

SECTION II.—With respect to Female Learners in the Wholesale Cloth Hat and Cap Making branch of the trade :—

- (i) A Learner shall cease to be a Learner and be entitled to the General Minimum Time-Rate applicable to workers other than Learners upon the fulfilment of the conditions appropriate to her as set out below :—

Age of entering upon employment.	Conditions.
Under 15 years of age	The completion of three years' employment <i>and</i> the attainment of the age of 18 years.
15 and under 16 years of age	The completion of two years' employment <i>and</i> the attainment of the age of 18 years.
16 years of age and over	The completion of two years' employment.

- (ii) No Female Learner shall be entitled to the General Minimum Time-Rate for workers other than Learners until she has attained the age of 18 years, notwithstanding any employment she may have had. Provided that in determining the age of entry and the length of employment all service prior to the age of 14 shall be disregarded.

PART III.

PROVISIONS RELATING TO OVERTIME RATES.

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.—With respect to workers in all branches of the Trade *other than* the Wholesale Cloth Hat and Cap Making branch :—

The Minimum Rates for Overtime in respect of hours worked by a worker, WHETHER EMPLOYED 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 of 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 five, 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 five days a week, the daily 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 weekly Overtime Rate 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."