EXPLANATORY NOTE

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

The Schedule to this Order sets out the statutory minimum remuneration payable as from the 25th April, 1949, to workers in relation to whom the Brush and Broom Wages Council (Great Britain) operates. It supersedes the Schedule to Order M. (59) (as amended). New provisions, which are printed in italics, occur in paragraphs 4 (1), 5, 6 (1), 7 (1), 16 and 70.

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(6) COFFIN FURNITURE AND CEREMENT-MAKING (G.B.)

The Coffin Furniture and Cerement-making Wages Council (Great Britain) Wages Regulation Order, 1949

1949 No. 1018

Made - - - - 26*th May*, 1949
Coming into Operation 15*th June*, 1949

U. (50)

Whereas the Minister of Labour and National Service (hereinafter referred to as "the Minister") has received from the Coffin Furniture and Cerement-making Wages Council (Great Britain) (hereinafter referred to as "the Council")

(*a*) the wages regulation proposals set out in the First 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 Coffin Furniture and Cerement-making Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1947(**a**) (hereinafter referred to as "Order U. (48)") and

(*b*) the wages regulation proposals set out in the Second Schedule hereto being proposals for amending the Coffin Furniture and Cerement-making Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1947(**b**) (hereinafter referred to as "Order U. (46)") which contains provisions requiring workers in relation to whom the Council operates to be allowed holidays by their employers and fixing holiday remuneration to be paid by their employers to those workers;

Now, therefore the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(**c**), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation.

1.—(1) This Order may be cited as the Coffin Furniture and Cerement-making Wages Council (Great Britain) Wages Regulation Order, 1949.

(2) In this Order the expression "the specified date" means the 15th day of June, 1949, 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(**d**), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

(**a**) S.R. & O. 1947 (No. 1563) I, p. 2351. (**b**) S.R. & O. 1947 (No. 10) I, p. 2361.
(**c**) 8 & 9 Geo. 6. c. 17. (**d**) 52 & 53 Vict. c. 63.

Fixing of statutory minimum remuneration and revocation of Order U.(48).

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the First Schedule hereto.

(2) The provisions of the First Schedule hereto shall have effect as from the specified date and as from that date Order U. (48)(**a**) shall cease to have effect.

Amendment of Order U. (46) as to holidays and holiday remuneration.

3.—(1) Effect is hereby given to the said wages regulation proposals set out in the Second Schedule hereto.

(2) The provisions of the Second Schedule hereto shall have effect as from the specified date.

Signed by order of the Minister of Labour and National Service this 26th day of May, 1949.

Godfrey H. Ince,
Secretary of the
Ministry of Labour and National Service.

FIRST SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order U. (48).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

Paragraph 1

Subject to the provisions relating to guaranteed weekly remuneration set out in paragraph 12 of this Schedule, the minimum remuneration payable to a worker to whom this Schedule applies is as follows, that is to say:—

(*a*) for all work except work to which a minimum overtime rate applies under Part IV—

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

(ii) 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 the provisions of Part II or Part III of this Schedule.

(*b*) for all work to which a minimum overtime rate applies under Part IV of this Schedule, that rate.

Paragraph 2

In this Schedule—

(*a*) "the coffin furniture section" means that section of the trade specified in paragraph 14 of this Schedule in which there is carried on the manufacture of coffin furniture from any metal by any process, including the operations of packing, warehousing, despatching or other operations incidental to or appertaining to the manufacture of such coffin furniture.

(*b*) "the cerement-making section" means that section of the trade specified in paragraph 14 of this Schedule in which there is carried on the manufacture of cerements, including shrouds, face curtains, face cloths, sidecloths, winding sheets, pillow covers, coffin pads, sleeves or frilling, including the operations of folding, packing, warehousing, despatching or other operations incidental to or appertaining to the manufacture of any of the said articles.

(**a**) S.R. & O. 1947 (No. 1563) I, p. 2351.

PART II

COFFIN FURNITURE SECTION

GENERAL MINIMUM TIME RATES

MALE WORKERS

Paragraph 3

The general minimum time rates payable to male workers (other than engravers or engravers' assistants) employed in the coffin furniture section are as follows:—

	Per hour s.	d.
(*a*) Workers aged 21 years or over and employed as—		
(i) Dressers, Planishers (including Wheelers), Platers, Polishers, Pressure Die Casters or Stampers—		
Grade I	2	0
Grade II	2	2
Grade III	2	4
(ii) Gravity Die Casters, Press Workers, Pressure Die Casters' Assistants, Platers' Assistants or Sprayers	2	0
(iii) Assemblers, Despatchers, Packers or Warehousemen	1	11
(*b*) All other workers aged 21 years or over (other than engravers or engravers' assistants as aforesaid)	1	10
(*c*) Workers aged under 21 years, being—		
Workers aged 20 and under 21 years	1	7
" " 19 " " 20 "	1	5
" " 18 " " 19 "	1	3
" " 17 " " 18 "	1	1
" " 16 " " 17 "		11
" " *under 16 years*		10

FEMALE WORKERS

Paragraph 4

The general minimum time rates payable to female workers (other than engravers or engravers' assistants) employed in the coffin furniture section are as follows:—

	Per hour s.	d.
(*a*) Workers aged 21 years or over, being—		
(i) Polishers	1	9
(ii) Blackers, Die Casters, Heavy Hand Press Workers, Power Press Workers, Heavy Machine Workers, Lace Cutters, Platers' Assistants, Spray Painters and Lacquerers or Stampers	1	7
(iii) Assemblers, Drillers, Fettlers, Light Hand Press Workers, Light Machine Workers, Packers, Tappers, Viewers, or Warehouse and Despatch Workers	1	5
(*b*) Workers aged under 21 years, being—		
Workers aged 20 and under 21 years	1	4
" " 19 " " 20 "	1	3
" " 18 " " 19 "	1	2
" " 17 " " 18 "	1	1
" " 16 " " 17 "	1	0
" " *under 16 years*		10

Provided that the general minimum time rate payable during her first six months' work in the said section to a worker who enters, or has entered, the section for the first time at the age of 16 years or over shall be 1d. per hour less than the rate otherwise payable under (*a*) or (*b*) of this paragraph.

PIECE WORK BASIS TIME RATES

MALE OR FEMALE WORKERS

Paragraph 5

The piece work basis time rate applicable to a male or female worker (other than an engraver or an engraver's assistant) employed on piece work in the coffin furniture section is a rate which is equal to the general minimum time rate, which would be payable if the worker were a time worker, increased by 15 per cent.

PART III

CEREMENT-MAKING SECTION

GENERAL MINIMUM TIME RATES

FEMALE WORKERS

Paragraph 6

The general minimum time rates payable to female workers employed in the cerement-making section are as follows:—

	Per hour. s.	d.
(*a*) Workers other than Pinkers or Choppers, being—		
Workers aged 21 years or over	*1*	*5*
„ „ 20 and under 21 years	*1*	*4*
„ „ 19 „ „ 20 „	*1*	*3½*
„ „ 18 „ „ 19 „	*1*	*2½*
„ „ 17 „ „ 18 „	*1*	*1*
„ „ 16 „ „ 17 „	*1*	*0*
„ „ *under 16 years*		*10*

(*b*) Pinkers or Choppers—the rate appropriate to the worker's age under (*a*) of this paragraph increased by 10 per cent.

Provided that the general minimum time rate payable during her first six months' work in the said section to a worker who enters, or has entered, the section for the first time at the age of 16 years or over shall be 1d. per hour less than the rate otherwise applicable under (*a*) or (*b*) of this paragraph.

PIECE WORK BASIS TIME RATES

FEMALE WORKERS

Paragraph 7

The piece work basis time rate applicable to a female worker employed on piece work in the cerement-making section is a rate equal to the general minimum time rate, which would be payable if the worker were a time worker, increased by 1½d. per hour.

PART IV

OVERTIME AND WAITING TIME IN BOTH SECTIONS OF THE TRADE

MINIMUM OVERTIME RATES

Paragraph 8

Subject to the provisions of this Part of this Schedule, minimum overtime rates are payable to any worker as follows:—

(*a*) On any day in the week other than a Saturday, Sunday or customary holiday—

(i) for the first 2 hours worked in excess of 8¼ hours on four of such days, or in excess of 8 hours on the remaining day .. .. TIME-AND-A-QUARTER

(ii) for the next 2 hours so worked respectively TIME-AND-A-HALF

(iii) thereafter .. .. DOUBLE TIME

Provided that where the worker normally attends on five 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 worker normally attends on five 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

(ii) in any other case—

for the first 4 hours worked in excess of 4 hours .. .. TIME-AND-A-HALF
thereafter .. .. DOUBLE TIME

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

for all time worked .. .. DOUBLE TIME

Paragraph 9

For the purposes of this Part of this Schedule—

(*a*) where the employer normally requires the worker's attendance on Sunday and not on Saturday (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 (*b*) of this paragraph, Sunday as a Saturday;

(*b*) where an ordinary weekday is substituted for Saturday or in the case where the provisions of (*a*) of this paragraph apply, for Sunday, as the worker's weekly short day (except where in the case of a woman or young person such substitution is unlawful), that ordinary weekday shall be treated as a Saturday, and Saturday or Sunday (as the case may be) as an ordinary weekday.

Paragraph 10

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 weekday 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 (other than a day fixed by the employer in Scotland and notified to the worker as aforesaid) a day substituted therefor, being either a day recognised by local custom as a day of holiday in substitution for the said day or a day fixed by agreement between the employer and the worker or his representative.

(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 worker 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 to the worker if he were a time worker, and a minimum overtime rate did not apply, and, in addition thereto,

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

WAITING TIME

Paragraph 11

(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 the employer, unless he is present thereon in any of the following circumstances, that is to say:—

(*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; or

(*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

GUARANTEED WEEKLY REMUNERATION

Paragraph 12.

(1) This paragraph applies to a worker who ordinarily works for the employer for at least 34 hours weekly on work to which statutory minimum remuneration applies under the provisions of this Schedule.

(2) Notwithstanding the foregoing provisions of this Schedule, where in any week

(*a*) no remuneration is payable to the worker under the foregoing provisions of this Schedule, or by way of holiday remuneration under any wages regulation order made by the Minister to give effect to the proposals of the Council, or

(*b*) the total amount of any such remuneration is less than the guaranteed weekly remuneration provided for by this Part of this Schedule,

the minimum remuneration payable to that worker for that week, in lieu of any amount aforesaid, shall, subject to the provisions of this paragraph, be the guaranteed weekly remuneration.

(3) The amount of the guaranteed weekly remuneration is 34 hours pay calculated at the general minimum time rate ordinarily payable to the worker,

(4) Payment of the guaranteed weekly remuneration in any week is subject to the condition that the worker throughout the period of his ordinary employment in that week, excluding any day allowed to him as a holiday, is—

(*a*) capable of and available for work ; and

(*b*) willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available to him in the establishment in which he is employed.

(5) The guaranteed weekly remuneration shall not be payable to a worker

(*a*) in any week in which work is not available to him by reason of a strike or lock-out ; or

(*b*) in any week in which the worker has been dismissed on the grounds of serious misconduct ; or

(*c*) if at any time in the week the worker is absent from work by reason of sickness ; or

(*d*) if at any time in the week or during the preceding four weeks the worker has been otherwise absent from work without the leave of the employer.

(6) The amount of the guaranteed weekly remuneration applicable to a piece worker shall be the sum to which he would be entitled if he were a time worker.

PART VI

INTERPRETATION

Paragraph 13.

(1) In paragraph 3 of this Schedule the expressions " Grade I," " Grade II " and " Grade III " have the following meanings :—

(*a*) In the case of a Dresser—

" Grade I " means a worker employed on dressing who is not of Grade II or III.

" Grade II " means a worker who has had not less than one year's experience as a dresser and who turns, screws inside and out, files flat and squares at the vice and finishes his work throughout.

" Grade III " means a worker who has had more than three years' experience as a dresser and who, in addition to fulfilling the conditions of Grade II, is an expert in all processes, or is a charge hand responsible for all work and order in the shop.

(*b*) In the case of a Planisher or Wheeler—

" Grade I " means a worker employed on planishing or wheeling who is not of Grade II or III.

" Grade II " means a worker who has had not less than one year's experience as a planisher or wheeler and is an expert in all processes and is able to do good class work.

" Grade III " means a worker who has had more than three years' experience as a planisher or wheeler and who, in addition to fulfilling the conditions of Grade II, is employed in making mitred breast plates or handle plates of any design.

(*c*) In the case of a Plater—

" Grade I " means a worker employed on plating who is not of Grade II or III.

" Grade II " means a worker who has had not less than one year's experience as a plater and is able to work vats satisfactorily without supervision or is skilled in oxydising and relieving.

"Grade III" means a worker who has had more than three years' experience as a plater and who, in addition to fulfilling the conditions of Grade II, is qualified to make up his own solutions and is an expert in all processes, or is a charge hand responsible for all work and order in the shop.

(*d*) In the case of a Polisher—

"Grade I" means a worker employed on polishing who is not of Grade II or III.

Grade II" means a worker who has had not less than one year's experience as a polisher and is expert in all processes of any class of common work and can emery-bob and mop best work.

"Grade III" means a worker who has had more than three years' experience as a polisher and who, in addition to fulfilling the conditions of Grade II, is an expert in all processes of both common and best work, or is a charge hand responsible for all work and order in the shop.

(*e*) In the case of a Pressure Die Caster—

"Grade I" means a worker employed on pressure die casting who is not of Grade II or III.

"Grade II" means a worker who has had not less than one year's experience as a pressure die caster and is able to work correctly any modern type of die casting machine and to insert and remove his own dies.

"Grade III" means a worker who has had more than three years' experience as a pressure die caster and who, in addition to fulfilling the conditions of Grade II, is an expert in all processes without supervision, or is a charge hand responsible for all work and order in the shop.

(*f*) In the case of a Stamper—

"Grade I" means a worker employed on stamping who is not of Grade II or III.

"Grade II" means a worker who has had not less than one year's experience as a stamper and is an expert in all processes and undertakes all classes of work of all strengths of metal used.

"Grade III" means a worker who has had more than three years' experience as a stamper and, in addition to fulfilling the conditions of Grade II, is an expert in all classes of stamping, pressing and cutting out by hand, or is a charge hand responsible for all work and order in the shop.

(2) For the purposes of paragraph 4 of this Schedule:—

(*a*) "a heavy hand press worker" is a worker employed on hand press work on any blank of which the largest diameter is 7 inches or over and the thickness of the material 48/1000ths of an inch or over;

(*b*) "a light hand press worker" is a worker employed on any other hand press work.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 14.

This Schedule does not apply to any worker employed in engraving or in assisting a worker so employed or to a male worker employed in the cerement-making section of the trade, but, save as aforesaid, this Schedule applies to workers in relation to whom the Coffin Furniture and Cerement-making Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the Coffin Furniture and Cerement-making trade specified in the Regulations with respect to the Constitution and Proceedings of the Trade Board for the Coffin Furniture and Cerement-making Trade (Great

Britain) made by the Minister of Labour and dated 16th December, 1919(a), that is to say:—

(*a*) the manufacture wherever carried on of Coffin Furniture from any metal by any process;

(*b*) the manufacture of Cerements, including shrouds, face curtains, face cloths, sidecloths, winding sheets, pillow covers, coffin pads, sleeves or frilling;

including:

(*c*) the operations of folding, packing, warehousing, despatching or other operations incidental to or appertaining to the manufacture of any of the above-mentioned articles.

SECOND SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

Order U.(46) shall have effect as if in the Schedule thereto:—

for sub-paragraph (1) of paragraph 6 there were substituted the following sub-paragraph:—

"(1) For each day of customary holiday or holiday in lieu of a customary holiday to which a worker is entitled under Part II of this Schedule he shall be paid by the employer holiday remuneration equal to the appropriate statutory minimum remuneration to which he would have been entitled as a time worker if the day had not been a day of holiday and he had been employed on work to which statutory minimum remuneration applies as follows:—

(i) where the worker is normally employed for more than 30 hours a week, for 8 hours, or

(ii) where the worker is normally employed for 30 hours a week or less, for 4 hours.

Provided, however, that payment of the said holiday remuneration is subject to the condition that the worker presents himself for employment within one hour of the usual starting hour on the first working day following the holiday, or, if he fails to do so, failure is by reason of the proved illness of the worker or with the consent of the employer."

EXPLANATORY NOTE

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

The First Schedule to this Order sets out the statutory minimum remuneration payable as from the 15th June, 1949, to workers in relation to whom the Coffin Furniture and Cerement-making Wages Council (Great Britain) operates. It supersedes the First Schedule to Order U. (48). New provisions are printed in italics.

The Second Schedule to this Order repeats the amendments to Order U. (46) (which relates to holidays and holiday remuneration) contained in the Second Schedule to Order U. (48), now revoked.

(a) S.R. & O. 1919 (No. 2222) II, p. 544.