STATUTORY INSTRUMENTS

1968 No. 133

WAGES COUNCILS

The Wages Regulation (Hair, Bass and Fibre) Order 1968

Made - - - 1*st February* 1968

Coming into Operation 21*st February* 1968

Whereas the Minister of Labour (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 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 (Hair, Bass and Fibre) Order 1968.

2.—(1) In this Order the expression "the specified date" means the 21st February 1968, 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 Order 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 (Hair, Bass and Fibre) Order 1966(**c**) shall cease to have effect.

Signed by order of the Minister of Labour.

D. C. Barnes,
Secretary,
Ministry of Labour.

1st February 1968.

SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Wages Regulation (Hair, Bass and Fibre) Order 1966 (Order H.B. (67)).

(**a**) 1959 c. 69. (**b**) 1889 c. 63.
(**c**) S.I. 1966/854 (1966 II, p. 1992).

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:—

(1) 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;

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

(*a*) where the worker is employed in any of the occupations specified in sub-paragraph (2) of this paragraph and his experience in any one or more of them totals not less than 3 years:—

and the worker is aged—

	Per hour s. d.
21 years or over	*5 10*
20 and under 21 years	*5 2*
19 „ „ 20 „	*4 8*
18 „ „ 19 „	*4 1*

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

	Per hour s. d.
21 years or over	*5 5*
20 and under 21 years	*4 9*
19 „ „ 20 „	*4 2*
18 „ „ 19 „	*3 8*
17½ „ „ 18 „	*3 1*
17 „ „ 17½ „	*2 10*
16½ „ „ 17 „	*2 8*
16 „ „ 16½ „	*2 6*
15½ „ „ 16 „	*2 4*
Under 15½ years	*2 2*

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.

(2) The occupations referred to in (*a*) of sub-paragraph (1) of this paragraph and in sub-paragraph (1) of paragraph 4 are as follows:—

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

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.
3. The piece work basis time rate applicable to a male worker specified in (*a*) of sub-paragraph (1) of paragraph 2 is	*6 4*

PART III

FEMALE WORKERS

GENERAL MINIMUM TIME RATES

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

	Per hour s. d.
(1) where the worker is employed in any of the occupations specified in sub-paragraph (2) of paragraph 2 and her experience in any one or more of them totals not less than 3 years	*3 9*
(2) where the worker, not being a worker to whom (1) of this paragraph applies, is aged—	
18 years or over	*3 6*
17½ and under 18 years	*3 1*
17 „ „ 17½ „	*2 10*
16½ „ „ 17 „	*2 8*
16 „ „ 16½ „	*2 6*
15½ „ „ 16 „	*2 4*
Under 15½ years	*2 2*

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.

PIECE WORK BASIS TIME RATE

	Per hour s. d.
5. The piece work basis time rate applicable to a female worker specified in sub-paragraph (1) of paragraph 4 is	*3 11*

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:—

(1) In any week, exclusive of any time for which double time is payable under the provisions of (2) or (3) of this paragraph, for time worked in excess of *40 hours*—

(*a*) for the first 3 hours so worked .. .. time-and-a-quarter

(*b*) 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 *40 hours* shall be reduced by *8 hours* in respect of each such holiday which is allowed on a day normally worked by the worker.

(2) On a Sunday or a customary holiday—
for all time worked .. .. .. double time

(3) On a Saturday—
for all time worked after noon .. .. double time

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 5,

(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.

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, 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 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 to whom the Schedule to the Hair, Bass and Fibre Wages Council (Great Britain) (Variation) Order 1964(a) applies namely:—

Workers employed in Great Britain in any of the following occupations:—

The drafting, dressing or mixing of bass, whisk or similar fibres or horse hair or other hairs and the 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:—

(a) S.I. 1964/585 (1964 I, p. 1085).

(*a*) 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 ;

(*b*) the drafting, dressing or mixing of hair or fibre preparatory to the curling 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 last above-mentioned processes, and

(*c*) the dressing of animal skins.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order, which has effect from 21st February 1968, sets out the statutory minimum remuneration payable in substitution for that fixed by the Wages Regulation (Hair, Bass and Fibre) Order 1966 (Order H.B. (67)) which Order is revoked.

New provisions are printed in italics.