

cannot be suitably employed on piece-work, shall until the expiry of two months' employment in the trade, be paid at a rate not less than three-quarters of the General Minimum Time-Rate which would otherwise be applicable under this Section according to his or her age.

SECTION II.—The General Minimum Time-Rates set out in Section I. of this Part of this Schedule for Workers under 21 years of age shall be payable subject to the proviso that such workers are employed under conditions which, in the circumstances of the case, offer a reasonable prospect of advancement to the General Minimum Time-Rate of 1s. 0½d. per hour in the case of Male Workers and of 6¾d. per hour in the case of Female Workers. Otherwise the General Minimum Time-Rate payable to workers under 21 years of age shall be 1s. 0½d. per hour in the case of Male Workers and 6¾d. per hour in the case of Female Workers, irrespective of age.

Notwithstanding anything contained in this Section, this proviso shall not operate in the case of workers whose employment is of a casual, seasonal or temporary nature.

PART II.

Overtime Rates for Male and Female Workers employed on Time-Work.

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 | 48 |
| On any day other than Saturday | 9 |
| On Saturday | 5 |

Provided that all hours worked on Sundays and Customary Public 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 employed on Time-Work in any branch of the Trade specified in Part III. of this Schedule in excess of the declared normal number of hours shall be as follows:—

For Male and Female Workers employed on Time-Work.

(1) For the first two hours' Overtime on any day except Saturday, Sunday or Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Quarter Times the General Minimum Time-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 Saturday, the Overtime Rate shall be One-and-a-Half Times the General Minimum Time-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 General Minimum Time-Rate otherwise applicable, *i.e.*, Double Time.

(4) For all hours worked in any week in excess of 48 the Overtime Rate shall be One-and-a-Quarter Times the General Minimum Time-Rate otherwise applicable, except in so far as

higher Overtime Rates are payable under the provisions of paragraphs (2) and (3) of this Section.

Provided that—

- (a) Where it is or may become the established practice of an employer only to require attendance on 5 days a week, the Overtime Rate shall only be payable on such days after 9½ hours have been worked.
- (b) Where a worker (*e.g.*, a worker of the Jewish religion) is customarily employed on Sunday instead of Saturday, the Minimum Rates for Overtime as set out above shall apply to such worker in like manner as if in the provisions of this part of this Notice as to Overtime the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

PART III.

Applicability of Rates.

The above Minimum Rates apply, subject to the provisions of the Trade Boards Acts, to all Male and Female Workers (including Home-workers) in respect of all time during which they are employed in Great Britain in any branch of the trade specified in the Trade Boards (Toy) Order, 1920; that is to say, the manufacture of articles intended for the amusement of children, including dolls, metal, wooden or other hard toys, soft toys, books made from textile materials, requisites for table games, bricks, blocks, puzzles, balls, Christmas crackers, Easter eggs, masks or drums.

Including also—

- (a) The assembling of parts of any of the above-mentioned articles.
- (b) The operations of storing, boxing, packeting, labelling, or despatching, and all other warehousing or packing operations incidental to the manufacture of any of the above-mentioned articles.

But excluding—

- (a) The manufacture of toys when carried on as a subsidiary branch of work in association with or in conjunction with the manufacture of other articles, so as to form a common or interchangeable form of employment for the workers.
- (b) The manufacture of sports requisites.
- (c) The manufacture of toy perambulators, toy wheel barrows, toy scooters, nursery yachts, toy cycles, toy cars, toy horses, dolls' houses, or other similar toys when carried on as a subsidiary branch of work in association with or in conjunction with the manufacture of perambulators, invalid carriages, or folding push cars, so as to form a common or interchangeable form of employment for the workers.
- (d) The manufacture from ceramic materials of dolls or dolls' parts, dolls' china, marbles or similar articles when carried on in association with or in conjunction with the manufacture of other pottery.
- (e) The making of articles from sugar confectionery.
- (f) The making of hollow-ware, including