

SECTION III.—The proposed minimum rates set out in the Tables in Sections I and II above shall be payable subject to the proviso that in the case of a worker entering the Grocery and Provisions Trade (as defined in Part IV of this Notice) for the first time on re-entering such trade at or over the age of 18, the commencing minimum rate shall be that applicable under the above Tables to a worker whose age is half-way between 16 years and the age of the worker in question, and advances to the successive rates set out in the Tables shall be paid at intervals of six months until such time as the worker reaches the rate applicable under the Tables to his or her own age. The worker shall thereafter be paid in accordance with the rates set out in the Tables.

SECTION IV.—A.—(i) In the case of those classes of Counting-House Clerks who are employed in the Wholesale Trade and whose customary working week consists of a number of hours less than 48 but not less than 38, a "week" means a week of the number of hours customarily worked by the classes in question.

(ii) In the case of those classes of Van-Salesmen whose customary working week consists of a number of hours more than 48 but not more than 52, a "week" means a week of the number of hours customarily worked by the classes in question.

(iii) In all other cases a "week" means a week of 48 hours.

B.—For the purpose of calculating the hourly rate applicable in respect of each hour of employment, the weekly rates set out in Sections I and II of this Part of this Notice must be divided:

(i) In the case of the workers referred to in "A" (i) and (ii) of this Section, by the number of hours customarily worked by the class in question.

(ii) In all other cases by 48.

C.—Payment at not less than the hourly rate applicable calculated as described in paragraph "B" of this Section must be paid for all hours of employment (not merely for the number of hours constituting a "week" as described in paragraph "A" of this Section) except in so far as higher rates are payable under the provisions of Part II of this Notice.

PART II.

Proposed Overtime Rates for Male and Female Workers.

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board propose to declare the normal number of hours of work per week in the Trade to be 48.

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

SECTION II.—The minimum rates for Overtime in respect of all hours worked by a worker in excess of the declared normal number of hours of work in the Trade shall be:—

(a) For all hours worked on Sundays, on Customary Local Holidays and on Statutory Holidays, twice the General Minimum Time-Rate otherwise applicable, *i.e.*, Double Time.

(b) For all hours worked in any week in excess of 48, One-and-a-half times the

General Minimum Time-Rate otherwise applicable, *i.e.*, Time-and-a-Half, except in so far as Double Time is applicable under sub-section (a) of this Section.

Provided that in the case of Van-Salesmen, the normal number of hours of work per week shall be deemed to be 52 and, except as provided in sub-section (a) above, overtime rates shall not be payable in the case of Van-Salesmen in any week until 52 hours have been worked.

PART III.

Definition of Areas and Classes of Workers.

The Rates set out in Part I of this Notice shall apply as follows:—

SECTION I.—The Rates set out under Area I shall apply to the areas in Scotland of (a) all Royal, Parliamentary and Police Burghs and (b) all places which are Special Drainage, Lighting, Scavenging, or Water Districts, the boundaries of which have been defined, which in the case of both (a) and (b) had according to the most recent census a population of 5,000 or over; and the rates set out under Area II shall apply to the rest of Scotland.

SECTION II.—A.—The Rates set out in Scale "A" shall apply to all workers *other than*:—

(a) Workers employed as Porters or Workers (other than Charwomen) employed in cleaning premises or utensils, in removing goods, in loading or unloading or in delivery by hand;

(b) Persons employed in Commercial Travelling;

(c) Workers (other than Van-Salesmen) employed in outdoor delivery work by horse, motor, steam or oil driven vehicle, in garaging, in horse or motor keeping, in cleaning vehicles or in stable work;

(d) Charwomen.

B.—The Rates set out in Scale "B" shall apply to:—

Workers employed as Porters and Workers (other than Charwomen) employed in cleaning premises or utensils, in removing goods, in loading or unloading, or in delivery by hand.

PART IV.

Applicability of Proposed Rates.

The above proposed Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, to all Male and Female workers in Scotland in respect of all time during which they are employed in any branch of the trade specified in the Trade Boards (Grocery and Provisions) Order, 1920, that is to say:—

1. The retail sale of any of the articles specified in Schedule I in or in connection with any establishment or business or branch or department in which:—

(a) twelve or more such articles are sold or exposed for sale whether or not the sale of such articles is the main business in the establishment or business or branch or department; or

(b) the retail sale of any one or more of such articles is the main or principal business