

TRADE BOARDS ACTS, 1909 AND 1918.

HAT, CAP AND MILLINERY TRADE BOARD (SCOTLAND).

PROPOSAL TO VARY MINIMUM RATES OF WAGES FOR, AND DEFINITION OF, FEMALE LEARNERS IN THE WHOLESALE CLOTH HAT AND CAP MAKING BRANCH OF THE TRADE.

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 under the Trade Boards Act, 1918, and the Trade Board's (Hat, Cap and Millinery) Order, 1919, for the Hat, Cap and Millinery Trade in Scotland as defined in the Regulations made by the Minister of Labour and dated 31st March, 1920, HEREBY GIVE NOTICE, as required by Section 3 (5) of the Trade Boards Act, 1918, that they PROPOSE TO VARY the General Minimum Time-Rates and Overtime Rates at present fixed and set out in the Schedule to their Notice dated 23rd September, 1920, and made effective under an Order of the Minister of Labour dated 17th September, 1920, in their application to Female Workers employed in the Wholesale Cloth Hat and Cap Making Branch of the Trade, so that in lieu of such Minimum Rates the General Minimum Time-Rates and Overtime Rates for Female Workers employed in the Wholesale Cloth Hat and Cap Making Branch of the Trade, shall be as shown in the Schedule set out below.

SCHEDULE.

PART I.

Proposed Variation of General Minimum Time-Rates for Female Learners employed in the Wholesale Cloth Hat and Cap Making Branch of the Trade.

Female Learners (as defined in Part III. of this Schedule) employed in the Wholesale Cloth Hat and Cap Making Branch of the Trade.

SECTION I.

(a) General Minimum Time Rates at present fixed:—

	LEARNERS COMMENCING AT			
	14 and under 15 years of age.	15 and under 16 years of age.	16 and under 21 years of age.	21 years of age and over.
	Column I.	Column II.	Column III.	Column IV.
	Per hour.	Per hour.	Per hour.	Per hour.
During 1st 6 months of employ- ment after the age of 14 years	<i>d.</i> 2½	<i>d.</i> 2½	<i>d.</i> 2½	1st three months
2nd " " "	2¾	3	4	2nd " " "
3rd " " "	3½	4½	5½	3rd " " "
4th " " "	4½	5½	7½	4th " " "
5th " " "	5	6½	—	
6th " " "	6	7½	—	
7th " " "	7	—	—	
8th " " "	7¾	—	—	

- (i) The General Minimum Time-Rate for Learners under 14 years of age shall be 2½*d.* 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 commencing under 21 years of age shall become due as from the first Monday in January or 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 her under Section I. (a) of Part I. of this Schedule upon the fulfilment of the following conditions:—

Age of entering upon employment.	Conditions.
Under 15 years of age ...	The completion of not less than three years' employment and the attainment of the age of 18 years.
15 and under 16 years of age ...	The completion of not less than two years' employment and the attainment of the age of 18 years.
16 and under 21 years of age ...	The completion of two years' employment.
21 years of age and over ...	The completion of one year's employment.

- (iv.) No Female Learner shall 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.