

FOR DEFINITIONS, CONDITIONS AND PROVISIONS GOVERNING THE APPLICATION OF THE MINIMUM RATES OF WAGES SET OUT ABOVE, SEE THE TRADE BOARD'S NOTICE H.M.S. (14) dated 1st June, 1923.

NOTE.—Forms of Application for the Certification of Learners may be obtained from the Secretary of the Trade Board, 1, Whitehall Gardens, London, S.W. 1.

Copies of the Order of the Minister of Labour confirming the minimum rates set out in this Notice may be obtained in pamphlet form, H.M.S. (13), from H.M. Stationery Office at the following addresses: 120, George Street, Edinburgh, or Imperial House, Kingsway, London, W.C. 2; price 3d. each. The number shown on the top right-hand corner of this Notice, together with the name of the trade, should be quoted in ordering.

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TRADE BOARDS ACTS, 1909 AND 1918.

H.M.S. (14).

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HAT, CAP AND MILLINERY TRADE BOARD (SCOTLAND).

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DEFINITIONS, CONDITIONS AND PROVISIONS GOVERNING THE APPLICATION OF ALL THE MINIMUM RATES OF WAGES EFFECTIVE IN THE TRADE UNDER THE TRADE BOARDS ACTS.

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PART I

DEFINITIONS.

For the purpose of the application of the Minimum Rates of Wages fixed by the Trade Board, 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 of the Trade as carried on by him and the various processes involved in the making of any of the articles specified in the definition of the trade set out in Part IV of 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, and held subject to compliance with the conditions contained in this Section, 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 II.—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.

PART II.

PROVISIONS RELATING TO THE MINIMUM RATES OF WAGES FOR FEMALE LEARNERS.

SECTION I.—With respect to Female Learners in all branches of the trade *other than* the Wholesale Cloth Hat and Cap making branch :—

- (a) The advances to be given to Learners shall become due on the completion of each twelve months of employment in any branch of the trade other than the Wholesale Cloth Hat and Cap Making branch.
- (b) A Learner shall cease to be a Learner and be entitled to the General Minimum Time-Rate applicable to workers other than Learners on the completion of 4 years' employment in any branch of the trade other than the Wholesale Cloth Hat and Cap Making branch.