1952 No. 309

The Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation Order, 1952

Made - - - - 18*th February*, 1952

Coming into Operation 7*th March*, 1952

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as " the Minister ") has received from the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) (hereinafter in this Order referred to as " the Wages 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 Wages Council operates in substitution for the remuneration fixed for those workers by the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation Order, 1947(**a**) (hereinafter in this Order referred to as " Order O. (38) "), as amended by the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951(**b**) (hereinafter in this Order referred to as " Order O. (44) ");

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 Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation Order, 1952.

(2) In this Order the expression " the specified date " means the 7th day of March, 1952, 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.

Fixing of statutory minimum remuneration and revocation of Order O. (38) *and Order O.* (44)

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

(**a**) S.R. & O. 1947/2216; 1947 I, p. 2539. (**b**) S.I. 1951/597; 1951 II, p. 1160.
(**c**) 8 & 9 Geo. 6. c. 17. (**d**) 52 & 53 Vict. c. 63.

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order O. (38) and Order O. (44) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 18th day of February, 1952.

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

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order O. (38) as amended by Order O. (44).

PART I

GENERAL

Paragraph 1

(1) Subject to the provisions of paragraph 7 of this Schedule which relate to the guaranteed weekly remuneration, the minimum remuneration payable to a worker (not being a home worker) to whom this Schedule applies is as follows:—

(*a*) for all work other than work to which a minimum overtime rate applies under Part III of this Schedule—

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

(ii) in the case of a male 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 general minimum time rate which would be payable under Part II of this Schedule if the worker were a time worker;

(iii) in the case of a female 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 of this Schedule;

(*b*) for all work to which a minimum overtime rate applies under Part III, that rate.

(2) The minimum remuneration payable to a home worker to whom this Schedule applies is:—

(*a*) in the case of a time worker the general minimum time rate payable to the worker under Part V of this Schedule;

(*b*) in the case of a piece worker—

(i) where a general minimum piece rate applies under Part V of this Schedule, that rate;

(ii) where no general minimum piece rate applies, 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 general minimum time rate which would be payable if the worker were a time worker.

(3) In this Schedule the expression "home worker" means a worker who works in his own home or in any other place which is not under the control or management of the employer.

PART II

WORKERS OTHER THAN HOME WORKERS

GENERAL MINIMUM TIME RATES

MALE WORKERS

Paragraph 2

The general minimum time rates payable to male workers (other than home workers) are as follows:—

	Per hour s. d.
(*a*) Workers aged 21 years or over—	
(i) Artificers (including Pinmakers) in charge of automatic machinery, carrying out if required tool-making, toolsetting, hardening and minor repairs ...	*3 0*
(ii) Toolsetters, other than workers covered by (i) above, who are in charge of automatic machinery but who do not make tools	*2 11*
(iii) Platers and Finishers carrying out (without technical supervision) one or more of the following processes:— electro-deposition ... chemical deposition ... dyeing ... ... enamelling and lacquering barrel polishing	*2 9¾*
(iv) Wire Straighteners wholly or mainly engaged in wire straightening; and Assistant Toolsetters working under the supervision of artificers or toolsetters	*2 8¼*
(v) Workers other than those specified in (i) to (iv) above	*2 6¼*
(*b*) Workers aged under 21 years, being—	
Workers aged 20 and under 21 years	*1 11½*
„ „ 19 „ „ 20 „	*1 9½*
„ „ 18 „ „ 19 „	*1 4½*
„ „ 17 „ „ 18 „	*1 2½*
„ „ 16 „ „ 17 „	*1 0¼*
„ „ under 16 years	*10½*

FEMALE WORKERS

Paragraph 3

The general minimum time rates payable to female workers (other than home workers) are as follows:—

	Per hour s. d.
(*a*) Charge hands who are responsible for all work and order in the particular section of which they have charge ...	*1 11¾*
(*b*) All other workers, being—	
Workers aged 18 years or over	*1 8½*
„ „ 17 and under 18 years	*1 3¾*
„ „ 16 „ „ 17 „	*1 0½*
„ „ under 16 years	*9¾*
Provided that the general minimum time rate payable during her first two months' employment in the trade to a female worker who enters or has entered the trade for the first time at or over the age of 18 years shall be ...	*1 7½*

PIECE WORK BASIS TIME RATE

Paragraph 4	Per hour s. d.
The piece work basis time rate applicable (irrespective of age) to a female worker employed on piece work (not being a home worker) is	*1 11*

PART III

OVERTIME

MINIMUM OVERTIME RATES

ALL WORKERS OTHER THAN HOME WORKERS

Paragraph 5

(1) Minimum overtime rates are payable to any worker (other than a home worker) as follows:—

(*a*) on a Sunday or a customary holiday—
For all time worked ... ... Double Time

(*b*) on a Saturday, not being a customary holiday—
for all time worked in excess of 4½ hours Time-and-a-half

(*c*) in any week exclusive of any time in respect of which a minimum overtime rate is payable under the preceding provisions of this sub-paragraph—
(i) for the first 10 hours worked in excess of 44 hours ... ... Time-and-a-quarter
(ii) thereafter ... ... Time-and-a-half

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

Paragraph 6

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 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 (other than a day fixed by the employer in Scotland and notified to the worker as aforesaid) such week-day as may be substituted therefor by agreement between the employer and the worker.

(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 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 subparagraph (1) (*a*) of paragraph 1 of this Schedule.

PART IV

GUARANTEED WEEKLY REMUNERATION FOR WORKERS OTHER THAN HOME WORKERS

Paragraph 7

(1) Subject to the provisions of this paragraph a worker (other than a home worker) who ordinarily works for the employer at least 34 hours weekly on work to which this Schedule applies shall be paid in respect of any week in which he works for less than 34 hours on such work not less than the guaranteed weekly remuneration.

(2) The guaranteed weekly remuneration is 34 hours' pay calculated at the general minimum time rate ordinarily applicable to the worker.

(3) The guaranteed weekly remuneration in any week shall be reduced by the amount of any holiday remuneration paid, or payable, by the employer to the worker in respect of any holiday allowed to, and taken by, the worker in that week under the provisions of the Wages Councils Act, 1945.

(4) In calculating the number of hours worked in any week for the purposes of this paragraph, a worker shall be treated as though he had worked on any holiday allowed to, and taken by, him in that week under the provisions of the Wages Councils Act, 1945, the number of hours ordinarily worked by him on that day of the week, provided that a worker shall not be treated as having worked in any week throughout which he is on holiday.

(5) 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.

(6) 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 circumstances outside the employer's control, if he has given the worker not less than four days' notice of his inability to provide such employment and the notice has expired ; 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.

(7) The guaranteed weekly remuneration payable to a piece worker shall be the sum to which he would be entitled if he were a time worker.

PART V

HOME WORKERS

GENERAL MINIMUM PIECE RATES

Paragraph 8

(1) The following general minimum piece rates are payable to home workers where the cotton, needles, twine and wrappers are provided by the employer—

(*a*) Carding safety pins (assorted sizes) where pins of separate sizes are given out to home workers in separate packets:—

(i) Where cards are dotted and pierced:—

	Number of pins per card			
Sizes	12	9	6	5
	Per gross cards			
	d.	d.	d.	d.
000	10½	7	5¼	5¼
00	9¾	7	5¼	5¼
0	9¼	7	5¼	4½
1	8¾	7	5¼	4½
2	8¾	7	5¼	4½
3	8¾	7	5¼	4½
4	8¾	7	5¼	4½

(ii) Where cards are neither dotted nor pierced—piece rates set out in (i) increased by ... ... 20 per cent.

(iii) Where cards are dotted only—piece rates set out in (i) increased by ... ... 10 „

(*b*) Carding snap fasteners—

(i) Where back boards are supplied to the home worker by the employer 6d. per great gross.

(ii) Where back boards are not supplied to the home worker ... 9d. „

(iii) Black work—the foregoing rates plus ... ... ¼d. „

(*c*) (i) Carding hooks and eyes—

Sizes	12 hooks and eyes per card.
00 and 0	3s. 6d. per gross cards.
1 to 8 (inclusive)	2s. 7½d. per gross cards.

(ii) Carding hooks and loops where articles to be carded are given out to the home worker, separate sizes in separate packets, and hooks separate from eyes or loops:—

Sizes	12 hooks and loops per card.
00 and 0	4s. 2¼d. per gross cards.
1 to 8 (inclusive)	3s 1¾d. „ „

(2) The following general minimum piece rates are payable to home workers for bunching safety pins (assorted sizes):—

Per gross of bunches of 50 pins each ... 2s. 0d.

GENERAL MINIMUM TIME RATE

Paragraph 9

The general minimum time rate payable to a home worker is ... 6½d. per hour.

PART VI

ALL WORKERS

WAITING TIME

Paragraph 10

(1) A worker shall be 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 the worker were a time worker.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

Paragraph 11

This Schedule applies to workers in relation to whom the Wages Council operates, that is to say, workers employed in Great Britain in the trade specified in the Schedule to the Trade Boards (Pin, Hook and Eye, and Snap Fastener Trade, Great Britain) (Constitution and Proceedings) Regulations, 1935(a), namely:—

"The manufacture of pins, hairpins, hooks and eyes, hair-curlers, snap fasteners, or safety pins, from the following metals in wire or sheet form:—

aluminium, copper, iron, lead, steel, tin, zinc, or alloys of any two or more of the above metals;

INCLUDING:—

(*a*) the capping of safety pins;
(*b*) the operation of pin sticking;
(*c*) packeting, boxing, or carding of any of the above articles wherever carried on;
(*d*) packing, despatching, warehousing or other operations incidental to or appertaining to the manufacture of any of the above articles.

BUT EXCLUDING:—

(*e*) the manufacture of steel hatpins or shanks for steel toilet pins, wherever carried on."

EXPLANATORY NOTE

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

This Order sets out the statutory minimum remuneration payable as from the 7th March, 1952, in substitution for that fixed by the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation Order, 1947, (Order O. (38)) as amended by the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951, (Order O. (44)), which are revoked.

New provisions in the Schedule are printed in italics.

(a) S.R. & O. 1935/440; 1935, p. 1680.