

Board propose to declare the normal number of hours of work in the trade to be as follows:—

In any week, 48

On any day (other than Saturday), 9.

On Saturday, 5.

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

SECTION II.—The Minimum Rates for Overtime 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, shall be as follows, that is to say:—

1. For the first two hours' overtime on any day, except Saturdays, Sundays, and Customary Public and Statutory Holidays, the Overtime Rates 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, and for all overtime on Saturdays, 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 Customary Public and Statutory Holidays the Overtime Rate shall be equivalent to double time, that is to say, twice the minimum rate otherwise applicable.

4. For all hours worked in any week in excess of 48 the Overtime Rate shall be time and a quarter except in so far as higher overtime rates are payable under the provisions of paragraphs 2 and 3 of this Section. The Overtime Rate shall be payable where on any day (not being a Sunday or a Customary Public or Statutory Holiday), the number of hours worked exceeds 9 or, in the case of Saturday, exceeds 5, notwithstanding that the number of hours worked in the week does not exceed 48.

Provided—

(a) That where it is or may become the established practice of an employer only to require attendance on 5 days a week, the Overtime Rate shall only be payable where on any day the number of hours worked exceeds $9\frac{1}{2}$.

(b) That where it is or may become the established practice of an employer to require attendance only on alternate Saturdays, the normal number of hours for the week in which attendance on Saturday is required shall be deemed to be 50.

(c) That where a worker who is of the Jewish religion and subject to Section 48 of the Factory and Workshop Act, 1901, is employed on Sunday instead of Saturday the Minimum Rates for Overtime as set out above shall apply to such worker in like manner as if in the provisions of this Notice as to Overtime the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

But in the application of these provisos, 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 (not being a Sunday or a Customary Public or Statutory Holiday) shall be paid for at time and a quarter for the first two hours and time and a half thereafter.

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

PART IV.

For the purpose of this Notice the following definitions shall apply:—

SECTION I.—A female learner is a worker who—

(a) Is employed during the whole or a substantial part of her time in learning any branch or process of the trade specified in Part V. of this Schedule by an employer who provides the learner with reasonable facilities for such learning; and

(b) Has received a certificate or has been registered in accordance with rules from time to time laid down by the Trade Board, and held subject to compliance with the conditions contained in this Section, or has made an application for such certificate or registration which has been duly acknowledged and is still under consideration. Provided that the certification or registration of a learner may be cancelled if the other conditions of learnership are not complied with.

Provided that an employer may employ a female learner on her first employment without a certificate or registration for a probation period not exceeding four weeks, but in the event of such learner being continued thereafter at her employment the probation period shall be included in her period of learnership.

Provided that, notwithstanding compliance with the conditions contained in this Section, a person shall not be deemed to be a learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

SECTION II.—The expression "Home-worker" shall be held to mean a worker who works in her own home or any other place not under the control or management of the employer.

PART V.

The above Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, to all workers in England and Wales who are employed during the whole or any part of their time in any branch of the trade specified in the Trade Boards (Hat, Cap and Millinery) Order, 1919, that is to say—the making from any material of men's, women's or children's headgear, or the trimming thereof;

Including:—Warehousing, packing or other operations incidental to or appertaining to the making or trimming of men's, women's or children's headgear;

But excluding:

1. The casting and making of solid metal helmets;

2. The making of rubberised or oilskin headgear where carried on in association with or in conjunction with the making of other rubberised or oilskin articles;

3. The making of nurses' or servants' caps, chefs' caps, hospital ward caps, or similar articles;

4. The making of field bonnets, sun-bonnets, boudoir caps, or infants' millinery where carried on in association with or in conjunction with the making of dresses, non-tailored skirts, wraps, blouses, blouse-ropes,