

SECTION III.—Notwithstanding anything contained in Sections I and II of this Part of this Notice, it is hereby provided that:—

- (a) All hours worked in any week in excess of 47 shall be paid for as Overtime.
- (b) The Overtime Rates shall also be payable where, on any day, not being Sunday or a Statutory Holiday, the number of hours worked exceeds $8\frac{1}{2}$, or, in the case of Saturday, exceeds $4\frac{1}{2}$, provided that the total number of hours worked in the week is not less than 47 or such lesser number of hours as the worker has had the opportunity of working in that week, not including any hours which rank as Overtime under the provisions of Section I of this Part of this Notice.
- (c) Where by agreement between an Employer and his Workers the number of hours of work on a Saturday does not exceed 4, the Overtime Rates shall not be payable as respects not more than one other day in each week (not being Sunday or a Statutory Holiday) until the number of hours worked on such day exceeds 9.
- (d) Where it is or may become the established practice of an employer only to require attendance on 5 days a week, the Overtime Rates shall only be payable where, on any day, the number of hours worked exceeds $9\frac{1}{2}$.
- (e) The Overtime Rates are not applicable to Watchmen or to men employed solely as Firemen or Stokers.

SECTION IV.—The hours which female workers and young persons are allowed to work are subject to the provisions of the Factory and Workshops Act, 1901.

PART III.

For the purpose of this Notice a "learner" shall be deemed to be a person who is employed under conditions which, in the circumstances of the case, afford a reasonable prospect of advancement to the general minimum time-rate for workers other than learners. Provided that in the case of males no person shall be deemed to be a learner who is over 21 years of age.

PART IV.

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 those branches of the hollow-ware trade which are engaged in the making of hollow-ware from sheet iron or sheet steel, including the processes of galvanising, tinning, enamelling, painting, japanning, lacquering and varnishing.

PART V.

SECTION I.—The above Minimum Rates of Wages shall be paid clear of all deductions

other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments, or deductions authorised by any Act to be made from wages in respect of contributions to any superannuation or other provident fund.

SECTION II.—The above Minimum Rates of Wages are without prejudice to workers who are earning higher rates of wages.

Dated this tenth day of April 1920.

Signed by Order of the Trade Board.

F. POPPLEWELL, Secretary.

Office of Trade Boards,
5 Chancery Lane, London, W.C. 2.

It is provided by the above-mentioned Regulations that:—

Every Occupier of a factory or workshop or of any place used for giving out work to outworkers shall, on receipt of this Notice, post up and keep posted up a sufficient number of true copies thereof in prominent positions in the factory, workshop or place used for giving out work in such a manner as to ensure that in each case the Notice shall be brought to the knowledge of all workers employed by him or on his premises who are affected thereby. Penalty for non-compliance, a fine not exceeding 40s.

Under the Trade Boards Acts, 1909 and 1918, it is provided amongst other things that:—

1.—Where any minimum rate of wages fixed by a Trade Board has become effective, an employer shall, in cases to which the minimum rate is applicable, pay wages to the person employed at not less than the minimum rate clear of all deductions, and if he fails to do so shall be liable on summary conviction in respect of each offence to a fine not exceeding twenty pounds and to a fine not exceeding five pounds for each day on which the offence is continued after conviction therefor.

In the foregoing provision, the expression "deductions" includes deductions for or in respect of any matter whatsoever (other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments or deductions authorised by any Act to be made from wages in respect of contributions to any superannuation or other provident fund), and notwithstanding that they are deductions which may lawfully be made from wages under the provisions of the Truck Acts, 1831 to 1896, and where any payment being a payment authorised to be received by an employer under section one, section two, or section three of the Truck Act, 1896, is made by any employed person to his employer, the employer shall, for the purposes of the foregoing provision, be deemed to have deducted that amount from wages.

On the conviction of an employer for failing to pay wages at not less than the minimum rate to a person employed, the court may by the conviction adjudge the employer convicted to pay, in addition to any fine, such sum as appears to the court to be due to the person employed on account of wages, the wages being calculated on the basis of the minimum rate, but the power to order the payment of wages under this provision shall not be in derogation of any right of the