## (ii) SCOTLAND

# The Retail Food Trades Wages Council (Scotland) Wages Regulation Order, 1949

## 1949 No. 1709

*Made* - - - - 13*th September*, 1949
*Coming into Operation* 17*th October*, 1949

R.F.C.S. (3)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Retail Food Trades Wages Council (Scotland) (hereinafter in this Order 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;

Now, therefore, the Minister by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(**a**), 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 Retail Food Trades Wages Council (Scotland) Wages Regulation Order, 1949.

(2) In this Order the expression "the specified date" means the 17th day of October, 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(**b**), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

*Fixing of statutory minimum remuneration*

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

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

Signed by order of the Minister of Labour and National Service this 13th day of September, 1949.

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

---

(**a**) 8 & 9 Geo. 6. c. 17. (**b**) 52 & 53 Vict. c. 63.

## SCHEDULE

## STATUTORY MINIMUM REMUNERATION

Paragraph 1

Subject to the provisions of paragraphs 4, 5, 9 and 10 of this Schedule, the minimum remuneration payable to workers to whom this Schedule applies is the remuneration set out in paragraphs 2 and 3 of this Schedule.

### BRANCH SHOP MANAGERS AND BRANCH SHOP MANAGERESSES

Paragraph 2

Subject to the provisions of this paragraph, the weekly minimum remuneration payable to Branch Shop Managers and Branch Shop Manageresses is the amount appearing in Column 2 of the next following table against the amount of weekly trade (as hereafter defined) shown in Column 1 of the said table.

| Column 1 | Column 2 | |
|---|---|---|
| Weekly trade | Branch Shop Manageresses All areas Per week | Branch Shop Managers All areas Per week |
| | *s.* *d.* | *s.* *d.* |
| Under £50 .. .. .. .. .. | 81 0 | 107 0 |
| £50 and under £60 .. .. .. .. | 83 0 | 107 0 |
| £60 „ „ £70 .. .. .. .. | 85 0 | 107 0 |
| £70 „ „ £80 .. .. .. .. | 87 0 | 107 0 |
| £80 „ „ £90 .. .. .. .. | 89 0 | 107 0 |
| £90 „ „ £100 .. .. .. .. | 91 0 | 107 0 |
| £100 „ „ £110 .. .. .. .. | 96 0 | 112 0 |
| £110 „ „ £120 .. .. .. .. | 98 0 | 114 0 |
| £120 „ „ £130 .. .. .. .. | 100 0 | 116 0 |
| £130 „ „ £140 .. .. .. .. | 102 0 | 118 0 |
| £140 „ „ £150 .. .. .. .. | 104 0 | 120 0 |
| £150 „ „ £160 .. .. .. .. | 105 0 | 121 0 |
| £160 „ „ £170 .. .. .. .. | 106 0 | 122 0 |
| £170 „ „ £180 .. .. .. .. | 107 0 | 123 0 |
| £180 „ „ £190 .. .. .. .. | 108 0 | 124 0 |
| £190 „ „ £200 .. .. .. .. | 109 0 | 125 0 |
| £200 .. .. .. .. .. .. | 110 0 | 126 0 |

For Branch Shop Managers and Branch Shop Manageresses employed in branch shops with weekly trade in excess of £200 per week there shall be added to the above amounts of weekly remuneration for Branch Shop Managers and Branch Shop Manageresses employed in shops with a weekly trade of £200, one shilling for each additional complete £10 of weekly trade above £200 per week up to £350 per week, a further one shilling for each additional complete £20 of weekly trade above £350 per week up to £750 per week and thereafter a further one shilling for every additional complete £40 of weekly trade.

For the purposes of this paragraph, " weekly trade " shall be calculated half-yearly and based on the period of twelve months immediately preceding the commencement of each half-year in the following manner:—

for the 26 pay weeks beginning with the fifth pay week following the last Saturday in February in any year, or for any part thereof, the weekly trade of a branch shop shall be one fifty-second of the amount of the total receipts in respect of goods sold at that branch shop during the 52 weeks immediately preceding the last Saturday in February in that year and for the 26 pay weeks in any year immediately following (hereinafter called the " second period "), or for any part thereof, the weekly trade of a branch shop shall be one fifty-second of the amount of the total receipts in respect of goods sold at that branch shop during the 52 weeks immediately preceding the last Saturday in August of the same year as that in which the second period begins. Provided that, so

long as a branch shop has been under management for less than 52 weeks immediately preceding the last Saturday in February in any year or the last Saturday in August in any year as the case may be, the weekly trade of that branch shop, for the purpose of calculating the weekly minimum remuneration payable in any pay week under the foregoing table, shall until such period of 52 weeks has elapsed be the amount of the total receipts in respect of goods sold at that branch shop in the week immediately preceding such pay week and for the purpose of calculating such weekly minimum remuneration as aforesaid payable in respect of each of the first two pay weeks during which a branch shop is under management the weekly trade of that branch shop shall be the amount of the total receipts in respect of goods sold thereat in the first week during which the branch shop is under management.

## WORKERS OTHER THAN BRANCH SHOP MANAGERS OR BRANCH SHOP MANAGERESSES

Paragraph 3

Subject to the provisions of this paragraph the weekly minimum remuneration payable to all male and female workers to whom this Schedule applies (other than branch shop managers or branch shop manageresses) employed in Area 1 or Area 2 as the case may be, is the amount set out in column 2 of the next following table:—

| Column 1 | Column 2 | | | |
|---|---|---|---|---|
| SHOP ASSISTANTS, CENTRAL WAREHOUSE WORKERS and all other workers— | Male workers | | Female workers | |
| | Area 1 Per week | Area 2 Per week | Area 1 Per week | Area 2 Per week |
| | *s. d.* | *s. d.* | *s. d.* | *s. d.* |
| Workers aged 15 and under 16 years ... | 30 0 | 28 0 | 29 0 | 27 0 |
| „ „ 16 „ „ 17 „ ... | 35 0 | 33 0 | 31 0 | 29 0 |
| „ „ 17 „ „ 18 „ ... | 41 0 | 39 0 | 35 0 | 33 0 |
| „ „ 18 „ „ 19 „ ... | 49 0 | 47 0 | 40 0 | 38 0 |
| „ „ 19 „ „ 20 „ ... | 59 0 | 56 0 | 45 0 | 42 0 |
| „ „ 20 „ „ 21 „ ... | 69 0 | 66 0 | 55 0 | 52 0 |
| „ „ 21 „ „ 22 „ ... | 82 0 | 79 0 | 60 0 | 57 0 |
| „ „ 22 „ „ 23 „ ... | 87 0 | 83 0 | 63 0 | 59 0 |
| „ „ 23 „ „ 24 „ ... | 92 0 | 88 0 | 66 0 | 62 0 |
| „ „ 24 years of age or over ... | 100 0 | 96 0 | 72 0 | 68 0 |

Any increase in remuneration payable under the provisions of this paragraph shall become effective on the first day of the first full pay week following the date upon which the increase would otherwise become payable under those provisions.

## MINIMUM OVERTIME RATES

Paragraph 4

Subject to the provisions of this paragraph, overtime is payable to any worker to whom this Schedule applies at the following minimum rates:—

(1) For employment on a Sunday—

(*a*) Where the worker is required to work in connection with the preservation of perishable goods—

(i) where time worked does not exceed 2 hours .. .. .. .. .. double time for 2 hours

(ii) where time worked exceeds 2 hours—
For all time worked .. .. .. double time.

(*b*) Where the worker is required to work for any reason other than that referred to in (*a*) of this sub-paragraph—

(i) where time worked does not exceed 4 hours .. .. .. .. .. double time for 4 hours

(ii) where time worked exceeds 4 hours—
For all time worked .. .. .. double time.

(2) In any week, exclusive of any time—

(*a*) in respect of which a minimum overtime rate is payable under the foregoing provisions of this paragraph ;

(*b*) in respect of which a special time rate is payable under the provisions of paragraph 5 of this Schedule ; or

(*c*) worked on a day of customary holiday.

For all time worked in excess of 47 hours .. .. .. .. .. time-and-a-half.

Provided that in any week which includes one customary holiday the period of 47 hours shall be reduced by eight hours and, in any week which includes two customary holidays, by sixteen hours.

Overtime rates in accordance with the foregoing provisions of this paragraph shall be payable to a Branch Shop Manager or Branch Shop Manageress only if the overtime worked is specifically authorised by the employer or his representative.

## SPECIAL TIME

Paragraph 5

The following special time rate is payable to a worker who is a shop assistant within the meaning of the Shops Act, 1912(a)—

On the worker's weekly half day, where, under sub-section (2) of Section 11 of the Shops Act, 1912, the employer is relieved of his obligation to allow the worker a weekly half day—

For all time worked after 1.30 p.m. .. .. double time.

## WAITING TIME

Paragraph 6

A worker is entitled to payment of the minimum remuneration specified in this Schedule for all the 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.

## WORKERS WHO ARE NOT REQUIRED TO WORK ON A DAY OF CUSTOMARY HOLIDAY

Paragraph 7

Where a worker is not required to work on a day of customary holiday he shall be paid for the day of customary holiday not less than the amount to which he would have been entitled under the arrangement current immediately prior to the holiday had the day not been a day of customary holiday and had he worked the number of hours ordinarily worked by him on that day of the week.

---

(a) 2 & 3 Geo. 5. c. 3.

## WORKERS WHO WORK ON A DAY OF CUSTOMARY HOLIDAY

Paragraph 8

Where a worker works on a day of customary holiday he shall be paid not less than the amount to which he would have been entitled under the arrangement current immediately prior to the holiday had the day not been a day of customary holiday and had he worked the number of hours ordinarily worked by him on that day of the week, and, in addition

(1) for any time worked not exceeding 2 hours .. double time for 2 hours

(2) for any time worked in excess of 2 hours but not in excess of 8 hours .. .. .. hourly rate

(3) for all time worked in excess of 8 hours .. double time.

## GUARANTEED WEEKLY REMUNERATION PAYABLE TO A FULL-TIME WORKER

Paragraph 9

(1) Notwithstanding the other provisions of this Schedule, where in respect of any week the total remuneration payable to a full-time worker (as defined in paragraph 11)

(*a*) under those other provisions ; and

(*b*) by way of holiday remuneration under a wages regulation order, made by the Minister to give effect to proposals of the Council

is less than the guaranteed weekly remuneration provided under this paragraph, the minimum remuneration payable to that worker for that week shall be that guaranteed weekly remuneration, provided that the worker throughout his normal working hours in that week (excluding any time allowed to him as a holiday) is capable of and available for work.

(2) The guaranteed weekly minimum remuneration is the remuneration to which the worker would be entitled under paragraph 2 or paragraph 3 of this Schedule for 46 hours' work in his usual occupation (or 44 hours' such work in the case of a worker under 16 years of age).

## BASIS OF REMUNERATION

Paragraph 10

(1) The weekly minimum remuneration specified in this Schedule relates—

(*a*) in the case of any worker aged 16 years or over, to a week of 46 hours exclusive of overtime,

(*b*) in the case of any worker aged under 16 years, to a week of 44 hours exclusive of overtime,

and, except as provided in paragraph 9 (which deals with guaranteed weekly remuneration), is subject to a proportionate reduction according as the number of hours worked is less than 46 or 44, as the case may be.

(2) In calculating the remuneration for the purpose of this Schedule recognised breaks for meal-times shall, subject to the provisions of paragraph 6 hereof (which relates to waiting time), be excluded.

## DEFINITIONS

Paragraph 11

For the purposes of this Schedule—

"AREA 1" and "AREA 2" have the meanings respectively assigned to them in paragraph 12 of this Schedule ;

"BRANCH SHOP" means a branch of an undertaking being a shop engaged—

(i) wholly or mainly in the retail food trades ; or

(ii) wholly or mainly in the retail food trades and one or more of the groups of retail distributive trades set out in the Appendix to paragraph 13 of this Schedule, and to a greater extent in the retail food trades than in any one of those groups;

"BRANCH SHOP MANAGER", "BRANCH SHOP MANAGERESS" means a worker who is in charge of a branch shop, being responsible to the employer for the custody of cash and stock, for the control of staff and for the conduct of the business of the branch shop.

"CARETAKER" means a worker wholly engaged in guarding the employer's premises for the prevention of theft, fire, damage or trespass.

"CENTRAL WAREHOUSE WORKER" means a worker wholly or mainly employed in a central warehouse, that is to say, a warehouse from which an undertaking in the retail food trades supplies its branch shops;

"CUSTOMARY HOLIDAY" means 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, Christmas Day (or, if Christmas Day falls on a Sunday, the following Monday) and two other days, observed by local custom as holidays, to be fixed by the employer and notified to the worker;

"FULL-TIME WORKER" means a worker who normally works for the employer for at least 36 hours in the week on work to which this Schedule applies;

"HOURLY RATE" in paragraph 8 (2) of this Schedule means the rate obtained by dividing by 46 the weekly minimum remuneration to which the worker is entitled under the provisions of paragraph 2 or 3 of this Schedule;

"SHOP ASSISTANT" means (except in paragraph 5 of this Schedule) a worker wholly or mainly employed in or about the business of a shop or undertaking engaged—

(i) wholly or mainly in the retail food trades; or

(ii) wholly or mainly in the retail food trades and one or more of the groups of retail distributive trades set out in the Appendix to paragraph 13 of this Schedule, and to a greater extent in the retail food trades than in any one of those groups;

"TIME-AND-A-HALF" and "DOUBLE TIME" mean respectively, one and a half times and twice the hourly rate obtained by dividing by 46 the weekly minimum remuneration to which the worker is entitled under the provisions of paragraph 2 or 3 of this Schedule;

"WEEK" means the period of six days commencing at midnight on any Sunday and ending at midnight on the following Saturday;

"WEEKLY HALF DAY" means that day in any week on which a worker is, in accordance with the provisions of Section 1 of the Shops Act, 1912, required not to be employed about the business of a shop after half-past one o'clock in the afternoon.

## AREAS

Paragraph 12

In this Schedule—

(*a*) "AREA 2" means all areas other than those defined in sub-paragraph (*b*).

(*b*) "AREA 1" means—

(i) all Burghs which, according to the Annual Report of the Registrar-General for Scotland for 1946, had a population of ten thousand or more,

(ii) the following Special Lighting Districts, the boundaries of which have been defined, namely, Vale of Leven and Renton in the County of Dunbarton ; and Larbert in the County of Stirling ;

(iii) the following areas the boundaries of which were defined as Special Lighting Districts prior to the 10th March, 1943, namely, Bellshill and Mossend, Blantyre, Cambuslang, Larkhall, and Holytown, New Stevenston and Carfin, all in the County of Lanark ; and

(iv) the following Burghs—

Angus County
Brechin
Forfar

Argyll County
Dunoon

Ayr County
Ardrossan
Largs
Troon

Banff County
Buckie

Bute County
Rothesay

Dunbarton County
Helensburgh
Milngavie

East Lothian County
North Berwick

Fife County
Burntisland
Leven
Lochgelly
St. Andrews

Kincardine County
Stonehaven

Lanark County
Lanark

Midlothian County
Dalkeith

Orkney County
Kirkwall

Renfrew County
Gourock

Ross and Cromarty County
Stornoway

Stirling County
Denny and Dunipace
Kilsyth

West Lothian County
Armadale
Bo'ness

Wigtown County
Stranraer

Zetland County
Lerwick

## APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 13

(1) (i) Subject to the provisions of sub-paragraph (2) of this paragraph the workers to whom this Schedule applies are all workers employed in Scotland in any undertaking or any branch or department of an undertaking being an undertaking, branch or department engaged—

(*a*) wholly or mainly in the retail food trades ; or

(*b*) wholly or mainly in the retail food trades and one or more of the groups of retail distributive trades set out in the Appendix hereto, and to a greater extent in the retail food trades than in any one of those groups.

Provided that if a branch or department of an undertaking is not so engaged, this Schedule shall not apply to workers employed in that branch or department (notwithstanding that the undertaking as a whole is so engaged), except in the case of workers as respects their employment in a department of that branch if that department is so engaged.

(ii) For the purposes of this paragraph

(*a*) in determining the extent to which an undertaking or branch or department of an undertaking is engaged in a group of trades, regard shall be had to the time spent in the undertaking, branch or department on work in that group of trades ;

(*b*) an undertaking or branch or department of an undertaking which is engaged in any operation in a group of trades shall be treated as engaged in that group of trades.

(2) This Schedule does not apply to any of the following workers in respect of their employment in any of the following circumstances, that is to say:—

(i) workers in relation to whom any Wages Council operates (other than the Retail Food Trades Wages Council (Scotland)) in respect of any employment which is for the time being within the field of operation of that Wages Council;

(ii) workers in relation to whom any Wages Board established under the Catering Wages Act, 1943(a), operates in respect of any employment which is for the time being within the field of operation of that Wages Board;

(iii) workers in relation to whom the Road Haulage Wages Council operates in respect of any employment which is within the field of operation of that Council;

(iv) workers employed on post office business;

(v) workers for whom minimum rates of wages are fixed by the Scottish Agricultural Wages Board;

(vi) workers employed on the maintenance or repair of buildings, plant, equipment or vehicles (but not including workers employed as cleaners);

(vii) workers employed in any ship (which includes every description of vessel used in navigation);

(viii) workers employed as caretakers.

(3) For the purpose of this Schedule the retail food trades do not include the sale by retail of bread, pastry or flour confectionery (other than biscuits or meat pastries) or the sale by retail of meat (other than bacon, ham, pressed beef, sausages, or meat so treated as to be fit for human consumption without further preparation or cooking) or the sale by retail of milk (other than dried or condensed milk) or the sale by retail of ice-cream, aerated waters, chocolate confectionery or sugar confectionery, or the sale of food or drink for immediate consumption, but save as aforesaid consist of the sale by retail of food or drink for human consumption and operations connected therewith including:—

(i) operations in or about the shop or other place where the food or drink aforesaid is sold, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(ii) operations in connection with the warehousing or storing of such food or drink for the purpose of sale by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where such food or drink is sold by retail;

(iii) operations in connection with the transport of such food or drink when carried on in conjunction with its sale by retail or with the warehousing or storing operations specified in (ii) of this sub-paragraph; and

(iv) clerical or other office work carried on in conjunction with the sale by retail aforesaid and relating to such sale or to any of the operations in (i) to (iii) of this sub-paragraph;

and for the purpose of this definition "sale by retail" includes any sale of food or drink to a person for use in connection with a catering business carried on by him, when such sale takes place at or in connection with a shop engaged in the retail sale of food or drink to the general public.

(a) 6 & 7 Geo. 6. c. 24.

## APPENDIX TO PARAGRAPH 13

### GROUPS OF RETAIL DISTRIBUTIVE TRADES

*Group* 1. The Retail Furnishing and Allied Trades, that is to say—

(1) the sale by retail of:—

(*a*) household and office furniture, including garden furniture, mattresses, floor coverings and mirrors, but excluding billiard tables, clocks, pianos, gramophones and pictures;

(*b*) ironmongery, turnery and hardware, of kinds commonly used for household purposes, including gardening implements;

(*c*) hand tools;

(*d*) woodware, basketware, glassware, potteryware, chinaware, brassware, plasticware and ceramic goods, being articles or goods of kinds commonly used for household purposes or as household ornaments;

(*e*) electrical and gas appliances and apparatus, of kinds commonly used for household purposes (excluding clocks), and accessories and component parts thereof;

(*f*) heating, lighting and cooking appliances and apparatus, of kinds commonly used for household purposes, and accessories and component parts thereof;

(*g*) radio and television sets and their accessories and component parts;

(*h*) pedal cycles and their accessories and component parts;

(*i*) perambulators, push chairs and invalid carriages;

(*j*) toys, indoor games, requisites for outdoor games, gymnastics and athletics, but excluding billiard tables and sports clothing;

(*k*) saddlery, leather goods (other than articles of wearing apparel) travel goods and ladies' handbags;

(*l*) paint, distemper and wallpaper, and oils of kinds commonly used for household purposes (excluding petrol and lubricating oils);

(*m*) brushes, mops and brooms, used for household purposes, and similar articles;

(*n*) disinfectants, chemicals, candles, soaps and polishes of kinds commonly used for household purposes;

(2) operations in or about the shop or other place where any of the articles specified in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles specified in (1) above for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles specified in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles specified in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above;

and for the purpose of this definition the sale by retail of any of the articles specified in (1) above does not include sale by auction (except where the auctioneer sells articles by retail which are his property or the property of his

master) but includes the sale of any of the articles therein specified to a person for use in connection with a trade or business carried on by him if such sale takes place at or in connection with a shop engaged in the retail sale to the general public of any of the said articles.

*Group* 2. The Retail Drapery, Outfitting and Footwear Trades, that is to say—

(1) the sale by retail of:—

(*a*) wearing apparel of all kinds (including footwear, headwear and handwear) and accessories, trimmings and adornments for wearing apparel (excluding jewellery and imitation jewellery);

(*b*) haberdashery;

(*c*) textile fabrics in the piece, leather cloth, plastic cloth and oil cloth (but not including carpets, linoleum and other kinds of floor covering);

(*d*) knitting, rug, embroidery, crochet and similar wools or yarns;

(*e*) made-up household textiles (but excluding mattresses and floor coverings);

(*f*) umbrellas, sunshades, walking-sticks, canes and similar articles;

(2) operations in or about the shop or other place where any of the articles included in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles included in (1) above for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles included in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles included in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above;

and for the purpose of this definition the sale by retail of any of the articles in (1) above includes the sale of that article to a person for use in connection with a trade or business carried on by him if such sale takes place at or in connection with a shop engaged in the retail sale to the general public of any of the articles included in (1) above.

*Group* 3. The Retail Bookselling and Stationery Trades, that is to say—

(1) the sale by retail of the following articles:—

(*a*) books (excluding printed music and periodicals);

(*b*) all kinds of stationery including printed forms, note books, diaries and similar articles, and books of kinds used in an office or business for the purpose of record;

(*c*) pens, pencils, ink, blotting paper and similar articles;

(*d*) maps and charts;

(*e*) wrapping and adhesive paper, string, paste and similar articles;

(2) operations in or about the shop or other place where any of the articles specified in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles specified in (1) above for the purpose of the sale thereof by retail, or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles specified in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles specified in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above.

*Group* 4. The Retail Newsagency, Tobacco and Confectionery Trades, that is to say—

(1) the sale by retail of the following articles:—

(*a*) newspapers, magazines and other periodicals;

(*b*) tobacco, cigars, cigarettes, snuff and smokers' requisites;

(*c*) articles of sugar confectionery and chocolate confectionery, and ice-cream;

(2) operations in or about the shop or other place where any of the articles specified in (1) above are sold by retail, being operations carried on for the purpose of such sale or otherwise in connection with such sale;

(3) operations in connection with the warehousing or storing of any of the articles specified in (1) above for the purpose of the sale thereof by retail or otherwise in connection with such sale, where the warehousing or storing takes place at a warehouse or store carried on in conjunction with one or more shops or other places where the said articles are sold by retail;

(4) operations in connection with the transport of any of the articles specified in (1) above when carried on in conjunction with their sale by retail or with the warehousing or storing operations specified in (3) above; and

(5) clerical or other office work carried on in conjunction with the sale by retail of any of the articles specified in (1) above and relating to such sale or to any of the operations specified in (2) to (4) above.

---

## EXPLANATORY NOTE

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

The Schedule to this Order, which has effect from the 17th October, 1949, sets out the statutory minimum remuneration payable to workers (other than caretakers) in relation to whom the Retail Food Trades Wages Council (Scotland) operates.