

For the first two hours' Overtime worked after the first four hours of work on Saturday one-and-a-quarter times the minimum rate otherwise applicable, *i.e.*, TIME-AND-A-QUARTER; and for all subsequent Overtime, one-and-a-half times the minimum rate otherwise applicable, *i.e.*, TIME-AND-A-HALF.

Note.—During the first four hours worked on Saturday the minimum rate applicable for this class of worker is the appropriate minimum rate set out in Parts I or II of the Schedule to this Notice.

3. On Sundays and Customary Public and Statutory Holidays, for all time worked, twice the minimum rate otherwise applicable, *i.e.*, DOUBLE TIME.

SECTION III.—Notwithstanding anything contained in Sections I and II of this Part of this Schedule, in the application of the above Overtime Rates to Workers who customarily attend on six days a week, any other day, not being Sunday, may be by agreement in writing between an employer and a worker substituted in place of Saturday as the weekly short day, and in such case the provisions of Sections I and II above shall apply in like manner as if in such provisions "Saturday" were substituted for such short day, and such short day were substituted for "Saturday."

Note.—The Overtime Rates set out in Paragraphs 1, 2 and 3 of Section II 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.

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.

SECTION I.—For the purposes of this Notice the following definitions shall apply:—

A Male Learner (not being a Male Indentured Apprentice) is a worker who—

(a) during the whole or a substantial part of his time is employed in learning various branches of the trade, of which benching and finishing (either in the repairing of boots, shoes, slippers and all kinds of leather footwear or the making of bespoke hand-sewn, riveted or pegged leather footwear) must form a part, by an employer who provides the Learner with adequate facilities for such learning, and

(b) is registered with or has been granted a certificate by the Trade Board in accordance with Rules from time to time laid down by the Trade Board or has made an application for such registration or certificate, which has been duly acknowledged and is still under consideration. Provided that the certification or registration of the Learner may be cancelled if the other conditions of Learnership are not complied with:

Provided that an employer may employ a Learner at his first employment without a certificate or registration for a probation period not exceeding four weeks; but in the

event of such Learner being continued thereafter at his employment, the probation period shall be included in his period of learnership:

Provided also that—

in cases where the number of Journey-men employed in the workshop in which the Learner is employed throughout the period of 12 months prior to the date of application for registration is:—

three or less,
four to six,
seven to nine,

the registration and employment of Male Workers as Learners at the Minimum Rates of Wages set out in Part I of this Schedule for Learners, shall be limited to:—

one,
two,
three,

and thereafter not more than one additional Learner may be employed for every additional three or fewer than three Journey-men.

For the purpose of determining the proportion of Learners to Journeymen in accordance with the foregoing provision, an Apprentice shall count as a "Learner" notwithstanding that such Apprentice does not come within the scope of the Minimum Rates set out in this Notice.

SECTION II.—A "Surgical Bootmaker" is a worker who is capable of carrying throughout any job in Surgical Bootmaking (that is to say, the making or repairing of a boot or shoe or of a pair of boots or shoes where one is or both are for a foot or feet very malformed or abnormal in shape either from birth or as the result of any subsequent injury or disease) and is wholly or mainly engaged in surgical bootmaking.

A worker who is temporarily engaged in surgical bootmaking, as defined above, but who is not wholly or mainly so engaged shall be deemed to be a surgical bootmaker within the definition during such time as he or she is so temporarily engaged.

SECTION III.—A "Foreman" shall be deemed to be a Male Person who is employed in any branch of the trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919; and

(a) who exercises sole supervising authority over all journeymen, exceeding three in number (exclusive of the Foreman), working in the same shop or department; or

(b) who continuously exercises supervising authority and is held responsible for the output and the general conduct of the workshop, even although the total number of journeymen employed does not exceed three.

and a "Manager" shall be deemed to be:—

A Male Person who is employed in any branch of the trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919, and who, whatever the number of persons employed, has financial responsibility for the management of a shop or for dealing with customers.