

SCHEDULE. RT I—*continued.*

- (i) The General Minimum Time Rate for Learners under 14 years of age shall be 1½d per hour, and from the age of 14 years they shall be entitled to the amounts shown in Column I. above as if they had commenced at 14.
- (ii) The advances to be given to Learners shall become due as from the first Monday in January and July of each year, the Learner being entitled to her first advance from the first Monday in January or July as the case may be, provided that she has been in the trade at least three months.
- (iii) A learner shall cease to be a learner, and be entitled to the full General Minimum Time Rate applicable to workers other than learners upon the fulfilment of the following conditions:—

Age of entering upon Employment.	Conditions.
Under 15 years of age ... ..	The completion of 3 years' employment and the attainment of the age of 18 years.
15 and under 17 years of age ... ..	The completion of 3 years' employment.
17 and under 19 years of age ... ..	The completion of 3 years' employment.
19 years of age and over ... ..	The completion of 3 years' employment.

- (iv.) No Female Learner shall be held to be entitled to the full General Minimum Time Rate under Section I. of Part I. of the Schedule to the Notice H.M.S. (2) issued by the Trade Board and dated 23rd September, 1920, 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 II.

The General Minimum Time Rates for all Female Workers in the Trade specified in Part IV. of this Schedule (other than Female Learners as defined in Part III. of this Schedule, and Female Learners in the Wholesale Cloth Hat and Cap trade as defined in Section I. of Part IV. of the Schedule to the Notice H.M.S. 2, issued by the Trade Board, and dated 23rd September, 1920) shall be the General Minimum Time Rate applicable to workers other than Learners set out in Section I. of Part I. of the Schedule to the above-mentioned Notice H.M.S. 2, dated 23rd September, 1920, viz., 8½d. per hour.

NOTE.—The Minimum Rates for Female Workers and Learners in the Wholesale Cloth Hat and Cap Trade, which are set out in the Trade Boards Notice H.M.S. 2, dated 23rd September, 1920, and are effective under an order of the Minister of Labour dated 17th September, 1920, are unaffected by this Proposal.

## PART II.

*Proposed Variation of Overtime Rates for a Certain Class of Female Learners.*

Overtime Rates, calculated on the Proposed Minimum Rates of Wages specified in Section I (b) of Part I of this Schedule in the manner specified in Part III of the Schedule to the Notice, H.M.S. (2) issued by the Trade Board and dated 23rd September, 1920, shall apply, in substitution for the Proposed rates set out in Section I (b) of Part I 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 the above-mentioned Notice, dated 23rd September, 1920, to be the normal number of hours of work in the trade.

## PART III.

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

A Female Learner is a worker who—

(a) Is employed by an Employer who provides such learner with reasonable facilities for practically and efficiently learning the Branch of the Trade as carried on by him and the various processes involved in the making of any of the articles specified in the definition of the trade set out in Part IV of this Schedule other than the Wholesale Manufacture of Cloth Hats and Caps; 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.

## PART IV.

The above Proposed Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Act, to all workers in Scotland of the classes specified in Part I of this Schedule who are employed during the whole or any part of their time in any branch of the Trade specified in the above-mentioned Regulations made by the Minister of Labour, dated 31st March, 1920—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