

H.M.S. (11).

TRADE BOARDS ACTS, 1909 AND 1918.

HAT, CAP AND MILLINERY TRADE
BOARD (SCOTLAND).OVERTIME RATES (AS VARIED) FOR
MALE AND FEMALE WORKERS IN
THE WHOLESALE CLOTH HAT AND
CAP MAKING BRANCH OF THE
TRADE.

Effective as from 12th February, 1923.

NOTE.—Should this date not correspond with the beginning of the period for which wages are paid by any employer who pays wages at intervals not exceeding seven days, the rates become effective as from the beginning of the next full-pay period, but in any case not later than 18th February, 1923.

The General Minimum Time-Rates and Piece-Work Basis Time-Rates for Workers in the Wholesale Cloth Hat and Cap Making Branch of the Trade are set out as follows:—

(i) For Male Workers in Part III and in Section II of Part IV of the Notice H.M.S. (6).

(ii) For Female Workers in Part II of the Notice H.M.S. (9).

SCHEDULE.

PART I.

OVERTIME RATES (AS VARIED) FOR
MALE AND FEMALE WORKERS IN
THE WHOLESALE CLOTH HAT AND
CAP MAKING BRANCH OF THE
TRADE (ALL AGES).

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	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 in excess of the declared normal number of hours by a worker in the Wholesale Cloth Hat and Cap Making Branch of the trade, WHETHER THE WORKER IS EMPLOYED ON TIME-WORK OR ON PIECE-WORK, are as follows:—

(1) For the first two hours of Overtime subsequent to the first half-hour of Overtime, *i.e.*, for the first two hours in excess of 9 hours, on any day except Saturdays (or the weekly short day substituted therefor), Sundays and Customary Public and Statu-

tory 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-and-a-half hours of Overtime, *i.e.*, all hours in excess of 11 hours, 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 excess of two hours of Overtime in any week, *i.e.*, all hours in excess of 48 hours, 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.

Provided—

(a) That where it is 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 the established practice of an employer to require attendance only on alternate Saturdays, the Overtime Rate specified in paragraph (4) of this Section 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.—During the first half-hour in excess of 8½ on any day except Saturdays (or the weekly short day substituted therefor), Sundays and Customary Public and Statutory Holidays and during the first two hours in excess of 46 hours in any week, the minimum rate applicable is the appropriate minimum rate as set out (for Male Workers) in Parts III and IV of the Trade Board's Notice H.M.S. (6), dated 28th October, 1921, or (for Female Workers) in Part II of the Trade Board's Notice H.M.S. (9), dated 12th May, 1922, except in so far as a higher rate may be payable under the provisions of paragraph (3) of this Section.

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 II.

APPLICABILITY OF OVERTIME
RATES.

Subject to the provisions of the Trade Boards Acts, the Overtime Rates set out in