

for the rates set out in Parts I., II., III. and IV. of this Schedule in respect of all hours worked in excess of the number of hours declared by the Trade Board in the Schedule to their Notice M. (10) dated 28th May, 1920, to be the normal number of hours of work in the trade.

PART VI.—Definitions.

(a) Female Pan Hands.

For the purpose of the application of the minimum rates specified in Parts I., II., III. and V. of this Schedule, a Female Pan Hand shall be defined as a Female Worker of any age who performs the operation of pan-setting with or without the operations of boring and/or trimming.

(b) Female Pan-Setting Learners.

For the purpose of the application of the Minimum Rates set out in Section II. of Part III. of this Schedule, a pan-setting learner is defined as being a female worker (of any age) who:—

(a) is employed during the whole of her time in accordance with the provisions of this Schedule under an Agreement for a period of two years in the form prescribed by the Trade Board as set out in Part VII. of this Schedule. Provided that no worker shall be permitted to serve more than one period of two years as a pan-setting learner at the minimum rates fixed by the Trade Board and in accordance with the conditions laid down by the Trade Board from time to time.

(b) has been registered with the Trade Board in accordance with Rules from time to time laid down by the Trade Board, or has made application for such registration which has been duly acknowledged and is still under consideration.

Provided that:—

(i) The Registration may be cancelled if the other conditions of learnership are not complied with.

(ii) An employer may employ a worker at the special rates and under the special conditions for pan-setting learners without registration for a probation period not exceeding four weeks; but in the event of the worker being continued thereafter at her employment as a pan-setting learner the probation period shall be included in her period of learnership.

PART VII

Form of Agreement prescribed by the Trade Board for Female Pan-Setting Learners.

For the purpose of the application of the Minimum Rates set out in Part III. of this Schedule a female pan-setting learner shall be employed under an agreement in the following form:—

Memorandum of Agreement made this day of _____ between (hereinafter referred to as "the Employers") of the one part and (hereinafter referred to as "the Learner") of the other part.

Whereas the Learner is desirous of being trained in the branch of the Brush and Broom Trade known as the operation of "Pan-Setting" and the Employers being engaged in the said trade are willing to give her such training.

Now it is hereby mutually agreed as follows:—

1. The Learner will enter and continue in

the service of the Employers and they will receive and retain her in their service as a Learner for the period of two years from the date of this Agreement subject nevertheless to the provisions for earlier determination contained in Clause 5. hereof

2. During the said term of service the Learner will apply herself diligently to learn the said operation and will faithfully serve the Employers and obey their lawful commands, and they on their part will cause her to be well and sufficiently instructed in the said operation.

3. The Employers will pay to the Learner wages in accordance with the current rates of wages applicable to female learners employed as "Pan-Setters" as fixed from time to time by the Brush and Broom Trade Board (Great Britain), subject, however, to this proviso that if the Learner shall at any time be absent from her duties (whether by reason of sickness or any other cause whatsoever) without the consent of the Employers the Learner shall not be deemed to be employed for the period of such absence, and shall not be entitled to any wages for such period. The wages payable to the Learner under this agreement shall be deemed to accrue from hour to hour.

4. Subject to the Provisions of this Agreement, the working hours and conditions of the said service shall be those applying to the women operatives at the factory of the Employers for the time being.

5. If the Learner wilfully disobeys any lawful order of the Employers or otherwise wilfully misconducts herself towards the Employers or those in their employment it shall be lawful for the Employers to discharge the Learner from their service and absolutely determine this Agreement.

6. If either of the parties hereto desires for any reason to determine this Agreement before the expiration of the said period of two years, or in the event of any dispute arising involving allegations of unsuitability or of failure to apply herself diligently to learn the said operation on the part of the Learner or of failure on the part of the Employers to cause her to be well and sufficiently instructed in the said operation or of wrongful exercise by the Employers of their power to dismiss the Learner under Clause 5 hereof which cannot be settled between the parties hereto the Employers and the Learner hereby mutually agree that the matters in dispute shall stand referred in the first instance to the Brush and Broom Trade Board (Great Britain) with a view to effecting a settlement thereof.

7. On the due completion of the said term of service this Agreement shall be given by the Employers to the Learner with a Certificate endorsed thereon and signed by or on behalf of the Employers that the said term of service has been duly served.

In witness whereof the Learner and _____ on behalf of the Employers have hereunto set their hands the day and year first above within.

Signed by the said
 In the presence of
 Signed by the said
 In the presence of