

and-a-Quarter, Time-and-a-Half, or Double Time, respectively.

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 on such days after 9½ hours have been worked.

(b) That where it is or may become the established practice of an employer to require attendance only on alternate Saturdays, the Overtime Rate in the week in which attendance on Saturday is required shall only be payable after 50 hours have been worked.

(c) That where it is or may become the established practice of an employer to require attendance on Sunday instead of Saturday the Minimum Rates for Overtime as set out above shall apply 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."

NOTE.—The hours which female workers, young persons and children are allowed to work are subject to the provisions of the Factory and Workshop Acts, and also to the provisions of the Employment of Women, Young Persons and Children Act, 1920.

#### 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 (except Male Workers employed as Dyers in the Feather Trade) in respect of all time during which they are employed in Great Britain in any branch of the trade specified in the Trade Boards (Ostrich and Fancy Feather and Artificial Flower) Order, 1920, that is to say:—

1.—The preparation throughout of ostrich or fancy feathers from the natural condition to the finished feather product.

2.—The making of artificial flowers, fruit, foliage, grasses, mosses, seeds or pods from paper, wax, textile materials, porcelain, glass, plaster, metal composition, rubber, leather, raffia, celiphane and similar materials.

3.—The preservation of natural flowers, foliage, grasses, mosses, ferns, seeds or pods.

4.—The making of hats of any of the articles specified in paragraphs 1, 2 and 3 above, when made in or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in any of the operations specified in those paragraphs.

5.—The making of feather garments (including neckwear and muffs), feather trimmings for dresses, feather fans or feather mountings of any description, when made in or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in the preparation of ostrich or fancy feathers.

6.—The cleaning, dyeing or renovating of any of the articles specified in paragraphs 1, 2 and 3 above, when carried on as a main business or in association with or in conjunction with any business or establishment or branch or department or workroom mainly engaged in any of the operations specified in those paragraphs.

Including:—

7.—(A) Any of the following and similar operations or processes known in the trade as:—

(i) The sorting, stringing, washing, bleaching, dyeing, beating, scraping, laying up, sewing, curling, finishing, sticking, twisting, mounting of ostrich or fancy feathers.

(ii) Pattern-making, dyeing, stiffening, waterproofing, waxing, cutting, stamping, shading, veining, goffing, mould-making, mounting, in connection with the manufacture of artificial flowers, fruit, foliage, grasses, mosses, seeds or pods.

(iii) The dyeing, preserving, painting, varnishing, or decorating of natural flowers, foliage, grasses, mosses, ferns, seeds or pods.

(B) The making of any of the articles specified in paragraph 2 above by needlework processes, when carried on in or in association with or in conjunction with a business or establishment or branch or department or workroom mainly engaged in any of the operations specified in that paragraph.

(C) The making or mounting of any of the articles specified in paragraphs 1, 2 and 3 above for cakes or cracker ornaments, except when made or mounted in, or in association with, or in conjunction with, an establishment or business or branch or department or workroom.