

- (iv) No female learner shall be held to be entitled to the full General Minimum Time-Rate under Section I. of Part I. of this Schedule 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 III.

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.
" 20 " 21	...	...	10½d. "
" 19 " 20	...	...	9d. "
" 18 " 19	...	...	7½d. "
" 17 " 18	...	...	6d. "
" 16 " 17	...	...	5d. "
" 15 " 16	...	...	4d. "
Workers under 15 years of age	...	...	3d. "

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 period of six months at 8½d. per hour.

On the expiration of one year's service in the trade, these workers shall receive such rates as their age may entitle them to under the foregoing provisions.

PART II.

Piece-Work Basis Time-Rates.

SECTION I.

FEMALE WORKERS.

- (a) ALL FEMALE WORKERS other than Homeworkers ... 9½d. per hour.
 (b) HOMEWORKERS ... 9½d. "

In the case of all female workers employed on piece-work, each piece-rate paid must be such as would yield in the circumstances of the case not less than 9½d. per hour to an ordinary worker. Provided that in determining as to whether any piece-rate satisfies the foregoing condition, regard shall be had only to the earnings of workers other than learners.

SECTION II.

MALE WORKERS.

ALL MALE WORKERS ... 1s. 3½d. per hour.

In the case of all male workers employed on piece-work, each piece-rate paid shall be such as would yield in the circumstances of the case not less than 1s. 3½d. per hour to an ordinary worker. Provided that in determining as to whether any piece rate satisfies the foregoing condition, regard shall be had only to the earnings of workers of 22 years of age and upwards.

PART III.

Overtime Rates for Male and Female Workers (All Ages).

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board hereby 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 any other day (not being Sunday) may be substituted by an employer for Saturday as the weekly short day, and in such case the normal number of hours of work on such substituted day shall be 5, and the normal number of hours on Saturday shall be 9.

Provided also 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 (or the weekly short day substituted therefor), 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 (or the weekly short day substituted therefor), 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 (or the weekly short day substituted therefor), 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 9½.

(b) That where it is or may become the established practice of an employer to require attendance only on alternate Saturdays, the