1960 No. 475

The Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) Order, 1960

Made - - - - 16*th March*, 1960
Coming into Operation 1*st April*, 1960

Whereas the Minister of Labour (hereafter in this Order referred to as "the Minister") has received from the Dressmaking and Women's Light Clothing Wages Council (Scotland) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Minister, by virtue of the powers conferred on him by section 11 of the Wages Councils Act, 1959(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 (Dressmaking and Women's Light Clothing) (Scotland) Order, 1960.

2.—(1) In this Order the expression "the specified date" means the 1st day of April, 1960, 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), shall apply to the interpretation of this Order as it applies to the interpretation of an Act of Parliament and as if this Order and the Orders hereby revoked were Acts of Parliament.

3. The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) Order, 1957(c), and the Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) (Amendment) Order, 1958(d), shall cease to have effect.

Signed by order of the Minister of Labour this 16th day of March, 1960.

L. N. Helsby,
Secretary,
Ministry of Labour.

(a) 7 & 8 Eliz. 2. c. 69. (b) 52 & 53 Vict. c. 63. (c) S.I. 1957/181 (1957 II, p. 2695).
(d) S.I. 1958/1155 (1958 II, p. 2427).

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) Order, 1957 (Order W.D.S. (67)), as amended by the Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) (Amendment) Order, 1958 (Order W.D.S. (69)).

STATUTORY MINIMUM REMUNERATION

PART I

GENERAL

1. The statutory 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 V is :—

   (*a*) in the case of a time worker, the general minimum time rate payable to the worker under Part II, Part III or Part IV 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 III or Part IV of this Schedule, or, where no piece work basis time rate is applicable, 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.

PART II

FEMALE WORKERS IN THE RETAIL BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

2. The general minimum time rates payable to female workers employed in the retail branch in Area A or Area B are respectively as follows :—

	Area A per hour	Area B per hour
	s. d.	s. d.
(*a*) BODICE, COAT, SKIRT, GOWN OR BLOUSE HANDS, aged 20 years or over, who :—		
(i) having worked for 4 years in the said branch in one or more of the occupations of learner, apprentice or improver and for at least 2 years in the said branch thereafter,		
(ii) take bodices, coats, skirts, gowns or blouses direct from the fitter in an establishment in which a fitter is employed and make them up without supervision other than the general supervision of the fitter or the workroom foreman or forewoman ...	2 7½	2 5½

	Area A per hour s. d.	Area B per hour s. d.
(*b*) LEARNERS (as defined in paragraph 14) during the following periods of employment in the retail branch:—		
1st year	*1 0½*	*11½*
2nd „	*1 3*	*1 2*
3rd „	*1 6½*	*1 5½*
4th „	*1 10½*	*1 8½*
Provided that a learner who enters, or has entered, the trade for the first time at or over the age of 18 years shall be treated for the purposes of this paragraph as though she had, at the date of her entry, completed her first year's employment as a learner in the said branch.		
(*c*) All other workers	*2 4½*	*2 2½*

DEFINITION OF AREAS

3. For the purposes of this Part of this Schedule—

Area A comprises—

(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; Uphall in the County of West Lothian and Larbert in the County of Stirling;

(iii) the following areas, the boundaries of which were defined as Special Lighting Districts prior to 10th March, 1943, namely, Bellshill and Mossend, Blantyre, Cambuslang, Larkhall, Shotts and Dykehead, 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
Troon

BUTE COUNTY
Rothesay

DUNBARTON COUNTY
Helensburgh

FIFE COUNTY
Leven
Lochgelly
St. Andrews

RENFREW COUNTY
Gourock

STIRLING COUNTY
Kilsyth

WEST LOTHIAN COUNTY
Armadale
Bo'ness.

Area B comprises the whole of Scotland other than Area A.

PART III

FEMALE WORKERS IN THE WHOLESALE MANUFACTURING BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

4. The general minimum time rates payable to female workers in the wholesale manufacturing branch 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 and from them on a mechanical conveyor belt), not being workers to whom (*b*) of this paragraph applies	2	8
(*b*) LEARNERS (as defined in paragraph 14) during the following periods of employment in the wholesale manufacturing branch:—		
1st six months	1	2½
2nd „ „	1	5½
3rd „ „	1	9½
4th „ „	1	10½
5th „ „	2	1
6th „ „	2	2
Provided that a learner who enters, or has entered, the trade for the first time at or over the age of 18 years shall be treated for the purposes of this paragraph as though she had, at the date of her entry, completed her first year's employment as a learner in the said branch.		
(*c*) All other workers	2	6½

PIECE WORK BASIS TIME RATE

	Per hour s.	d.
5. The piece work basis time rate applicable to female workers of any age employed in the wholesale manufacturing branch on piece work is	2	9

PART IV

MALE WORKERS IN ANY BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

6. The general minimum time rates payable to male workers in any branch of the trade are as follows:—

	Per hour s.	d.
Workers aged 21 years or over	3	6½
„ „ 20 and under 21 years	2	11½
„ „ 19 „ „ 20 „	2	7½
„ „ 18 „ „ 19 „	2	4
„ „ 17 „ „ 18 „	2	1
„ „ 16 „ „ 17 „	1	8½
„ „ under 16 years	1	4½

	Per hour s. d.
Provided that the general minimum time rates payable during his first year's employment in the trade to a worker who enters, or has entered, the trade for the first time at or over the age of 19 years shall be—	
During the 1st six months of such employment	*2 4½*
During the 2nd six months of such employment	*2 6½*

PIECE WORK BASIS TIME RATE

	Per hour s. d.
7. The piece work basis time rate applicable to male workers of any age employed in any branch of the trade on piece work is ...	*3 11*

PART V

OVERTIME RATES AND WAITING TIME IN ANY BRANCH OF THE TRADE

OVERTIME

8. Subject to the provisions of this Part of this Schedule, the minimum overtime rates set out in paragraph 9 are payable to workers in any branch of the trade in respect of any time worked—

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

(i) in any week ... ... 44 hours

(ii) on any day other than a Saturday, Sunday or customary holiday ... ... 8¼ hours

Provided that where the worker normally attends on five days only in the week minimum overtime rates shall apply after ... ... 9 hours

(iii) on a Saturday, not being a customary holiday, where the worker normally attends on six days in the week ... ... 4 hours

(*b*) on a Sunday or a customary holiday or, where the worker normally attends on five days only in the week, on a Saturday.

MINIMUM OVERTIME RATES

9. Subject to the provisions of this Part of this Schedule, minimum overtime rates are payable to a worker in any branch of the trade as follows:—

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

(i) for the first two hours worked in excess of 8¼ hours ... ... Time-and-a-quarter

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

Provided that where the worker normally attends on five days only in the week the said minimum overtime rates of time-and-a-quarter and time-and-a-half shall be payable after 9 and 11 hours' work respectively.

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

(i) where the worker normally attends on six days in the week—

for all time worked in excess of 4 hours ...	Time-and-a-half

(ii) where the worker normally attends on five days only in the week—

for the first two hours worked	Time-and-a-quarter
thereafter	Time-and-a-half

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

for all time worked	Double time

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

for all time worked in excess of 44 hours	Time-and-a-quarter

10. For the purposes of this Part of this Schedule,

(*a*) where the worker normally attends 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 the worker normally attends on 6 days in the week and an ordinary week day is substituted for Saturday or, in a 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 week day shall be treated as a Saturday, and Saturday or Sunday (as the case may be) as an ordinary week day.

11. 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 male worker employed on piece work in any branch or of a female worker employed on piece work in the wholesale manufacturing branch,

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

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

(*c*) in the case of a female worker employed on piece work in the retail branch—

(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 under Part II of this Schedule if she 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*).

(2) The expression "customary holiday" means—

(*a*) New Year's Day (or the following day if New Year's Day falls on a Sunday);

The local Spring holiday;

The local Autumn holiday; and

Any day proclaimed as an additional bank holiday or a general holiday throughout Scotland:

Provided that, where in any establishment it is not the custom or practice to observe all or any of such days as holidays, another day or days not fewer in number may, by agreement between the employer and the worker, be substituted therefor.

(*b*) Three other days to be agreed between the employer and the worker.

WAITING TIME

12.—(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 VI

INTERPRETATION

13. In this Schedule—

(*a*) "the trade" means the trade of dressmaking and the making of women's light clothing, that is to say, those branches of the women's clothing trade which are specified in paragraph 15;

(*b*) "the retail branch" means that branch of the trade in which the employer supplies the garment direct to the individual wearer and employs the worker direct;

(*c*) "the wholesale manufacturing branch" means any branch of the trade other than the retail branch.

DEFINITION OF LEARNER

14. In this Schedule a learner is a female worker who is employed by an employer who provides her with reasonable facilities for learning, practically and efficiently, the branch of the trade carried on by him and the various processes involved in the making of any of the articles specified in the definition of the trade set out in paragraph 15.

PART VII

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

15. This Schedule applies to workers in relation to whom the Dressmaking and Women's Light Clothing Wages Council (Scotland) operates, that is to say, workers employed in Scotland in those branches of the Women's Clothing Trade which are specified in the Schedule to the Trade Boards (Dressmaking and Women's Light Clothing Trade, Scotland) (Constitution and Proceedings) Regulations, 1933(a), excluding any processes or operations therein which may be included in the Appendix to the Trade Boards (Shirtmaking) Order, 1920(b). The Schedule to the said Regulations is as follows:—

"Those Branches of the Women's Clothing Trade that are engaged in the making of Non-Tailored Garments, namely, the making from textile or knitted fabrics of (*a*) non-tailored wearing apparel (other than handkerchiefs) worn by women or girls, or by children without distinction of sex, or (*b*) boys' ready-made washing-suits or sailor suits, where carried out in association with or in conjunction with the making of garments to be worn by women or girls, or by children without distinction of sex;

INCLUDING—

1. All operations and processes of cutting, making or finishing by hand or machine of dresses, non-tailored skirts, wraps, blouses, blouse-robes, jumpers, sports-coats, neckwear, tea-gowns, dressing-gowns, dressing-jackets, pyjamas, under-clothing, underskirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby-linen, or similar non-tailored articles;

2. The making of field bonnets, sun-bonnets, boudoir caps or infants' millinery where carried on in association with or in conjunction with the making of any of the articles mentioned in paragraph 1 above;

3. (*a*) The altering, repairing, renovating or remaking of any of the above-mentioned articles;

(*b*) The cleaning of any of the above-mentioned articles where carried on in association with or in conjunction with the altering, repairing, renovating or remaking of such garments;

4. All processes of embroidery or decorative needlework where carried on in association with or in conjunction with the making, altering, repairing, renovating or remaking of such articles other than hand embroidery or hand-drawn-thread work on articles made of linen or cotton or of mixed linen and cotton;

5. The following processes if done by machine:—thread-drawing, thread-clipping, top-sewing, scalloping, nickelling and paring;

6. Laundering, smoothing, folding, ornamenting, boxing, packing, warehousing, or other operations incidental to or appertaining to the making, altering, repairing, renovating or remaking of any of the above-mentioned articles;

BUT EXCLUDING—

A. The making of knitted articles; the making of underclothing, socks and stockings, from knitted fabrics; and the making from knitted fabrics of articles mentioned in paragraphs 1 and 2 above, where carried on in association with or in conjunction with the manufacture of the knitted fabrics;

B. The making of gloves, spats, gaiters, boots, shoes and slippers;

C. The making of headgear, other than the articles mentioned in paragraph 2 above;

(a) S.R. & O. 1933/37 (1933, p. 2039). (b) S.R. & O. 1920/711 (1920 II, p. 790).

D. The branches of trade covered by the Trade Boards (Corset) Order, 1919(a);

E. The making of rubberised or oilskin garments;

F. The making of women's collars and cuffs and of nurses' stiff washing belts where carried on in association with or in conjunction with the making of men's or boys' shirts or collars;

G. 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 1st April, 1960, sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) Order, 1957 (Order W.D.S. (67)), as amended by the Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) (Amendment) Order, 1958 (Order W.D.S. (69)), which Orders are revoked.

New provisions are printed in italics.

(a) S.R. & O. 1919/570 (1919 II, p. 509).