

Customary Public and Statutory Holidays, and for all Overtime on Saturdays (or the weekly short day substituted therefor), the Overtime Rate shall be One-and-a-Half times the Minimum 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 Minimum Rate otherwise applicable, *i.e.*, Double Time.

4. For all hours worked in any week in excess of 46, the Overtime Rate shall be Time-and-a-Quarter, except in so far as higher Overtime Rates are payable under the provisions of paragraphs 2 and 3 of this Section. The Overtime Rate shall be payable where on any day (not being a Sunday or a Customary Public or Statutory Holiday) the number of hours worked exceeds $8\frac{1}{2}$, or, in the case of Saturday (or the weekly short day substituted therefor), exceeds five, notwithstanding that the number of hours worked in the week does not exceed 46. Provided—

(a) That where it is or may become the established practice of an employer only to require attendance on five days a week, the Overtime Rate shall only be payable where on any day the number of hours worked exceeds $9\frac{1}{2}$.

(b) 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 for the week in which attendance on Saturday is required shall be deemed to be 50.

(c) That where it is or may become the established practice of an employer to require attendance on Sunday instead of Saturday, the Minimum Rates for Overtime, as set out above, shall apply in like manner, as if in the provisions of this Notice as to Overtime the word "Saturday" were substituted for "Sunday," and the word "Sunday" for "Saturday."

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.

PART IV.

For the purpose of this Notice the following definitions shall apply:—

SECTION I.—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 this Schedule by an employer who provides the learner with reasonable facilities for such learning; and

(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 the conditions contained in this Section, or has made an 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 with-

out 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.

Provided that, notwithstanding compliance with the conditions contained in this Section, a person shall not be deemed to be a Learner if she works in a room used for dwelling purposes, and is not in the employment of her parent or guardian.

SECTION II.—The expression "Home-worker" means a worker who works in her own home or any other place not under the control or management of the employer.

PART V.

The above Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, to all workers in Scotland in respect of all time during which they are employed in any branch of the trade specified in the above-mentioned Regulations made by the Minister of Labour, dated 31st March, 1920; 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 fabric;

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.

PART VI.

SECTION I.—The above Minimum Rates of Wages shall 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