

## PART III.

*Piece-Work Basis Time-Rates for all Female Workers.*

## SECTION I.

(a) Workers other than Homeworkers, 8½d. per hour.

(b) Homeworkers, 8½d. per hour.

SECTION II.—In the case of all Female Persons employed on Piece-Work each Piece-Rate paid must be such as will yield in the circumstances of the case not less than 8½d. per hour to an Ordinary Worker. In determining whether any Piece-Rate satisfies this condition, 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.

## PART IV.

*Overtime Rates.**Male and Female Workers.*

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

|                                  |     |     |     |    |
|----------------------------------|-----|-----|-----|----|
| In any week                      | ... | ... | ... | 48 |
| On any day (other than Saturday) | ... | ... | ... | 9  |
| On Saturday                      | ... | ... | ... | 5  |

Provided that all hours worked 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 in excess of the declared normal number of hours of work in the trade shall be as follows:—

(a) For Workers employed on Time-Work:—

1. For the first two hours' Overtime on any day, except Saturdays, Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Quarter times the General Minimum Time-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, the Overtime Rate shall be One-and-a-Half Times the General Minimum Time-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 General Minimum Time-Rate otherwise applicable, *i.e.*, Double Time.

4. For all hours worked in any week in excess of 48, the Overtime Rate shall be One-and-a-Quarter Times the General Minimum Time-Rate otherwise applicable, *i.e.*, Time-and-a-Quarter, except in so far as higher Overtime Rates are payable under the provisions of sub-paragraphs 2 and 3 of this paragraph.

(b) For Workers other than Learners (as defined in Part V of this Schedule) employed on Piece-Work:—

Workers (other than Learners) employed on Piece-Work shall receive in

respect of each hour of Overtime worked, in addition to Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary Worker not less than the Piece-Work Basis Time-Rate applicable, an amount equal to the appropriate Piece-Work Basis Time-Rate, or to One-Half of the appropriate Piece-Work Basis Time-Rate, or to One-Quarter of the appropriate Piece-Work Basis Time-Rate, according as the Overtime Rate which would have been payable under the provisions of paragraph (a) of this Section if the Worker had been employed on Time-Work were Double Time, Time-and-a-Half, or Time-and-a-Quarter respectively.

(c) For Learners (as defined in Part V of this Schedule) employed on Piece-Work:—

Learners employed on Piece-Work shall receive in respect of each hour of Overtime worked, in addition to Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary Worker not less than the Piece-Work Basis Time-Rate applicable, an amount equal to the appropriate General Minimum Time-Rate, or to One-Half of the appropriate General Minimum Time-Rate, or to One-Quarter of the appropriate General Minimum Time-Rate, according as the Overtime Rate which would have been payable under the provisions of paragraph (a) of this Section if the Worker had been employed on Time-Work were Double Time, Time-and-a-Half, or Time-and-a-Quarter respectively.

SECTION III.—The provisions of this Part of this Notice are subject to the proviso that:—

(a) Where it is or may become the established practice of an employer only to require attendance on five days a week the Overtime Rates shall only be payable on such days after 9½ hours have been worked.

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

*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 V.

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 for practically and efficiently learning the branch or branches of the trade (as carried on by the employer subject to the provisions of this section) in which the Learner is for the time being employed; provided that no person shall be deemed to be a Learner if employed for a longer period than six months on any one or more than twelve months on any two or more of the following processes, *viz.*, carrying about; collecting work from benches and machines; lidding-up (other than round boxes); tying-up and nesting:—except in so far as any of the aforementioned processes may be incidental