

For Apprentices of 15 and under 16 years of age, 14s. per week of 48 hours.

For Apprentices of 16 and under 17 years of age, 17s. per week of 48 hours.

For Apprentices of 17 and under 18 years of age, 22s. per week of 48 hours.

For Apprentices of 18 and under 19 years of age, 27s. per week of 48 hours.

Provided that an apprentice of Class A shall, on attaining the age of 19 years, cease to be regarded as an apprentice and be paid at not less than the general minimum time-rate applicable under the terms of the Trade Board's Notice dated 15th November, 1919.

B.—For Apprentices who:—

(1) are employed under an Indenture providing for the effective instruction of the apprentice for a period of five years in:—

(a) Hand-sewn Making, or in

(b) Hand-sewn Making and Repairing, provided that not less than one-third of the apprentice's time shall be spent in Hand-sewn Making;

(2) are registered with the Trade Board in accordance with rules from time to time laid down by the Trade Board.

During the 1st year of apprenticeship, 10s. per week of 48 hours.

During the 2nd year of apprenticeship, 15s. per week of 48 hours.

During the 3rd year of apprenticeship, 20s. per week of 48 hours.

During the 4th year of apprenticeship, 25s. per week of 48 hours.

During the 5th year of apprenticeship, 32s. per week of 48 hours.

Provided also that an apprentice of Class B (a) or (b) shall, on attaining the age of 21 years, cease to be regarded as an apprentice and be paid at not less than the general minimum time-rate fixed by the Trade Board and set out in their Notice dated 15th November, 1919, for workers of 21 years of age and over.

C.—All apprentices other than those specified in paragraphs A and B above shall receive not less than the appropriate general minimum time-rates fixed by the Trade Board and set out in the Notice dated 15th November, 1919.

## PART II.

*Guaranteed Time-Rate and General Minimum Time-Rate for Foremen and Managers.*

SECTION 1.—For Foremen and Managers as defined in Section 2 of this Part of this Schedule:—

General Minimum Time-Rate, 80s. per week of 48 hours.

Guaranteed Time-Rate, 80s. per week of 48 hours.

A Foreman or Manager employed on piece-work shall be entitled to be paid not less than the Guaranteed Time-Rate, notwithstanding that his earnings on piece-work are less than such sum.

SECTION 2.—For the purpose of this Notice a "Foreman" shall be deemed to be a Male Person, who is employed in any branch of the trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919,

and (a) who exercises sole supervising authority over all journeymen, exceeding three in number (exclusive of the Foreman), working in the same shop or department,

or (b) who continuously exercises supervising authority and is held responsible for

the output and the general conduct of the workshop, even although the total number of journeymen employed does not exceed three, and a "Manager" shall be deemed to be:—

A Male Person who is employed in any branch of the trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919, and who, whatever the number of persons employed, has financial responsibility for the management of a shop or for dealing with customers.

## PART III.

*Overtime Rates for Male Indentured Apprentices, Foremen and Managers as specified in Parts I. and II. of this Schedule.*

The minimum rates for Overtime to apply in substitution for the minimum rates of wages set out in Parts I. and II. of this Schedule in respect of all hours worked by male indentured apprentices and foremen and managers as defined in Parts I. and II. of this Schedule respectively 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, subject to the provisions of Part II. of the Schedule to the Notice of the minimum rates of wages fixed, dated 15th November, 1919, be as follows:—

(1) For the first two hours' overtime on any day, except Sundays and Customary Public and Statutory Holidays, *one and a quarter* times the minimum rate otherwise applicable.

(2) For overtime after the first two hours of overtime on any day except Sundays and Customary Public and Statutory Holidays, *one and a half* times the minimum rate otherwise applicable.

(3) For all time worked on Sundays and Customary Public and Statutory Holidays, *twice* the minimum rate otherwise applicable.

## PART IV.—General.

SECTION 1.—The minimum rates set out in Parts I. and II. of this Schedule are weekly rates based on a week of 48 hours, but they shall be subject to a proportionate deduction according as the number of hours actually spent in the factory or workshop in any week is less than 48.

SECTION 2.—The respective minimum rates set out in this Schedule shall apply, subject to the provisions of the Trade Boards Acts and of this Notice, to all workers in Great Britain who are employed during the whole or any part of their time in any branch of the Trade specified in the Trade Boards (Boot and Shoe Repairing) Order, 1919, that is to say, the repairing, wherever carried on, of boots, shoes, slippers and all kinds of leather footwear, including the making of bespoke hand-sewn, riveted or pegged leather footwear, but excluding the manufacture of leather footwear on a large scale, the repairing of saddlery and leather goods other than leather footwear and the retailing of leather footwear.

SECTION 3.—The minimum rates set out in this Schedule are without prejudice to workers who are earning higher rates of wages.

Dated this thirteenth day of May, 1920.

Signed by Order of the Trade Board.

*F. Popplewell, Secretary.*

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Old Serjeants' Inn Chambers,  
5, Chancery Lane, London, W.C. 2.