

higher Overtime Rates are payable under the provisions of Sub-Sections 1 (b) and 2 of this Section.

4. The Overtime Rates set out in Sub-Sections (1) and (2) of this Section are payable in respect of all hours of Overtime worked on any day, notwithstanding that the number of hours worked in the week does not exceed 48.

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 of the Employment of Women, Young Persons and Children Act, 1920.

PART IV.

The above proposed respective Minimum Rates of Wages shall, subject to the provisions of the Trade Boards Acts, apply, as specified above, to all Male Workers of 21 years of age or over and to all Female Workers in Great Britain in respect of all time during which they are employed in the General Waste Branch of the Waste Materials Reclamation Trade, as defined in the Regulations made by the Minister of Labour, dated 27th August, 1920, that is to say:

1. The collecting, sorting, or grading of the following materials:—

Rags, waste paper, paper stock, woollen, worsted, cotton, jute, flax, hemp or other textile waste, textile clippings or cuttings, used bags, sacks or sacking, scrap rubber, scrap iron, or other scrap metal, fur cuttings, rabbit skins, bones or fat, used tins, broken glass or earthenware.

2. The collecting, sorting or grading of the following articles when collected, sorted or graded in association with or in conjunction with the collecting, sorting or grading of the waste materials specified above:—

Discarded clothing (including head-gear or foot-gear), discarded textile articles, old ropes, used bottles or used jars.

3. The following operations when carried on in association with or in conjunction with the collecting, sorting or grading of any or all of the waste materials specified in 1 above:—

The ripping of worn cloths for rags, the picking of old ropes, the trimming of paper salvage, the washing of used bottles or used jars, the washing of used tins, the breaking of scrap metal, the drying of rabbit skins, the making or repairing of sacks or bags, the willowing, pulling, scouring, carbonising, or putting down mixings of textile waste.

4. The operations of receiving, packing, compressing, teagling, craning, despatching, or warehousing when carried on in association with or in conjunction with any of the above-mentioned operations.

But excluding:—

(a) Any of the above-mentioned operations when carried on in the establishment in which waste materials are produced or in which they are used as raw materials for further manufacture.

(b) The making or repairing of sacks or bags when carried on in a factory or workshop engaged solely or mainly in the making or repairing of sacks or bags.

(c) The collecting, sorting, grading or drying of rabbit skins when carried on in an establishment in which such operations are the main or principal business, or when carried on in association with or in conjunction with any business, establishment, branch or department engaged in the manufacture of hatters' furs.

(d) (i) The collecting, sorting, or grading of cotton waste when carried on in an establishment in which such operations are the main or principal business.

(ii) Any of the operations included in paragraphs 1, 2, 3 and 4 above (other than the operations specified in paragraph (d) (i) above) when carried on, in, or in association with or in conjunction with any establishment of the kind specified in sub-paragraph 1 above.

PART V.

General Provisions:—

SECTION I.—The Guaranteed Time-Rates for Piece-Workers set out in Part I above are for the purpose of securing to workers employed on Piece-Work a minimum rate of remuneration on a Time-Work basis, and such workers shall be entitled to be paid not less than the Guaranteed Time-Rate applicable to a worker of her age as set out in the before-mentioned Parts of the Schedule, in any case where her earnings on Piece-Work are less than such sum.

SECTION II.—(a) The Piece-Work Basis Time-Rates set out in Part I above are applicable to the workers specified therein as follows, that is to say, that where a worker is employed upon Piece-Work, each Piece-Rate paid must be such as would yield, in the circumstances of the case, to an Ordinary worker not less than the Piece-Work Basis Time-Rate applicable. (b) In the case of Male Workers of 21 years of age or over employed on Piece-Work each Piece-Rate paid must be such as would yield, in the circumstances of the case to an Ordinary worker not less than the General Minimum Time-Rate applicable. (c) In determining whether any Piece-Rate satisfies these conditions, regard must be had only to the earnings of ordinary workers, *i.e.*, workers of ordinary skill and experience in the class of work in question, and not to the earnings of workers of less than ordinary skill and experience, *e.g.*, learners and infirm workers.

SECTION III.—The Proposed Minimum Rates of Wages shall be paid clear of all deductions, other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments, or deductions authorised by any Act to be made from wages in respect of contributions to any superannuation or other provident fund.

SECTION IV.—The above Minimum Rates of Wages are without prejudice to workers who are earning higher rates of wages or to agreements made or that may be made for the payment of wages in excess of the Minimum Rates.

The Trade Board further give notice that the above Proposed Minimum Rates of Wages for Female Workers are in substitution for the Proposed Minimum Rates of Wages set out in the Notice D B (1) issued by the Trade Board dated 3rd January, 1921, which is hereby withdrawn.

The Trade Board will consider any Objections to the above Proposals to Fix which may be lodged with them within two months from 24th August, 1921. Such Objections should be