

PART II.

Proposed Overtime Rates for all Male and Female Workers (all Ages).

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board propose to declare the Normal Number of Hours of Work per Week in the Trade to be 48.

Provided that all hours worked on Sundays, on Customary Local Holidays and on Statutory Holidays shall be regarded as Overtime to which the Overtime Rates shall apply.

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

(a) For all hours worked on Sundays, on Customary Local Holidays and on Statutory Holidays, Twice the General Minimum Time-Rate otherwise applicable, *i.e.*, Double Time.

(b) For all hours worked in any week in excess of 48, One-and-a-Half times the General Minimum Time-Rate otherwise applicable, *i.e.*, Time-and-a-Half, except in so far as Double Time is applicable under paragraph (a) of this Section.

PART III.

The above proposed Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, to All Male and Female Workers in Scotland in respect of all time during which they are employed in any branch of the trade specified in the Trade Boards (Grocery and Provisions) Order, 1920, that is to say:—

1. The retail sale of any of the articles specified in Schedule I in or in connection with any establishment or business or branch or department in which—

(a) Twelve or more such articles are sold or exposed for sale whether or not the sale of such articles is the main business in the establishment or business or branch or department; or

(b) The retail sale of any one or more of such articles is the main or principal business of that establishment or business or branch or department.

2. The wholesale sale (except when incidental to manufacture or production) of any of the articles specified in Schedule II in or in connection with any establishment or business or branch or department in which such sale is the main or principal business of that establishment, business, branch, or department.

3. The sale of other goods when any such sale is carried on in association with the sales specified in paragraph 1 or paragraph 2 above, if such sale involves the employment of workers who are also employed in those sales—

Including the following or similar operations when incidental to or carried on in conjunction with the sales specified in 1, 2, or 3 above—

- (i) Checking, testing, grading,
- (ii) Weighing, measuring,
- (iii) Packeting, boxing, bundling, bagging, parcelling, packing, unpacking, labelling,
- (iv) Collecting, despatching, delivering,
- (v) Stock-keeping, warehousing, storing, cold-storing, refrigerating,
- (vi) Portering, loading, unloading, lift or hoist operating,

- (vii) Time-keeping, cleaning premises,
- (viii) Adjusting implements, cleaning implements, utensils or receptacles,
- (ix) Cleaning goods,
- (x) Window or show-case dressing,
- (xi) Garaging, horse or motor keeping, cleaning vehicles,
- (xii) Mixing, blending, crushing, grinding, mincing, shredding, cutting,
- (xiii) Sausage making, bacon processing, ham processing, ham boiling, ham or bacon curing.
- (xiv) Roasting coffee, blanching almonds,
- (xv) Cooking, preparing or serving food or drink for consumption by the public on or off the premises by workers principally engaged in the sales specified in 1, 2, or 3 above,
- (xvi) Clerical work, commercial travelling or canvassing;

But excluding:—

- (a) Operations performed at docks, wharves and warehouses by workers not directly employed by employers engaged in the business specified in 1, 2, or 3 above,
- (b) The sale of goods for export and operations incidental thereto except when carried on in conjunction with the sale of goods for distribution within the United Kingdom,
- (c) The transport of goods by common carriers,
- (d) Operations performed by workers engaged in any industry or trade concerned exclusively with carting and operations incidental thereto,
- (e) Post Office business,
- (f) Operations in agriculture within the meaning of the Corn Production Act, 1917,
- (g) Operations performed by workers employed by wholesale brokers or merchants who do not employ warehouse workers or carters,
- (h) Sales and operations incidental thereto covered by the Trade Boards (Milk Distributive) Order, 1920.

SCHEDULE I.

Sugar.
Tea.
Coffee.
Cocoa.
Biscuits.
Dried Fruits.
Jam.
Marmalade.
Spices or Condiments.
Oatmeal or Rolled Oats.
Rice.
Tapioca.
Bacon.
Cheese.
Butter.
Margarine.
Lard.
Tinned, Potted or Bottled Foods.
Burning Oil.
Matches.
Floor or Metal Polishes.
Candles.
Soap.
Washing Soda or Starch.

SCHEDULE II.

Sugar.
Tea.
Coffee.
Cocoa