



The Edinburgh Gazette

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TUESDAY, JULY 13, 1920.

THE GRAND PRIORY OF THE ORDER OF THE HOSPITAL OF ST. JOHN OF JERUSALEM IN ENGLAND.

*Chancery of the Order,
St. John's Gate,
Clerkenwell, London, E.C. 1,
8th July 1920.*

The KING has been graciously pleased to sanction the following promotions in and appointments to the Order of the Hospital of St. John of Jerusalem in England:—

As Lady of Justice.

Florence Caroline, Mrs. Seymour Corkran, C.B.E.

As Chaplain.

The Rev. Paul William Nassau Shirley.

As Knights of Grace.

Lieut.-General Sir David Henderson, K.C.B., K.C.V.O., D.S.O.

Sir Herbert Brown, K.B.E.

Colonel Sir Edward Willis Duncan Ward, Bt., G.B.E., K.C.B., K.C.V.O.

As Ladies of Grace.

Leonie Blanche, Lady Leslie.

Mary Olivia, The Hon. Mrs. de la Poer.

Florinda Elizabeth, Mrs. Hayes.

Elsie, Lady Shiffner, O.B.E.

As Esquires.

Astley Thomas Terry.

Major Sir John Wyndham Beynon, Bt., C.B.E.

Aneurin Gomer Emlyn Jones Fudge.

NOTICE.

**REGULATION OF FOREIGN EXCHANGES.
LOAN OF SECURITIES TO THE TREASURY.**

The National Debt Commissioners hereby give notice that the Treasury have decided to exercise the option, under Clause 4 of the Treasury (Securities) Order, 1918, No. 1, of returning the Uruguay 3½ per cent. Consolidated Bonds as on the 1st November 1920, from which date the additional allowance will cease.

T. L. HEATH,
Comptroller General.

National Debt Office,
9th July 1920.

*Downing Street,
8th July 1920.*

The KING has been pleased to confirm the appointment of George Williamson Withers Penrice, Esq., to be an Unofficial Member of the Executive Council of the Presidency of Dominica.

Downing Street,
8th July 1920.

The KING has been pleased to approve of the nomination of Harold Parker Clodd, Esq., to be an Unofficial Member of the Federal Council of the Federated Malay States.

Ministry of Labour,
Whitehall, S.W. 1.

This 5th day of July 1920.

TRADE BOARDS ACTS, 1908 AND 1918.

NOTICE of Intention to make a Special Order, to be cited as the Trade Boards (Boot and Floor Polish) Order, 1920.

The Minister of Labour hereby gives notice that he intends pursuant to the powers conferred upon him by Section 1 of the Trade Boards Act, 1918, to make a Special Order applying the Trade Boards Acts, 1909 and 1918, to the trade specified in the appendix to this notice.

Copies of the Draft Special Order may be obtained on application in writing to the Secretary, Ministry of Labour, Montague House, Whitehall, London, S.W. 1.

Objections to the Draft Special Order must be sent to the above address within forty-two days from the 9th July 1920.

Every objection must be in writing and must state:—

- (a) The specific grounds for objection; and
- (b) The omissions, additions or modifications asked for.

Given under the Official Seal of the Minister of Labour this 5th day of July in the year one thousand nine hundred and twenty.

L. S.

(Signed) J. E. MASTERTON SMITH,
Permanent Secretary,
Ministry of Labour.

APPENDIX.

TRADE.

The Boot and Floor Polish Trade, that is to say:—

(1) the manufacture of boot or shoe polish or cream; blacking; dubbing; or floor polish or cream; and

(2) the manufacture of stain for leather or furniture or leather polish, when carried on in association with or in conjunction with the manufacture of any of the articles specified in paragraph (1) above,

including the following or similar operations when incidental to operations included in paragraph (1) or (2) above:—

(i) Checking, testing, grading, weighing, measuring;

(ii) Filling, lidding, boxing, bottling, packeting, labelling;

(iii) Packing, unpacking, despatching, warehousing, portering, time-keeping, storing, stock-keeping;

but excluding the manufacture of boxes, canisters, or other containers.

TRADE BOARDS ACTS, 1909 AND 1918. BRUSH AND BROOM TRADE BOARD (GREAT BRITAIN).

PROPOSAL TO VARY AND TO FIX CERTAIN MINIMUM RATES OF WAGES FOR MALE APPRENTICES.

In accordance with Regulations made under Section 18 of the Trade Boards Act, 1909, by the Minister of Labour and dated 31st October 1918, the Trade Board established under the Trade Boards Act, 1918, in Great Britain, for the branches of Trade specified in the Trade Boards (Brush and Broom) Order, 1919, hereby give Notice, as required by Section 3 (5) of the Trade Boards Act, 1918, that they propose to fix General Minimum Time-Rates, General Minimum Piece-Rates, Piece-work Basis Time-Rates and Overtime Rates for certain class of Male Apprentices specified in Section IV. of Part I. of the Schedule to this Notice, and to vary (the Minister of Labour having given his consent to such Notice being given) the General Minimum Piece-Rates and Overtime Rates for Male Indentured Apprentices as defined in the Notice issued by the Trade Board and dated 28th May 1920, employed on Piece-work, the proposed Minimum Rates and the proposed Variation of the Minimum Rates together with the General Minimum Time-Rates, Guaranteed Time-Rates, Piece-work Basis Time-Rates and Overtime Rates for Male Apprentices, as set out in the Trade Board's Notice dated 28th May 1920, which will remain unaffected by these proposals being as shown in the Schedule set out below.

SCHEDULE.

PART I.

PROPOSED MINIMUM RATES AND PROPOSED VARIATION OF MINIMUM RATES FOR MALE APPRENTICES (AS DEFINED IN PART III. OF THIS SCHEDULE).

The General Minimum Time-Rates, General Minimum Piece-Rates, Guaranteed Time-Rates, Piece-work Basis Time-Rates and Overtime Rates for Male Apprentices as defined in Part III. of this Schedule who are employed in the branches of the Trade specified in the Trade Boards (Brush and Broom) Order, 1919, under the respective conditions set out in this Notice shall be as follows:—

SECTION I.—Male Apprentices who are apprenticed to:—

(a) Any two or more of the following branches of the trade: (i) Pan Work (Hair and Bass); (ii) Hairs; (iii) Drawing; (iv) Wood Spindling; (v) Sand Papering by machine; (vi) the manufacture of Whitewash Brushes; (vii) the manufacture of Tar Brushes and "Sundries"; (viii) Boring; or

(b) The Cutting, Sorting and Dressing of Bass by hand when carried on in association with or conjunction with the manufacture of brushes (other than feather brushes) or brooms; shall receive:—

During the first year of their apprenticeship, one-half

During the second year of their apprenticeship, one-half

During the third year of their apprenticeship, seven-twelfths

During the fourth year of their apprenticeship, two-thirds

During the fifth year of their apprenticeship, three-quarters

of (a) The proposed General Minimum Piece-Rates set out in Part I. of the Schedule to the Trade Board's Notice of Proposal dated 10th May 1920; or

Where no General Minimum Piece-Rates applicable to the work on which the apprentice is engaged have been made effective; of

(b) Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker, not less than 1s. 5½d. an hour.

Provided that during the first twelve months of apprenticeship the Apprentice shall receive a Guaranteed Time-Rate of not less than 12s. per week of 48 hours, and during the first six months of employment in a section of the Trade other than that in which the Apprentice commences his apprenticeship, a Guaranteed Time-Rate not less than the General Minimum Time-Rate appropriate to a worker other than an apprentice, notwithstanding that his earnings on Piece-work are less than such rate.

Provided also that the Minimum Rates set out in this Section shall only apply in cases where a Journeyman Instructor has responsibility for the work of the Apprentice during the first 12 months and supervision of the Apprentice during the remainder of the apprenticeship in the journeyman's own section of the trade, and where during the first nine months of employment in any branch of the trade a Journeyman is paid by the employer in respect of the instruction of and responsibility for the Apprentice, a sum each week equivalent to the difference between the earnings of the Apprentice on the above Minimum Piece-Rates and the sum which the Apprentice would have earned if he had been employed at the General Minimum Piece-Rates set out in the Trade Board's Notice dated 10th May 1920, or where no General Minimum Piece-Rates applicable to the work in which the Apprentice is engaged have been made effective, at Piece-Rates each of which would yield, in the circumstances of the case, not less than 1s. 5½d. an hour to an Ordinary worker.

SECTION II.—Male Apprentices who are apprenticed to :—

(i) Hand Finishing (Common and Toilet), or

(ii) Hand Finishing (Common or Toilet) and Hand Boring, shall receive :

During the first year of their apprenticeship, 12s. per week of 48 hours.

During the second year of their apprenticeship, 16s. per week of 48 hours.

During the third year of their apprenticeship, 22s. per week of 48 hours.

During the fourth year of their apprenticeship, two-thirds

During the fifth year of their apprenticeship three-quarters

of (a) The proposed General Minimum Piece-Rates set out in Part I. of the Schedule to the Trade Board's Notice of Proposal dated 10th May 1920; or

Where no General Minimum Piece-Rates applicable to the work on which the Apprentice is engaged have been made effective : of

(b) Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker, not less than 1s. 5½d. an hour.

Provided that the Minimum Rates set out in this Section shall only apply in cases where a Journeyman Instructor has responsibility for the work of an Apprentice throughout the apprenticeship and where during the first three years of apprenticeship the journeyman is paid by the employer in respect of the instruction of and responsibility for the Apprentice a sum each week equivalent to the difference between the appropriate Minimum Time-Rates under the above scale and the sum which the Apprentice would have earned on Piece-work had he been employed at the General Minimum Piece-Rates set out in the Trade Board's Notice dated 10th May 1920, or, where no General Minimum Piece-Rate is applicable, at Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker not less than 1s. 5½d. an hour.

SECTION III.—Male Apprentices who are apprenticed to :—

Painting Brush-making and Finishing (to include (a) Sash Tools and (b) other Painting Brushes) shall receive :—

During the first year of their apprenticeship, one-half

During the second year of their apprenticeship, one-half

During the third year of their apprenticeship, seven-twelfths

During the fourth year of their apprenticeship, two-thirds

During the fifth year of their apprenticeship, three-quarters

of (a) The proposed General Minimum Piece-Rates set out in Part I. of the Schedule to the Trade Board's Notice of Proposal dated 10th May 1920; or

Where no general Minimum Piece-Rates applicable to the work on which the Apprentice is engaged have been made effective; of

(b) Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker, not less than 1s. 5½d. an hour.

Provided that during the first 12 months of apprenticeship the Apprentice shall receive a Guaranteed Time-Rate of not less than 12s. per week of 48 hours, notwithstanding that his earnings on piece-work are less than such rate.

Provided also that the Minimum Rates set out in this Section shall only apply where a Journeyman Instructor has responsibility for the work of the Apprentice during the first twelve months and supervision of the Apprentice during the remainder of the apprenticeship in the Journeyman's own branch of the trade, and where :—

(a) During the first two years of apprenticeship the Apprentice is taught sash tool making and during the first eight months

of this period the Journeyman is paid by the employer in respect of the instruction and supervision of the Apprentice a sum each week equivalent to the Piece-work earnings of the Apprentice in that week, that is to say, one-half of the sum which the Apprentice would have earned if he had been employed at the General Minimum Piece-Rates set out in the Trade Board's Notice dated 10th May 1920, or, where no General Minimum Piece-Rate is applicable, at Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker, not less than 1s. 5½d. an hour.

(b) During the remainder of the apprenticeship the Apprentice is taught the manu-

facture of other painting brushes and during ten months (in the aggregate) of this period, the Journeyman is paid by the employer in respect of the instruction and supervision of the Apprentice a sum equivalent to the difference between the piece-work earnings of the Apprentice and the sum which the Apprentice would have earned if he had been employed at the General Minimum Piece-Rates set out in the Trade Board's Notice dated 10th May 1920, or, where no General Minimum Piece-Rate is applicable, at Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker, not less than 1s. 5½d. an hour.

SECTION IV.—Male Apprentices who are apprenticed to:—

- (a) Bone Brush Drilling; or
- (b) Bone Brush Fashioning and Profiling.

Proposed General Minimum Time-Rates Per Week of 48 hours.	Proposed General Minimum Piece-Rates and Piece-work Basis Time-Rates.
During the 1st six months of their apprenticeship... 15s.	(a) The General Minimum Piece-Rates fixed by the Trade Board and set out in their Notice dated 14th April 1920; or Where no General Minimum Piece-Rates applicable to the work in which the Apprentice is engaged have been fixed; of (b) Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker, not less than 1s. 5½d. an hour,
During the 2nd six months of their apprenticeship... 18s. ... one-half of	
During the 3rd six months of their apprenticeship... 22s. ... one-half of	
During the 4th six months of their apprenticeship... — ... two-thirds of	
During 3rd year of their apprenticeship — ... two-thirds of	
During 4th year of their apprenticeship — ... three-quarters of	

Provided that the Minimum Rates set out in this Section shall only apply in cases where a Journeyman Instructor has responsibility for the work of an Apprentice throughout the apprenticeship, and where, during the first three years of apprenticeship the Journeyman is paid by the employer in respect of the instruction of and responsibility for the Apprentice the following proportions of the sum which the Apprentice would have earned if he had been employed at the General Minimum Piece-Rates fixed by the Trade Board and set out in their Notice dated 14th April 1920, or where no General Minimum Piece-Rates applicable to the work in which the Apprentice is engaged have been fixed by the Trade Board, at Piece-Rates each of which would yield, in the circumstances of the case, not less than 1s. 5½d. an hour to an Ordinary worker:—

- During the first six months of apprenticeship, three-quarters.
- During the second six months of apprenticeship, one-half.
- During the third six months of apprenticeship, one-third.
- During the fourth six months of apprenticeship, one-quarter.
- During the third year of apprenticeship, one-sixth.

PART II.

PROPOSED OVERTIME RATES AND PROPOSED VARIATION OF OVERTIME RATES FOR MALE APPRENTICES (AS DEFINED IN PART III. OF THIS SCHEDULE).

SECTION I.—In accordance with Section 3 (i) (c) of the Trade Boards Act, 1918, the Trade Board

declare the Normal number of hours of work in the trade to be as follows:—

In any week	48
On any day (other than Saturday)	9
On Saturday	5

Provided that all hours worked on Sundays and on Customary Public and Statutory Holidays shall be regarded as Overtime to which the Overtime Rates shall apply.

SECTION II.—Overtime Rates for Male Apprentices employed on Time-work.

The Minimum Rates for Overtime in respect of hours worked by an Apprentice employed on Time-work (so far as is allowed under the Factory and Workshop Acts), in excess of the declared normal number of hours shall be as follows, that is to say:—

- (a) For the first two hours' Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be equivalent to Time-and-a-Quarter, that is to say, One-and-a-Quarter times the Minimum Rates otherwise applicable.
- (b) For Overtime after the first two hours of Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be equivalent to Time-and-a-Half, that is to say, One-and-a-Half times the Minimum Rate otherwise applicable.
- (c) For all time worked on Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be equivalent to Double-Time, that is to say,

Twice the Minimum Rate otherwise applicable.

- (d) For all hours worked in any week in excess of 48, the Overtime Rate shall be Time-and-a-Quarter, except in so far as higher Overtime Rates are payable under the provisions of paragraphs (b) and (c) above.

SECTION III.—Overtime Rates for all Male Apprentices employed on piece-work.

The Minimum Rates for Overtime in respect of all hours worked by all Male Apprentices employed on Piece-work (so far as is allowed under the Factory and Workshop Acts) in excess of the number of hours declared by the Trade Board to be the normal number of hours of work in the trade, shall be as follows :—

- (a) For the first two hours' Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be the General Minimum Piece-Rate applicable, as set out in Part I. of this Schedule, or, where no General Minimum Piece-Rate has been made effective, a Piece-Rate which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the General Minimum Time-Rate, with the addition in both cases of One-Quarter of the General Minimum Time-Rate which would be applicable to the worker if he were employed on Time-work.
- (b) For Overtime after the first two hours of Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be the General Minimum Piece - Rate applicable as set out in Part I. of this Schedule, or, where no General Minimum Piece-Rate has been made effective, a Piece-Rate which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the General Minimum Time-Rate, with the addition in both cases of One-Half of the General Minimum Time-Rate which would be applicable to the worker if he were employed on Time-work.
- (c) For all time worked on Sundays and Customary Public and Statutory Holidays the Overtime Rate shall be the General Minimum Piece-Rate applicable as set out in Part I. of this Schedule, or where no General Minimum Piece-Rate has been made effective, a Piece-Rate which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the General Minimum Time-Rate, with the addition in both cases of the General Minimum Time-Rate which would be applicable to the worker if he were employed on Time-work.
- (d) For all hours worked in any week in excess of 48 the Overtime Rates shall be as set out in paragraph (a) above, except in so far as higher Overtime Rates are payable under the provisions of paragraphs (b) and (c) above.

Provided that where it is or may become the established practice of an employer only to

require attendance on five days a week the Overtime Rates shall only be payable where on any day the number of hours worked exceeds 9½.

Provided also that where it is or may become the established practice of an employer to require attendance only on alternate Saturdays, the normal number of hours of work for the week in which attendance on Saturday is required shall be deemed to be 50.

PART III.

For the purpose of the application of the Minimum Rates, a Male Apprentice is defined as being a Male Worker who :—

- (a) Is employed during the whole of his time in accordance with the provisions of this Schedule under an indenture (duly stamped) for a period of five years (except in the case of Apprentices to the branches of bone brush-making specified in Section IV. of Part I. of this Schedule, in which case the period shall be four years), in the form prescribed by the Trade Board as set out in Part IV. of this Schedule.
- (b) Has been registered with the Trade Board in accordance with rules from time to time laid down by the Trade Board, or has made an application for such registration which has been duly acknowledged and is still under consideration,

Provided that :—

- (i) The Registration may be cancelled if the other conditions of apprenticeship are not complied with.
- (ii) An employer may employ a worker at the special rates and under the special conditions for Apprentices without registration for a probation period not exceeding four weeks ; but in the event of such worker being continued thereafter at his employment as an Apprentice the probation period shall be included in his period of apprenticeship.
- (iii) In cases where the number of Journeymen who have been in the service of the employer in the branch or branches of trade to which the Apprentice is bound, throughout the period of 12 months prior to the date of application for Registration has been :—

The Registration and the employment of Male Workers as Apprentices at the Minimum Rates set out in Sections I., II., and III. of Part I. of this Schedule shall be limited to :—

5 and under	1
From 6 to 10	2
From 11 to 15	3
From 16 to 20	4
From 21 to 25	5

And, thereafter, one additional Apprentice may be employed for every additional five or fewer than five such Journeymen.

And the Registration and employment of Male Workers as Apprentices to Bone Brush-making at the Minimum Rates set out in Section IV. of Part I. of this Schedule shall be limited to :—

5 and under	2
From 6 to 10	4
From 11 to 15	6
From 16 to 20	8
From 21 to 25	10

And, thereafter, two additional Apprentices may be employed for every additional five or fewer than five such Journeymen.

PART IV.

FORM OF INDENTURE OF APPRENTICESHIP.

For the purpose of the application of the Minimum Rates set out in Parts I. and II. of this Schedule an Apprentice shall be employed under an Indenture of Apprenticeship in the following form :—

This Indenture made the _____ day of _____ between _____ of _____ a minor of the age of _____ years (hereinafter called the "Apprentice") of the first part, of _____ the parent or guardian of the Apprentice (hereinafter called the "Guardian") of the second part and _____ of _____ (hereinafter called the "Employer") of the third part ;

Witnesseth as follows, that is to say :—

1. The Apprentice of his own free will and with the consent of the Guardian hereby binds himself to serve the Employer as his Apprentice in his trade of _____ for the term of five/four* years from the date of these presents.

2. In consideration of the covenants and agreements entered into by the Guardian and the Apprentice, the Employer hereby covenants with the Guardian and the Apprentice and with each of them severally as follows :—

- (a) That he will keep the Apprentice as his Apprentice during the said term, and to the best of his power, skill and knowledge instruct the Apprentice or cause him to be instructed in the section or sections of the Brush and Broom Trade known as _____
- (b) That he will keep the Apprentice under his own supervision or place him under a fully qualified Journeyman (or Journeymen).
- (c) That he will pay to the Apprentice every week during the said term wages in accordance with the appropriate scale of wages as fixed and as varied from time to time for Male Apprentices by the Trade Board.
- (d) That if the employer shall die or become permanently incapacitated through illness or injury (to be certified by a duly qualified Medical Practitioner) or cease to carry on the said trade of _____ before the expiration of the said term of apprenticeship, then, and in any such case, the Employer or his Executors or his Administrators, as the case may be, shall, subject to the consent and approval of the Guardian and of the said Apprentice being first obtained, find another suitable Employer for the Apprentice to take over this Indenture.
- (e) That he will not hold the Apprentice liable to make good the value of any work which he may spoil whilst learning his trade, except in the case of wilful or malicious damage.
- (f) That he will cause the Apprentice to

attend during the term of this Indenture such approved technical classes as may be agreed by the parties concerned in the Indenture, the Apprentice to suffer no loss of wages by reason of such attendance, or by reason of his attendance at school in accordance with the Education Act, 1918, and the time so spent to be reckoned as an equivalent part of the usual working hours and not extra thereto.

(g) That he will supply the Apprentice forthwith, upon its execution, with a true copy of this Indenture.

3. In consideration of the premises, the Guardian and the Apprentice respectively severally covenant with the Employer as follows :—

- (a) That the Apprentice shall truly and faithfully during the said term serve the Employer as his Apprentice and his secrets keep and shall diligently attend to the said trade and at all times willingly obey the lawful and reasonable commands of the Employer, and shall not absent himself from the Employer's service without leave.
- (b) That the Apprentice shall not do any damage or knowingly suffer any damage to be done to the goods, moneys or other property of the Employer.
- (c) That the Apprentice shall willingly perform all such shop duties as are usually done by Apprentices.
- (d) That the Apprentice shall attend such continuation classes between the hours of 9 a.m. and 7 p.m. as the Employer desires provided that the Apprentice suffer no loss of wages by reason of such attendance.
- (e) That in case the Apprentice shall at any time during the said term be wilfully disobedient to lawful orders or commands of the said Employer, or be slothful or negligent or shall otherwise grossly misbehave himself towards the Employer, then it shall be lawful to discharge the said Apprentice.

In witness whereof the said parties to these presents have hereunto set their hands and seals this _____ day of _____, in the Year of Our Lord One Thousand Nine Hundred and _____

Signed, Sealed and Delivered by all the above-named parties in the presence of { Employer..... Guardian..... Apprentice.....

Witness.....

PART V.

GENERAL.

SECTION I.—The General Minimum Time-Rates and Guaranteed Time-Rates set out in this Schedule are weekly rates based on a week of 48 hours and shall be subject to a proportionate deduction according as the number of hours worked is less than 48.

SECTION II.—The Minimum Rates set out in this Schedule shall be paid direct to the Apprentice by the Employer and not by the Journeyman.

* Four years in the case of Apprentices to the branches of Bone Brush-making specified in Section V. of Part I. of this Schedule.