

TRADE BOARDS ACTS, 1909 AND 1918.
BOOT AND SHOE REPAIRING TRADE
BOARD (GREAT BRITAIN).

MINIMUM RATES OF WAGES FIXED FOR MALE
WORKERS EFFECTIVE AS FROM 17TH NOVEM-
BER 1919.*

In accordance with Regulations made under Section 18 of the Trade Boards Act, 1909, by the Minister of Labour and dated 31st October 1918, the Trade Board established under the Trade Boards Act, 1918, in Great Britain, for the Branches of the Trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919, having given due notice on 11th August 1919, of Proposal to fix General Minimum Time-Rates and Overtime Rates for Male Workers, hereby give notice as required by Section 3 (5) of the Trade Boards Act, 1918, that they have fixed General Minimum Time-Rates and Overtime Rates for male workers, and have declared the Normal Number of Hours of Work in the Trade for the purpose of the application of the Overtime Rates, and that the Minimum Rates as fixed are shown in the Schedule set out below, which is incorporated herewith.

And the Trade Board further give notice that they have received notification from the Minister of Labour that he has made an Order, dated 12th November 1919, under Section 4 (2) of the Trade Boards Act, 1918, confirming the rates as fixed by the Trade Board and specifying 17th November 1919* as the date from which such Minimum Rates shall become effective.

*NOTE.—Should this date, however, not correspond with the beginning of the period for which wages are paid by an employer at intervals not exceeding Seven days, the rates shall become effective as from the beginning of the next full pay period, but in no case later than 23rd November 1919.

SCHEDULE.

PART I.—GENERAL MINIMUM TIME RATES.

1. For workers of 21 years of age and upwards, 65s Od. per week of 48 hours.
2. For workers of 20 years and under 21 years of age, 45s. Od. per week of 48 hours.
3. For workers of 19 years and under 20 years of age, 37s. 6d. per week of 48 hours.
4. For workers of 18 years and under 19 years of age, 32s. Od. per week of 48 hours.
5. For workers of 17 years and under 18 years of age, 27s. Od. per week of 48 hours.
6. For workers of 16 years and under 17 years of age, 22s. Od. per week of 48 hours.

The above rates are weekly rates based on a week of 48 hours, but they shall be subject to a proportionate deduction according as the number of hours actually spent in the factory or workshop in any week is less than 48.

PART II.—OVERTIME RATES (ALL AGES).

The minimum Rates for Overtime to apply in respect of hours worked by a worker whether engaged on Time-work or on Piece-work in excess of the declared normal number of hours (set out below) shall be as follows, that is to say :—

(1) For the first two hours Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be equivalent to *time and a quarter*, that is to say, one and a quarter times the minimum rate otherwise applicable.

(2) For Overtime after the first two hours of Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be equivalent to *time and a half*, that is to say, one and a half times the minimum rate otherwise applicable.

(3) For all time worked on Sundays and on Customary Public and Statutory Holidays, the Overtime Rate shall be equivalent to *double time*, that is to say, twice the minimum rate otherwise applicable.

In accordance with Section 3 (i) (c) of the Trade Boards Act, 1918, the Trade Board declare the normal number of hours of work to be as follows :—

In any week, 48.

On Saturday, 4.

On Monday, 8.

On any other week-day, 9 ;

Provided that any other day not being Sunday, may be by agreement in writing between an employer and a worker substituted in place of Saturday as the weekly short day, and in such case the normal number of hours on such substituted day shall be 4, and the normal number of hours on Saturday shall be 9.

Provided that all hours worked on Sundays and on Customary Public and Statutory Holidays shall be regarded as Overtime to which the Overtime Rates shall apply.

The above-mentioned provisions shall not prejudice a worker's claim to a Saturday half-holiday where it is now given.

Provided that where it is or may become the established practice of an employer only to require attendance on five days a week, the Overtime Rates set out in sub-paragraphs (1) and (2) above shall be payable in respect of

- (a) all employment on a Saturday ;
- (b) all employment in excess of 10 hours on a Friday or on one other day in each week (not being Saturday) as may be agreed between the employer and the worker ;
- (c) all employment on any other week-day in excess of 9½ hours.

But in the application of this Proviso, where the employer requires attendance on any day on which it is not the established practice of the employer to require attendance, all time worked on such day shall be paid for at time and a quarter, for the first two hours and time and a half thereafter.

PART III.

The above minimum rates of wages shall apply subject to the provisions of the Trade Boards Acts to all Workers in Great Britain who are employed during the whole or any part of their time in any branch of the Trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919, that is to say, the repairing wherever carried on, of boots, shoes, slippers, and all kinds of leather footwear, *including* the making of bespoke handsewn, riveted or pegged leather footwear, but *excluding* the manufacture of leather footwear on a large scale, the repairing