

Trade Boards Act, 1918, and the Trade Boards (Hat, Cap and Millinery) Order, 1919, for the Hat, Cap and Millinery Trade in Scotland, as defined in the Regulations made by the Minister of Labour, and dated 31st March 1920, hereby give Notice, as required by Section 3 (5) of the Trade Boards Act, 1918, that they Propose to Fix General Minimum Time-Rates, Piece-work Basis Time-Rates, and Overtime Rates for Male and Female Workers, and to declare the normal number of hours of work in the trade for the purpose of the application of the Overtime Rates, as shown in the Schedule set out below.

(b) Learners :

SCHEDULE.

PART I.

PROPOSED GENERAL MINIMUM TIME-RATES.

FEMALE WORKERS.

SECTION I.—Female Workers.

(a) For Female Workers (other than Learners, as defined in Section I. of Part IV. of this Schedule) :

- (i) Workers other than Home-workers, 8½d. per hour.
(ii) Home-workers, 8½d. per hour.

LEARNERS COMMENCING AT

	14 and under 15 years of age.	15 and under 16 years of age.	16 and under 21 years of age.	21 years of age and over.
	Col. I.	Col. II.	Col. III.	Col. IV.
	per hour.	per hour.	per hour.	per hour.
During first six months of employment after the age of 14 years... ..	2¼d.	2¼d.	2¾d.	First 3 months ... 3½d.
During second " " "	2¾d.	3d.	4d.	Second 3 months ... 5d.
" third " " "	3½d.	4¼d.	5¾d.	Third 3 months ... 6¼d.
" fourth " " "	4¼d.	5¼d.	7¼d.	Fourth 3 months ... 7¾d.
" fifth " " "	5d.	6½d.	—	—
" sixth " " "	6d.	7¾d.	—	—
" seventh " " "	7d.	—	—	—
" eighth " " "	7¾d.	—	—	—

(i) The General Minimum Time-Rate for Learners under 14 years of age shall be 2¼d. per hour, and from the age of 14 years they shall be entitled to the amounts shown in Column I. above, as if they had commenced at 14.

(ii) The advances to be given to Learners commencing at under 21 years of age shall become due as from the first Monday in January and July of each year, the Learner being entitled to her first advance from the first Monday in January or July, as the case may be, provided that she has been in the trade at least three months.

(iii) A Learner shall cease to be a Learner, and be entitled to the full General Minimum Time-Rate applicable to her under Section I. (a) of Part I. of this Schedule, upon the fulfilment of the following conditions :—

Age of Entering upon Employment and Conditions.

Under 15 years of age, the completion of not less than 3 years' employment, and the attainment of the age of 18 years.

Fifteen and under 16 years of age, the completion of not less than 2 years' employment, and the attainment of the age of 18 years.

Sixteen and under 21 years of age, the completion of 2 years' employment.

Twenty-one years of age and over, the completion of 1 year's employment.

(iv) No Female Learner shall be held to be entitled to the full General Minimum Time-Rate under Sub-Section (a) of this Section until she has attained the age of 18 years, notwithstanding any employment she may have had. Provided that in determining the age of entry and the length of employment, all service prior to the age of 14 shall be disregarded.

SECTION II.—Male Workers.

Workers of 22 years of age and upwards, 1s. 2d. per hour.

Workers of 21 and under 22 years of age, 1s. per hour.

Workers of 20 and under 21 years of age, 10½d. per hour.

Workers of 19 and under 20 years of age, 9d. per hour.

Workers of 18 and under 19 years of age, 7½d. per hour.

Workers of 17 and under 18 years of age, 6d. per hour.

Workers of 16 and under 17 years of age, 5d. per hour.

Workers of 15 and under 16 years of age, 4d. per hour.

Workers under 15 years of age, 3d. per hour.

Workers commencing employment in the Hat, Cap and Millinery Trade for the first time, at and over the age of 19, may serve a period of six months at 7d. per hour, and thereafter a