

PART III.

General Minimum Time-Rates for Male Workers.

Male Workers of 22 years of age and upwards, 1s. 2d. per hour.

Male Workers of 21 and under 22 years of age, 1s. per hour.

Male Workers of 20 and under 21 years of age, 10½d. per hour.

Male Workers of 19 and under 20 years of age, 9d. per hour.

Male Workers of 18 and under 19 years of age, 7½d. per hour.

Male Workers of 17 and under 18 years of age, 6d. per hour.

Male Workers of 16 and under 17 years of age, 5d. per hour.

Male Workers of 15 and under 16 years of age, 4d. per hour.

Male Workers under 15 years of age, 3d. per hour.

Workers commencing employment in the Hat, Cap and Millinery Trade for the first time at and over the age of 19 may serve a period of six months at 7d. per hour, and thereafter a period of six months at 8½d. per hour. On the expiration of one year's service in the trade, these workers shall receive such rates as their age may entitle them to under the foregoing provisions.

PART IV.

*Piece-work Basis Time Rates.*SECTION I.—*Female Workers.*

(a) All Female Workers other than Homeworkers, 9½d. per hour.

(b) Homeworkers, 9½d. per hour.

In the case of all female workers employed on piece-work, each piece-rate paid must be such as would yield, in the circumstances of the case, not less than 9½d. per hour to an *ordinary worker*, i.e., a worker of ordinary skill and experience in the class of work in question.

SECTION II.—*Male Workers.*

All Male Workers, 1s. 3½d. per hour.

In the case of all male workers employed on piece-work, each piece-rate paid must be such as would yield, in the circumstances of the case, not less than 1s. 3½d. per hour to an *ordinary worker*, i.e., a worker of ordinary skill and experience in the class of work in question.

PART V.

Overtime Rates—Male and Female Workers (all Ages).

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board hereby declare the normal number of hours of work in the trade to be as follows:—

In any week, 46.

On any day (other than Saturday), 8½.

On Saturday, 5.

Provided that any other day (not being Sunday) may be substituted by an employer for Saturday as the weekly short day, and in such case the normal number of hours of work on such substituted day shall be five, and the normal number of hours on Saturday shall be 8½.

Provided also that all hours worked by a worker on Sundays and on Customary Public and Statutory Holidays shall be regarded as

overtime to which the overtime rates shall apply.

SECTION II.—The Minimum Rates for Overtime in respect of hours worked by a worker, whether engaged on Time-work or on Piece-work, in excess of the declared number of hours, shall be as follows:—

(1) For the first two hours' overtime on any day, except Saturdays (or the weekly short day substituted therefor), Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be one-and-a-quarter times the minimum rate otherwise applicable, i.e., Time-and-a-quarter.

(2) For overtime after the first two hours of overtime on any day except Sundays and Customary Public and Statutory Holidays, and for all overtime on Saturdays (or the weekly short day substituted therefor), the Overtime Rate shall be one-and-a-half times the minimum rate otherwise applicable, i.e., Time-and-a-half.

(3) For all time worked on Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be twice the minimum rate otherwise applicable, i.e., Double Time.

(4) For all hours worked in any week in excess of 46, the Overtime Rate shall be Time-and-a-quarter, except in so far as higher overtime rates are payable under the provisions of paragraphs 2 and 3 of this Section. The Overtime Rate shall be payable where on any day (not being a Sunday or a Customary Public or Statutory Holiday), the number of hours worked exceeds 8½ or, in the case of Saturday (or the weekly short day substituted therefor), exceeds five, notwithstanding that the number of hours worked in the week does not exceed 46.

Provided—

(a) That where it is or may become the established practice of an employer only to require attendance on five 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 shall only be payable in the week in which attendance on Saturday is required 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 of the Employment of Women, Young Persons and Children Act, 1920.

PART VI.

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

SECTION I.—A Female Learner is a worker who:—

(a) Is employed by an Employer who provides such Learner with reasonable facilities