



Supplement to the LABOUR GAZETTE

for AUGUST, 1917.

Rules and Orders made under the Munitions of War Act, 1915, and the Munitions of War (Amendment) Acts, 1915 and 1916.

STATUTORY RULES AND ORDERS UNDER THE MUNITIONS OF WAR ACTS, 1915 AND 1916.

No. 526.

MUNITIONS OF WAR.

ORDER, DATED 29TH MAY, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 9, SUB-SECTION 1, OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, C. 99).

Whereas it is provided by Section 9, Sub-section 1, of the Munitions of War (Amendment) Act, 1916, that the expression "munitions work" for the purposes of that Act and of the Munitions of War Act, 1915, means (*inter alia*) the manufacture or repair of the materials of any class specified in an Order made for the purpose by the Minister of Munitions required for or for use in any manufacture or repair of such articles and things as are more fully set out in paragraph (a) of the said sub-section:

Now, therefore, in virtue of the power vested in him by the above-mentioned section and of all other powers enabling him in this behalf, the Minister of Munitions, acting on representations made to him by the Army Council, hereby orders that the manufacture or repair of the material specified in the Schedule appended hereto in so far as it is required for or for use in any manufacture or repair of such articles and things as are more fully set out in paragraph (a) of the said sub-section shall be munitions work.

Schedule.

LEATHER.

This Order shall come into operation on the 29th day of May, 1917, and shall be supplementary to the Orders previously made by the Minister of Munitions under the above-mentioned sub-section.

U. Wolff,
Assistant General Secretary.

Dated 29th May, 1917.
Ministry of Munitions of War,
6, Whitehall Gardens, S.W.1.

No. 539.

EMPLOYMENT AND REMUNERATION.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF WOMEN ON MEN'S WORK) ORDER, No. 8, DATED MAY 30, 1917, MADE BY THE MINISTER OF MUNITIONS, IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, C. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section seven of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by Order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under

the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 18th June, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Women on Men's Work) Order No. 8."

Dated this 30th day of May, 1917.
Signed on behalf of the Minister of Munitions.
U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF WOMEN OF 18 YEARS OF AGE OR OVER ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS CUSTOMARILY DONE BY MEN OF 18 YEARS OF AGE OR OVER IN DISTRICTS WHERE SUCH WORK WAS CARRIED ON.

[NOTE.—The directions contained in this Schedule are identical with those in the First Schedule to Order No. 489, published on page 2 of the Supplement to the "Labour Gazette" for June, 1917].

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 540.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF GIRLS ON MEN'S WORK) ORDER, No. 6, DATED 30TH MAY, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, C. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an order made thereunder, the Minister of Munitions shall have power by order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this Section shall be binding on the owner of the establishment, and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions

of War (Amendment) Act, 1916, are for the time being applied by an order made thereunder. Now, therefore, in pursuance of the above-mentioned powers, the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto, and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 18th June, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Girls on Men's Work) Order, No. 6."

Dated this 30th day of May, 1917.

Signed on behalf of the Minister of Munitions,

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF GIRLS UNDER 18 YEARS OF AGE ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS CUSTOMARILY DONE BY MEN OF 18 YEARS OF AGE AND OVER IN DISTRICTS WHERE SUCH WORK WAS CARRIED ON.

[NOTE.—The directions contained in this Schedule are identical with those in the First Schedule to Order No. 490, published on page 3 of the Supplement to the "Labour Gazette" for June, 1917].

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 541.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF WOMEN AND GIRLS ON WOODWORK FOR AIRCRAFT) ORDER, NO. 3, DATED 30TH MAY, 1917, MADE BY THE MINISTER OF MUNITIONS, IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an order made thereunder, the Minister of Munitions shall have power by order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this Section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this Section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an order made thereunder. Now, therefore, in pursuance of the above-mentioned powers, the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 18th June, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Women and Girls on Woodwork for Aircraft) Order, No. 3."

Dated this 30th day of May, 1917.

Signed on behalf of the Minister of Munitions,

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF WOMEN AND GIRLS ON WOODWORK PROCESSES FOR AIRCRAFT.

[NOTE.—The directions contained in this Schedule are identical with those in the First Schedule to Order No. 491, published on page 4 of the Supplement to the "Labour Gazette" for June, 1917].

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 542.

THE MUNITION (REMUNERATION OF WOMEN AND GIRLS ON WORK NOT RECOGNISED AS MEN'S WORK) CONSOLIDATED ORDER, NO. 6, DATED MAY 30, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of Section 7 of the principal Act as amended by this Act are for the time being applied by an Order made thereunder, the Minister of Munitions shall have power by order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No directions given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an order made thereunder. Now, therefore, in pursuance of the above-mentioned powers, the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munition work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment, and the female workers to whom the directions relate, as from 18th June, 1917.

This Order may be cited as "The Munitions (Remuneration of Women and Girls on Work not recognised as Men's Work) Consolidated Order, No. 6."

Dated this 30th day of May, 1917.

Signed on behalf of the Minister of Munitions,

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE REMUNERATION OF WOMEN AND GIRLS ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS NOT RECOGNISED AS MEN'S WORK IN DISTRICTS WHERE SUCH WORK WAS CUSTOMARILY CARRIED ON.

[NOTE.—The directions contained in this Schedule are identical with those in the First Schedule to Order No. 492, published on page 5 of the Supplement to the "Labour Gazette" for June, 1917].

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 543.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF WOMEN AND GIRLS ON GENERAL WOODWORK) INTERIM ORDER, DATED MAY 30, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 6 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

NOTE.—A detailed Order on this subject is in preparation.

Whereas Section 6 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

6.—(1) Where female workers are employed on or in connection with munitions work in any establishment of a class to which the provisions of section seven of the principal Act as amended by this Act are for the time being applied by an order made thereunder, the Minister of Munitions shall have power by order to give directions as to the rate of wages, or (subject, so far as the matter is one which is dealt with by the Factory and Workshops Acts, 1901 to 1911, to the concurrence of the Secretary of State) as to hours of labour, or conditions of employment of the female workers so employed.

(2) Any directions given by the Minister of Munitions under this section shall be binding on the owner of the establishment and any contractor or sub-contractor employing labour therein and the female workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like manner as if the Order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

(3) No direction given under this section shall be deemed to relieve the occupier of any factory or workshop from the obligation to comply with the provisions of the Factory and Workshops Acts, 1901 to 1911, or of any orders or regulations made thereunder, or to affect the liability of any person to be proceeded against for an offence under the Employment of Children Act, 1903, so, however, that no person be twice punished for the same offence.

And whereas the establishments named in the Second Schedule hereto are establishments of a class to which the provisions of Section 7 of the principal Act, as amended by the Munitions of War (Amendment) Act, 1916, are for the time being applied by an Order made thereunder. Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto regarding the wages of female workers employed on munitions work shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto and any contractor or sub-contractor employing labour in any such establishment and the female workers to whom the directions relate as from 18th June, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Women and Girls on General Woodwork) Interim Order."

Dated this 30th day of May, 1917.

Signed on behalf of the Minister of Munitions,

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

INTERIM DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF WOMEN AND GIRLS ON MUNITIONS WORK CONSISTING OF WOODWORK PROCESSES, OTHER THAN WOODWORK PROCESSES FOR AIRCRAFT.

1. Women and girls employed on woodwork processes, other than woodwork processes for Aircraft, shall after 8 weeks of such employment receive not less than the following hourly rates:—

		Per hour.	
Women 18 years and over	6d.
Girls 17 " under	18	...	5d.
" 16 " "	17	...	4d.
" 15 " "	16	...	3½d.
" under 15 years	3d.

2. Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 667.

THE MUNITIONS (EMPLOYMENT AND REMUNERATION OF SEMI-SKILLED AND UNSKILLED MEN) ORDER NO. 5, DATED JUNE 26, 1917, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 7 OF THE MUNITIONS OF WAR (AMENDMENT) ACT, 1916 (5 & 6 GEO. 5, c. 99).

Whereas Section 7 of the Munitions of War (Amendment) Act, 1916, provides as follows:—

7. The Minister of Munitions shall have power by order to give directions as to the rate of wages, hours of labour, or conditions of employment of semi-skilled and unskilled men employed in any controlled establishment on munitions work being work of a class which prior to the war was customarily undertaken by skilled labour, or as to the time rates for the manufacture of complete shell and fuses and cartridge cases in any controlled establishment in which such manufacture was not customary prior to the war; and any direction so given shall be binding on the owner of the establishment, and any contractor or sub-contractor employing labour therein, and the workers to whom the directions relate, and any contravention thereof or non-compliance therewith shall be punishable, in like

manner as if the order in which the direction is contained was an award made in settlement of a difference under Part I. of the principal Act.

Now, therefore, in pursuance of the above-mentioned powers the Minister of Munitions hereby orders and directs that the directions contained in the First Schedule hereto shall take effect and be binding upon the owners of the establishments named in the Second Schedule hereto (being controlled establishments), and any contractor or sub-contractor employing labour therein, and the workers to whom the directions relate as from 9th July, 1917.

This Order may be cited as "The Munitions (Employment and Remuneration of Semi-skilled and Unskilled Men) Order No. 5."

Dated this 26th day of June, 1917.

Signed on behalf of the Minister of Munitions.

U. Wolff,
Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, London, S.W.1.

First Schedule.

DIRECTIONS RELATING TO THE EMPLOYMENT AND REMUNERATION OF SEMI-SKILLED AND UNSKILLED MEN ON MUNITIONS WORK OF A CLASS WHICH PRIOR TO THE WAR WAS CUSTOMARILY UNDERTAKEN BY SKILLED LABOUR.

(NOTE.—These Directions are strictly confined to the war period and are subject to the observance of Schedule II. of the Munitions of War Act.)

General.

1. Operations on which skilled men are at present employed, but which by reason of their character can be performed by semi-skilled or unskilled labour, may be done by such labour during the period of the war.

2. Where semi-skilled or unskilled male labour is employed on work identical with that customarily undertaken by skilled labour, the time rates and piece prices and premium bonus times shall be the same as customarily obtain for the operations when performed by skilled labour.

3. Where skilled men are at present employed they shall not be displaced by less skilled labour unless other skilled employment is offered to them there or elsewhere.

4. Piece-work prices and premium bonus time allowances, after they have been established, shall not be altered unless the means or methods of manufacture are changed.

5. Overtime, night-shift, Sunday and holiday allowances shall be paid to such machinememen on the same basis as to skilled men.

Time Ratings for the manufacture of complete shell and fuses and cartridge cases, where not hitherto customary.

6. Where the manufacture of this class of munitions was not customarily undertaken by the Establishment prior to the war, the following time ratings shall apply:—

(a) Semi-skilled and unskilled men of 21 years of age and over, when engaged as machinememen on the above manufacture, shall be paid at a time rate of 10s. per week lower than the time rate for turners, including war bonuses, engaged in the engineering trade of the district, but in no case shall the rate paid to such men be less than 28s. per week of the normal district hours. This rate also includes all war bonuses already granted.

(b) Where a semi-skilled or unskilled man of 21 years of age and over has had no experience previously of the operation he is called upon to perform, his starting rate shall be 26s. per week, which shall be paid during his period of training, but such period shall not exceed two months from the date at which he commenced work as a machinememan.

(c) The time rates payable to setters up shall be not less than as follows:—

Setting up of fuse-making machines, 10s. per week over the current district time rate for turners.

Setting up of shell-making machines, 5s. per week over the current district time rate for turners.

These extras are in addition to any war bonuses which have been granted.

Interpretation.

7. Any question which arises as to the interpretation of these directions shall be determined by the Minister of Munitions.

Second Schedule.

LIST OF ESTABLISHMENTS.

No. 697.

CONTROLLED ESTABLISHMENTS. ENGLAND AND IRELAND.

ORDER, DATED 3RD JULY, 1917, UNDER THE MUNITIONS (ORDERING OF WORK) AMENDMENT REGULATION, 1916, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF SECTION 4 (5) OF THE MUNITIONS OF WAR ACT, 1915 (5 & 6 GEO. 5, c. 54), WITH RESPECT TO THE GENERAL ORDERING OF THE WORK IN A CONTROLLED ESTABLISHMENT IN ENGLAND AND IRELAND.

It is hereby ordered by the Minister of Munitions that in controlled establishments holidays taken in July, August and September, 1917, the dates of which accord with local

custom, or where there is no local custom have been agreed between the employers and their employees or have been approved by the Minister, shall be observed as holidays and not as working days for the staff and workpeople engaged in the establishments.

Provided that where holidays are fixed by agreement in the absence of local custom they shall not exceed a week except with the approval of the Minister.

Provided further that this Order shall not apply:—

- (1) to persons engaged upon any cleaning or repairs to machinery or plant or other work which it is necessary to perform or not practicable to discontinue during the said days;
- (2) in any case in which express notice is sent that this Order is not to be applicable to an establishment or any part thereof.

Signed by order of the Minister of Munitions this third day of July, 1917.

U. Wolff,

Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, S.W.1.

No. 698

S. 65.

CONTROLLED ESTABLISHMENTS.

SCOTLAND.

ORDER, DATED JULY 3, 1917, UNDER THE MUNITIONS (ORDERING OF WORK) AMENDMENT REGULATION (SCOTLAND) 1916, MADE BY THE MINISTER OF MUNITIONS IN PURSUANCE OF

SECTION 4 (5) OF THE MUNITIONS OF WAR ACT, 1915. (5 & 6 GEO. 5, C. 54), WITH RESPECT TO THE GENERAL ORDERING OF THE WORK IN A CONTROLLED ESTABLISHMENT IN SCOTLAND.

It is hereby ordered by the Minister of Munitions that in controlled establishments holidays taken in July, August and September, 1917, the dates of which accord with local custom or where there is no local custom have been agreed between the employer and their employees or have been approved by the Minister shall be observed as holidays and not as working days for the staff and workpeople engaged in the establishments.

Provided that where holidays are fixed by agreement in the absence of local custom they shall not exceed a week except with the approval of the Minister.

Provided further that this Order shall not apply:—

- (1) to persons engaged upon any cleaning or repairs to machinery or plant or other work which it is necessary to perform or not practicable to discontinue during the said days;
- (2) in any case in which express notice is sent that this order is not to be applicable to an establishment or any part thereof.

Signed by order of the Minister of Munitions this third day of July, 1917.

U. Wolff,

Assistant General Secretary.

Ministry of Munitions of War,
6, Whitehall Gardens, S.W.1.