

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, to workers of greater skill or length of experience, or to agreements made or that may be made between employers and workers for the payment of wages in excess of these Minimum Rates of Wages.

Dated this fifth day of November, 1920.

Signed by Order of the Trade Board,
F. Popplewell,
Secretary.

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

TRADE BOARDS ACTS, 1909 AND 1918.

TOY TRADE BOARD (GREAT BRITAIN).

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 in Great Britain under the Trade Boards Act, 1918, for the Toy Trade as specified in the Trade Boards (Toy) Order, 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 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 set out below:—

PART I.

PROPOSED GENERAL MINIMUM TIME-RATES FOR MALE AND FEMALE WORKERS.

SECTION I.—For Male Workers.

Workers under 15 years of age, 16s. per week of 48 hours—i.e., 4d. per hour.

Workers of 15 and under 16 years of age, 20s. per week of 48 hours—i.e., 5d. per hour.

Workers of 16 and under 17 years of age, 24s. per week of 48 hours—i.e., 6d. per hour.

Workers of 17 and under 18 years of age, 28s. per week of 48 hours—i.e., 7d. per hour.

Workers of 18 and under 19 years of age, 36s. per week of 48 hours—i.e., 9d. per hour.

Workers of 19 and under 20 years of age, 44s. per week of 48 hours—i.e., 11d. per hour.

Workers of 20 and under 21 years of age, 52s. per week of 48 hours—i.e., 1s. 1d. per hour.

Workers of 21 years of age and over, 64s. per week of 48 hours—i.e., 1s. 4d. per hour.

SECTION II.—For Female Workers.

Workers under 15 years of age, 12s. per week of 48 hours—i.e., 3d. per hour.

Workers of 15 and under 16 years of age, 16s. per week of 48 hours—i.e., 4d. per hour.

Workers of 16 and under 17 years of age, 20s. per week of 48 hours—i.e., 5d. per hour.

Workers of 17 and under 18 years of age, 24s. per week of 48 hours—i.e., 6d. per hour.

Workers of 18 and under 19 years of age, 30s. per week of 48 hours—i.e., 7½d. per hour.

Workers of 19 and under 20 years of age, 31s. per week of 48 hours—i.e., 7¾d. per hour.

Workers of 20 and under 21 years of age, 32s. per week of 48 hours—i.e., 8d. per hour.

Workers of 21 years of age and over, 34s. per week of 48s. hours—i.e., 8½d. per hour.

SECTION III.—The Proposed General Minimum Time-Rates set out in Sections I and II. of this Part of this Notice for Workers under 21 years of age shall be payable subject to the proviso that such workers are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the General Minimum Time-Rate of 1s. 4d. per hour in the case of Male Workers and of 8½d. per hour in the case of Female Workers. Otherwise the General Minimum Time-Rate payable to workers under 21 years of age shall be 1s. 4d. per hour in the case of Male Workers and 8½d. per hour in the case of Female Workers, irrespective of age.

PART II.

Proposed Overtime Rates for Male and Female Workers employed on Time-Work.

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board hereby 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	8¾
On Saturday	4¼

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

SECTION II.—The Trade Board propose to fix Minimum Rates for Overtime in respect of hours worked by a worker employed on time-work in any branch of the Trade specified in Part III of this Schedule in excess of the declared normal number of hours as follows:—

For Male and Female Workers employed on Time-Work:

1. For the first two hours overtime on any day except Saturday, Sunday or Customary Public and Statutory Holidays, the Overtime Rate shall be one-and-a-quarter times the General Minimum Time-Rate otherwise applicable, i.e., time-and-a-quarter.

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 Saturday, the Overtime Rate shall be one-and-a-half times the General Minimum Time-Rate otherwise applicable, i.e., time-and-a-half.

3. For all time worked on Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be twice the General Minimum Time-Rate otherwise applicable, i.e., double-time.

4. For all hours worked in any week in excess of 48 the Overtime Rate shall be one-and-a-quarter times the General Minimum Time-Rate otherwise applicable except in so far as higher Overtime Rates are payable under the provisions of paragraphs 2 and 3 of this Section.

Provided that:—

(a) 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 of