

SECTION III.—For the purpose of calculating the hourly rate applicable in respect of each hour of employment the rates set out above must be divided:

(a) In the case of workers referred to in Section II. (a) above by the number of hours per week customarily worked by the class in question;

(b) In all other cases by 48.

SECTION IV.—Payment at not less than the hourly rate, calculated as described in Section III., must be made for all hours of employment (not merely for those constituting a "week" as described in Section II.), except in so far as higher Overtime Rates are payable under the provisions of Part II. of this Schedule.

## PART II.

### PROPOSED OVERTIME RATES FOR MALE AND FEMALE WORKERS.

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board propose to declare the normal number of hours of work in the trade to be as follows:—

In any week, 48.

Provided that all hours worked on Sundays and on Customary Local Holidays 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 by a worker in excess of the declared normal number of hours of work in the Trade shall be as follows, that is to say:—

(a) For all hours worked on Sundays and on Customary Local Holidays and Statutory Holidays the Overtime Rate shall be Twice the General Minimum Time-Rate applicable, *i.e.*, Double Time.

(b) For the first three hours worked in excess of 48 in any week, the Overtime Rate shall be One-and-a-quarter times the General Minimum Time-Rate applicable, *i.e.*, Time-and-a-quarter, except in so far as Double Time is payable under the provisions of paragraph (a) of this Section.

(c) For all hours worked after the first three hours of Overtime the Overtime Rate shall be One-and-a-half times the General Minimum Time-Rate applicable, *i.e.*, Time-and-a-half, except in so far as Double Time is payable under the provisions of paragraph (a) of this Section.

SECTION III.—Notwithstanding anything contained in Sections I. and II. of this part of this Schedule, where, as respects any Statutory Holiday another day is by agreement between an employer and his workers, substituted as a holiday for the Statutory Holiday, the hours worked on the Statutory Holiday shall not be regarded as Overtime to which Overtime Rates shall apply, but Double Time shall be payable for any hours worked on the substituted day.

NOTE.—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 III.

### DEFINITIONS OF AREAS AND CLASS OF WORKER.

SECTION I.—For the purpose of this Schedule the following definition shall apply:—

A Porter is a Male or Female Worker (other than a Charwoman) employed wholly or mainly in, or in connection with a Store, Warehouse, Shop or Factory in cleaning, removing goods, loading or unloading, delivery by hand and making himself or herself generally useful.

SECTION II.—The proposed rates set out in the respective Scales A, B, and C in Part I of this Schedule shall apply as follows:—

Scale A.—(a) To all areas administered by Rural District Councils and (b) to all areas administered by Municipal Borough Councils and Urban District Councils which according to the most recent Census had a population of less than 10,000; but so as in neither case to apply to any area within the Metropolitan Police District.

Scale B.—To all areas other than those to which Scales A and C apply.

Scale C.—To the area comprising the City of London and the Metropolitan Police District.

## PART IV.

### APPLICABILITY OF PROPOSED RATES.

The above proposed Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, 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 (Grocery and Provisions) Order, 1920, that is to say:—

1. The retail sale of any of the articles specified in Schedule I. in or in connection with any establishment or business or branch or department in which:—

(a) Twelve or more of such articles are sold or exposed for sale, whether or not the sale of such articles is the main business in the establishment or business or branch or department; or

(b) The retail sale of any one or more of such articles is the main or principal business of that establishment or business or branch or department.

2. The wholesale sale (except when incidental to manufacture or production) of any of the articles specified in Schedule II. in or in connection with any establishment or business or branch or department in which such sale is the main or principal business of that establishment, business, branch, or department.

3. The sale of other goods when any such sale is carried on in association with the sales specified in paragraph 1 or paragraph 2 above if such sale involves the employment of workers who are also employed in those sales:—

Including—

The following or similar operations when incidental to or carried on in conjunction with the sales specified in 1, 2, or 3, above:—

- (i) Checking, tasting, grading;
- (ii) Weighing, measuring;
- (iii) Packeting, boxing, bundling, bagging, parcelling, packing, unpacking, labelling;