Drivers employed full-time on whisky deliveries are paid 6 d . an hour extra.

[^22]:    * The agreement is applicable to grain distilleries, yeast and malt extract factories and blending and bottling warehouses.
    $\dagger$ Stillmen, mashmen, tunmen, kilnmen and boiler firemen are paid varying rates above the minimum.

[^23]:    *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.

[^24]:    * There are separate arrangements applying to employees of members of the Cigar Manufacturers' Section of the Federation of Home and Export Tobacco Manufacturers who manufacture cigars only.

[^25]:    * These rates also apply to the chemical manufacturing side of the plastics industry and to Class I firms engaged in the manufacture of fertilisers. The rates for Class II firms are lower by $\frac{3}{4} \mathrm{~d}$. an hour for men and $\frac{1}{2} \mathrm{~d}$. for women

[^26]:    * A job appraisement scheme for general workers provides category leads above the basic rate rising in job steps of approximately $1 \frac{1}{4} \mathrm{~d}$. from a minimum payment of $1 \frac{1}{4} \mathrm{~d}$. an hour. A grading scheme for tradesmen gives a supplement of 3d. an hour for Grade A rising by $4 \frac{1}{2} \mathrm{~d}$. steps to 1 s . $3 \frac{9}{8} \mathrm{~d}$. an hour for Grade D.
    $\dagger$ Woodworkers who provide and maintain their own tools are paid an allowance of 2 s . Od. a week.

[^27]:    * The rates apply to workers in the manufacturing section of the industry. In the wholesale section the rates are lower by 11 s . Od. (Class I), 10s. 6d. (Class II) and 10 s . 0 d . (Class III) a week for men and by 8 s .0 d . a week for women.
    $\dagger$ Mercurial workers and their assistants receive 1 d . an hour above the class rate.
    $\ddagger$ Women engaged on heavy stone-ware and drum washing receive 2 s. a week above the class rate.

[^28]:    * The cost-of-living bonus is adjusted on the first pay day in January each year, according to the movement of the index of retail prices figure (January $1962=100$ ) during the year ended the previous October, taken to the nearest whole number. For each point rise in the index the bonus is increased by 2 s .0 d . a week for men and by 1 s .6 d . for women. For each point fall the bonus is reduced by 1 s .10 d . a week for men and by 1 s .5 d . a week for women The cost-of-living bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates.

[^29]:    *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.

[^30]:    * Some firms in the industry are members of the Engineering Employers' Federation and observe rates of wages obtaining in the engineering industry for those of their workpeople engaged on engineering work (see pages 47 and 48).
    $\dagger$ Rates of pay are also fixed for workers engaged on vitreous enamelling processes.

[^31]:    * The rates of wages agreed upon by the Welsh Engineers' and Founders' Conciliation Board for timeworkers employed in South West Wales, including the Port Talbot, Neath, Swansea, Llanelly and Milford Haven areas, as from 28th February 1966, are 240s. 0d. for craftsmen and 196s. 8d. for labourers for a week of 40 hours, but are subject to a minimum earnings level of 270 s. and 220 s. a week repectively.

[^32]:    * This agreement covers firms primarily and mainly engaged on the repair and maintenance of agricultural machinery or implements. Many of the firms engaged in the manufacture of machinery and implements are members of the Engineering Employers' Federation and observe the engineering rates (see previous page).

[^33]:    * The rates are subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^34]:    * The manufacture, assembling or distribution, other than retailing to the public, of spectacle frames and lenses (including those to prescription) and cases.

[^35]:    *This agreement does not apply to Sheffield

[^36]:    * In one or two districts, where work consists mainly of ship repairing, e.g., Thames and Bristol Channel, higher rates are in operation based in part upon local agreements made before the local associations of employers in these districts became affiliated to the former Shipbuilding Employers' Federation (now the Shipbuilders and Repairers National Association).
    $\dagger$ Minimum earnings levels of 223 s .6 d . and 226 s .6 d ., respectively, apply to these classes.

[^37]:    - The East of Scotland comprises the counties of West Lothian, Midlothian, East Lothian and Fife south of line drawn from Kinross to Leven. The West of Scotland comprises the counties of Lanarkshire, Dunbartonshire Stirlingshire, Renfrewshire and Ayrshire
    $\dagger$ An additional $\frac{1}{2} \mathrm{~d}$. an hour is paid when employed on passenger-carrying vehicles.

[^38]:    * The rates for employees of the London Transport Board are higher. Workers employed in marine workshops are paid flat-rate differentials varying from 4 s . to 12 s . a week according to occupation.

[^39]:    * For the rates of railway wagon repairers employed in the workshops of British Railways see pages 58 and 59.
    $\dagger$ Outstation repairers working in open sidings receive an additional allowance of 1 s .8 d . for each day worked if $5 \frac{1}{2}$-day week and 2 s . if 5 -day week.

[^40]:    -The trades covered by this agreement are: Goldsmiths, jewellers, silversmiths, Britannia metal smiths, electroplate manufacturers, pewterers, rolled gold, gilt and fancy jewellers, repairers and jobbing jewellers and silversmiths, medallists, jewel case makers, spoon and fork manufacturers, watch and clock makers and repairers, platers and gilders engaged on work for jewellers and silversmiths, and diesinkers, stampers and piercers for the above-mentioned

[^41]:    *The addition to base time rates, which varies in accordance with movements of the official index of retail prices (January $1962=100$ ), is regarded as a cost-of-living bonus and does not affect piecework rates
    $\dagger$ Women who carry out the work of the men they replace with the same efficiency and without additional supervision or assistance receive the rates appropriate to the men they replace.
    $\ddagger$ Plus rates for printers' assistants and other special grades are fixed by local agreement.

[^42]:    - Principally Birmingham, Wolverhampton, Willenhall, Walsall, Liverpool, Wigan and London.
    + The rates vary according to ability or speed of worker.
    $\ddagger$ The cost-of-living addition on basic rates is subject to variation in February and August each year in accordance with movements of the average of the official index of retail prices (January $1962=100$ ) for the periods July to December and January to June immediately preceding.
    § Women workers of more than ordinary skill and ability or engaged on special work (i.e., on keys, differing wards, power pressing, emery wheeling, polishing, burnishing or on capstan lathes, or as piecework checkers and similar employment on other processes not susceptible to piecework arrangements) may be paid 5 s . a week in addition to the scheduled rates.

[^43]:    * The skilled rate is applicable where engaged on short runs,

[^44]:    * The rate for the unskilled adult male timeworker is regarded as the national standard wage and the rates for all other timeworkers are expressed as percentages thereof, i.e., skilled men 122 , semi-skilled 108 and women 82.5 .
    $\dagger$ The cost-of-living bonus is subject to variation in accordance with movements of the official index of retail prices (converted to January $1956=100$ ).

[^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.

[^46]:    * 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.

[^47]:    * Most of the operatives employed in these occupations are paid at piece rates of wages, and piece rates are calculated from wage levels which are 20 per cent in excess of the basic time rates quoted.

[^48]:    * An additional 7s. 0 d . a week is paid where a male operator does his own lifting of beams.
    $\dagger$ These minimum rates apply to pieceworkers, who are paid the usual piece price rates or the stated minimum rates, whichever are the higher.
    $\ddagger$ Plus one-fifth of earnings from all looms calculated upon a basic rate of $19 \cdot 5 \mathrm{~d}$. per 100,000 picks.

[^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.

[^50]:    * 4s. 8 d . a week to be added for comb minders with noil.

[^51]:    * For coloured work the rates are 1s. a week higher.
    $\dagger$ With extra payment for extra bobbins or extra machines.

[^52]:    * All timeworkers receive at least the minimum earnings rates.
    $\dagger$ These target rates are used solely as guides in assessing the yield from piecework.
    $\ddagger$ Spinners in charge of more than one pair of mules receive additional responsibility pay of 3 s .6 d . a week for each mule in excess of two, up to a maximum of three pairs.
    § Tuners are paid 3s. 6d. a loom (on time rate) or 3s. 6d. plus 10 per cent. (on piecework) for each loom above 10 in section.

[^53]:    Note: For operative dates of Rates, Hours, etc., see above.

[^54]:    * 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 78 and 79), 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.

[^55]:    * In the dyeing and finishing section the rates are the same as those paid in the textile b'eaching, dyeing, printing and finishing industry in Lancashire and Yorkshire (see page 96).

[^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.
    $\dagger$ Women employed on piecework on man-made fibres of continuous filament are paid 4 s . $3 \frac{1}{2} \mathrm{~d}$. an hour $(4 \mathrm{~s}$. 9 d . 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.

[^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.

[^58]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Excludes supplemental payments of 39 s . 3 d . a week for men and 34 s .4 d . a week for women.

[^59]:    * The period of apprenticeship is 3 years.

[^60]:    * The manufacture of jute carpets is not covered by this agreement.
    $\dagger$ This rate includes the general base rate ( 155 s .4 d . for men and 99 s . 8d. for women) and a " lieu bonus allowance" of 31s 7d. a week for men and 26 s . for women, which is paid to any timeworker who has not been put on to a piecework job.
    $\ddagger$ These rates include (in addition to the general base rates and the lieu bonuses referred to in the footnote $\dagger$ ) "merit bonuses" which are paid to operatives with the experience specified who are not employed on systems of payments by results.
    § Rates vary according to width of loom.
    II The cost-of-living bonus is subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ). The cash value of each point movement of the index above the base figure of retail 104 is 2 s . 9 d . for men and 1 s . 10 d . for women.

[^61]:    * Including bleaching and finishing, carding, linting, medicating, dyeing and all forms of making-up of prepared surgical dressings, surgical plasters and sanitary towels.

[^62]:    * Including solid woven belting, elastic web, textile smallware, trimmings, webbings and tape manufacture.

[^63]:    * Composite hourly rates are fixed for male and female jobbers working in each occupation
    $\dagger$ The cost-of-living addition is subject to variation in January, April, July and October each year in accordance with movements of the official index of retail prices (January $1962=100$ ) published in December, March, June and September immediately preceding.
    $\ddagger$ For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.

[^64]:    * 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.

[^65]:    * If a mechanical vehicle is driven with a trailer the driver receives 1 s . a day extra, with this extra daily payment being made for a whole week if driven with a trailer for three days or more in a week.

[^66]:    * This agreement does not cover textile printing.

[^67]:    * The cost-of-living bonus is subject to variation in September and March each year in accordance with movements in the average of the official index of retail prices (January $1962=100$ ) for the period January to June and July to December immediately preceding. The addition of 20 per cent. is applicable to gross wages up to $£ 15$ a week. On wages in excess of $£ 15$ the cost-of-living addition is restricted to 4 per cent. plus 48s.

[^68]:    * Workers employed solely on day-work conditions for a normal working week are paid a supplement of $2 \frac{7}{8} \mathrm{~d}$. an hour (not to be regarded as part of the minimum wage).

[^69]:    - Under an agreement between the British Fellmongers' Association (foreign skins) and the Amalgamated Society of Leather Workers and Kindred Trades similar rates apply to workers bandling foreign skins.

[^70]:    *The manufacture of goods (whether of leather, fabric (including plastic), wood or fibre) including the making of travelling trunks, bags, ladies' handbags, suit and attache cases, fancy and general goods, sports goods, etc.; also such saddlery and harness as is made in the factories covered by the agreement, 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.

[^71]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The London district means the Metropolitan Police District, as defined on 1st April 1965, the City of London. the Inner Temple and the Middle Temple.

[^72]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to therm, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The London district means the Metropolitan Police District, the City of London, the Inner Temple and the Middle Temple.

[^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.

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[^80]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Leather and fabric dress gloves and industrial gloves.

[^81]:    - 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.

[^82]:    * This agreement applies to undertakings in England and Wales engaged in the manufacture of building and engineering bricks, excluding Fletton bricks (see page 120) and bricks manufactured by companies within the scope of the Midland Clay Industries Joint Council (see page 118), hollow clay blocks, clay roofing tiles. clay floor quarries and cable covers, clay chimney pots and finials and clay agricultural drain pipes and tiles.

[^83]:    * Differential rates agreed by the National Joint Council apply to undertakings in North, North East and North West England, North and East Midlands, North Staffordshire, Gloucestershire, Wales, and as regards sand lime bricks, all areas.
    $\dagger$ Drivers of vehicles with a trailer attached are paid an additional 1s. a day for each day upon which the trailer is used.
    $\ddagger$ As regards differentials of more than $1 \frac{1}{d}$ d. a differential of $1 \frac{1}{2} \mathrm{~d}$. applies when the worker is put on the job and the full differential after 3 months' experience.

[^84]:    * 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.

[^85]:    * Workers called upon to work their " rest" day are paid at the rate of time-and-a-third for the first two hours and time-and-a-half thereafter. Week-end shifts are paid at the rate of time-and-a-half from 2 p.m. to 10 p.m. Saturday and at double time from 10 p.m. Saturday to 10 p.m. Sunday. These additions do not apply to the shift allowance of 6 d . an hour which is included in the shift rate quoted.

[^86]:    * 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 1 s . 0 d . a day for each day upon which the trailer is used.

[^87]:    * The rates of wages of maintenance workers are fixed at individual depot level.

[^88]:    * The rates are exclusive of cost-of-living payments of 7 d . an hour for men and 33 d . for women and the general increase of $67 \frac{1}{2}$ per cent. referred to below the Table.
    $\dagger$ Warehouseworkers having control of books and orders are paid 75. 6d. a week extra.
    $\ddagger$ Freehand gilding in gold only.

[^89]:    * 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.
    + The cost-of-living bonus is subject to variation in February and August each year in accordance with movements of the average of the official index of retail prices for the periods July to December and January to June immediately preceding.
    $\ddagger$ The whole of the area within a circle having a radius of 25 miles from Charing Cross including the whole of any towns intersected by this circle.
    § The London rates apply in the Liverpool area to all classes of operatives except general labourers, loaders sand-washers and cleaners-up.

[^90]:    * Separate agreements are in operation for educational and allied woodworking, bedding and mattresses and upholstery, bedding and other fillings materials manufacturing trade.
    $\dagger$ Within a radius of 20 miles from Charing Cross Station, including the whole of any town or village intersected
    by this circle, but excluding any portion of an area within a radius of 10 miles from the Guildhall, High Wycombe.
    $\ddagger$ Provision is made in the agreement for a minimum earnings level for journeymen timeworkers of not less than 8 s . an hour in the London area and 7s. 10d. in the provinces. These earnings levels are also used for the calculation of overtime rates and payments for holidays for journeymen timeworkers.

[^91]:    * Provision is made in the agreement for a minimum earnings level for journeymen timeworkers of not less than 7 s .8 d . an hour. This earnings level is also used for the calculation of overtime rates and payments for holidays for journeymen timeworkers.
    $\dagger$ The bonus is subject to variation in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^92]:    * Workers operating high speed machines or high speed saws receive an additional payment of 3s. a week.
    $\dagger$ The rates are subject to variation in February each year in accordance with movements of the average of the figures of the official index of retail prices (converted to January $1956=100$ ) published during the period January to December immediately preceding.
    $\ddagger$ These rates apply to operatives in membership of the Sign and Display Trades Union who may be engaged from time to time on exhibition work. A brush and tool allowance of 1s.11d. a week is paid to operatives who supply their own tools.
    § Journeymen electricians and adult mates are paid a travelling allowance at plain time rates of 7d. and 5d. an hour, respectively, for all hours worked.

[^93]:    * 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.

[^94]:    * Coopers taken from the block and engaged on the repair or re-erection of vats receive an extra payment of 8d. 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.

[^95]:    * Except one-machine brown mills in Scotland.
    $\dagger$ This rate applies only to hand-made paper mills.

[^96]:    * For women, 22 years and over with 4 years' experience of process work, the rates are increased by 21 d. an hour (2d. an hour in London) when employed on plain time work.

[^97]:    * 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.
    + 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.

[^98]:    * 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.

[^99]:    * In weekly newspaper offices from which are published four or more separate weekly newspapers with separate registrations and separate titles, the following extras are paid:

    Compositors and linotype operators-4s. a week; rotary minders-Grade 1 towns 2 s . 6 d . a week, Grade 2 towns 2 s . a week.
    $\dagger$ Extra rates are payable in the case of certain other machines and also machines fitted with full automatic or semi-automatic feeders, bronzing attachments and anti-setoff and numbering devices
    $\ddagger$ Extra rates ranging from 2 s .6 d . to 35 s . a week are fixed for certain specified binding, folding, cutting, blocking, ruiing and embossing machines.
    § An additional 4s. a week is payable in the case of machines above Quad Crown and up to and including Eight Crown, and 6 s . a week above Eight Crown

    If Any worker who has worked continuously on a newspaper rotary press for 2 years is paid the appropriate Class 2 rate

[^100]:    * The rates of wages vary according to the type of machine operated.

    In cases where other labour is engaged to relieve female feeders of part of this work, deductions of 4 s . or 8 s . are made from the rates shown.
    $\ddagger$ With an additional 10 s. a week on completion of 4 years' experience after training period.
    $\oint$ Extra rates ranging from 2 s . 6 d . a week to 47 s . 6 d . are fixed for certain binding, folding, stitching, cutting, blocking, ruling and embossing machines.

[^101]:    * There are separate agreements covering the workers employed on the production of national morning and Sunday papers in Manchester.
    $\dagger$ The cost-of-living bonus is subject to variation on 1st March, 1st June, 1st September and 1st December each year in accordance with the official index of retail prices (converted to January $1956=1(0)$ published in the Februcalculation of overtime or shift rates.

[^102]:    * Minimum payments of up to 20 s. a week supplementary to these rates are made to journeymen in charge of certain types of machines.
    $\dagger$ When employed on bronzing an additional payment of 3 d . an hour is made.
    $\ddagger$ Women washing up machines or rollers are paid an additional 1 s . a day with a minimum addition of 3 s . a week.

[^103]:    * Extra rates are payable for machines fitted with full or semi-automatic feed attachments and anti-setoff devices.
    $\dagger$ On the first pay day in January 1966 an adjustment of the cost-of-living bonus was made according to the amount by which the index of retail prices (January $1962=100$ ) for October 1965 (taken to the nearest whole number) had risen above the figure of 111 , the calculation being at the rate of 2 s . 0 d . a week for men and 1 s . 7 d . a week for women for each point rise in the index. The bonus is a flat addition to wages not to be included in the calculation of overtime or shift rates
    $\ddagger$ Extra rates are payable for machines above certain sizes and with additional units and attachments.

[^104]:    - Separate agreements are in operation for rubber reclamation and rubber floor laying.
    $\dagger$ For the full details of the legally binding rates, together with any conditions and qualifications attached to (tationery Office.

[^105]:    *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 rates are subject to variation in April and October each year in accordance with movements of the official in February and August respectively. $1956=100$ ) for the January and July immediately preceding as published

[^106]:    * Includes the manufacture, renovation or repair of pianofortes, players and their parts.
    $\dagger$ Provision is made in the agreement for a minimum earnings level for journeymen timeworkers of not less than 8 s . Od. an hour. This earnings level is also used for the calculation of overtime rates and payments for holidays for journeymen timeworkers.

[^107]:    Note: The rates became operative from 1st January 1968 when the minimum earnings levels established on 3rd July 1967 under the provisions of the 1964 engineering long term agreement, became the minimum time rates, the London differential having been eliminated.

[^108]:    * A number of agreements with various unions are in operation for steam generating plant erection.

[^109]:    * The Grade A standard hourly rate for craftsmen is fixed by the National Joint Council. The rates for craftsmen in London and Liverpool are $1 \frac{1}{2}$ d. an hour above the Grade A standard craft rate. The rates for labourers are fixed at 1 s . $1 \frac{1}{2} \mathrm{~d}$. an hour below the appropriate rate for craftsmen. Women on craft orocesses, after 6 months' probation, are paid 85 per cent. of the Grade A standard rate for craftsmen and women on other than craft processes 85 per cent. of the Grade A rate for labourers.

[^110]:    * The only painters covered by the agreements are those employed by building contractors. Other painters are covered by the agreements of the Scottish Painting Council.
    $\dagger$ The rate for craftsmen is fixed by the National Joint Council. The rate for labourers is $1 \mathrm{~s} .1 \frac{1}{2} \mathrm{~d}$. an hour below the craft rate. Women on craft operations, after 6 months' probation, are paid the male labourer's rate and women on other than craft operations a rate 6 d . below the male labourer's rate.

[^111]:    * The full list of "plus rates" fixed for the various operations is not reproduced for reasons of space.

[^112]:    * The rates are subject to variation in February of each year in accordance with movements of the official index of retail prices (January $1962=100$ ).

[^113]:    * The agreement precludes any form of additional payments through payment-by-results schemes or production bonuses or for work on special sites. Payment for responsibility may be made to approved electricians who undertake the supervision of other operatives.
    $\dagger$ The Mersey district 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 9d. an hour for technicians, approved electricians and electricians and 7 d . an hour for trainee electricians and mates.

[^114]:    * 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.

[^115]:    * The agreements do not cover workers employed by British Railways.
    + The rates quoted, plus specially agreed rates for certain occupations, apply also to workers in Nuclear Power Stations.
    $\ddagger$ Paid to workers with 2 years’ satisfactory continuous service. A further increment of the same amount is paid after 3 years' service.
    § Carpenters and joiners are paid a tool allowance of 2 s . a week, plumbers 1 s . 6 d . a week and plasterers and bricklayers 1 s . a week.

[^116]:    * A driver of a vehicle with trailer attached is paid 1s. 0 d . a day extra for a trailer of up to 4 tons carrying capacity and 2 s . 0 d . a day for a trailer of 4 tons or over carrying capacity. A driver of a vehicle with a power driven winch attached is paid 9 d . a day for any day on which he operates the winch. A driver of an articulated low loader of gross weight exceeding 40 tons is paid an additional 6 s . Od a day whilst so employed.
    $\dagger$ 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 $1 \frac{1}{2} \mathrm{~d}$. an hour (less than $800,000 \mathrm{lbs}$.) or 2 d . an hour ( $800,000 \mathrm{lbs}$. and over). $\ddagger$ 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 $1 \frac{1}{2} \mathrm{~d}$. an hour (less than $100,000 \mathrm{kw}$ ) or 2 d . an hour ( $100,000 \mathrm{kw}$ and over). § A unit operator is paid the appropriate capacity grade rate of the turbines under his control plus 6 d . an hour (aggregate capacity of $150,000 \mathrm{kw}$ or less), 1 s . an hour (aggregate capacity of 150,001 to $400,000 \mathrm{kw}$ ) and 1 s . 6 d . an hour (aggregate capacity of $400,001-1,000,000 \mathrm{kw}$ ), and the unit operator's assistant the appropriate capacity grade rate of the turbine plus 3 d . an hour ( $150,000 \mathrm{kw}$ or less), 6 d . an hour ( 150,001 to $400,000 \mathrm{kw}$ ) and 9 d . an hour ( $400,001-1,000,000 \mathrm{kw}$ ). Where the unit operator is required to carry out loading and/or synchronising he is paid an additional 4 d . an hour.

[^117]:    * Permanent way labourers, lengthmen and relayers, sub-gangers, patrolmen and gangers are paid an additional 5 s . a week above the group rate applicable to their grade when employed at London main line termini.

[^118]:    * Drivers and conductors of double-deck service coaches receive central bus rates of pay.

[^119]:    - Bus mechanics in this class are paid an allowance of 5 s . a week which ranks for bonus.

[^120]:    * Drivers of one-man-operated vehicles receive an additional 15 per cent. provided the carrying capacity does not exceed 60 passengers.
    $\dagger$ During the period of training new entrants are paid a rate equivalent to 90 per cent. of the minimum rate; women conductors are paid the same rates as men.
    $\ddagger$ The grading of employees is settled by the separate undertakings in consultation with the local representatives of the employees.

[^121]:    * Differential rates ranging from 5d. to 8d. an hour are in operation for charge hand craftsmen.
    $\dagger$ 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.
    $\ddagger$ Drivers of one-man operated vehicles receive, for all hours actually worked on such operation, an additional 15 per cent. on the rate prevailing on Sundays, rest days and public holidays and, on all other days, 15 per cent.
    \& The grouping
    § The grouping of undertakings was originally based on the conclusions of a Court of Inquiry appointed by the One other company is in a special categice in 1946. 69 companies are now placed in Group I and 2 in Group II. One other company is in a special category with higher maximum rates for drivers.

[^122]:    The agreement does not apply to port cold stores which are covered by agreements relating to the docks industry.
    $\dagger$ The rate is inclusive for cold store work and takes into consideration any claims which have been or may be submitted for plus (or differential) payments.
    $\ddagger$ Cold store engine room staff are paid a minimum rate of 5 s . $7 \frac{1}{2} \mathrm{~d}$. an hour for a 40 -hour week with an additional payment of 3 d . an hour when employed on shift work.

[^123]:    - The agreement also specifies rates for drivers of mobile cranes and for marine staff.

[^124]:    Note: The rates became operative from 15th June 1966 and remained unchanged when the normal working week was reduced on 28th February 1968

    For footnotes see next page.

[^125]:    * The classes of workers to which the Orders apply are, with certain exceptions, those employed on road haulage work in connection with motor goods vehicles specified in an "A" licence or a "B" licence granted under the Road and Rail Traffic Act, 1960.
    $\dagger$ For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office. The Orders are not applicable to British Road Services.
    $\ddagger$ The Orders specify rates for milk workers.
    § For vehicles of this carrying capacity lower rates are fixed for drivers under 21 years.

[^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.

[^127]:    * In cases where free food is provided by owners the rates of pay are 21 s . a week less.
    $\dagger$ Ratings who are required to provide their own food are entitled to an allowance of 2 s . a day whilst on board on Articles.
    $\ddagger$ Standard rates are also fixed for certain other deck and engine-room ratings and for ratings in the catering department. Any deck rating holding an A.B.'s (not Efficient Deck Hand's) Certificate receives $£ 1$ a month or 4 s .8 d . a week extra. An Efficient Deck Hand who also holds a Lifeboatman's Certificate receives 10s. a month or 2 s .4 d . a week extra.
    § According to tonnage of vessel.
    $\|$ If pre-sea training in an approved course has been taken, the probationary period is reduced to 2 months.

[^128]:    * Subject to a modernisation payment of 8 s .0 d . a day of 8 hours.

[^129]:    * For workers employed at Treforest, the rates are 12s. 6d. a week less.
    $\dagger$ Additional payments are made to workers in this group who possess certain approved qualifications
    $\ddagger$ Dependent on the requirements for additional qualifications, skills or responsibilities.

[^130]:    - For workers employed at Treforest, the rates are 12s. 6d. a week less.

[^131]:    * The majority of workers are employed on piecework and head rates to whom separate agreed rates are payable

[^132]:    * 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 do not come within the scope of the agreements.
    $\dagger$ After 6 months' employment in the case of late entrants.

[^133]:    * The cost-of-living bonus is subject to variation on 1st March, 1st June, 1st September and 1st December each year in accordance with movements of the official index of retail prices (converted to January 1956=100) published in the February, May, August and November immediately preceding and is a flat addition to wages, not to be included for the calculation of overtime.
    $\dagger$ The agreements also fix rates for regular half-night and casual employees and for Saturday forenoon and Sunday morning workers.
    $\ddagger$ The cost-of-living bonus is subject to variation in March and September each year in accordance with movements of the official index of retail prices (converted to January $1956=100$ ) published in the February and August immediately preceding.

[^134]:    * The agreements also specify the rates of wages of managers, manageresses, head warehousemen and clerks and provide for weekly additions to the appropriate rates to be paid to leading and first assistants, according to the average weekly sales, in the various departments.
    $\dagger$ Inside workers receive 251 s . This rate is to be reviewed at any time at the option of the parties to the agreement.

[^135]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders of the Minister of Labour, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for shop managers and manageresses and transport workers.
    $\ddagger$ Agreements between the National Association of Multiple Grocers and the Union of Shop, Distributive and Allied Workers provide for rates higher than those quoted.
    § After 6 months' employment in the case of new entrant shop assistants.

[^136]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ For the agreed rates of wages of workers employed by retail co-operative societies, see page 207.

[^137]:    - For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ For the agreed rates of wages of workers employed by retail co-operative societies, see page 207.

[^138]:    * The agreements also specify minimum rates for shop managers and manageresses.
    $\dagger$ Agreements between the Association of Multiple Retail Meat Traders and the Union of Shop, Distributive and Allied Workers provide for rates higher than those quoted.
    $\ddagger$ The agreements specify an additional payment of 12 s .6 d . a week to all employees (other than shop managers or manageresses) who are holders of the Institute of Meat Diploma.
    § New entrants without previous experience of this trade, may be paid a weekly rate immediately below that specified for their age for the first 6 months of their employment.
    || Van salesmen are paid an additional 5s. a week.

[^139]:    * 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 and transport workers.

[^140]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The Orders also specify minimum rates for managers and manageresses and transport workers.

[^141]:    * 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.

[^142]:    * 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.

[^143]:    * 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 also specify minimum rates for shop managers and manageresses and transport workers
    $\ddagger$ Agreements between the Multiple Tailors' Association or the Multiple Shoe Retailers' Assorkers.
    Union of Shop, Distributive and Allied Tailors' Association or the
    § After 6 months' employment in the Workers provide for rates higher than those quoted

[^144]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The rates are $2 \frac{1}{2} \mathrm{~d}$. an hour higher for workers employed in the making of military dress uniforms (other than khaki), naval frock and dress uniforms, hunt coats and hunt riding breeches, frock and dress coats, and court and diplomatic garments.

[^145]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.

    + The Orders also specify minimum rates for shop managers and manageresses and transport workers.

[^146]:    * 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.

[^147]:    The agreements also specify minimum rates for qualified shop managers and manageresses
    † The salaries quoted in the Table are not applicable to pharmacists over 65 years of age.
    After 6 months' employment in the case of new entrants.

[^148]:    * 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.

[^149]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them reference should be made to the Orders, 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.

[^150]:    * Generally applicable to male workers, 21 years and over.
    $\dagger$ Plus 15 s .6 d . a week to workers loading and/or delivering in sacks or bags for the time so spent.

[^151]:    * Generally applicable to male workers, 21 years and over.
    $\dagger$ Plus 15s. 6d. a week to workers loading and/or delivering in sacks or bags for the time so spent.

[^152]:    * Including demolition, dismantlement, and shipbreaking, but excluding machinery dismantlement for re-use as machinery.
    $\dagger$ These rates are in excess of the statutory minimum rates fixed for General Waste Materials Reciamation (see page 223).

[^153]:    * Including psychiatric hospitals but not including Service Hospitals under the Ministry of Defence or ex-Ministry of Pensions hospitals transferred to the Ministry of Health.

[^154]:    Note: The rates became operative from 1st January 1967 (1st July 1967 for 1st or chief projectionists in Grades AA and A).

[^155]:    * In the case of female staff the hours worked before 6 p.m. may exceed six if all hours are remunerated pro rata to the full time rate applicable to the type of employment concerned.
    $\dagger$ In cases where cleaners are not prepared to work a 24 -hour week, an hourly rate is paid for such time as is actually worked. Where Branch Schedules provide a weekly rate for cleaners the hourly rate is then $1 / 24$ th of the weekly rate, provided that such rate is not less than the local rate for casual labour except that in the area of the Scottish Branch the hourly rate is 3 s . $4 \frac{1}{2} \mathrm{~d}$.

[^156]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ The rate applies to women, 21 years and over.
    $\ddagger$ When deputed to supervise staff for a minimum period of one hour, 1 d . an hour extra.
    $\S$ When engaged in cooking prepared food, 8 d . a day or night extra. When deputed to supervise staff for a minimum period of one hour, 1d. an hour extra.
    $\|$ According to the number of staff normally employed in the canteen under his or her direc control.

[^157]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ For occasional workers, i.e., workers, other than part-time workers, who undertake engagements on either an hourly or a day-to-day basis, the hourly minimum remuneration is the remuneration quoted for the corresponding description of workers in the same area increased by $12 \frac{1}{2}$ per cent. for hours worked between $5 \mathrm{a} . \mathrm{m}$. and $11 \mathrm{p} . \mathrm{m}$. and by 40 per cent. between $11 \mathrm{p} . \mathrm{m}$. and $5 \mathrm{a} . \mathrm{m}$. on any day other than a Sunday or customary holiday, by 25 per cent. on Sundays and 40 per cent. on customary holidays with a minimum payment 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.

[^158]:    * For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Orders, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ In the case of certain "service workers" the minimum weekly rates are lower by 42 s . 6 d . a week for men and 32 s .6 d . for women ( 25 s . 0d. for chambermaids). These "service workers" are employed under a written agreement by which the employer undertakes to pay the reduced statutory remuneration plus a sum not less than the sum (if any) by which the total amount of gratuities received by the worker falls short of 42 s . 6 d . a week for men and 32 s . 6 d . for women ( 25 s .0 d . for chambermaids).

[^159]:    * 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.

[^160]:    * The School Meals Service and Civic Restaurants are not covered by the Unlicensed Place of Refreshment Wages Council Orders but variations in the rates agreed by this Council are applied to female employees in Civic Restaurants (see page 232).

[^161]:    * 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

[^162]:    * In Northern Ireland outside the City of Belfast the rate is 5 s . 10 d . when employed in or outside the workshops.
    $\dagger$ e.g., petrol pump and garage attendants, storekeepers, but with the exception of night watchmen, night attendants, clerical workers and salesmen or saleswomen.
    $\ddagger$ Women employed in workshops who show individual merit are to receive, over and above the minimum wage rates, reasonable merit increments in keeping with the principle that a female worker in comparison with a male worker should receive equal pay for equal work and ability. To be eligible for such increments, women need not necessarily be able to undertake all male semi-skilled or skilled work. Women employed outside the workshops are to receive rates higher than the minimum rates in accordance with their individual merit and ability.

[^163]:    * 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.
    $\dagger$ Agreed rates of wages of boot and shoe repairers employed by Co-operatve Societies are, in a number of areas, fixed at specified amounts in excess of the minimum statutory rates of wages.

[^164]:    * 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.

[^165]:    * From September 1967 these rates have been subject to the addition of 50 s. a week for craftsmen, 40 s. for adult male non-craft workers and 33s. 4d. for women. These additional amounts are not reckonable for the calculation of incentive bonus or overtime but are reckonable for other purposes.

[^166]:    * 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.

[^167]:    *For the full details of the legally binding rates, together with any conditions and qualifications attached to them, reference should be made to the Regulations, copies of which are on sale at H.M. Stationery Office.
    $\dagger$ Members of the police force are required to pay pensions contributions of $6 \neq$ per cent. of their pensionable pay less one shilling and twopence a week in the case of men, and $4 \frac{1}{2}$ per cent. of their pensionable pay less one shilling and twopence a week in the case of women.

[^168]:    * There is one further craft rate in Group D-Electrical (Grade II) 350s.

[^169]:    * Operational members of fire brigades are required under the Firemen's Pension Scheme to pay weekly contributions at the rate of 5 per cent. of their pensionable pay less one shilling and twopence. A man who was a fireman before 1st April 1948 (in Scotland before 16 th May 1948) pays contributions at the rate of 5 per cent. less twopence of his pensionable pay, unless he has exercised an option to pay at the lower rate or did not become subject to the Scheme on the above dates.
    $\dagger$ Separate rates which are lower are fixed for non-operational male members of fire brigades.
    $\ddagger$ If under 19 years of age the rates are reduced by $£ 30$ proceeding to the minimum rate of the appropriate scale after reaching the age of 19 years.

[^170]:    * The rates are applicable to workers with certificates in first aid. Workers not so qualified are paid 13s. 4d. a week less.
    $\dagger$ Where lighting and extinguishing of lamps are done manually by a lamp lighter, the Group 1 rate of pay is appropriate.
    $\ddagger$ The allocation to grades depends upon the duties, responsibility and degree of skill required.

[^171]:    * The Greater London area is defined as the area coming within a radius of 12 miles from Charing Cross, together with the Thames riverside area stretching to Gravesend on the South side and Tilbury on the North side.
    $\dagger$ Dependent on skill and size of machine or vehicle.
    $\ddagger$ Plus 1d. for driving excavators of 1 cubic yard capacity or more or with a jib of 70 feet or more or for special circumstances demanding additional skill.
    § Plus 1d. for driving machines of $70 \mathrm{~h} . \mathrm{p}$. or over.

[^172]:    - Other than craftsmen employed in waterworks, municipal transport undertakings and local authority controlled docks undertakings, and craftsmen within the purview of the National Joint Council for County Council Roadmen. Under an agreement with the Heating and Domestic Engineering Union rates of pay are fixed for heating, ventilating and domestic engineers and mates, the engineers receiving the same rates of pay as engineering craftsmen shown in the Table above. Under an agreement with the Electrical Trades Union rates in excess of those quoted above are fixed for electricians.

[^173]:    * The agreements specify higher rates for various categories of workers or for exceptional kinds of work.

[^174]:    * Plus rates from $1 \frac{1}{2} \mathrm{~d}$. to $8 \frac{1}{2} \mathrm{~d}$. an hour above the basic rate are paid to roadmen and water workers whilst employed as plant operators or performing certain other specified duties. Skilled roadmen and water workers are only entitled to the difference between the plus rate for the grade and that for the duty performed.
    † Plus 1d. an hour when a trailer or snow plough is attached. This does not apply to an articulated vehicle without an additional trailer or to a single trailer attached to a tractor used only as a drawing vehicle.

[^175]:    *The constitution of the National Council provides that the term " County Council roadmen " shall include all workmen employed wholly upon or in connection with county roads either by a County Council or by the Council of any county district to whom powers have been delegated under Section 35 of the Local Government Act, 1929, with the exception of all such workmen as are employed upon county roads in any borough or urban district directly by the Council of the borough or urban district and are paid by that Council.

[^176]:    For explanatory notes see pages 275/276.

[^177]:    2 weeks 1 day
    2 weeks 2 days
    2 weeks 3 days
    2 weeks 4 days
    2 weeks 5 days
    2 weeks 3 days with a further day each year until 3 weeks in 1970 (5-day week workers) (5-day week workers) and in 1971
    week workers)

