

the commencement of the employment or within such period thereafter as the Trade Board may in any case or class of cases allow. Provided always that in granting or withholding such certificate the Trade Board may take into consideration whether, having regard to the number of learners employed in any factory or workshop or under any journeyman or worker, the learner proposed to be certificated has a reasonable prospect of receiving due instruction. Provided also that any certificate may be withdrawn if the Trade Board consider that the conditions of employment have ceased to be such as would have originally justified the grant thereof.

II. Learners working on frame clipping are persons who:

- (a) Are definitely and effectively employed in the practical learning of this branch of the trade and have not been definitely employed more than two years.
- (b) Are under 18 years of age.
- (c) Are working on frame clipping in either a warehouse or a workshop.
- (d) Hold a certificate from the Trade Board issued on an application made at the commencement of the employment or within such period thereafter as the Trade Board may in any case or class of cases allow. Provided always that in granting or withholding such certificate the Trade Board may take into consideration whether, having regard to the number of learners employed in any factory or workshop or under any journeyman or worker, the learner proposed to be certificated has a reasonable prospect of receiving due instruction. Provided also that any certificate may be withdrawn if the Trade Board consider that the conditions of employment have ceased to be such as would have originally justified the grant thereof.

PART V:

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

SECTION II—For Female Learners as defined in Section I. of Part IV. of this Schedule.

(a) Learners employed in any branch of the Wholesale and Retail Cloth Hat and Cap Trade.

from wages in respect of contributions to any Superannuation or other Provident Fund.

Signed by Order of the Trade Board,

F. Popplewell,
Secretary

Dated the thirty-first day of January, 1920.

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

Any communication on the subject of this Notice should be addressed to the Secretary, Lace Finishing Trade Board, 5, Chancery Lane, London, W.C. 2, or 4, Castle Place, Nottingham.

TRADE BOARDS ACTS, 1909 AND 1918.
HAT, CAP AND MILLINERY TRADE BOARD (ENGLAND AND WALES).

PROPOSAL TO FIX MINIMUM RATES OF WAGES FOR MALE AND FEMALE WORKERS:

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, and the Trade Boards (Hat, Cap and Millinery) Order, 1919, for the Hat, Cap and Millinery Trade in England and Wales as defined in the Regulations made by the Minister of Labour and dated 20th November, 1919, 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.

SCHEDULE.

PART I.

Proposed General Minimum Time-Rates.
Female Workers.

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

- (a) Workers other than Homeworkers, 8½d. per hour.
- (b) Homeworkers, 8½d. per hour.

	LEARNERS COMMENCING AT											
	14 AND UNDER 15 YEARS OF AGE			15 AND UNDER 16 YEARS OF AGE			16 AND UNDER 18 YEARS OF AGE		18 AND UNDER 21 YEARS OF AGE		21 YEARS OF AGE AND OVER	
	Column I.			Column II.			Column III.		Column IV.		Column V.	
	Per week of 48 hours	Per hour		Per week of 43 hours	Per hour	Per week of 48 hours	Per hour	Per week of 48 hours	Per hour	Per week of 48 hours	Per hour	
During 1st six months of employment after the age of 14	s. d. d.		s. d. d.		s. d. d.		s. d. d.		s. d. d.		s. d. d.	
2nd "	11 0 2½		12 0 3		14 0 3½		19 0 4½		1st 3 mths. 20 0 5		2nd " 24 0 6	
3rd "	14 0 3½		14 0 3½		17 0 4½		22 0 5½		2nd " 24 0 6		3rd " 27 0 6½	
4th "	15 0 3¾		17 0 4½		20 0 5		25 0 6½		3rd " 27 0 6½		4th " 30 0 7½	
5th "	17 0 4½		21 0 5½		24 0 6		30 0 7½					
6th "	20 0 5		25 0 6½									
7th "	23 0 6½		29 0 7½									
8th "	26 0 6½											
9th "	29 0 7½											
						Provided that learners commencing at 16 and under 18 years of age shall, on attaining the age of 18 years, be entitled, during the remainder of their learnership period, to receive 5s.6d. per week of 48 hours in addition to the general minimum time-rates applicable, as set out in this column.						

The General Minimum Time-Rates for Learners under 14 years shall be 2½d per hour. Such Learners shall from the age of 14 be entitled to the amounts shown in Column I above, all employment prior to that age being disregarded.