

ZONES



1 to 9

NATIONAL AGREEMENT

between

The
CINEMATOGRAPH
EXHIBITORS'
ASSOCIATION OF
GT. BRITAIN AND
IRELAND (Reg. No. 1622T.)

The
NATIONAL
ASSOCIATION
OF THEATRICAL
AND KINE
EMPLOYEES



30th JULY, 1962



Orchard & Ind Ltd.
Northgate
Gloucester

INDEX

Page

- 1 Duration of Agreement ; Recognition ; Sunday opening.

PART 1

- 2 Conciliation Machinery.
General ; Area Conciliation Board ; National Joint Appeal Board.
- 3 Finance.
- 3 Classification of Cinemas.
- 3 Other Grades.

PART 2

Working Conditions

- 3 Projectionists and other Male Staff ; Female Staff
- 4/5 Rates of Remuneration for Sunday Performances ; Spreadover.
- 5/6 Juvenile Employees ; Meal Breaks ; Annual Holidays with Pay.
- 7 Payment for Recognised Holidays.
- 7/8 Overtime ; Staff Rooms ; Staff Inspection ; Times Off.
- 8/9 Re-imburement of Authorised Expenses ; Uniform Supply ; Payment of Wages ; Allocation of Duties ; Provision of Seats for Usherettes ; Termination of Employment ; Deputies for Higher Grade Employees.
- 9 Payment during Sickness and Accidents ; Better Rates of Pay.
- 9 Holiday Reliefs.

PART 3

- 9/10 Special Provisions for Projectionists Only.
- 10 Probationers - Apprentices.
- 11 Safety and Welfare ; Staff Shortage.

PART 4

- 11 Wages.
- 12/13 Special Presentations ; Auditorium Sales Girls and Kiosk Girls ; Lunch Money.
Forfeiture of Wages Withheld ; Financial Hardship ; Bingo.

WAGES SCHEDULES

- 15 Zone One—Scotland
- 16 Zone Two—North-East
- 17 Zone Three—North-West
- 18 Zone Four—Midlands
- 19 Zone Five—East Anglia
- 20 Zone Six—London and Home Counties
- 21 Zone Seven—Southern
- 22 Zone Eight—South Wales and Mon.
- 23 Zone Eight—Addendum
- 24 Zone Nine—South-West

An Agreement ARRIVED AT BETWEEN The Cinematograph Exhibitor's Association of Great Britain and Ireland (hereinafter called the "C.E.A.") on the one hand and The National Association of Theatrical and Kine Employees (hereinafter called the "N.A.T.K.E.") on the other hand in regard to rates of wages and conditions of employment relating to cinema employees.

B. The members of the N.A.T.K.E. shall render their best service to the management under whom they are employed.

C. Its members shall not individually cease work without proper notice or consent of the management or act collectively to cease work before an opportunity has been afforded to the management and the representatives of the Association to adjust any matter in dispute arising at any time.

D. DURATION OF AGREEMENT.

This Agreement and the schedule of wages and working conditions shall be operative from the 30th July, 1962, and shall continue for 18 months from that date and thereafter until the expiry of 6 months' notice in writing given on either side to terminate, alter or vary.

Provided nevertheless that if during the continuance of this agreement, but after 30th July, 1962, a substantial change in the index of retail prices (cost of living index) as published by the Ministry of Labour shall occur, it shall be competent to either party to seek a review of wages. In the event of there then being failure to agree, either party may refer the difference to the National Joint Appeal Board as described in Part I hereof.

E. RECOGNISED TRADE UNION.

The C.E.A. recognise the N.A.T.K.E. as the appropriate Trade Union for the purpose of representing the interests of and negotiating wages and working conditions for all employees except managerial grades, i.e. managers, assistant, relief and trainee managers and any higher grades concerned in management of cinemas in the industry.

In the interest of good labour relations within the industry the C.E.A. agrees to bring to the attention of all its members the desirability of their individually recognising the N.A.T.K.E. as the Union representing their employees. The C.E.A. will recommend its members to notify their employees of this recognition and in particular to draw the same to the attention of new employees.

F. In view of these undertakings and the security they provide for the managements and the staffs, the managements of the theatres will provide reasonable facilities on application to the managements of the Union's representatives to meet the employees. The Union's representative shall consist of a full-time officer for the region corresponding to the Branch area of the C.E.A. Should the Union desire facilities for more than one representative in any area to be able to meet the employees, any such additional representative shall be the subject of agreement between the Branch of the C.E.A. and the Branch or Branches of the N.A.T.K.E. concerned. In the event of failure to agree, the matter shall be referred to the Area Conciliation Board for decision on the basis whether the request is reasonable.

A member of the staff of the theatre shall be recognised as a steward of the Union, and by arrangement with the management shall be given facilities for the collection of membership dues.

G. SUNDAY OPENING.

The N.A.T.K.E. is not opposed to the opening of cinemas on Sundays provided the wages and conditions be in accordance with this Agreement. Any independent actions attempting to negotiate wages and conditions otherwise than by the accepted methods of trade union negotiations between the N.A.T.K.E. and the C.E.A. are repudiated and condemned, and the N.A.T.K.E. undertakes to put into effect the necessary disciplinary action upon the C.E.A. bringing to its notice any such breach.

No employee shall be obliged to work on Sundays or Good Fridays if he or she has a bone fide conscientious objection to working on those days.

PART 1

1. CONCILIATION MACHINERY.

1. GENERAL

To secure the largest possible measure of joint action between exhibitors and their staffs for the safeguarding and development of the industry and with a view to promoting the best interests of all employers and employees engaged in the said industry, conciliation machinery shall be established as hereinafter described.

If any dispute shall arise with regard to the observance, meaning or interpretation of this Agreement or in the event of any difference between the management of any cinema and a member or members of the Union which in either case is not settled directly between the parties concerned, the same shall be referred to such conciliation machinery.

No stoppage of work or lockout shall take place before all stages of the conciliation machinery have been exhausted and then only if either party shall refuse to abide by any decision or recommendation made.

No member of the Union shall be prejudiced or victimised by his or her management in any way by reason of the fact that the Union has brought forward representations on his or her behalf.

2. AREA CONCILIATION BOARD

A joint committee of conciliation shall be established in the area of each branch or section of the C.E.A. and shall be known as the Area Conciliation Board. Such Board shall consist of not more than 5 representatives of the C.E.A. and not more than 5 representatives of N.A.T.K.E. and the joint secretaries who shall be the secretaries of the C.E.A. and N.A.T.K.E. branches or sections concerned. The Area Conciliation Board shall meet unless otherwise agreed between the parties within 14 days of the date of receipt of the notice of the matter in dispute by the joint secretaries.

3. NATIONAL JOINT APPEAL BOARD

The National Joint Appeal Board shall consist of 10 members, 5 selected by the C.E.A. and 5 by N.A.T.K.E. with an independent Chairman agreed by the two parties or, in the absence of agreement, to be appointed by the Ministry of Labour. The joint secretaries shall be the General Secretaries of the C.E.A. and N.A.T.K.E. A representative who has been a member of an Area Conciliation Board dealing with a case shall not sit as a member of the National Joint Appeal Board which is dealing with the same case.

Either party to a reference to an Area Conciliation Board shall have the right to appeal against any decision or recommendation made by such Area Board on giving notice in writing to the joint secretaries. Such notice shall be given within 14 days of the issue of the Area Board's decision. In general, there shall be no appeal over questions of fact which should be decided by the Area Conciliation Board.

Either party to a dispute may also refer the same to the National Joint Appeal Board in the event of there being failure to reach agreement in reference to such dispute at the level of an Area Conciliation Board.

It shall be competent for the National Joint Appeal Board to undertake any references jointly requested by the C.E.A. and the N.A.T.K.E.

Unless agreed between the parties, the National Joint Appeal Board shall meet within 28 days of receipt by the joint secretaries of notice calling for the same and full details in writing of the issue to be referred to the Board.

Either Board shall hear disputes and in the case of a dispute arising with regard to the observance, meaning or interpretation of this Agreement, shall if possible within 7 days of the date of the hearing, issue a decision which shall be binding and in the case of a difference between the management of any cinema and a member or members of the Union which shall not have been settled between them shall if possible issue a recommendation within 7 days of the date of the hearing. The parties to a dispute shall appear in person and may not be represented by Counsel.

Failing agreement by the members of the Board, the Independent Chairman shall give the decision and recommendation of the Board.

4. FINANCE

Each party to a dispute which is referred to the conciliation machinery shall be responsible for the expenses of his own respective side but the expenses of an Independent Chairman of a National Joint Appeal Board, if any, shall be borne equally by the C.E.A. and N.A.T.K.E.

2. CLASSIFICATION OF CINEMAS.

Cinemas shall continue to be classified on the basis adopted in the first National Agreement dated 2nd September, 1946, or as subsequently varied by agreement by a Branch of the C.E.A. with the N.A.T.K.E. except that where any cinemas are unclassified or where anomalies exist, the Branches of C.E.A. and of N.A.T.K.E., at the request of either party, shall meet and jointly shall make the necessary classification or adjustment.

An anomaly shall be deemed to exist only where an abnormal change has occurred respecting a cinema which goes beyond any change that may have affected cinemas generally in the Branch area.

If on a request for regrading a meeting of the Conciliation Board is not held within the prescribed time, either party may refer the grading in dispute to an arbitrator nominated by the local Ministry of Labour, who may hear and decide the case in the absence of one of the parties, provided 10 clear days' notice of the hearing has been given to all the parties concerned.

The Branches of N.A.T.K.E. may raise with the Branches of the C.E.A., and *vice versa*, the regrading of more than one cinema, but if there is failure to reach agreement locally, the issue shall end. It is not intended that a right of discussion should in any way affect the position established in the preceding paragraphs of Part 1, Section 3, nor that there should be piecemeal discussion to attempt to bring about a general regrading.

3. OTHER GRADES

Nothing in these proposals or any subsequent agreement shall prejudice the right of the Union to submit proposals for wages and conditions with a view to a separate agreement being arrived at for any grade of employee, except managerial grades, i.e., managers, assistant, relief and trainee managers and any higher grades concerned in management of cinemas, employed by any management not covered in this Agreement, except in cases where there is local branch agreement to the contrary such proposals shall be the subject of national discussion.

PART 2

WORKING CONDITIONS—ALL GRADES

1. In cinemas which do not regularly open on Sundays for cinematograph performances :—

(a) **Projectionists and other Male Staff.**

The normal working week Monday to Saturday inclusive shall not in the case of projectionists exceed 43 hours and in the case of other male staff exceed 44 hours.

(b) **Female Staff, Full-time—other than Cleaners.**

The normal working week Monday to Saturday inclusive shall not exceed 44 hours.

(c) **Part-time.**

The working week from Monday to Saturday inclusive shall not exceed 27½ hours for evening employment, of which not more than six hours' service in the week shall take place before 6 p.m., provided that in cases where employees are not prepared to do a full working week the nightly or matinee rate, as the case may be, shall be paid proportionately for such performances as are actually worked.

In the case of female staff the hours worked before 6 p.m. may exceed six if all hours worked are remunerated pro rata to the full time rate applicable to the type of employment concerned.

(d) **Women Cleaners.**

The working week shall not exceed 24 hours, except in cases where an hourly rate of remuneration has been adopted. In cases where cleaners are not prepared to work a 24-hour week an hourly rate shall be paid for such time as is actually worked. Where Branch schedules provide a weekly rate for cleaners the hourly rate shall then be 1/24th of the weekly rate, provided that such rate shall not be less than the Ministry of Labour's local rate for casual labour except that in the area of the Scottish Branch the hourly rate shall be 3s. 2d. (inclusive of present increase).

(e) **Usherette-cleaners.**

The working week shall not exceed 44 hours.

(f) **Auditorium Sales Girls.**

The wages (including commission) payable to whole-time and part-time Sales Girls shall not be less than the minimum wages payable to whole-time and part-time Usherettes in the same cinema.

2. In cinemas where regular Sunday performances take place :—

(a) **Projectionists and other Male Staff.**

The normal working week including hours worked on Sundays shall not in the case of projectionists exceed 43 hours and in the case of other male staff 44 hours. Time worked on Sundays shall be deemed part of the working week and shall count towards the total number of hours it is permissible to work employees before overtime is deemed to commence.

(b) **Female Staff. Full-time, other than Cleaners.**

Continuous Cinemas. The normal working week, including hours worked on Sundays, shall not exceed 44 hours.

Non-continuous Cinemas. The normal working week including hours worked on Sundays, shall not exceed 40 hours, except in the case of usherette-cleaners, whose hours shall be 44.

For the purposes of this agreement a "non-continuous" cinema is one having evening performances only (doors not open before 5 p.m. except on Sundays) and not more than three matinees a week.

(c) **Part-time.** The working week, including hours worked on Sundays, shall not exceed 27½ hours for evening employment, of which not more than six hours' service in the week shall take place before 6 p.m., provided that in cases where employees are not prepared to do a full working week the nightly or matinee rate, as the case may be, shall be paid proportionately for such performances as are actually worked.

In the case of female staff the hours worked before 6 p.m. may exceed six if all hours worked are remunerated pro rata to the full time rate applicable to the type of employment concerned.

(d) **Women Cleaners.**

The working week shall not exceed 24 hours, except in cases where an hourly rate of remuneration has been adopted. In cases where cleaners are not prepared to work a 24-hour week an hourly rate shall be paid for such time as is actually worked. Where Branch schedules provide a weekly rate for cleaners the hourly rate shall then be 1/24th of the weekly rate, provided that such rate shall not be less than the Ministry of Labour's local rate for casual labour, except that in the area of the Scottish Branch the hourly rate shall be 3s. 2d. (inclusive of present increase).

(e) **Auditorium Sales Girls.**

The wages (including commission) payable to whole-time and part-time Sales Girls shall not be less than the minimum wages payable to whole-time and part-time Usherettes in the same cinema.

(f) **Sunday Performances—England, Wales and Scotland.**

In England and Wales one clear day off shall be given to each employee in lieu of each Sunday worked on a Sunday performance. In Scotland one clear day off shall be given to each employee in lieu of each Sunday worked at cinemas which open each Sunday.

(g) In addition to the minimum wage, time worked on Sundays shall be acknowledged by extra remuneration, payable in cash, as follows:—

(i) For each hour worked a sum payable to the normal hourly rate of the employee shall be paid. Any time exceeding an hour but less than half-an-hour, shall be paid at half-hourly rates. Any time exceeding half-an-hour, but not exceeding one hour, shall be paid at the full hourly rate.

(ii) The hourly rate payable shall be the following proportion of the minimum wage:—

Male house staff: One forty-fourth.

Projectionists: One forty-third.

Females—continuous: One forty-fourth.

Females—non-continuous: One fortieth.

Usherette-cleaners: One forty-fourth.

Part-time employees and part-time cleaners: One twenty-fourth.

(iii) The provisions of this sub clause (g) shall apply to cinemas which open each Sunday in Scotland.

(h) When a higher rate than the minimum rate is paid the higher rate shall be substituted for the minimum rate as long as the higher rate continues to be paid.

The hourly rate for Sunday shall be paid in every grade, notwithstanding that the maximum hours it is permissible to work employees have not actually been worked during the week.

(i) In Scotland double time rates of pay shall operate for occasional Sunday cinema performances with a minimum of five hours except in cases where the Licensing Authority permits a lesser period of opening when the minimum payment shall be not less than the permitted licensing hours at double time rates. For Sunday charitable cinema performances in Scotland double time shall be paid for the actual time worked.

3. **Spreadover.**

(a) In cases where the daily spreadover (other than on Saturdays) of full time male employees (other than in non-continuous houses) exceeds 12 hours inclusive of meal breaks and those employees are not working a shift system, those full time male employees shall enjoy a five-day week but in all other respects the normal working week shall apply.

(b) This clause is not to be construed as in any way limiting the giving of a five-day week to full time male employees in any cinema, which week exhibitors are encouraged to arrange where-ever practicable; the question of practicability shall be one on which the Union shall be entitled to make representations to the management.

(c) N.A.T.K.E. agrees not to oppose the introduction of reasonable shift systems.

4. **JUVENILE EMPLOYEES.**

Attendants. Not more than one junior male attendant under 20 years of age shall be employed in non-continuous cinemas and not more than two junior male attendants under 20 years of age shall be employed in continuous cinemas. This clause shall not apply to lift attendants.

5. **MEAL BREAKS.**

The following minimum meal breaks shall obtain for all employees, during which time they shall be free to leave the premises:—

(a) Where employment normally entitles the staff to a mid-day break, a break for lunch of 1½ hours, in their own time. Usherettes whose duties begin at noon or earlier shall be entitled to the mid-day break.

(b) All employees in cinemas other than those opening evenings only, tea, three-quarters of an hour in their own time. If employees are not permitted to wear uniform outside the cinema, an extra quarter of an hour shall be allowed in such cases for the two changes of clothing.

- (c) Supper—In cinemas where continuous performances are given, 15 minutes supper break shall be allowed, which shall be taken in the employee's own time. In cases of full-time male employees (other than projectionists) in full-time cinemas, the 15 minutes break shall be taken in the employer's time. By 'full-time cinemas' is meant cinemas which open in the early afternoon and remain open continuously throughout the day.

Employees shall not leave the premises without permission of the manager if there are facilities for refreshment available therein. There shall be no break for supper in one-nightly cinemas.

- (d) Matinee Cinemas. In the case of matinee cinemas the break between the matinee and evening performances shall not be less than three-quarters of an hour.

In cases where shift work is agreed and in operation the minimum meal breaks as laid down above will not apply.

6. ANNUAL HOLIDAYS WITH PAY.

Employees with less than one year's service with the same employers up to and including the 31st March in any year shall at that date be entitled, during the next holiday period in the same year, to one day's holiday for every one month so served.

Employees with one or more years' continuous service with the same employer up to and including 31st March in any year, shall at that date be entitled during the next ensuing holiday period in the same year to two weeks' holiday with pay, but such fortnight shall not include more than two Saturdays.

Full-time employees with five or more years' continuous service with the same employer up to and including March 31st in any year shall, at that date and in addition to the aforesaid period of two weeks' holiday with pay, be entitled to an additional three days' holiday. Such three days shall be given consecutively but at a time to be appointed by the employer which may be outside the normal holiday period.

For the purpose of calculating an employee's holiday entitlement under the foregoing three paragraphs, the total unbroken service of that employee at the cinema at which he is employed shall, notwithstanding any change in proprietorship of that cinema, be deemed to have been continuous with the new proprietor.

On the change of ownership of a cinema any liability to employees for accrued holidays shall become the responsibility of the new proprietor, who shall be entitled to claim as against the former proprietor the amount of such liability outstanding as at the date of change.

The holiday period during which holidays shall be taken is 1st April to 31st October of any one year.

The annual holiday shall be confirmed by the management not later than 1st April to enable employees to arrange their holiday quarters if they wish to do so.

Where any employee has contracted for holiday accommodation and is obliged at the request of the management to cancel a part or the whole of the holiday arrangements, the reasonable expenses incurred by such cancellation shall be reimbursed by the employer.

Where a recognised holiday falls within the annual holiday period, an additional day's holiday shall be given by arrangement with the management within two months of the recognised holiday. If employment terminates within the two months and the day's holiday has not been given, the employee shall receive one day's pay in lieu.

On the termination of employment, employees with more than 13 weeks continuous service with the same employer shall be entitled to receive and to be paid, on leaving, one day's pay for every one month's service accruing since the previous 31st March.

Whole-time employees with more than five years continuous service with the same employer shall be entitled to receive and be paid on leaving one and a quarter day's pay for every one month's service accruing since the previous March 31st.

Call up for training under the Reserve and Auxiliary Forces Training Act, 1951, shall be counted as employment for the purpose of holidays for any employees re-instated in their pre-Service employment at the conclusion of such whole-time service.

7. PAYMENT FOR RECOGNISED HOLIDAYS.

England and Wales. Where cinemas are open, employees shall be paid one extra day's pay when called upon to work on any of the following recognised holidays: Good Friday, Easter Monday, Whitsun Monday, August Bank Holiday, Christmas Day and Boxing Day, and any other day which is publicly declared as a National Holiday.

Where in any locality any other day is substituted for any of these holidays by agreement with the Branch of the C.E.A. and of N.A.T.K.E., that day shall be substituted for the recognised holiday.

On Christmas Day cinemas will be closed provided that in areas where the N.A.T.K.E. is unable to secure the closing of theatres on Christmas Day, cinemas may also open.

If an employee's day off to which he is entitled under the Sunday Entertainments Act, 1932, falls on a recognised holiday on which he is not required to work, he shall be entitled to an additional day off in lieu.

Scotland. Spring, Autumn, New Year's Day, and any other day which is publicly declared a National Holiday, shall be paid at Double Time Rate. Cinemas will open on Christmas Day and Good Friday in Scotland as normal days.

Where a cinema does not open on any one of these holidays this day shall be granted as a paid holiday and shall rank as part of the normal week.

In addition:

Full-time Staffs—Three days off;

Part-time (employed not less than 15 hours per week)—Three days off;

These to be taken—one before 31st March; one before 30th June; and one before 30th November.

In the event of the employee leaving or the employer failing to grant the agreed holiday, the employee shall receive one day's pay in lieu of each holiday not granted.

The additional holidays shall not form part of the Annual Holidays unless by mutual agreement, and the Annual Holidays shall be extended by the number of days the employee is legally entitled to receive.

The additional holidays or days of closure shall not form part of the employees ordinary times off.

8. OVERTIME AND PAYMENT THEREFOR.

- (a) All overtime shall be paid for in cash and it shall not be permissible for any employee to request, nor be granted, time off in lieu of overtime.

- (b) In the event of cleaners desiring voluntarily to commence work before the recognised starting hour, 8 a.m., the matter shall be notified by the Management to the Local N.A.T.K.E. officer; in such case, single time rate will apply.

Work performed before 8 a.m. at the instruction of the employer (e.g., arising out of Trade Shows and Children's Morning Matinees) double time rates shall be paid.

- (c) All night work between half-an-hour after the termination of the performance and 8 a.m. shall be paid at double time rates, except to regular night staff workers whose duties do not commence before 10 p.m.

- (d) Overtime within the meaning of this clause, and except where otherwise provided in this Agreement, shall be paid for at the rate of time and a half. For the purpose of overtime the hourly rate shall be calculated by dividing the wages received during the preceding week (exclusive of overtime, recognised holiday pay or similar special payments) by the number of weekly standard hours.

- (e) In any case in which an employee who is being paid a full-time wage has not been working the full number of hours which constitute the normal working week as defined in Clauses 1 and 2 of this part of this Agreement, it shall be within the discretion of the employer as to whether or not that employee's wages are increased in the event of the employer deciding to increase the number of hours worked up to the normal working week as so defined.

- (f) **Sunday Work.** All work done on Sunday in a cinema which is not regularly open for public cinematograph performances on that day shall be paid at double time rates.
- (g) **Sunday Concerts.** Any employee who is called to work on a Sunday Concert shall, in lieu of receiving one day off, be paid one day's normal pay, except when the employee's services are given voluntarily and where the performance is for and the whole proceeds are given to a stipulated charity or charities. Where a Sunday Concert is followed by the normal film show double time will be paid for the total hours worked at both concert and film show.

9. STAFF ROOMS.

Where practicable, there shall be provided in every cinema sufficient staff room accommodation for female and male employees and lockers with separate keys and facilities for cooking and partaking of light refreshments.

10. STAFF INSPECTION.

Where used, all uniforms, including white collars and ties for uniformed staffs, and special dresses and torches, shall be supplied and maintained free of charge to all staffs. All uniforms and special dresses shall be kept in a reasonably clean condition and shall be cleaned following each change of staff.

11. TIMES OFF.

One afternoon or evening off shall be granted between Monday and Saturday as arranged by the management in the case of all staff, but such late starting or early finishing shall not be for a lesser period than three consecutive hours. Managements are encouraged where practicable to arrange starting times for evenings off commencing at 6 p.m. In the case of projectionists in continuous houses within the meaning of Clause 2 (b) of Part 2 hereof one evening off commencing not later than 6 p.m. between Monday and Saturday exclusive shall be given.

12. All fares and other expenses incurred in connection with duties as required by the management shall be reimbursed to the employee by the management, but such fares shall not include the fares ordinarily payable by the employees to and from their homes to their employment. The Union may represent to a management, for sympathetic consideration, any case of difficulty occasioned to employees who have to do special work after normal public transport has ceased.

13. Wages shall be paid not later than Fridays.

14. Allocation of duties shall be those which the employee is engaged and paid for except in cases of emergency.

15. Seats shall be provided for usherettes at times other than peak periods.

16. One week's notice on either side shall be given to terminate employment and employees shall be paid all monies due and insurance cards shall be returned on termination of employment.

17. Employees who do the work of higher paid employees for a period of one or more weeks shall be paid the higher rate of pay for the period worked in excess of one week, except that the higher rates of pay shall not appertain in cases where employees are deputising for staff who are already receiving a sum equal to the whole of their wages, by reason of illness or on compassionate grounds, for a period of not exceeding four weeks or by reason of holidays for a period not exceeding two weeks. It shall be permissible for any management to deduct from such compassionate payments the difference between the lower rate and the higher rate and pay amount in difference to the deputy employee. No reduction in wages shall be made in cases where a higher grade employee acts as a relief for a lower grade employee.

18. PAYMENT DURING SICKNESS AND ACCIDENTS.

In all cases of absence from work arising from sickness or accidents, employees shall be entitled on production of a weekly medical certificate to receive payment of wages less National Insurance Sickness Benefit or Industrial Injury Benefit as follows:—

- (a) If he has been employed with the same management for at least three consecutive months at the time of commencement of sickness or accident with that management, one week at full pay and one week at half pay in any one calendar year.
- (b) If he has been employed with the same management for at least six months at the time of commencement of sickness or accident with the management, two weeks' pay in any one calendar year.
- (c) If he has been employed with the same management for at least two years at the time of commencement of sickness or accident with that management two weeks at full pay and two weeks at half pay in any one calendar year.
- (d) If he has been employed with the same management for at least five years or more four weeks at full pay and two weeks at half pay in any one calendar year.
- (e) Thereafter at the discretion of the management.

The National Insurance Sickness Benefit or Industrial Injury Benefit deducted from the wages shall be the weekly sum which the employee is entitled to receive or in the case of a married woman, would have been entitled to receive had she made full contributions both in respect of National Insurance Sickness Benefit and Industrial Injury Benefit, including payments made in respect of his or her insurance in respect of adult dependants and first children, when absent from employment due to sickness or accident, but excluding any sums which the employee may be entitled regularly to receive when in normal employment, e.g., family allowance. The provisions of this paragraph regarding deductions of benefits shall not apply when the employee is in receipt of half pay.

An employer shall be entitled to be reimbursed by an employee any damages paid for loss of earnings where absence from work has been the result of an accident and a successful claim has been made by the employee against a third party.

19. No employee shall be compelled to take part in any street parade or similar activity or wear special dress in connection with any outside publicity.

20. Re-organisation of staff in any cinema shall not adversely affect conditions of employment nor shall entail a lower grading of any employee,

21. BETTER RATES OF PAY.

Employees who receive better rates of pay and conditions of employment than those provided for in this agreement shall continue to receive same.

22. HOLIDAY RELIEFS.

The Management shall provide, where practicable and necessary during the holiday period, substitutes to undertake the duties of all employees on holiday. The question of practicability and necessity of providing substitutes under this clause shall be a matter in regard to which N.A.T.K.E. shall be entitled to make representations to the management.

PART 3

SPECIAL PROVISIONS FOR PROJECTIONISTS ONLY

1. (a) The chief projectionist shall be 21 years of age or over, and shall be a fully qualified man under all grade cinemas and shall be capable of the ordinary maintenance of the installations and equipment. He shall have had practical experience in the trade as a projectionist.

- (b) The second projectionist shall be 18 years of age or over, and shall be capable of taking charge of the operating box in the temporary absence of the chief projectionist. He shall have had practical experience in the trade as a projectionist.
- (c) The third projectionist and fourth projectionist shall have had not less than two years' practical experience in the trade as a projectionist or as a probationer or apprentice, but should a shortage of labour arise in any area it is agreed that this period may be reduced.
- (d) Where at the commencement of this agreement any projectionist does not conform to the provisions of the foregoing paragraphs he shall not thereby be prejudiced nor become de-graded, but he shall not become eligible for promotion to a higher grade until the conditions are complied with.
- (e) The projectionist staff shall be responsible for the receipt, repair, use and dispatch of films, the operating and maintenance of projection equipment and the installation, repair and maintenance of the lighting, heating and ventilation of the theatre, and maintenance and care of other electrically operated plant and equipment.

The scope of a projectionists work may be extended in such cases as may be agreed between the employer and the employee in consultation with N.A.T.K.E.

PROBATIONERS — APPRENTICES

- 2. (a) No person shall succeed to the position of any grade of projectionist until after a period of probation or apprenticeship has been served.
- (b) The conditions contained in this clause regarding probationers shall operate in the respective areas of the Branches of the C.E.A. and N.A.T.K.E. pending the working out and putting into operation of Branch schemes for apprenticeship and regulated entry into the trade for projectionists in such areas. Thereafter the conditions contained in such schemes shall prevail. In those Branches where apprenticeship schemes have already been agreed, the conditions of such schemes shall prevail in any event.
- (c) The minimum age of entry of probationer or apprentice shall be agreed by the local Branch of the C.E.A. and of the N.A.T.K.E. The wages of Probationers and Apprentices shall be paid in accordance with the schedule to this Agreement headed "Probationers—Apprentices".
- (d) In the case of apprentices the period of apprenticeship shall be as laid down in the relative apprenticeship scheme. In the case of probation the period shall be of two years' duration, but in the event of shortage of suitable labour in any area it is agreed that this period of probation may be reduced.
- (e) A probationer or apprentice shall not be employed in any box unless there are at least two projectionists employed, except in non-continuous cinemas.
- (f) On completion of their period of probation or apprenticeship probationers and apprentices shall be graded in accordance with the local Branch agreements and shall, after six months' service as such, unless otherwise agreed between the local Branch of the C.E.A. and of the N.A.T.K.E., receive the standard weekly wage set out in the Agreement between the appropriate Branch of the C.E.A. and of the N.A.T.K.E.
- (g) The attendance of probationers and apprentices at technical classes, whether approved under a Branch apprenticeship scheme or otherwise, for the benefit of probationers, shall be obligatory and the managements agree to allow facilities for probationers and apprentices to attend the same. To ensure the observance of this provision the management shall render to the local Secretary of the N.A.T.K.E. upon application a list of probationers and apprentices employed, with details of length of service. The Union Secretary will, in turn, supply to the management a record of attendances of the probationers and apprentices at approved technical classes.

3. SAFETY AND WELFARE.

To facilitate the working of relief and adequate protection of the interests of the managements, the staff and the public, the following shall be the minimum number of projection staff to be employed:—

Grade AA	Five projectionists, one of whom may be a probationer or apprentice.
Grade A	Four projectionists, one of whom may be a probationer or apprentice.
Grade B	Three projectionists, one of whom may be a probationer or apprentice.
Grade C	Two projectionists, one of whom may be a probationer or apprentice.

These minima are designed to provide the adequate and efficient running of the projection boxes to fulfil the normal working week provided for in this Agreement. It shall be competent for the Board of Conciliation established under this Agreement to deal with cases of proved hardship that should warrant a variation of these minima, and regard shall be had to the off duty periods that may be enjoyed by the existing projectionists.

The above shall not apply if, after taking into account the duration of the working week the need for proper reliefs and the working of acceptable overtime, the exhibitor is able to operate with a lesser number. If any employee objects to such arrangement N.A.T. & K.E. has the right of appeal to the Area Conciliation Board.

4. STAFF SHORTAGE.

Where an assistant projectionist (male or female) actually takes charge of the operating box without supervision during the absence of the chief projectionist for a minimum period of one day, he or she shall be entitled to the rate of pay applicable to a second projectionist under the Agreement, and the probationary period required by the Agreement be waived while the present demand for man-power under the National Service Act remains.

PART 4

1. WAGES.

- (a) Except as mentioned in the remaining sub-paragraphs of this paragraph, the new minimum rates of wages shall be determined by adding to the minimum rates of wages set out in the schedule to the National Agreement dated January 10th, 1956, the increases set out in the schedule to the Agreements dated July 1st, 1957, September 10th, 1958, May 15th, 1960, the cost of living increase (3½%) of August 13th, 1961, as well as the increases set out in the schedule hereto.
- (b) The wages of part-time employees shall be those operating in the Branches as at May 15th, 1960, to which shall be added the aforesaid cost of living increase and the increases set out in the Schedule to this Agreement.
- (c) The new minimum rates of wages shall be effective from July 30th, 1962. An employer shall not be liable for retrospective payments to employees who have left their employment between that date and the date of the ratification by both parties.
- (d) Where a wage is already being paid in excess of the new minimum rates no further increase shall be payable.
- (e) The new minimum rates of wages should not exclude recognition for meritorious service.
- (f) The Schedule to this Agreement shall not apply to employees engaged for special duties. In such cases the increases shall be determined by joint agreement of the Branches of the C.E.A. and N.A.T.K.E.

2. SPECIAL PRESENTATIONS.

If in the case of a cinema other than an AA cinema there is a special film presentation involving substantially increased admission prices for a continuous period of more than four weeks, all employees at such cinemas shall be entitled so long as the aforesaid special presentation continues and notwithstanding Clause 21 of Part 2 hereof to receive a weekly bonus of 1/- in the £ on his or her then existing wage and in such circumstances and in such case an anomaly shall not under Clause 3 of Part 1 be deemed to have arisen or existed, such payment to be retrospective to the commencement of the particular presentation. The bonus will be calculated on the basic rate and will not be taken into account in calculating overtime or Sunday pay.

3. AUDITORIUM SALES GIRLS AND KIOSK GIRLS.

- Wages and conditions of employment applicable to auditorium sales girls shall be as set out in this agreement.
- In the case of kiosk girls the minimum wages (including additional payments for overtime and Sunday work) shall not be less than in accordance with the Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) and the Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Orders, but in all other respects the conditions of employment as contained in this National Agreement shall apply.
- In the case of Hot Dog Sales Girls the minimum wages (including addition payments for overtime and Sunday work) shall not be less than in accordance with the current Unlicenced Places of Refreshment Wages Council Orders but in all other respects the conditions of employment as contained in this National Agreement shall apply.

4. LUNCH MONEY.

Employees in attendance at children's morning matinees shall receive an allowance for lunch of 3s. 6d. This allowance only applies in respect of a children's morning matinee.

5. FORFEIT CLAUSE.

The Management shall deduct from holiday payments accruing to employees a sum not exceeding one week's wages in the event of employees terminating their employment without tendering to the Management one week's notice.

6. FINANCIAL HARDSHIP.

If, in the case of any cinema, on the production of audited accounts to a firm of chartered accountants to be mutually appointed by the C.E.A. and N.A.T.K.E., a case of financial hardship is apparent, special consideration shall be given by N.A.T.K.E. to the fixing of such wage rates for that cinema as shall in all the circumstances be fair and reasonable both for the employer and employee.

7. BINGO.

The provisions of this agreement shall apply to employees in cinemas who are employed in connection with Bingo sessions as follows:—

- In cases where Bingo sessions are substituted for the normal film programme the provisions of this Agreement shall apply in all respects save that in the case of Usherettes engaged in handling money in connection with such sessions the wage rate payable for such sessions shall be the rate appropriate to the lowest grade of Cashier referred to in the relevant wage schedule for that cinema.
- In cases where Bingo sessions take place in addition to the normal film programme the provisions of this Agreement shall apply in all respects save that there shall be a guaranteed minimum callout of 3½ hours for all employees engaged in respect of each session.
- In cases where Bingo sessions take place in a cinema in which the showing of films has been discontinued, the provisions of this Agreement shall apply in all respects to all employees in the same way as if the normal film programme was being shown.

(d) This clause applies to all employees described in the schedules to this Agreement who are engaged in Bingo sessions.

(e) For the purpose of this clause a session means the period between the admission of the audience and the time such audience leaves the cinema.

This clause shall not apply to employees the duration of whose work in the cinema does not normally exceed seven hours per week and for the purpose of calculating holiday pay a day's pay shall be deemed to be one-sixth of the average weekly earnings.

SCHEDULE OF WAGE INCREASES

(effective from 30th July, 1962)

FULL TIME		AA	A	B	C
		per week.	per week.	per week.	per week.
Projectionists	15/-	13/6	10/-	8/6
Other Male Staff	10/-	8/6	8/-	7/6
Junior Male Staff and Probationers	5/-	5/-	5/-	5/-
Females (except Cashiers)	4/-	4/-	3/6	3/-
Cashiers	7/6	6/-	5/-	4/-
Cleaners (per hour)	1½d.	1½d.	1½d.	1½d.

PART TIME

A. In Branches where part-time employees are paid the hourly rate applicable to the grade of employment for which they are employed for the number of hours worked in any one week, the new part-time wage rates will be calculated in relation to the new full-time rates.

B. In all other cases the following rates shall apply:—

		AA	A	B	C
		per week.	per week.	per week.	per week.
Male Staff	6/3	5/4	5/-	4/8
Junior Male Staff	3/1	3/1	3/1	3/1
Cashiers	4/8	3/9	3/1	2/6
Usherettes	2/6	2/6	2/2	1/10

For C.E.A./N.A.T.K.E. Branch discussion and settlement:

- All increases for special grades.
- Increases for usherette-cleaners.
- Increases for secretary—Zone 6.
- Increases for female usherettes (33 hours) and (1st 13 weeks)—Zone 8

Zone No.

1. SCOTTISH ZONE

Glasgow and West of Scotland Section
Edinburgh and East of Scotland Section
Aberdeen and North of Scotland Section
Dundee and District Section

2. NORTH-EAST ZONE

Northern Branch
Yorkshire Branch
Hull Branch
Sheffield Branch

3. NORTH-WEST ZONE

North Western Branch
West Lancs. Branch
Manchester and District Branch

4. MIDLAND ZONE

Birmingham Branch
East Midlands Branch
Leicester Branch
North Staffs. Branch

5. EAST ANGLIA ZONE

Eastern Counties Branch
Southern Midlands Branch

6. LONDON & HOME COUNTIES ZONE

London and Home Counties Branch

7. SOUTHERN ZONE

Sussex Branch
Hants. and East Dorset Branch
Portsmouth and Isle of Wight Branch

8. SOUTH WALES & MON. ZONE

South Wales and Mon. Branch

9. SOUTH-WEST ZONE

Bristol Branch
Devon and Cornwall Branch

WAGES SCHEDULE **ZONE ONE — SCOTLAND**

Operative as from 30th July, 1962

	Grade AA			Grade A			Grade B			Grade C		
	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.
PROJECTIONISTS												
Chief	13	8	6	12	3	0	10	8	6	9	0	6
Second	11	1	6	10	9	0	9	10	0	8	7	0
Others (Glasgow & West of Scotland to complete minimum staff) ..	10	17	0	10	9	0	9	10	0	8	7	0
APPRENTICES—All grades:												
Starting Wage	—			3	8	6	—			—		
After 6 months	—			3	13	0	—			—		
" 12 "	—			3	16	6	—			—		
" 18 "	—			4	2	0	—			—		
" 24 "	—			4	7	0	—			—		
" 30 "	—			4	13	0	—			—		
" 36 "	—			5	0	6	—			—		
" 42 "	—			5	10	6	—			—		
After 4 years on termination of Apprenticeship he becomes a 3rd Projectionist	—			8	5	0	7	14	6	7	1	0
" " after 6 months	—			8	17	6	8	4	0	7	10	6
" " after 12 months	—			9	6	0	8	10	0	7	16	6
OTHER STAFF:												
Foreman/Head Attendant	9	11	6	9	5	6	8	6	0	7	11	0
Utility Doorman	8	16	0	8	7	6	7	18	6	7	6	6
Boilerman (where employed)	8	16	0	8	7	6	—			—		
Night Watchman/Cleaner	9	8	6	8	18	0	8	9	0	7	17	0
" " (no cleaning duties)	8	15	0	8	6	6	7	18	6	7	9	6
Male Attendants:												
Age 20 and over	8	12	6	8	5	0	7	16	0	7	6	0
" 16—18 years	—			4	1	6	4	0	6	3	16	0
" 18—19 "	—			5	18	6	5	12	0	5	2	0
1st Cashier/Clerkess	6	12	0	6	6	0	5	11	6	5	5	0
Other Cashiers	6	9	6	5	16	0	5	0	6	4	16	0
Usherettes	5	6	0	5	0	0	4	11	0	4	1	6
Cleaners: Head	3	19	6	3	19	0	3	18	6	3	18	6
" 24 hours	3	15	0	3	14	6	3	14	0	3	14	0
Usherette/Cleaner (51 hour combined job)	—			6	10	6	6	10	0	6	9	6
Usherette/Cleaner not exceeding 44 hours	—			5	9	6	5	9	0	5	8	6
Occasional overtime 3/8½ per hr.	—			—			—			—		
PART-TIME WORKERS, 27½ hours:												
Females	—			2	15	0	2	15	0	2	15	0
Males	—			3	4	0	3	4	0	3	4	0
Cashiers	—			3	4	0	3	4	0	3	4	0
Junior Males	—			2	14	6	2	14	6	2	14	6

WAGES SCHEDULE

ZONE TWO — NORTH-EAST

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade B	Grade C
1st Projectionist	13 8 9	12 3 9	10 7 0	9 1 9
2nd " (over 20)	11 2 0	10 6 0	9 2 3	7 13 9
2nd " (under 20)	10 14 9	9 18 9	8 15 0	7 6 6
3rd " (over 20)	9 9 3	8 2 6	7 0 9	6 7 3
3rd " (under 20)	9 0 0	7 13 0	6 12 6	5 19 0
4th " (over 20)	7 19 9	7 4 3	—	—
4th " (under 20)	7 12 6	6 17 6	—	—
House Engineer	13 7 9	12 2 9	—	—
Foreman/Head Attendant	9 15 3	9 3 9	8 7 9	7 12 3
Nightwatchman/Cleaner	9 11 6	8 15 6	8 12 0	7 9 9
Utilityman/Doorman and Boilerman (over 20)	8 16 0	8 7 3	7 19 0	7 9 9
(under 20)	7 6 6	6 19 3	6 14 9	6 10 6
Male Attendant (over 20)	8 12 3	8 4 0	7 17 6	7 9 9
" (under 20)	6 2 9	5 12 6	5 11 3	4 17 9
1st Cashier	6 10 0	6 1 9	5 7 3	4 16 3
2nd Cashier	6 3 3	5 13 6	4 17 9	4 4 0
3rd Cashier	6 0 6	5 3 0	4 13 9	3 18 9
Usherettes	5 4 9	4 17 3	4 8 6	3 17 3
Woman Cleaners	3 13 0	3 10 6	3 8 3	3 6 3
Cashier/Secretary	7 1 3	6 12 0	5 19 9	5 5 9

PROBATIONERS/APPRENTICES

	£	s.	d.
Starting Wage	3	8	9
After 6 months	3	13	6
" 12 "	3	18	3
" 18 "	4	2	9
" 24 "	4	9	0
" 30 "	4	14	9
" 36 "	5	1	6
" 42 "	5	11	3

WAGES SCHEDULE

ZONE THREE — NORTH-WEST

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade B	Grade C
1st Projectionist	£ 13 8 2	£ 12 3 10	£ 10 8 2	£ 9 2 4
2nd " (over 20)	10 17 4	10 6 0	9 2 3	7 16 10
2nd " (under 20)	10 10 7	9 18 8	8 15 0	7 9 7
3rd " (over 20)	9 9 4	8 2 5	7 4 4	6 8 10
3rd " (under 20)	9 0 0	7 13 1	6 14 6	5 19 6
4th " (over 20)	7 17 8	7 7 4	6 6 9	—
4th " (under 20)	7 10 5	6 19 0	5 19 6	—
House Engineer	13 7 8	12 3 10	—	—
Foreman/Head Attendant (over 20)	9 13 2	9 3 10	8 9 4	7 17 11
Nightwatchman/Cleaner	8 16 6	8 9 4	8 2 7	7 7 0
Utility/Doorman	8 16 0	8 7 3	8 2 7	7 9 8
Fireman (over 20)	8 16 0	8 7 3	8 2 7	7 9 8
Boilerman (over 20)	8 11 10	8 4 2	7 19 0	7 9 8
Male Attendant (20 and over)	—	—	—	—
Junior Male Attendant:	—	—	—	—
16-17 years	4 14 3	4 11 1	4 5 5	3 16 1
17-18 "	4 18 11	4 15 10	4 10 7	4 1 9
18-19 "	5 6 2	5 3 1	4 18 4	4 9 0
19-20 "	6 0 2	5 16 0	5 13 11	5 4 7
1st Cashier	6 9 5	6 1 8	5 6 2	4 16 4
2nd "	6 2 2	5 11 4	5 0 6	4 8 0
3rd "	5 18 6	5 6 8	4 15 10	4 5 5
Female Usherettes	5 4 8	4 18 11	4 10 8	3 17 2
" (Head)	(Extra 5/3 where employed)	—	—	—
Women Cleaners	3 17 9	3 13 1	3 12 0	3 9 5
Cashier/Secretaries	6 16 1	6 9 11	5 13 5	5 9 3

NORTH WESTERN BRANCH ONLY

Night Male Attendant	4 8 5	4 1 8	3 15 11	3 10 5
Night Usherette	3 3 9	2 16 2	2 13 5	2 11 0
Night Cashier	3 9 8	3 4 3	3 0 3	2 17 8

PROBATIONERS/APPRENTICES

	£	s.	d.
Starting Wage	4	2	10
After 6 months	4	8	0
" 12 "	4	13	2
" 18 "	4	13	2
" 24 "	5	1	6
" 30 "	5	1	6
" 36 "	5	6	8
" 42 "	5	11	4

WAGES SCHEDULE **ZONE FOUR — MIDLANDS**

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade B	Grade C
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st Projectionist	13 8 3	12 2 9	10 4 0	9 0 3
2nd „ (over 20)	11 2 0	10 6 0	9 0 9	7 9 6
2nd „ (under 20)	10 16 3	9 18 9	8 14 0	7 2 3
3rd „ (over 20)	9 9 3	8 2 6	7 4 9	6 7 3
3rd „ (under 20)	9 0 0	7 12 6	6 15 0	5 18 0
4th „ (over 20)	7 19 9	6 19 6	6 5 3	—
4th „ (under 20)	7 14 6	6 12 9	5 18 0	—
House Engineer	13 7 0	11 19 3	—	—
Foreman/Head Attendant (over 20)	9 13 0	9 3 3	8 9 9	7 13 9
Night Watchman/Cleaner	8 16 6	8 8 9	8 2 0	7 8 0
Utilityman/Doorman (over 20) ..	8 16 0	8 7 3	8 0 0	7 7 0
„ (under 20)	8 5 6	7 16 9	7 9 6	6 15 9
Boilermen (over 20)	8 16 0	8 7 3	8 0 0	7 7 0
„ (under 20)	8 5 6	7 16 9	7 9 6	6 15 9
Male Attendants/Receptionists (20 and over)	8 10 9	8 4 9	7 16 3	7 5 0
Junior Male Attendants:				
(16-17 years)	6 0 3	5 2 0	4 15 9	4 14 9
(17-18 years)	6 0 3	5 4 6	4 19 6	4 14 9
(18-19 years)	6 0 3	5 9 9	5 5 9	4 14 9
(19-20 years)	6 0 3	5 15 6	5 10 9	4 14 9
1st Cashier	6 10 0	6 1 3	5 6 3	4 13 9
2nd „	6 4 3	5 13 6	4 19 6	4 7 0
3rd „	5 18 6	5 6 9	4 13 9	4 5 6
Female Usherettes	5 3 0	4 18 0	4 9 6	3 17 9
Women Cleaners	3 13 0	3 9 6	3 7 3	3 1 0

PROBATIONERS/APPRENTICES

	£ s. d.
Starting Wage	3 8 9
After 6 months	3 13 6
„ 12 „	3 18 3
„ 18 „	4 2 9
„ 24 „	4 9 0
„ 30 „	4 14 9
„ 36 „	5 1 6
„ 42 „	5 11 3

WAGES SCHEDULE **ZONE FIVE — EAST ANGLIA**

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade B	Grade C
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Chief Projectionist	13 8 3	12 0 9	10 7 0	8 19 9
2nd „ (over 20)	11 0 0	10 4 6	9 1 3	7 11 9
„ (under 20)	10 12 9	9 16 6	8 14 0	7 3 3
3rd „ (over 20)	9 9 3	8 1 3	7 2 9	6 5 3
„ (under 20)	9 0 0	7 12 0	6 13 6	5 16 0
4th „ (over 20)	7 17 9	7 4 9	6 9 3	—
„ (under 20)	7 10 6	6 17 6	6 2 0	—
Foreman/Head Attendant (over 20) ..	9 12 0	9 3 3	8 6 9	7 11 3
Nightwatchman/Cleaner	—	8 13 6	8 7 9	—
Utilityman/Doorman (over 20) ..	8 16 0	8 5 9	8 0 0	7 7 6
„ (under 20)	—	8 1 0	7 14 9	—
Boilerman (over 20)	8 16 0	8 7 3	8 2 0	7 7 6
„ (under 20)	—	8 1 0	7 14 9	—
Male Attendants/Receptionists (over 20)	8 12 3	8 4 0	7 17 6	7 6 0
Junior Male Attendants:				
(16-17 years)	4 14 3	4 11 0	4 5 6	3 16 0
(17-18 „)	4 19 0	4 15 9	4 10 6	4 1 9
(18-19 „)	5 7 9	5 4 6	4 18 3	4 10 0
(19-20 „)	6 0 3	5 15 0	5 13 6	5 4 6
1st Cashiers	6 9 6	5 18 6	5 6 9	4 14 9
2nd Cashiers	6 4 3	5 14 0	4 19 6	4 7 6
3rd Cashiers	5 16 0	5 5 0	4 13 9	4 3 3
Relief Cashiers	—	5 5 0	4 13 9	4 3 3
Usherettes (Head)	—	5 2 6	4 12 9	—
Usherettes	5 3 0	4 16 3	4 7 6	3 17 3
Women Cleaners	3 15 0	3 10 6	3 8 3	3 5 3
Head Cleaner	—	3 12 0	3 11 0	—

PROBATIONERS/APPRENTICES

	£ s. d.
Starting Wage	3 8 9
After 6 months	3 13 6
„ 12 „	3 18 3
„ 18 „	4 2 9
„ 24 „	4 9 0
„ 30 „	4 14 9
„ 36 „	5 1 6
„ 42 „	5 11 3

WAGES SCHEDULE

ZONE SIX — LONDON AND HOME COUNTIES

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade A1	Grade B	Grade C
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st Projectionist	13 8 2	12 2 10	11 9 10	9 19 11	8 19 9
2nd " (over 20)	10 16 4	10 6 0	9 19 9	9 2 3	7 18 5
2nd " (under 20)	10 9 1	9 18 9	9 12 6	8 15 0	7 11 2
3rd " (over 20)	9 9 4	8 4 6	7 17 3	6 14 0	5 15 11
3rd " (under 20)	9 0 0	7 15 2	7 7 11	6 4 8	5 6 7
4th " (over 20)	7 17 8	7 7 11	7 5 4	—	—
4th " (under 20)	7 10 5	7 0 8	6 18 0	—	—
House Engineer	13 8 2	12 2 10	—	—	—
Assistant House Engineer ..	10 16 4	10 6 0	—	—	—
Head Attendant or Foreman	9 19 11	9 5 5	8 15 7	8 2 7	—
Utilityman, Doorman, Assis-	8 16 7	8 6 9	8 1 1	—	—
Foreman & Boilerman ..	—	—	—	—	—
Night Watchman/Cleaner	8 12 5	8 3 1	7 17 5	—	—
(male)	—	—	—	—	—
Male Attendants (over 20) ..	8 12 5	8 3 1	7 17 5	7 9 2	7 0 4
(under 20)	5 16 5	5 11 9	5 11 9	5 3 6	4 14 2
Full-time Secretary (over 21)	7 19 6	7 6 1	—	—	—
Chief Cashier	7 4 6	6 9 0	6 0 2	5 7 3	4 16 4
Cashiers	6 14 8	5 18 1	5 13 11	—	—
Usherettes/Relief Cashiers	6 3 10	5 14 6	5 7 9	5 2 7	4 12 3
Female Attendants	5 17 1	5 8 10	5 3 8	4 15 10	4 8 1
Women Cleaners	3 15 2	3 9 11	3 9 11	3 9 5	3 4 3
Qualified Fireman	9 6 5	9 6 5	—	—	—
Secretary/Cashier	Where a Cashier regularly spends a substantial part of her time outside the pay box on clerical duties she shall receive 10s. 0d. in addition to the standard rate.				

APPRENTICE/PROBATIONER PROJECTIONISTS (ALL GRADES)

	£ s. d.
Starting Wage	4 2 10
After 6 months	4 8 0
" 12 "	4 13 3
" 18 "	4 13 3
" 24 "	5 1 6
" 30 "	5 1 6
" 36 "	5 6 8
" 42 "	5 11 5

PART-TIME EMPLOYEES

All part-time employees shall be paid the hourly rate applicable to the grade of employment for which they are employed for the number of hours worked in any one week, plus additional payment for time worked on Sundays in accordance with the terms of the National Agreement.

WAGES SCHEDULE

ZONE SEVEN — SOUTHERN

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade B	Grade C
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st Projectionist	13 5 0	12 0 9	10 7 2	9 1 3
2nd " (over 20)	11 1 6	10 3 11	8 19 8	7 10 8
" " (under 20)	10 13 9	9 15 7	8 12 11	7 3 5
3rd " (over 20)	9 3 1	8 1 4	7 4 11	6 8 11
" " (under 20)	8 12 9	7 12 7	6 15 7	5 18 0
4th " (over 20)	8 0 3	7 6 10	—	—
" " (under 20)	7 13 6	6 19 7	—	—
House Engineer	13 7 2	—	—	—
Foreman/Head Attendant (over 20)	9 14 9	9 3 4	8 7 3	7 12 9
(under 20)	—	8 13 7	—	—
Nightwatchman/Cleaner	8 15 6	8 7 9	7 19 0	7 6 7
Utilityman/Doorman (over 20) ..	8 18 1	8 5 2	7 19 0	7 10 2
(under 20)	8 4 10	7 15 6	7 9 9	7 2 6
Boilerman (over 20)	8 18 1	8 5 2	7 19 0	7 10 2
(under 20)	8 4 10	7 15 6	7 9 9	7 1 6
Male Attendants/Receptionists (20 and over)	8 14 0	8 3 8	7 17 11	7 5 6
Junior Male Attendants:				
(16-17 years)	4 18 5	4 15 4	4 14 3	3 16 1
(17-18 years)	5 0 0	4 16 10	4 15 10	4 1 10
(18-19 years)	5 12 5	5 9 3	5 8 3	4 10 1
(19-20 years)	6 4 10	5 17 1	5 8 3	5 4 1
1st Cashier	6 11 6	6 1 2	5 4 1	4 14 10
2nd "	6 4 3	5 13 11	5 0 0	4 6 6
3rd "	5 17 0	5 5 8	4 12 8	—
Female Usherettes (Head—where appointed)	5 9 10	5 2 7	4 13 9	4 4 6
Usherettes	5 4 8	4 17 11	4 8 7	4 1 4
Cleaners	3 14 7	3 12 6	3 7 4	3 3 3
Cashier/Secretary	7 0 10	6 12 1	5 15 6	4 19 0
Car Park Attendants	8 10 4	8 1 7	—	—

PROBATIONERS/APPRENTICES

	£ s. d.
Starting Wage	3 8 10
After 6 months	3 13 6
" 12 "	3 18 2
" 18 "	4 2 10
" 24 "	4 9 1
" 30 "	4 14 9
" 36 "	5 1 6
" 42 "	5 11 4

PART-TIME STAFF OTHER THAN CLEANERS and MONEY TAKERS

All part-time employees shall be paid the hourly rate applicable to the grade of employment for which they are employed for the number of hours worked in one week, plus additional payment for time worked on Sundays in accordance with the terms of the National Agreement.

WAGES SCHEDULE

ZONE EIGHT — SOUTH WALES & MON.

Operative as from 30th July, 1962

	Grade AA	Grade A	Grade B	Grade C
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st Projectionist	13 6 0	12 5 6	10 7 0	9 1 3
2nd „ (over 20)	10 16 3	10 7 0	8 19 0	7 10 9
2nd „ (under 20)	10 9 0	9 19 9	8 11 9	7 3 3
3rd „ (over 20)	8 15 3	8 3 6	7 1 3	6 2 6
3rd „ (under 20)	8 6 0	7 14 0	6 12 0	5 13 3
4th „ (over 20)	8 2 3	7 11 6	—	—
4th „ (under 20)	7 15 0	7 4 3	—	—
Foreman/Head Attendant	9 9 0	8 17 6	—	—
Night Watchman/Cleaner	9 1 9	8 12 0	8 8 9	7 18 0
Utility/Doorman	9 1 3	8 12 0	8 8 9	7 18 0
Boilerman	9 1 3	8 12 0	8 8 9	7 18 0
Male Attendants (over 20)	9 1 9	8 12 0	8 8 9	7 18 0
Junior Male Attendants:				
16-17 years	6 2 9	5 19 9	—	—
17-18 „	6 3 9	6 0 9	—	—
18-19 „	6 4 9	6 1 9	—	—
19-20 „	6 5 3	6 2 3	—	—
1st Cashier	6 9 0	5 17 0	4 17 3	4 8 0
2nd „ „ (33 hours)	—	—	4 1 6	3 11 3
3rd „	6 2 9	5 10 9	4 11 0	—
3rd „	5 15 6	5 3 6	—	—
Female Usherettes	5 3 6	4 18 6	4 7 6	—
„ (33 hours)	—	—	3 11 0	3 4 0
Women Cleaners (24 hours)	3 14 0	3 11 6	3 9 0	3 4 9
Cleaner/Usherettes	—	—	5 7 0	4 16 0

PROBATIONERS/APPRENTICES

	£ s. d.
Starting Wage	3 8 9
After 6 months	3 14 0
„ 12 „	3 18 3
„ 18 „	4 2 9
„ 24 „	4 9 0
„ 30 „	4 14 9
„ 36 „	5 1 6
„ 42 „	5 11 3

Addendum to Wages Schedule

Operative as from 30th July, 1962,

Applicable only to South Wales & Mon. Zone Eight

	Grade AA	Grade A	Grade B	Grade C	Grade S1	Grade S2
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st Projectionist ..	—	—	—	—	8 8 3	7 0 9
2nd Projectionist ..	—	—	—	—	—	—
(over 20) ..	—	—	—	—	4 8 6	3 15 6
1st Cashier ..	—	—	—	—	—	—
(33 hours) ..	—	—	4 1 6	3 11 3	3 1 9	2 13 3
Female Usherettes ..	—	—	—	—	—	—
(33 hours) ..	—	—	3 11 0	3 4 0	2 15 6	2 9 3
Women Cleaners ..	—	—	—	—	—	—
(24 hours) ..	—	—	—	—	2 14 6	2 8 3
Cleaner/Usherettes ..	—	—	5 7 0	4 16 0	3 19 3	3 16 3

WAGES SCHEDULE **ZONE NINE — SOUTH-WEST**

Operative as from 30th July, 1962

	Grade A	Grade B	Grade C
	£ s. d.	£ s. d.	£ s. d.
1st Projectionist	11 19 9	10 5 0	8 17 6
2nd " (over 20)	10 4 0	8 19 9	7 10 9
" (under 20)	9 16 6	8 13 0	7 3 3
3rd " (over 20)	8 2 6	7 7 0	—
" (under 20)	7 13 0	6 17 6	—
4th " (over 20)	7 6 9	—	—
" (under 20)	6 19 6	—	—
Foreman/Head Attendant (over 20) ..	9 1 3	8 7 3	7 12 3
" " (under 20)	7 19 0	7 7 3	—
Nightwatchman/Cleaner	8 7 3	7 18 0	7 2 3
Utility Man/Doorman (over 20) ..	8 7 3	7 19 6	—
" (under 20)	7 3 0	6 18 3	—
Boilerman (over 20)	8 7 3	7 19 0	—
" (under 20)	7 6 9	6 17 3	—
Male Attendant/Receptionist (over 20)	8 3 6	7 15 9	7 1 9
" " " (16-17)	5 12 6	5 6 3	4 17 3
" " " (17-18)	5 13 6	5 7 3	4 17 9
" " " (18-19)	5 14 6	5 8 3	4 19 0
" " " (19-20)	5 15 0	5 8 9	4 19 6
1st Cashier	5 16 6	5 6 3	4 16 3
2nd "	5 11 3	5 0 6	4 7 6
3rd "	5 3 0	4 13 3	4 5 6
Female Usherettes (Head)	5 0 0	4 9 6	4 3 6
" "	4 14 3	4 4 6	3 19 3
Women Cleaners	3 7 9	3 7 3	3 3 9
Cashier/Secretary	6 6 9	5 16 6	5 1 6
Cleaner/Usherettes	5 6 3	5 3 2	4 18 0

PROBATIONERS/APPRENTICE

	£ s. d.
Starting Wage	3 8 9
After 6 months	3 13 6
" 12 "	3 18 3
" 18 "	4 2 9
" 24 "	4 9 0
" 30 "	4 14 9
" 36 "	5 1 6
" 42 "	5 11 3

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