## (30) WHOLESALE MANTLE AND COSTUME (G.B.)

# The Wholesale Mantle and Costume Wages Council (Great Britain) Wages Regulation Order, 1948

## 1948 No. 1271

*Made* - - - - 15*th June*, 1948
*Coming into Operation* 2*nd July*, 1948

W.M. (44)

Whereas the Minister of Labour and National Service (hereinafter referred to as " the Minister ") has received from the Wholesale Mantle and Costume Wages Council (Great Britain) (hereinafter referred to as " the Council ") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Council operates in substitution for the remuneration fixed for those workers by the Wholesale Mantle and Costume Wages Council (Great Britain) Wages Regulation Order, 1946(a) (hereinafter referred to as " Order W.M. (41) ");

Now, therefore, the Minister by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945, and of all other powers in that behalf hereby makes the following Order:— 8 & 9 Geo. 6. c. 17.

**1.**—(1) This Order may be cited as the Wholesale Mantle and Costume Wages Council (Great Britain) Wages Regulation Order, 1948. Short title and interpretation.

(2) In this Order the expression " the specified date " means the 2nd day of July, 1948, provided that where as respects any worker who is paid wages at intervals not exceeding seven days that date does not correspond with the beginning of the period for which the wages are paid, the expression " the specified date " means, as respects that worker, the beginning of the next such period following that date.

(3) The Interpretation Act, 1889, applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament. 52 & 53 Vict. c. 63.

**2.**—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto. Fixing of statutory minimum remuneration and revocation of Order W.M. (41).

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order W.M. (41) (a) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 15th day of June, 1948.

*H. H. Wiles,*
Deputy Secretary of the
Ministry of Labour and National Service.

(a) S.R. & O. 1946 (No. 603) I, p. 2194.

## SCHEDULE

**The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order W.M. (41).**

### PART I
### GENERAL

Paragraph 1

The minimum remuneration payable to a worker to whom this Schedule applies for all work except work to which a minimum overtime rate applies under Part IV is :—

(*a*) in the case of a time worker, the general minimum time rate payable to the worker under Part II or Part III of this Schedule.

(*b*) in the case of a worker employed on piece work, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the piece work basis time rate applicable to the worker under Part II or Part III of this Schedule.

### PART II
### MALE WORKERS
### GENERAL MINIMUM TIME RATES AND PIECE WORK BASIS TIME RATES

Paragraph 2

The general minimum time rates payable to male workers with the qualifications specified in Col. 2 of the next following Table when employed on time work and the piece work basis time rates applicable to such workers when employed on piece work are those set out in Columns 3 and 4 of the said Table respectively.

| Col. 1 | Col. 2 | Col. 3 | Col. 4 |
|---|---|---|---|
| Class of Worker | Qualifying Period of Employment or Age | General Minimum Time Rates | Piece Work Basis Time Rates |
| | | Per hour<br>s. d. | Per hour<br>s. d. |
| (*a*) MEASURE CUTTER, that is to say, a person employed in any process of measure cutting who is capable of taking a complete set of measures and of cutting all garments for a female person from patterns. | Not less than four years' employment after the age of 18 years in actual cutting processes, including not less than three years' employment as a measure cutter, but excluding designing. | 2 6 | 2 8 |

| | | | |
|---|---|---|---|
| (*b*) CUTTER or TRIMMER, that is to say, a person substantially employed in one or more of the following processes :—<br>(i) marking-in or marking-up cloth or linings or other materials ;<br>(ii) laying-up, hooking-up or folding cloth or linings or other materials ;<br>(iii) cutting cloth or linings or other materials or cutting out patterns of any description to be used afterwards for the cutting out of garments ; and<br>(iv) dividing (that is to say, the process ordinarily carried on by cutters or their assistants of dividing, parting or separating the parts of garments after being cut and of assembling them into suitable bundles for making up),<br>other than a measure cutter to whom the minimum rates specified in (*a*) apply or a knife cutter or knifeman. | Not less than three years' employment after the age of 18 years as a cutter of any of the classes specified in Col. 1 or as a knifeman. | 2 4 | 2 6 |
| (*c*) KNIFE CUTTER or KNIFEMAN, that is to say, a person wholly or mainly employed on band, electric or hand knife processes. | Not less than three years' employment after the age of 18 years as a cutter of any of the classes specified in Col. 1 or as a knifeman. | 2 4 | 2 6 |
| (*d*) FITTER-UP, that is to say, a person employed in fitting-up (which is a process between that of cutting and that of sewing, baisting or machining, and which consists of preparing or fitting accurately the various parts of the garments before being baisted, sewn or machined, such work of preparing or fitting being always done by shears or knives or other cutting appliances—sewing, baisting or machining forming no part or process of fitting-up). | Not less than three years' employment after the age of 18 years as a fitter-up or tailor. | 2 4 | 2 6 |
| (*e*) TAILOR, that is to say, a person employed in sewing by hand in a process of :—<br>(i) making a garment or portion of a garment, or<br>(ii) altering, repairing, renovating or re-making a garment or portion of a garment, when such process is carried out in a factory. | Not less than three years' employment after the age of 18 years as a tailor. | 2 4 | 2 6 |
| (*f*) PRESSER, that is to say, a person employed in pressing-off by hand or by machine. | Not less than three years' employment after the age of 18 years in the processes of pressing-off or under-pressing. | 2 4 | 2 6 |

| Col. 1 | Col. 2 | Col. 3 | Col. 4 |
|---|---|---|---|
| Class of Worker | Qualifying Period of Employment or Age | General Minimum Time Rates | Piece Work Basis Time Rates |
| | | Per hour s. d. | Per hour s. d. |
| (*g*) MACHINIST, that is to say, a person employed in machining other than as a plain machinist and capable of machining any one garment or portion of a garment. | Not less than three years' employment after the age of 18 as a machinist. | 2 4 | 2 6 |
| (*h*) PASSER, that is to say, a person employed in examining garments, either in the course of being made up or upon completion. | Not less than three years' employment after the age of 18 years as a passer or tailor. | 2 4 | 2 6 |
| (*i*) UNDER-PRESSER, that is to say, a person employed in pressing processes other than pressing-off. | Not less than three years' employment after the age of 18 years as an under-presser or presser. | 2 1 | 2 3 |
| (*j*) PLAIN MACHINIST, that is to say, a person employed in the process of making up plain sleeves, facings, linings, inside pockets, quilting or padding. | Not less than three years' employment after the age of 18 years as a plain machinist or machinist. | 2 1 | 2 3 |
| (*k*) WAREHOUSEMAN, that is to say, a person employed, wholly or mainly upon one or more of the operations of assembling, keeping, storing and distributing stock, and cutting off lengths of cloth, linings or other materials. | Not less than three years' employment as a warehouseman after the age of 18 years. | 2 2½ | 2 4½ |
| (*l*) PACKER, that is to say, a person employed, wholly or mainly, in packing goods and materials. | Not less than three years' employment as a packer after the age of 18 years. | 2 1½ | 2 3½ |
| (*m*) ALL OTHER WORKERS... ... ... ... ... | Workers aged 21 years or over ... ... | 1 11½ | |
| | ,, ,, 20 and under 21 years ... | 1 7½ | |
| | ,, ,, 19 ,, ,, 20 ,, ... | 1 5 | |
| | ,, ,, 18 ,, ,, 19 ,, ... | 1 3 | 2 1½ |
| | ,, ,, 17 ,, ,, 18 ,, ... | 1 1 | |
| | ,, ,, 16 ,, ,, 17 ,, ... | 10½ | |
| | ,, ,, under 16 years ... ... | 8½ | |
| Provided that the general minimum time rate payable, during his first year's employment to a worker who enters or has entered the trade for the first time at the age of 19 years or over shall be as follows :– | (i) where the worker is aged under 21 years | 1 3½ | |
| | (ii) where the worker is aged 21 years or over | 1 5 | |

## PART III

## FEMALE WORKERS

### GENERAL MINIMUM TIME RATES

Paragraph 3

The general minimum time rates payable to female time workers are as follows:—

| | Per hour s. d. |
|---|---|
| (*a*) Conveyor Belt Machinists (that is to say, female workers employed in machining any work conveyed directly to or from them on a mechanical conveyor belt), not being learners to whom (*c*) of this paragraph applies ... ... | 1 6½ |
| (*b*) Cutters, Trimmers or Fitters-up (as defined in paragraph 9) being workers aged— | |
| Under 19 years ... ... ... ... ... ... | 1 5 |
| 19 and under 20 years ... ... ... ... ... | 1 5½ |
| 20 years or over ... ... ... ... ... ... | 1 6 |

Provided that where the worker is employed as a cutter, trimmer or fitter-up for the first time at the age of 19 years or over the general minimum time rate payable during the first two months of such employment shall be 1d. per hour less than the general minimum time rate otherwise payable.

(*c*) Learners (as defined in paragraph 9) during the following periods of employment in the trade—

| | Per hour s. d. |
|---|---|
| The first 6 months ... ... ... ... ... ... | 7½ |
| The second 6 months ... ... ... ... ... ... | 9 |
| The second year ... ... ... ... ... ... | 10½ |
| The third year ... ... ... ... ... ... ... | 1 1 |

Provided that a worker who enters or has entered the trade for the first time at the age of 18 years or over shall be treated for the purposes of this paragraph as though she had, at the date of her entry, completed 1 year of employment as a learner.

| | Per hour s. d. |
|---|---|
| (*d*) All other workers ... ... ... ... ... ... | 1 5 |

### PIECE WORK BASIS TIME RATES

Paragraph 4

The piece work basis time rates applicable to female workers employed on piece work are as follows:—

| | Per hour s. d. |
|---|---|
| (*a*) workers employed as cutters, trimmers or fitters-up, being workers aged— | |
| Under 19 years ... ... ... ... ... ... | 1 6½ |
| 19 and under 20 years ... ... ... ... ... ... | 1 7 |
| 20 years or over ... ... ... ... ... ... | 1 7½ |
| (*b*) All other workers (including homeworkers) ... ... | 1 6½ |

## PART IV

## OVERTIME AND WAITING TIME

### NORMAL NUMBER OF HOURS

Paragraph 5

Subject to the provisions of this Part of this Schedule, the minimum overtime rates set out in paragraph 6 are payable to a worker in respect of any time worked—

(*a*) in excess of the hours following, that is to say,

| | |
|---|---|
| (i) in any week ... ... ... ... ... ... | 44 hours |
| or, where the employer normally requires the worker's attendance on Saturday in alternate weeks only, in the week in which attendance on Saturday is required ... ... ... ... ... ... | 46 hours |
| (ii) on any day other than a Saturday, Sunday or customary holiday ... ... ... ... ... | 8½ hours |
| or, where the employer normally requires the worker's attendance on 5 days only in the week ... | 9 hours |
| (iii) on a Saturday, not being a customary holiday, where the employer normally requires the worker's attendance on 6 days in the week ... ... ... | 4 hours |

(*b*) on a Sunday or customary holiday, or, where the employer normally requires the worker's attendance on 5 days only in the week, on a Saturday.

### MINIMUM OVERTIME RATES

Paragraph 6

(1) Minimum overtime rates are payable to any worker as follows:—

(*a*) on any day other than a Saturday, Sunday or customary holiday—

| | |
|---|---|
| (i) for the first 2 hours worked in excess of 8½ hours ... ... ... ... ... ... | TIME-AND-A-QUARTER |
| (ii) for the next 2 hours ... ... ... ... | TIME-AND-A-HALF |
| (iii) thereafter ... ... ... ... ... | DOUBLE TIME |

Provided that where the employer normally requires the worker's attendance on 5 days only in the week, the said minimum overtime rates of time-and-a-quarter, time-and-a-half and double time shall be payable after 9, 11 and 13 hours' work respectively;

(*b*) on a Saturday, not being a customary holiday—

| | |
|---|---|
| (i) where the employer normally requires the worker's attendance on 6 days in the week— | |
| for the first 4 hours worked in excess of 4 | TIME-AND-A-HALF |
| thereafter ... ... ... ... ... | DOUBLE TIME |
| (ii) where the employer normally requires the worker's attendance on 5 days only in the week— | |
| for the first 2 hours worked ... ... ... | TIME-AND-A-QUARTER |
| for the next 2 hours ... ... ... ... | TIME-AND-A-HALF |
| thereafter ... ... ... ... ... | DOUBLE TIME |

(*c*) on a Sunday or customary holiday—

| | |
|---|---|
| for all time worked ... ... ... ... ... | DOUBLE TIME |

(*d*) in any week, exclusive of any time in respect of which any minimum overtime rate is payable under the foregoing provisions of this sub-paragraph—

| | |
|---|---|
| for all time worked in excess of 44 hours ... | TIME-AND-A-QUARTER |

Provided that where the employer normally requires the worker's attendance on Saturday in alternate weeks only, the said weekly minimum overtime rate shall be payable in the week in which attendance on Saturday is required after 46 hours' work (exclusive of any time in respect of which a minimum overtime rate is payable as aforesaid).

(2) The minimum overtime rates set out in sub-paragraph (1) (*a*), (*b*) or (*c*) of this paragraph are payable in any week whether or not the minimum overtime rate set out in sub-paragraph (1) (*d*) is also payable.

(3) Where the employer normally requires the worker's attendance on Sunday and not on Saturday, for the purposes of this Part of this Schedule (except where in the case of a woman or young person such attendance on Sunday is unlawful) Saturday shall be treated as a Sunday and, subject to the provisions of sub-paragraph (4) of this paragraph, Sunday shall be treated as a Saturday.

(4) Where an ordinary week-day is substituted for Saturday, or in a case where the provisions of sub-paragraph (3) of this paragraph apply, for Sunday as the worker's weekly short day, for the purposes of this Part of this Schedule (except where in the case of a woman or young person such substitution is unlawful) that ordinary week-day shall be treated as a Saturday, and Saturday or Sunday, as the case may be, shall be treated as an ordinary weekday.

Paragraph 7

In this Part of this Schedule—

(1) the expression " customary holiday " means—

(*a*) (i) In England and Wales—
Christmas Day (or, if Christmas Day falls on a Sunday, such other week day as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday;

(ii) In Scotland—
New Year's Day (or, if New Year's Day falls on a Sunday, the following Monday);

the local Spring holiday;

the local Autumn holiday;
and three other days (being days on which the worker normally works) in the course of a calendar year, to be fixed by the employer and notified to the worker not less than three weeks before the holiday;

or (*b*) in the case of each of the said days a day substituted by the employer therefor, being a day recognised by local custom as a day of holiday in substitution for the said day.

(2) the expressions " time-and-a-quarter," " time-and-a-half " and " double time " mean respectively—

(*a*) in the case of a time worker, one and a quarter times, one and a half times and twice the general minimum time rate otherwise payable to the worker;

(*b*) in the case of a male worker aged 21 years or over who is employed on piece work or of a female worker (not being a learner) who is employed on piece work,

(i) a time rate equal respectively to one quarter, one half and the whole of the piece work basis time rate applicable to the worker and in addition thereto

(ii) the piece rates otherwise payable to the worker under paragraph 1 (*b*) of this Schedule;

(*c*) in the case of a male worker aged less than 21 years who is employed on piece work or of a female learner who is employed on piece work,

(i) a time rate equal respectively to one quarter, one half and the whole of the general minimum time rate which would be payable if the worker were a time worker and a minimum overtime rate did not apply and in addition thereto

(ii) the piece rates otherwise payable to the worker under paragraph 1 (*b*) of this Schedule.

## WAITING TIME

Paragraph 8

(1) A worker is entitled to payment of the minimum remuneration specified in this Schedule for all time during which he is present on the premises of his employer unless he is present thereon in any of the following circumstances:—

(*a*) without the employer's consent, express or implied;

(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;

(*c*) by reason only of the fact that he is resident thereon;

(*d*) during normal meal times in a room or place in which no work is being done, and he is not waiting for work to be given to him to perform.

(2) The minimum remuneration payable under sub-paragraph (1) of this paragraph to a piece worker when not engaged on piece work is that which would be payable if he were a time worker.

## PART V

## INTERPRETATION

Paragraph 9

In this Schedule—

(1) A FEMALE CUTTER, TRIMMER or FITTER-UP is a worker substantially occupied in one or more of the following processes:—

(*a*) marking-in or marking-up cloth or linings or other materials;

(*b*) laying-up, hooking-up or folding cloth or linings or other materials;

(*c*) cutting cloth or linings or other materials;

(*d*) trimming (that is to say, the process as ordinarily carried on of cutting and assembling together the linings and fittings of garments);

(*e*) dividing (that is to say, the process as ordinarily carried on by cutters or their assistants, of dividing, parting or separating the parts of garments after being cut, and of assembling them into suitable bundles for making-up); and

(*f*) fitting-up (which is a process between that of cutting and that of sewing, baisting, or machining, and which consists of preparing and fitting accurately the various parts of the garment before being baisted, sewn or machined, such work of preparing and fitting being always done by shears or knives or other cutting appliances—sewing, baisting or machining forming no part or process of fitting-up).

(2) A FEMALE LEARNER is a worker who:—

(*a*) is employed during the whole or a substantial part of her time in learning any branch or process of the trade by an employer who provides her with reasonable facilities for such learning;

(*b*) does not work in a room used for dwelling purposes except where she is in the employment of her parent or guardian; and

(*c*) has received a certificate of registration of learnership from the Council, or has made an application to the Council for such certificate which has been duly acknowledged and is still under consideration.

Provided that—

(i) the certification of a learner may be cancelled by the Council if the foregoing provisions of this sub-paragraph are not complied with;

(ii) an employer may employ a female learner on her first employment in the trade without a certificate for a probationary period not exceeding four weeks but, in the event of such learner being continued thereafter at her employment, the probationary period shall be treated for the purposes of this Schedule as part of her period of learnership; and

(iii) the provision with regard to a certificate shall not apply before the date declared by His Majesty in Council under section four of the Trade Boards and Road Haulage Wages (Emergency Provisions) Act, 1940(a), to be the date on which the emergency that was the occasion of the passing of that Act came to an end.

(3) " THE TRADE " means the trade of wholesale mantle and costume making as specified in paragraph 11 of this Schedule.

## RECKONING OF EMPLOYMENT

Paragraph 10

For the purpose of determining whether a worker has completed any period of employment specified in paragraph 2 or 3 of this Schedule, there shall be taken into account any such employment as a worker in relation to whom there operated one or more of the following Wages Councils (or of the Trade Boards which respectively preceded them), that is to say, the Wholesale Mantle and Costume Wages Council (Great Britain), the Retail Bespoke Tailoring Wages Councils for England and Wales and for Scotland and the Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain) and in the case of Male Cutters of any class and Knifemen, in the Rubberised Waterproof trade.

## APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 11

This Schedule applies, subject to the provisions of the Wages Councils Act, 1945, to workers in relation to whom the Wholesale Mantle and Costume Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in wholesale mantle and costume making as specified in the Regulations made by the Minister of Labour and dated 20th November, 1919, with respect to the constitution and proceedings of the Trade Board for the Wholesale Mantle and Costume Trade (Great Britain)(b), namely:—

" Women's, girls' and children's ready-made and wholesale bespoke tailoring and all women's, girls' and children's retail bespoke tailoring carried on in a factory where garments are made up for three or more retail establishments, and any other branch of women's, girls' and children's tailoring which is not included within the scope of the Retail Bespoke Tailoring Trade Board.

INCLUDING:—

(1) All operations and processes of cutting, making or finishing by hand or machine of coats, costumes, tailored skirts, coat-frocks, mantles, service clothing or similar garments made by tailoring processes;

(2) (*a*) The altering, repairing, renovating, or remaking of any of the above-mentioned tailored garments, except where included within the scope of the Retail Bespoke Tailoring Trade Board;

(*b*) The cleaning of such garments where carried out in association with or in conjunction with the altering, repairing, renovating, or remaking of the garments;

(3) The lining with fur of any of the above-mentioned garments where carried out in association with or in conjunction with the making of such garments;

(a) 3 & 4 Geo. 6. c. 7. (b) S.R. & O. 1919 (No. 2218) II, p. 576.

(4) (*a*) All processes of embroidery or decorative needlework, where carried on in association with or in conjunction with the making, altering, repairing, renovating or re-making of any of the above-mentioned tailored garments other than hand embroidery or hand-drawn thread work on garments made of linen or cotton or of mixed linen or cotton;

(*b*) The following processes, if done by machine—namely, thread-drawing, thread clipping, top-sewing, scalloping, nickelling and paring;

(5) Warehousing, packing and all other operations incidental to or appertaining to any of the above-mentioned branches of tailoring;

But excluding:—

(1) Those branches of women's or girls' bespoke tailoring and all operations or processes covered by the Trade Boards (Tailoring) Order, 1919(a);

(2) The making of headgear;

(3) The making of rubberised or oilskin garments;

(4) Warehousing, packing and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made on the premises."

EXPLANATORY NOTE

*(This Note is not part of the Order, but is intended to indicate its general purport.)*

This Order, which has effect from the 2nd July, 1948, revokes the Wholesale Mantle and Costume Wages Council (Great Britain) Wages Regulation Order, 1946 (Order W.M. (41)), which fixed the statutory minimum remuneration payable to workers in relation to whom the Council operates, and substitutes the statutory minimum remuneration set out in the Schedule to this Order.

# WAR DAMAGE

## The War Damage (Valuation Appeals and References) (Amendment) Rules, 1948

## 1948 No. 1697 (L. 18)

*Made* - - - - 21*st July*, 1948
*Coming into operation* 1*st October*, 1948

I, William Allen Viscount Jowitt, Lord High Chancellor of Great Britain, in the exercise of the powers conferred on me by the War Damage (Valuation Appeals) Act, 1945, do hereby make the following Rules:—

9 & 10 Geo. 6. c. 8.

**1.** These Rules may be cited as the War Damage (Valuation Appeals and References) (Amendment) Rules, 1948, and shall come into operation on the first day of October, nineteen hundred and forty-eight.

(a) S.R. & O. 1919 (No. 1201) II, p. 528.