

**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 normal 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 4, notwithstanding that the number of hours worked in the week does not exceed 46.

*Provided*—

(a) That where it is the established practice of an employer only to require attendance on 5 days a week, the Overtime Rate shall only be payable on such days after 9½ hours have been worked.

(b) That where it is the established practice of an employer to require attendance only on alternate Saturdays, the Overtime Rates 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 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 V.

### GENERAL.

**SECTION I.**—The Minimum Rates of Wages set out under the respective Areas A and B in Part I of this Schedule apply as follows:—

**AREA A.**—(a) To all Royal, Parliamentary and Police Burghs which had according to the most recent Census a population over 12,000; and (b) to the following Special Lighting Districts, the boundaries of which have been defined, *viz.*:—Bellshill and Mossend, Blantyre, Cambuslang, and Larkhall, all in the County of Lanark, and Vale of Leven in the County of Dumbarton.

**AREA B.**—To the whole of Scotland other than Area A.

**SECTION II.**—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 one of the branches of trade as carried on by the employer or the various processes involved in the making of any of the articles specified in the definition of the trade referred to in Part VI of the Schedule to this Notice; and
- (b) Has received a certificate or has been registered in accordance with rules from time to time laid down by the Trade Board, or has made an application for such certificate or registration which has been duly acknowledged and is still under consideration. Provided that the certification or registration of a Learner may be cancelled if the other conditions of Learnership are not complied with.

Provided that an employer may employ a Female Learner on her 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 her employment, the probation period shall be included in her period of Learnership.

Provided that, notwithstanding compliance with the conditions contained in this Section, a person shall not be deemed to be a Learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

**SECTION III.**—The expression "**HOMEWORKER**" means a worker who works in her own home or any other place not under the control or management of the employer.

**SECTION IV.**—The **RETAIL BRANCH** of the trade is that branch of the trade specified in Part VI of the Schedule to this Notice in which it is the usual practice for the employer to supply the garment direct to the wearer.

## PART VI.

### APPLICABILITY OF MINIMUM RATES OF WAGES.

**SECTION I.**—Subject to the provisions of the Trade Boards Acts the respective minimum rates set out in this Schedule apply to all Workers in Scotland in respect of all time during which they