



# VICTORIA GOVERNMENT GAZETTE

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## Factories and Shops Acts.

### DETERMINATION OF THE CYCLE TRADE BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles, or of a maker of any part or parts (other than tires) of a bicycle, tricycle, or motor cycle, has made the following Determination, namely:—

(1) That all previous Determinations of the Cycle Trade Board shall be cancelled and annulled from and after the date on which the present Determination comes into force and is operative.

(2) In the construction and for the purposes of this Determination—

Part I. shall apply to the process, trade, or business of a maker of bicycles, tricycles, and motor cycles.

Part II. shall apply to the process, trade, or business of a maker of bicycle, tricycle, or motor cycle rims.

Part III. shall apply to the processes, trades, or businesses included in Parts I. and II.

#### PART I.—BICYCLES, TRICYCLES, AND MOTOR CYCLES.

##### ADULT WAGES.

(3) That the lowest prices or rates payable to the following classes of persons employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles shall be—

Foremen, where five adults or under are employed ...	57s. 6d.	for a maximum number of 48 hours per week.
Foremen, where over five adults are employed ...	60s.	" "
Assemblers ...	42s.	" "
Filers ...	38s.	" "
Frame-builders ...	50s.	" "
General Repairers engaged on any class of repair work ...	45s.	" "
Persons working at screw-cutting or turning lathes ...	52s. 6d.	" "
Wheelbuilders ...	35s.	" "

##### PROPORTION OF IMPROVERS.

(4) That the number of improvers who may be employed within any factory or work-room or shop or place shall be—

One improver to one or two adults,  
Two improvers to three adults,

and thence one improver to every additional two adults employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles, receiving not less than 35s. per week of 48 hours.

## RATE OF WAGES OF APPRENTICES.

(5) That the lowest prices or rates of payment payable to apprentices who may be employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles shall be as follows, namely:—

For the 1st year's experience	...	5s.	for a maximum number of 48 hours per week.
" 2nd "	"	7s. 6d.	" "
" 3rd "	"	12s. 6d.	" "
" 4th "	"	17s. 6d.	" "
" 5th "	"	25s.	" "

And thereafter the minimum wage as determined by the Board for adults for the class of work performed.

## RATE OF WAGES OF IMPROVERS.

(6) That the lowest prices or rates of payment payable to improvers who may be employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles shall be as follows, namely:—

For the 1st year's experience	{ 1st six months	5s.	for a maximum number of 48 hours per week.
" 2nd "	" 2nd "	7s. 6d.	" "
" 3rd "	" ...	10s.	" "
" 4th "	" ...	15s.	" "
" 5th "	" ...	25s.	" "
" 5th "	" ...	33s.	" "

And thereafter the minimum wage as determined by the Board for adults for the class of work performed.

## PART II.—RIM MAKING.

## ADULT WAGES.

(7) That the lowest prices or rates payable to the following classes of persons employed in the process, trade, or business of a maker of bicycle, tricycle, or motor cycle rims shall be—

Foremen	...	55s.	for a maximum number of 48 hours per week.
Braziers	...	48s.	" "
Persons not otherwise provided for	...	42s.	" "

## PROPORTION OF IMPROVERS.

(8) That the number of improvers who may be employed within any factory or work-room or shop or place shall be—

One improver to each adult up to three adults,

and thence one improver to every two adults employed in the process, trade, or business of a maker of bicycle, tricycle, or motor cycle rims.

## RATE OF WAGES OF IMPROVERS.

(9) That the lowest prices or rates of payment payable to improvers who may be employed in the process, trade, or business of a maker of bicycle, tricycle, or motor cycle rims shall be as follows, namely:—

14 years of age and over, but under 17 years of age	...	12s. 6d.	for a maximum number of 48 hours per week
17 "	"	19 "	17s. 6d. " " "
19 "	"	21 "	25s. " " "

## PIECE WORK.

(10) That the lowest piece work prices or rates payable to any person for doing work of the kind specified in connexion with the process, trade, or business of a maker of bicycle, tricycle, or motor cycle rims shall be the prices or rates fixed in the following Schedule in respect of such work, namely:—

## Schedule.

Beading	...	...	1 <sup>3</sup> / <sub>4</sub> d. per 10 rims
Brazing	...	...	4 <sup>3</sup> / <sub>4</sub> d. "
Filing	...	...	4 <sup>3</sup> / <sub>4</sub> d. "
Grinding	...	...	2 <sup>1</sup> / <sub>2</sub> d. "
Jointing	...	...	5 <sup>3</sup> / <sub>4</sub> d. "
Punching, plating, and drilling	...	...	2 <sup>1</sup> / <sub>2</sub> d. "
Punching for the spokes	...	...	7 <sup>1</sup> / <sub>2</sub> d. "
Rolling	...	...	3d. "
Sawing	...	...	1 <sup>3</sup> / <sub>4</sub> d. "
Tagging and painting	...	...	1 <sup>1</sup> / <sub>2</sub> d. "
Truing before brazing	...	...	3 <sup>3</sup> / <sub>4</sub> d. "
Truing after brazing	...	...	3 <sup>3</sup> / <sub>4</sub> d. "
Truing on plate...	...	...	3 <sup>3</sup> / <sub>4</sub> d. "
Tubing	...	...	1 <sup>3</sup> / <sub>4</sub> d. "

## PART III.—GENERAL.

## TIME OF BEGINNING AND ENDING WORK.

(11) That the time of beginning and ending work in any factory or work-room or shop or place in which is carried on the process, trade, or business of a maker of bicycles, tricycles, and motor cycles, or of a maker of bicycle, tricycle, or motor cycle rims shall be—

Time of beginning.	Time of ending.	
7.45 a.m.	6 p.m.	on each of five days in the week,
and 7.45 a.m.	1 p.m.	on the other working day of the week.

## OVERTIME.

(12) That the wages, price, or rate which shall be paid to any person who may be employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles, or of a maker of bicycle, tricycle, or motor cycle rims outside the hours specified in Clause 11 of this Determination as the time of beginning and ending work upon each day shall be for each of the first three hours or fraction of an hour at the rate of time and a quarter; and for each hour or fraction of an hour thereafter at the rate of time and a half.

If within the hours of commencing and ending work as specified in Clause 11 of this Determination any person works beyond the maximum number of 48 hours per week he shall be paid overtime at the rate of time and a quarter for the extra time so worked.

In the case of an apprentice or an improver the minimum payment shall not be less than one shilling extra on each day he works overtime.

(13) That the above Determination shall come into force on and after the 30th day of May, 1910.

PHILIP COHEN,

Chairman.

Dated at Melbourne the 27th day of April, 1910.

## Factories and Shops Acts.

## DETERMINATION OF THE DRAPERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business of a seller of goods usually sold by drapers or haberdashers (other than boots of any kind and articles of male attire), including mantles, costumes, millinery, gloves, stockings, and underclothing, has made the following Determination, namely:—

(1) That the Determination of the Drapers Board, dated 29th October, 1909, shall be cancelled and annulled from and after the date upon which this present Determination comes into force and is operative.

## MALES.—WAGES.

(2) That the lowest prices or rates of payment payable to the following classes of persons shall be—

Senior Assistants (i.e., Males, 23 years of age or over) ..	50s. per week of 50 hours.
Junior assistants, 21 years of age .. .. .	37s. 6d. " " "
" " 22 " " .. .. .	43s. " " "
Persons, 21 years of age, employed in the patterns department or as cashiers or in the Country Order Office (other than packers or porters) .. .. .	37s. 6d. " " "
Persons, 22 years of age, employed in the patterns department or as cashiers or in the Country Order Office (other than packers or porters) .. .. .	43s. " " "
Persons, 23 years of age or over, employed in the patterns department or as cashiers or in the Country Order Office (other than packers or porters) .. .. .	50s. " " "
Persons, 21 years of age or over, employed in Parcels Office, or as Packers, Porters, Storemen, or Sweepers ..	42s. 6d. " " "

## MALE IMPROVERS.—PROPORTION.

(3) That the number of male improvers who may be employed in any shop shall be as follows:—

1 Male improver to 1 male .. .. .	receiving not less than 50s. per week of 50 hours.
2 " improvers to 2 males .. .. .	" " " " " " " "
3 " " 3, 4, or 5 males .. .. .	" " " " " " " "
4 " " 6 or 7 males .. .. .	" " " " " " " "
5 " " 8 males .. .. .	" " " " " " " "
6 " " 9 or 10 males .. .. .	" " " " " " " "
7 " " 11 males .. .. .	" " " " " " " "
8 " " 12 " " .. .. .	" " " " " " " "
and thereafter—	
2 Male improvers to each additional 3 males .. .. .	" " " " " " " "
Provided that one female improver in lieu of one male improver may be employed.	

## MALE APPRENTICES OR IMPROVERS.—WAGES.

(4) That the lowest prices or rates of payment payable to male apprentices or improvers shall be—

15 years of age .. .. .	7s. 6d. per week of 50 hours.
16 " " .. .. .	10s. " " "
17 " " .. .. .	15s. " " "
18 " " .. .. .	20s. " " "
19 " " .. .. .	25s. " " "
20 " " .. .. .	30s. " " "

(5) That when male apprentices or improvers commence at 17 years of age or over, the lowest prices or rates of payment shall be—

Commencing at 17 years of age—	
17 years of age .. .. .	10s. per week of 50 hours.
18 " " .. .. .	20s. " " "
19 " " .. .. .	25s. " " "
20 " " .. .. .	30s. " " "
Commencing at 18 years of age—	
18 years of age .. .. .	10s. per week of 50 hours.
19 " " .. .. .	20s. " " "
20 " " .. .. .	30s. " " "
Commencing at 19 years of age—	
19 years of age .. .. .	10s. per week of 50 hours.
20 " " .. .. .	20s. " " "
21 " " 1st six months .. .. .	30s. " " "
" " 2nd " " .. .. .	37s. 6d. " " "
Commencing at 20 years of age or over—	
For the 1st year's experience 1st six months ..	15s. per week of 50 hours.
" " 2nd " " 1st " " .. .. .	20s. " " "
" " 2nd " " 2nd " " .. .. .	25s. " " "
" " 3rd " " 1st " " .. .. .	30s. " " "
" " 3rd " " 2nd " " .. .. .	35s. " " "
" " 3rd " " 3rd " " .. .. .	40s. " " "
and thereafter .. .. .	50s. " " "

### MALE PERSONS UNDER TWENTY-ONE YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS).

(6) That the lowest prices or rates of payment payable to male persons under 21 years of age (other than apprentices or improvers) employed in the parcels office, or as cashiers, message boys, or sweepers shall be—

15 years of age .. .. .	7s. 6d. per week of 50 hours.
16 " " " " " " " " " "	10s. " " " " " "
17 " " " " " " " " " "	15s. " " " " " "
18 " " " " " " " " " "	20s. " " " " " "
19 " " " " " " " " " "	25s. " " " " " "
20 " " " " " " " " " "	30s. " " " " " "

### FEMALES.—WAGES.

(7) That the lowest prices or rates of payment payable to the following classes of persons shall be—

Senior assistants (i.e., Females 23 years of age or over) employed in departments other than the dress, manchester, drapery furnishing, or prints departments .. .. .	27s. 6d. per week of 50 hours.
Senior assistants (i.e., Females, 23 years of age or over) employed in the dress, manchester, drapery furnishing, or prints departments .. .. .	50s. " " " "
Junior assistants, 21 years of age, employed in departments other than the dress, manchester, drapery furnishing, or prints departments .. .. .	20s. " " " "
Junior assistants, 22 years of age, employed in departments other than the dress, manchester, drapery furnishing, or prints departments .. .. .	25s. " " " "
Junior Assistants, 21 years of age, employed in the dress, manchester, drapery furnishing, or prints departments .. .. .	37s. 6d. " " " "
Junior Assistants, 22 years of age, employed in the dress, manchester, drapery furnishing, or prints departments .. .. .	43s. " " " "
Persons, 21 years of age, employed in the patterns department or as cashiers or in the Country Order Office .. .. .	20s. " " " "
Persons, 22 years of age, employed in the patterns department or as cashiers or in the Country Order Office .. .. .	25s. " " " "
Persons, 23 years of age or over, employed in the patterns department or as cashiers or in the Country Order Office .. .. .	27s. 6d. " " " "
Persons, 21 years of age or over, employed as packers or porters in parcels office or sweepers .. .. .	42s. 6d. " " " "

### FEMALE IMPROVERS.—PROPORTION.

(8) That the number of female improvers who may be employed in any shop shall be as follows :—

1 Female improver to 1 female .. .. .	receiving not less than 27s. 6d. per week of 50 hours.
2 " improvers to 2 females .. .. .	" " " " " "
3 " " 3, 4, or 5 females .. .. .	" " " " " "
4 " " 6 or 7 females .. .. .	" " " " " "
5 " " 8 females .. .. .	" " " " " "
6 " " 9 or 10 females .. .. .	" " " " " "
7 " " 11 females .. .. .	" " " " " "
8 " " 12 females .. .. .	" " " " " "
and thereafter—	
2 Female improvers to each additional	
3 females .. .. .	" " " " " "
Provided that one male improver in lieu of one female improver may be employed.	

### FEMALE APPRENTICES OR IMPROVERS.—WAGES.

(9) That the lowest prices or rates of payment payable to female apprentices or improvers shall be—

15 years of age .. .. .	5s. per week of 50 hours.
16 " " " " " " " " " "	7s. 6d. " " " "
17 " " " " " " " " " "	10s. " " " "
18 " " " " " " " " " "	12s. 6d. " " " "
19 " " " " " " " " " "	15s. " " " "
20 " " " " " " " " " "	17s. 6d. " " " "

(10) That when female apprentices or improvers commence at 18 years of age or over the lowest prices or rates of payment shall be—

Commencing at 18 years of age—	
18 years of age .. .. .	10s. per week of 50 hours.
19 " " " " " " " " " "	15s. " " " "
20 " " " " " " " " " "	17s. 6d. " " " "
Commencing at 19 years of age—	
19 years of age .. .. .	10s. per week of 50 hours.
20 " " " " " " " " " "	15s. " " " "

## Commencing at 20 years of age or over—

For the 1st year's experience	1st six months	..	..	12s. 6d. per week of 50 hours.
" " 2nd " " "	2nd " " "	..	..	15s. " " "
" " 3rd " " "	1st " " "	..	..	17s. 6d. " " "
" " 3rd " " "	2nd " " "	..	..	20s. " " "
" " 3rd " " "	1st " " "	..	..	22s. 6d. " " "
" " 3rd " " "	2nd " " "	..	..	25s. " " "

and thereafter 27s. 6d. per week of 50 hours if employed in departments other than the dress, manchester, drapery furnishing, or prints departments, or 50s. per week of 50 hours if employed in the departments named.

## FEMALE PERSONS UNDER TWENTY-ONE YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS).

(11) That the lowest prices or rates of payment payable to female persons under 21 years of age (other than apprentices or improvers) employed in the parcels office or as sweepers shall be—

15 years of age	..	..	..	..	7s. 6d. per week of 50 hours
16 " "	..	..	..	..	10s. " " "
17 " "	..	..	..	..	15s. " " "
18 " "	..	..	..	..	20s. " " "
19 " "	..	..	..	..	25s. " " "
20 " "	..	..	..	..	30s. " " "

(12) That the lowest prices or rates of payment payable to female persons under 21 years of age (other than apprentices or improvers) employed as cashiers shall be—

15 years of age	..	..	..	..	5s. per week of 50 hours.
16 " "	..	..	..	..	7s. 6d. " " "
17 " "	..	..	..	..	10s. " " "
18 " "	..	..	..	..	12s. 6d. " " "
19 " "	..	..	..	..	15s. " " "
20 " "	..	..	..	..	17s. 6d. " " "

## OVERTIME.

(13) That any employé wheresoever employed in the business of a seller of goods usually sold by drapers or haberdashers (other than boots of any kind and articles of male attire), including mantles, costumes, millinery, gloves, stockings, and underclothing, who works for any time in excess of 50 hours per week shall be paid for such extra time at the rate of time and a half.

## HOLIDAYS—SPECIAL RATE FOR.

(14) That the price or rate of payment payable to any person or persons or classes of persons wheresoever employed in the business of a seller of goods usually sold by drapers or haberdashers (other than boots of any kind and articles of male attire), including mantles, costumes, millinery, gloves, stockings, and underclothing, for all work done on 26th day of January in each year (or such other day as may be observed as a Public Holiday in lieu thereof), New Year's Day, Good Friday, Easter Monday, Eight Hours Day, Prince of Wales Birthday, King's Birthday, Christmas Day, and Boxing Day, shall be one and a half times the minimum price or rate fixed by the Board for such person or persons or classes of persons.

## DATE DETERMINATION OPERATIVE.

(15) That the above Determination shall come into force on the 6th day of June, 1910.

P. J. DWYER, P.M.,

Chairman.

Melbourne, 27th April, 1910.