1958 No. 441

The Wages Regulation (Hair, Bass and Fibre) Order, 1958

Made - - - -	17*th March*, 1958
Coming into Operation	31*st March*, 1958

Whereas the Minister of Labour and National Service (hereafter in this Order referred to as "the Minister") has received from the Hair, Bass and Fibre Wages Council (Great Britain) the wages regulation proposals set out in the First and Second Schedules hereto;

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 enabling him in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Wages Regulation (Hair, Bass and Fibre) Order, 1958.

2.—(1) In this Order the expression "the specified date" means the 31st day of March, 1958, 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.

(2) The Interpretation Act, 1889(b), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

3. The wages regulation proposals set out in the First and Second Schedules hereto shall have effect as from the specified date and as from that date the Wages Regulation (Hair, Bass and Fibre) Order, 1957(c), shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 17th day of March, 1958.

Harold Emmerson,
Secretary,
Ministry of Labour and National Service.

FIRST SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Hair, Bass and Fibre) Order, 1957 (Order H.B. (49)).

(a) 8 & 9 Geo. 6. c. 17. (b) 52 & 53 Vict. c. 63. (c) S.I. 1957/684 (1957 II, p. 2738).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

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, or, where none is applicable, at least the same amount of money as the general minimum time rate which would be payable to the worker if he were a time worker.

PART II

MALE WORKERS

GENERAL MINIMUM TIME RATES

2. The general minimum time rates payable to male workers are as follows:—

(1) where the worker is employed in any of the following occupations and his experience in any one or more of them totals not less than 3 years:—

HAIR DRESSING—Dresser, Opener, Washer, Dyer, Bleacher, Sorter, Hackler or Comber, Drawer or Drafter, Firster, Seconder, Knocker-up, Buncher, Finisher,

HAIR CURLING—Curler or Spinner, Dyer, Bleacher, Mixer, Miller, Sorter,

HAIR WEAVING (Power loom weaving, damask seating hand loom weaving or carpet weaving)—Weaver, Dyer, Starcher, Hair Carpet Picker,

and the worker is aged—

	Per hour s.	d.
21 years or over	3	6½
20 and under 21 years	3	1¼
19 „ „ 20 „	2	8½
18 „ „ 19 „	2	3½

(2) where the worker is employed in any of the following occupations and his experience in any one or more of them totals not less than 3 years:—

BASS DRESSING—Sorter, Dyer, Cutter, Rougher, Hackler or Comber, Shaker-up, Roller-up, Mixer or Blender, Jumper, Drawer or Drafter, Bundler, Buncher or Tyer-up, Tightener,

FIBRE DRESSING—Dyer, Bleacher, Hackler or Comber, Shaker-up, Mixer or Blender, Drawer or Drafter, Polisher, Bundler, Buncher or Tyer-up, Hand Trimmer,

and the worker is aged—

	Per hour s.	d.
21 years or over	3	5¼
20 and under 21 years	3	0¼
19 „ „ 20 „	2	8½
18 „ „ 19 „	2	3¾

(3) where the worker, not being a worker to whom sub-paragraph (1) or sub-paragraph (2) of this paragraph applies, is aged—

	Per hour s. d.
21 years or over	3 1¼
20 and under 21 years	2 9¼
19 „ „ 20 „	2 5
18 „ „ 19 „	2 1¼
17½ „ „ 18 „	1 9¼
17 „ „ 17½ „	1 7¼
16½ „ „ 17 „	1 6
16 „ „ 16½ „	1 4¼
15½ „ „ 16 „	1 3¼
Under 15½ years	1 2½

Provided that the general minimum time rate payable during his first 12 months' employment in the trade to a worker specified in this sub-paragraph who enters or has entered the trade for the first time at or over the age of 17 years shall be that applicable to a worker in the age group immediately junior to his age group.

PIECE WORK BASIS TIME RATES

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

	Per hour s. d.
(a) where the worker is employed in any of the occupations specified in sub-paragraph (1) of paragraph 2	3 11¼
(b) where the worker is employed in any of the occupations specified in sub-paragraph (2) of paragraph 2	3 9¼

PART III

FEMALE WORKERS

GENERAL MINIMUM TIME RATES

4.—(1) The general minimum time rates payable to female workers are as follows:—

	Per hour s. d.
(a) where the worker is employed in any of the occupations specified in sub-paragraph (2) of this paragraph and her experience in any one or more of them totals not less than 3 years	2 2¼

(b) where the worker, not being a worker to whom (a) of this sub-paragraph applies, is aged—

	Per hour s. d.
18 years or over	2 1¼
17½ and under 18 years	1 9¼
17 „ „ 17½ „	1 7¼
16½ „ „ 17 „	1 6
16 „ „ 16½ „	1 4¼
15½ „ „ 16 „	1 3¼
Under 15½ years	1 2½

Provided that the general minimum time rate payable during her first 12 months' employment in the trade to a worker who enters or has entered the trade for the first time at or over the age of 16 years shall be that applicable to a worker in the age group immediately junior to her age group.

(2) The occupations referred to in (a) of sub-paragraph (1) of this paragraph are as follows:—

HAIR DRESSING—Dresser, Opener, Washer, Dyer, Bleacher, Sorter, Hackler or Comber, Drawer or Drafter, Firster, Seconder, Knocker-up, Buncher, Finisher;

HAIR CURLING—Curler or Spinner, Dyer, Bleacher, Mixer, Miller, Sorter;

HAIR WEAVING (Power loom weaving, damask seating hand loom weaving or carpet weaving)—Weaver, Dyer, Starcher, Hair Carpet Picker;

BASS DRESSING—Sorter, Dyer, Cutter, Rougher, Hackler or Comber, Shaker-up, Roller-up, Mixer or Blender, Jumper, Drawer or Drafter, Bundler, Buncher or Tyer-up, Tightener;

FIBRE DRESSING—Dyer, Bleacher, Hackler or Comber, Shaker-up, Mixer or Blender, Drawer or Drafter, Polisher, Bundler, Buncher or Tyer-up, Hand Trimmer.

PIECE WORK BASIS TIME RATE

	Per hour s.	d.
5. The piece work basis time rate applicable to a female worker specified in (a) of sub-paragraph (1) of paragraph 4 is	2	4½

PART IV

OVERTIME AND WAITING TIME—ALL WORKERS

MINIMUM OVERTIME RATES

6. Subject to the provisions of this paragraph, minimum overtime rates are payable to any worker as follows:—

(a) In any week, exclusive of any time for which double time is payable under the provisions of (b) or (c) of this paragraph, for time worked in excess of 45 hours—

(i) for the first 3 hours so worked ... ... Time-and-a-quarter

(ii) thereafter ... ... Time-and-a-half

Provided that where in any week a worker is allowed a holiday on any day of customary holiday the said period of 45 hours shall be reduced by 9 hours in respect of each such holiday which is allowed on a day normally worked by the worker.

(b) On a Sunday or a customary holiday—
for all time worked ... ... Double time

(c) On a Saturday—
for all time worked after noon ... ... Double time

Provided that where in order to conform to any scheme proposed by a Regional Board for Industry or a Committee thereof for the purpose of spreading the load of industrial power, it is necessary to re-arrange the ordinary working hours in the establishment in which the worker is employed so that workers are required to attend for work beyond noon on Saturday, the said overtime rate of double time shall not be payable on Saturday until after the time fixed for the termination of work under such re-arrangement.

7. In this Part of this Schedule—

(1) 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 piece worker to whom a piece work basis time rate otherwise applies under paragraph 3 or paragraph 5 of this Schedule,

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

(ii) 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 said piece work basis time rate;

(c) in the case of any other 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 under Part II or Part III of this Schedule if the worker were a time worker and a minimum overtime rate did not apply and, in addition thereto,

(ii) 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 said general minimum time rate.

(2) The expression "customary holiday" means—

(a) (i) In England and Wales—
Christmas Day (or, if Christmas Day falls on a Sunday, such 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 by the employer, being a day recognised by local custom as a day of holiday in substitution for the said day.

(3) The expression "establishment" includes a branch or a department of an establishment.

WAITING TIME

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, expressed 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

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

9. This Schedule does not apply to workers employed in the weaving of hair machine belting or in any preparatory, finishing, warehousing or packing operation incidental to or appertaining to such weaving, but save as aforesaid applies to workers in relation to whom the Hair, Bass and Fibre Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the trade specified in the Schedule to the Trade Boards (Hair, Bass and Fibre Trade, Great Britain) (Constitution and Proceedings) Regulations, 1936(a), namely :—

The drafting, dressing or mixing of bass, whisk or similar fibres or horse hair or other hairs and the curling or weaving of hair or fibre or of mixed hair and fibre, and all preparatory, finishing, warehousing or packing operations incidental to or appertaining to all or any of the above processes, but excluding any of the above operations or processes where they are carried on in association with or in conjunction with the manufacture of brushes or brooms, and excluding also the dressing of animal skins.

SECOND SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

The Hair, Bass and Fibre Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951(b) (Order H.B. (37)), shall have effect as if in the Schedule thereto for sub-paragraph (1) of paragraph 2 (which relates to customary holidays) there were substituted the following sub-paragraph :—

"(1) An employer shall allow to every worker in his employment to whom this Schedule applies a holiday (hereafter in this Schedule referred to as a 'customary holiday') in each year on the days specified in the following sub-paragraph provided that the worker has been in his employment for a period of not less than eight weeks immediately preceding the customary holiday and has worked for the employer during the whole or part of that period and (unless excused by the employer or absent by reason of the proved illness of the worker) has worked for the employer throughout the last working day on which work was available to him immediately preceding the customary holiday."

EXPLANATORY NOTE

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

This Order has effect from 31st March, 1958. The First Schedule sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Hair, Bass and Fibre) Order, 1957 (Order H.B. (49)).

New provisions in the First Schedule are printed in italics.

The Second Schedule repeats without alteration the amendments to the Hair, Bass and Fibre Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951 (Order H.B. (37)), which were contained in Order H.B. (49).

Order H.B. (49) is revoked.

(a) S.R. & O. 1936/1287 (1936 II, p. 3492). (b) S.I. 1951/784 (1951 II, p. 1037).