

PART IV.—*cont.*

SECTION IV.—Conditions to be complied with in employing Female Learners.

A FEMALE LEARNER is a worker who:—

(a) is employed during the whole or a substantial part of her time in learning any branch or process of the trade specified in Part V of the Schedule to this Notice by an employer who provides the learner with reasonable facilities for such learning, and Certificates of learnership required.

(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 conditions specified in this Section, or has made 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.

PART V.

APPLICABILITY OF MINIMUM RATES.

Specification of the Trade

The above Minimum Rate of Wages shall apply to all workers in England and Wales in respect of all time during which they are employed in any branch of the trade specified in the Trade Boards (Hat, Cap and Millinery), Order, 1919, that is to say:

The making from any material of men's, women's or children's headgear, or the trimming thereof;

Including:—

Warehousing, packing, or other operations incidental to or appertaining to the making or trimming of men's, women's or children's headgear:

But excluding:—

- (1) The casting and making of solid metal helmets;
- (2) The making of rubberised or oilskin headgear where carried on in association with or in conjunction with the making of other rubberised or oilskin articles;
- (3) The making of nurses' or servants' caps, chefs' caps, hospital ward caps, or similar articles;
- (4) The making of field bonnets, sun-bonnets, boudoir caps, or infants' millinery where carried on in association with or in conjunction with the making of dresses, non-tailored skirts, wraps, blouses, blouse-ropes, jumpers, sports coats, neckwear, tea-gowns, dressing gowns, dressing jackets, pyjamas, underclothing, under-skirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby linen or similar articles;
- (5) The making of fur hats, where made in association with or in conjunction with the manufacture of furs or furriers' skins into garments, rugs, or similar articles;
- (6) The making of knitted headgear and the making of headgear from knitted fabrics where carried on in association with or in conjunction with the manufacture of the knitted fabrics;
- (7) Warehousing and packing of men's, women's and children's headgear and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made or trimmed on the premises.

NOTE.—The employment of Women, Young Persons and Children is subject to the provisions of the Factory and Workshop Acts, the Employment of Women, Young Persons and Children Act, 1920, and the Education Acts, 1918 and 1921, and the Shops Acts, 1912-1921.

PART VI.

Rates to be paid clear of all deductions.

The above Minimum Rates of Wages must be paid clear of all deductions other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments, or deductions authorised by any Act to be made from wages in respect of contributions to any Superannuation or other Provident Fund.

Signed by Order of the Trade Board and in pursuance of Orders of the Minister of Labour confirming the Minimum Rates of Wages set out above and specifying the dates shown in this Notice as the dates on which the respective rates become effective.

This 29th day of December, 1923.

F. POPPLEWELL,

Secretary.

Office of Trade Boards,
1, Whitehall Gardens, London, S.W.1.

The above minimum rates of wages do not prevent the payment of higher rates of wages by agreement or otherwise.