

shall be regarded as Overtime, to which the Overtime Rates shall apply.

The above-mentioned provision shall not prejudice a worker's claim to a Saturday Half-holiday where it is now given.

SECTION II.—The proposed Minimum Rates for Overtime in respect of hours worked by a worker in excess of the declared normal number of hours shall be as follows:—

1. On any day other than Saturdays, Sundays and Customary Public and Statutory Holidays:—

(a) For the first two hours' Overtime, One-and-a-Quarter times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-quarter.

(b) For Overtime after the first two hours of Overtime, One-and-a-Half times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Half.

Provided that where it is or may become the established practice of an employer to require attendance only on five days a week, the Overtime rates set out in paragraphs 1 (a) and (b) of this Section shall not be payable on any day except Friday, Saturday, Sunday and Customary Public and Statutory Holidays until the number of hours worked exceeds $9\frac{1}{2}$ and $11\frac{1}{2}$ respectively, and shall not be payable on Friday until the number of hours worked exceeds 10 and 12 respectively. In the application of this proviso, one other, day in each week, not being Saturday or Sunday, may be, by agreement between the employer and the worker, substituted for Friday.

2. On Saturday in respect of—

(a) That class of worker who customarily attends on five days a week:

i. For the first two hours of Overtime (that is to say, for the first two hours worked on Saturday) One-and-a-Quarter times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Quarter.

ii. For Overtime after the first two hours of Overtime, One-and-a-Half times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Half

(b) That class of worker who customarily attends on six days a week:

For the first two hours' Overtime worked after the first four hours of work on Saturday One-and-a-Quarter times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Quarter; and for all subsequent Overtime, One-and-a-Half times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Half.

Note.—During the first four hours worked on Saturday the Minimum Rate applicable for this class of worker is the appropriate Minimum Rate set out in Parts I. or II. of the Schedule to this Notice, in Part II. of the Schedule to the Notice dated 13th May, 1920, or in Part I. of the Schedule to the Notice dated 4th September, 1920.

3. On Sundays and Customary Public and Statutory Holidays, for all time worked, Twice the Minimum Rate otherwise applicable, *i.e.*, Double Time.

In the application of the above Overtime Rates, any other day, not being Sunday, may be by agreement in writing between an employer and a worker substituted in place of Saturday as the weekly short day.

Note.—The Overtime Rates set out in Paragraphs 1, 2 and 3 of this Section are payable in respect of all hours of Overtime worked on any day, notwithstanding that the number of hours worked in the week does not exceed 48.

PART IV.

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

SECTION I.—A Male Learner (not being a Male Indentured Apprentice) is a worker who—

(a) During the whole or a substantial part of his time is employed in learning the various branches of the trade, of which benching and finishing must form a part, by an employer who provides the Learner with adequate facilities for such learning, and

(b) Is registered with or has been granted a certificate by 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 or certificate, which has been duly acknowledged and is still under consideration. Provided that the certification or registration of the Learner may be cancelled if the other conditions of learnership are not complied with:

Provided that an employer may employ a Learner at his first employment without a certificate or registration for a probation period not exceeding four weeks; but in the event of such Learner being continued thereafter at his employment, the probation period shall be included in his period of learnership:

Provided also that—

in cases where the number of Journeymen employed in the workshop in which the Learner is employed throughout the period of 12 months prior to the date of application for registration is:—

Three or less,
Four to six,
Seven to nine,

the registration and employment of male workers as Learners at the Minimum Rates of Wages set out in Part I of this Schedule for Learners, shall be limited to:—

One,
Two,
Three,

and thereafter not more than one additional Learner may be employed for every additional three or fewer than three Journeymen.

For the purpose of determining the Proportion of Learners to Journeymen in accordance with the foregoing Provision, an Apprentice shall count as a "Learner," notwithstanding that such Apprentice does not come within the scope of the Minimum Rates set out in this Notice.

SECTION II.—"A Surgical Bootmaker" is a worker who is capable of carrying throughout any job in Surgical Bootmaking coming into the Shop or Factory, that is to say, the making or repairing of a boot or a shoe for a foot very malformed or very abnormal in shape, either from birth or as the result of any subsequent injury or disease.

PART V.

SECTION I.—The Proposed Minimum Rates of Wages set out in this Schedule shall apply, subject to the provisions of the Trade Boards