

1975 No. 490**WAGES COUNCILS****The Wages Regulation (Licensed Non-residential Establishment)
(No. 2) Order 1974 (Amendment) Order 1975***Made* - - - 21st March 1975*Coming into Operation* 11th May 1975

Whereas the Secretary of State has received from the Licensed Non-residential Establishment Wages Council the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Secretary of State in exercise of powers conferred by section 11 of the Wages Councils Act 1959(a), and now vested in him(b), 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 (Licensed Non-residential Establishment) (No. 2) Order 1974 (Amendment) Order 1975.

2.—(1) In this Order the expression “the specified date” means the 11th May 1975, 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(c) shall apply 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 Schedule hereto shall have effect as from the specified date.

Signed by order of the Secretary of State.
21st March 1975.

R. J. Dawe,
Assistant Secretary,
Department of Employment.

(a) 1959 c. 69.

(b) S.I. 1959/1769, 1968/729 (1959 I, p. 1795; 1968 II, p. 2108).

(c) 1889 c. 63.

Article 3

SCHEDULE

The Wages Regulation (Licensed Non-residential Establishment) (No. 2) Order 1974(a) (Order L.N.R. (109)), shall have effect as if in the Schedule thereto:—

1. for paragraphs 1 and 2 there were substituted the following paragraphs:—

“PART I

REMUNERATION FOR EMPLOYMENT

BASIS OF REMUNERATION

REGULAR WORKERS

1.—(1) Minimum remuneration payable to regular workers for a week of 40 hours exclusive of overtime shall be in accordance with the table in paragraph 2 hereof and, as respects the minimum remuneration specified in Columns 2 to 8 of that table, shall be payable on the basis that the board, meals or lodging to be supplied are available for the worker for seven days a week:

Provided that where on one day only in the week the employer does not supply the same number of meals as he normally supplies on each of the other days of the week the amount specified in such one of the Columns 2 to 7 of that table as would have been applicable had the worker been supplied on seven days a week with the number of meals normally supplied on a day shall be increased by 5p for each such meal not supplied on that day subject to a maximum increase of 15p.

(2) The hourly rate payable to all such workers, except in respect of overtime, and subject to the provisions of paragraph 3, is the appropriate minimum remuneration for a working week of 40 hours as set out in the table in paragraph 2 hereof, divided by 40.

(a) S.I. 1974/1927 (1974 III, p. 6635).

2. The table of weekly minimum remuneration is as follows:—

Col. 1 Workers	Col. 2 Where the employer supplies full board and lodging		Col. 3 Where the employer supplies 2 meals only a day and lodging		Col. 4 Where the employer supplies 1 meal only a day and lodging		Col. 5 Where the employer supplies full board but not lodging		Col. 6 Where the employer supplies 2 meals only a day but not lodging		Col. 7 Where the employer supplies 1 meal only a day but not lodging		Col. 8 Where a regular worker is supplied by the employer with lodging but with no meals		Col. 9 Where none of Columns 2 to 8 inclusive is applicable	
	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B
A. MALE WORKERS																
Cellarman (England or Wales) ...	17-15	16-15	18-05	16-95	18-95	17-75	19-95	18-25	20-85	19-05	21-75	19-85	19-85	18-55	22-65	20-65
Head Barman, Barman-in-Charge or First Hand (England or Wales) ...	16-95	15-95	17-85	16-75	18-75	17-55	19-75	18-05	20-65	18-85	21-55	19-65	19-65	18-35	22-45	20-45
First Hand (Scotland only)—																
Grade I ...	—	16-30	—	17-10	—	17-90	—	18-40	—	19-20	—	20-00	—	18-70	—	20-80
Grade II ...	—	15-95	—	16-75	—	17-55	—	18-05	—	18-85	—	19-65	—	18-35	—	20-45
Second Hand (Scotland only) ...	—	15-95	—	16-75	—	17-55	—	18-05	—	18-85	—	19-65	—	18-35	—	20-45
Barman or Barman-Waiter (England or Wales) ...	16-60	15-60	17-50	16-40	18-40	17-20	19-40	17-70	20-30	18-50	21-20	19-30	19-30	18-00	22-10	20-10
Barman (Scotland only) ...	—	15-60	—	16-40	—	17-20	—	17-70	—	18-50	—	19-30	—	18-00	—	20-10
Other male workers (Great Britain)—																
Aged 21 years or over ...	16-45	15-45	17-35	16-25	18-25	17-05	19-25	17-55	20-15	18-35	21-05	19-15	19-15	17-85	21-95	19-95
" 20 " and under 21 ...	14-35	13-35	15-25	14-15	16-15	14-95	17-15	15-45	18-05	16-25	18-95	17-05	17-05	15-75	19-85	17-85
" 19 " " " 19 ...	12-20	11-20	13-10	12-00	14-00	12-80	15-00	13-30	15-90	14-10	16-80	14-90	14-90	13-60	17-70	15-70
" 18 " " " 19 ...	10-35	9-35	11-25	10-15	12-15	10-95	13-15	11-45	14-05	12-25	14-95	13-05	13-05	11-75	15-85	13-85
Aged under 18 years (except workers under 17 years of age wholly or mainly employed on delivery work)	8-00	7-00	8-90	7-80	9-80	8-60	10-80	9-10	11-70	9-90	12-60	10-70	10-70	9-40	13-50	11-50
B. FEMALE WORKERS																
Head Barmaid (Great Britain) ...	15-80	14-80	16-70	15-60	17-60	16-40	18-60	16-90	19-50	17-70	20-40	18-50	18-50	17-20	21-30	19-30
Barmaid (Great Britain)—																
Aged 21 years or over ...	15-45	14-45	16-35	15-25	17-25	16-05	18-25	16-55	19-15	17-35	20-05	18-15	18-15	16-85	20-95	18-95
" 20 " and under 21 ...	13-60	12-60	14-50	13-40	15-40	14-20	16-40	14-70	17-30	15-50	18-20	16-30	16-30	15-00	17-10	15-10
" 19 " " " 20 ...	11-90	10-90	12-80	11-70	13-70	12-50	14-70	13-00	15-60	13-80	16-50	14-60	14-60	13-30	15-40	13-40
Aged under 19 years ...	10-65	9-65	11-55	10-45	12-45	11-25	13-45	11-75	14-35	12-55	15-25	13-35	13-35	12-05	16-15	14-15
Other female workers (Great Britain)—																
Aged 21 years or over ...	15-10	14-10	16-00	14-90	16-90	15-70	17-90	16-20	18-80	17-00	19-70	17-80	17-80	16-50	20-60	18-60
" 20 " and under 21 ...	12-55	11-55	13-45	12-35	14-35	13-15	15-35	13-65	16-25	14-45	17-15	15-25	15-25	13-95	18-05	16-05
Aged under 18 years ...	10-30	9-30	11-20	10-10	12-10	10-90	13-10	11-40	14-00	12-20	14-90	13-00	13-00	11-70	15-80	13-80

WORKERS OTHER THAN REGULAR WORKERS
 2A.—(1) The hourly rates payable to workers other than regular workers, except in respect of overtime, shall be in accordance with the table in sub-paragraph (2) hereof.
 (2) The table of hourly rates is as follows:—

Col. 1 Workers	Col. 2 Where the employer supplies full board and lodging		Col. 3 Where the employer supplies 2 meals only a day and lodging		Col. 4 Where the employer supplies 1 meal only a day and lodging		Col. 5 Where the employer supplies full board but not lodging		Col. 6 Where the employer supplies 2 meals only a day but not lodging		Col. 7 Where the employer supplies 1 meal only a day but not lodging		Col. 8 Where the worker is supplied by the employer with lodging but with no meals		Col. 9 Where none of Columns 2 to 8 inclusive is applicable	
	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B
A. MALE WORKERS																
Cellarman (England or Wales) ...	36.45	34.30	38.35	36.50	40.25	39.75	42.40	39.40	39.40	44.50	46.20	45.00	43.00	42.65	48.25	47.90
Head Barman, Barman-in-Charge or First Hand (England or Wales) ...	36.00	33.90	37.95	36.50	39.85	39.40	41.95	39.00	39.00	43.90	45.80	44.65	42.65	42.25	47.90	47.50
First Hand (Scotland only)	—	—	—	37.15	—	40.00	—	39.65	—	42.40	—	45.25	—	42.90	—	48.15
Grade I ...	—	33.90	—	36.50	—	39.40	—	39.00	—	41.75	—	44.65	—	42.25	—	47.50
Grade II ...	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Second Hand (Scotland only) ...	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Barman or Barman-Waiter (England or Wales) ...	35.30	33.15	37.20	35.90	39.15	38.75	41.25	38.40	38.40	43.15	45.05	44.00	42.00	41.65	47.25	46.90
Barman (Scotland only) ...	—	33.15	—	35.90	—	38.75	—	38.40	—	41.15	—	44.00	—	41.65	—	46.90
Other male workers (Great Britain)—																
Aged 21 years or over ...	34.95	32.90	36.85	35.65	38.90	38.50	40.90	38.15	38.15	42.80	44.75	43.75	41.75	41.40	47.00	46.65
" 20 " and under 21 ...	30.50	29.15	32.40	31.90	35.15	34.75	36.45	34.40	34.40	38.35	40.40	40.00	38.00	37.65	43.25	42.90
" 19 " " 20 ...	25.95	25.25	28.40	28.00	31.25	30.90	31.90	30.50	30.50	33.80	36.50	36.15	34.15	33.75	39.40	39.00
" 18 " " 19 ...	22.40	22.00	25.15	24.75	28.00	27.65	27.95	27.25	27.25	30.40	33.25	32.90	30.90	30.50	36.15	35.75
Aged under 18 years (except workers under 17 years of age wholly or mainly employed on delivery work)	18.15	17.75	20.90	20.50	23.75	23.40	23.40	23.00	23.00	26.15	29.00	28.65	26.65	26.25	31.90	31.50
B. FEMALE WORKERS																
Head Barmaid (Great Britain) ...	33.60	31.45	35.50	33.15	37.40	35.25	39.55	35.90	35.90	41.45	43.35	40.50	39.30	38.15	45.25	43.40
Barmaid (Great Britain)—																
Aged 21 years or over ...	32.85	30.10	34.75	32.40	36.65	34.65	38.80	35.15	35.15	40.70	42.60	39.90	38.55	37.50	44.50	42.75
" 20 " and under 21 ...	28.90	26.80	30.80	29.15	32.75	32.00	34.85	31.65	31.65	36.75	38.70	37.25	35.25	34.90	40.60	40.15
" 19 " " 20 ...	25.30	24.15	27.25	26.90	30.15	29.75	31.25	29.40	29.40	32.15	35.40	35.00	33.00	32.65	37.90	37.50
Aged under 19 years ...	22.90	22.50	25.65	25.25	28.50	28.15	28.60	27.75	27.75	30.90	33.75	33.40	31.40	31.00	36.65	36.25
Other female workers (Great Britain)—																
Aged 21 years or over ...	32.10	29.95	34.00	31.65	35.90	33.75	38.05	34.45	34.45	39.95	41.85	39.00	37.85	36.65	43.80	41.90
Aged 18 years and under 21 ...	26.65	25.90	28.65	28.65	31.50	31.50	32.60	31.15	31.15	34.55	36.75	36.75	34.40	34.40	39.65	39.65
Aged under 18 years ...	21.90	21.90	24.65	24.65	27.50	27.50	27.85	27.15	27.15	29.90	32.75	32.75	30.40	30.40	35.65	35.65

2. for paragraph 8 there were substituted the following paragraph:—

“WORKERS WHO WORK ON A PUBLIC HOLIDAY AND WHO ARE NOT GIVEN A DAY OFF IN LIEU

8. Where a worker, other than a worker who ordinarily works for the employer for less than 18 hours a week, works on a public holiday and his employer has not undertaken to allow him a day's holiday in lieu thereof within 14 days of the public holiday, he shall be paid—

(1) for the first 7 hours 30 minutes worked on the public holiday

(a) the amount to which he would have been entitled under the arrangement current between the employer and the worker immediately before the holiday had the day not been a public holiday; and in addition

(b) (i) in the case of a regular worker, the amount to which he would have been entitled had he been employed in the circumstances in which the weekly remuneration specified in Column 9 of the table in paragraph 2 would have been payable, and

(ii) in the case of a worker other than a regular worker, the amount to which he would have been entitled had he been employed in the circumstances in which the hourly rate specified in Column 9 of the table in paragraph 2A would have been payable;

(2) for all time worked in excess of 7 hours 30 minutes on the public holiday—double time.”

3. in paragraph 19 for the definitions of “ONE DAY'S HOLIDAY PAY” and “TIME-AND-A-QUARTER”, “TIME-AND-A-HALF” and “DOUBLE TIME” there were substituted the following definitions:—

“‘ONE DAY'S HOLIDAY PAY’ means the appropriate proportion of the amount the worker would be entitled to receive from the employer under the arrangement current immediately before the holiday or immediately before the termination date, as the case may require, for one week's work if he worked his normal weekly hours of work, exclusive of overtime, with the addition in the case of a worker who is normally supplied with full board, meals or lodging of the daily amount in the following table which is related to the benefit supplied and to the worker's normal working week—

Benefit normally supplied by the employer to the worker	Weekly amount		Daily amount for worker with a normal working week of—							
			Six days		Five days		Four days		Three days or less	
	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B	Area A	Area B
(a) Full board and lodging	£ 5.50	£ 4.50	92 ^p	75 ^p	£ 1.10	90 ^p	£ 1.375	£ 1.125	£ 1.835	£ 1.50
(b) Two meals only a day and lodging	4.60	3.70	77	62	0.92	74	1.15	0.925	1.535	1.235
(c) One meal only a day and lodging	3.70	2.90	62	48½	0.74	58	0.925	0.725	1.235	0.97
(d) Full board but no lodging	2.70	2.40	45	40	0.54	48	0.675	0.60	0.90	0.80
(e) Two meals only a day but no lodging	1.80	1.60	30	27	0.36	32	0.45	0.40	0.60	0.535
(f) One meal only a day but no lodging	0.90	0.80	15	13½	0.18	16	0.225	0.20	0.30	0.27
(g) Lodging but with no meals supplied	2.80	2.10	47	35	0.56	42	0.70	0.525	0.935	0.70

and in this definition ‘appropriate proportion’ means:—

where the worker's normal working week is 6 days	one sixth
” ” ” ” ” ” ” ” 5	” ” ” ” ” ” ” ”	one fifth
” ” ” ” ” ” ” ” 4	” ” ” ” ” ” ” ”	one quarter
” ” ” ” ” ” ” ” 3 days or less	one third.

'TIME-AND-A-QUARTER', 'TIME-AND-A-HALF' and 'DOUBLE TIME' mean, respectively—

(a) for regular workers—

One and a quarter times, one and a half times and twice the hourly rate obtained by dividing by 40 the minimum weekly remuneration to which the worker would be entitled if he were employed in the circumstances specified in Column 9 of the table in paragraph 2, and

(b) for workers other than regular workers—

One and a quarter times, one and a half times and twice the hourly rate to which the worker would be entitled if he were employed in the circumstances specified in Column 9 of the table in paragraph 2A."

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order, which has effect from 11th May 1975, amends the Wages Regulation (Licensed Non-residential Establishment) (No. 2) Order 1974 (Order L.N.R. (109)).

The Order sets out the increased statutory minimum remuneration payable to workers, other than regular workers, in relation to whom the Licensed Non-residential Establishment Wages Council operates, in substitution for the statutory minimum remuneration fixed by Order L.N.R. (109).

New provisions are printed in italics.

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