

PART I, SECTION I,—*continued.*

(b) General Minimum Time-Rates Proposed.

LEARNERS COMMENCING AT

14 and under 15 years of age.		15 and under 16 years of age.		16 years of age and over.	
Column I.		Column II.		Column III.	
During	Per	During	Per	During	Per
1st six months of employment	hour.	1st six months of employment	hour.	1st six months of employment	hour.
after the age of 14 years	... 1½d.	after the age of 15 years	... 1½d.	after the age of 16 years	... 2½d.
2nd	" " ... 2½d.	2nd	" " ... 2½d.	2nd	" " ... 3½d.
3rd	" " ... 3½d.	3rd	" " ... 4d.	3rd	" " ... 5½d.
4th	" " ... 4½d.	4th	" " ... 5½d.	4th	" " ... 7½d.
5th	" " ... 5d.	5th	" " ... 6½d.		
6th	" " ... 6d.	6th	" " ... 7½d.		
7th	" " ... 7d.				
8th	" " ... 7½d.				

- (i.) The General Minimum Time Rate for Learners under 14 years of age shall be 1½d. per hour, and from the age of 14 years they shall be entitled to the amounts shown in Column I. above as if they had commenced at 14.
- (ii.) A Learner shall cease to be a Learner and be entitled to the full General Minimum Time-Rate applicable to workers other than learners upon the fulfilment of the following conditions:—

Age of entering upon employment.	Conditions.
Under 15 years of age ...	The completion of not less than 3 years' employment, and the attainment of the age of 18 years.
15 and under 16 years of age ...	The completion of not less than 2 years' employment, and the attainment of the age of 18 years.
16 years of age and over ...	The completion of 2 years' employment.

- (iii.) No female learner shall be held to be entitled to the full General Minimum Time-Rate under Section I. (a) of Part I. of the Schedule to the Notice H.M.S. (2) issued by the Trade Board, and dated 23rd September, 1920, until she has attained the age of 18 years, notwithstanding any employment she may have had. Provided that in determining the age of entry and the length of employment all service prior to the age of 14 shall be disregarded.

SECTION II.

The General Minimum Time Rates for all Female Workers employed in the Wholesale Cloth Hat and Cap Making Branch of the Trade (other than Female Learners) as defined in Part III. of this Schedule, shall be the General Minimum Time-Rate applicable to workers other than Learners set out in Section I. (a) of Part I. of the Schedule to the Notice H.M.S. (2) issued by the Trade Board and dated 23rd September, 1920, viz., 8½d. per hour.

PART II.

Proposed Variation of Overtime Rates for Female Learners employed in the Wholesale Cloth Hat and Cap Making Branch of the Trade.

Overtime Rates, calculated on the Proposed Minimum Rates of Wages specified in Section I (b) of Part I of this Schedule in the manner specified in Part III of the Schedule to the Notice, H.M.S. (2) issued by the Trade Board and dated 23rd September 1920, shall apply, in substitution for the Proposed rates set out in Section I (b) of Part I of this Schedule in respect of all hours worked in excess of the number of hours declared by the Trade Board in the Schedule to the above-mentioned Notice, dated 23rd September, 1920, to be the normal number of hours of work in the trade.

PART III.

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

A Female Learner is a worker who—

- (a) Is employed by an Employer who pro-

vides such learner with reasonable facilities for practically and efficiently learning the Branch of the Trade as carried on by him and the various processes involved in the making of any of the articles in the Wholesale Cloth Hat and Cap Making Branch of the Trade; 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 without 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