



# VICTORIA GOVERNMENT GAZETTE

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[1911.]

## 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 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, has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 1st day of September, 1911. The Determination and amendments are printed hereunder:—

(2) That the lowest rates of wages to be paid to the following persons shall be—

#### MALES.

Senior Assistants, 23 years of age or over .. .. .	58s. per week of 48 hours.
Junior Assistants, 21 years of age .. .. .	42s. 6d. " " "
" " " 22 " " " .. .. .	48s. " " "
Persons employed in the patterns department or as cashiers or in the Country Order Office (other than packers or porters)—	
21 years of age .. .. .	42s. 6d. per week of 48 hours.
22 " " .. .. .	48s. " " "
23 " " or over .. .. .	58s. " " "
Persons, 21 years of age or over, employed in Parcels Office, or as packers, porters, storemen, sweepers or commissionaires .. .. .	45s. per week of 50 hours
Persons under 21 years of age (other than apprentices or improvers) employed in the Parcels Office, or as cashiers—	
15 years of age .. .. .	8s. 6d. per week of 48 hours.
16 " " .. .. .	11s. 6d. " " "
17 " " .. .. .	17s. " " "
18 " " .. .. .	22s. 6d. " " "
19 " " .. .. .	27s. 6d. " " "
20 " " .. .. .	34s. " " "
Persons under 21 years of age (other than apprentices or improvers) employed as message boys or sweepers—	
15 years of age .. .. .	8s. 6d. per week of 50 hours.
16 " " .. .. .	11s. 6d. " " "
17 " " .. .. .	17s. " " "
18 " " .. .. .	22s. 6d. " " "
19 " " .. .. .	27s. 6d. " " "
20 " " .. .. .	34s. " " "

FEMALES.

Senior Assistants 23 years of age or over employed in departments other than the dress, manchester, drapery furnishing, or prints departments .. .. .	30s. per week of 48 hours.
Senior Assistants 23 years of age or over employed in the dress, manchester, drapery furnishing, or prints departments ..	58s. " " "
Junior Assistants employed in departments other than the dress, manchester, drapery furnishing, or prints departments—	
21 years of age .. .. .	25s. per week of 48 hours.
22 " " .. .. .	27s. 6d. " " "
Junior Assistants employed in the dress, manchester, drapery furnishing, or prints departments—	
21 years of age .. .. .	42s. 6d. per week of 48 hours.
22 " " .. .. .	48s. " " "
Persons employed in the patterns department or as cashiers or in the Country Order Office—	
21 years of age .. .. .	25s. per week of 48 hours.
22 " " .. .. .	27s. 6d. " " "
23 " " or over .. .. .	30s. " " "
Persons, 21 years of age or over, employed as packers or porters in Parcels Office or sweepers .. .. .	45s. per week of 50 hours.
Persons under 21 years of age (other than apprentices or improvers) employed in the Parcels Office or as sweepers—	
15 years of age .. .. .	8s. 6d. per week of 50 hours.
16 " " .. .. .	11s. 6d. " " "
17 " " .. .. .	17s. " " "
18 " " .. .. .	22s. 6d. " " "
19 " " .. .. .	27s. 6d. " " "
20 " " .. .. .	34s. " " "
Persons under 21 years of age (other than apprentices or improvers) employed as cashiers—	
15 years of age .. .. .	7s. 6d. per week of 48 hours.
16 " " .. .. .	10s. " " "
17 " " .. .. .	12s. 6d. " " "
18 " " .. .. .	15s. " " "
19 " " .. .. .	20s. " " "
20 " " .. .. .	22s. 6d. " " "

MALE APPRENTICES.—NUMBER.

(3) That the number of male apprentices who may be employed within any shop shall be one male apprentice to every three male workers or fraction of three male workers employed, and receiving not less than the minimum wage of 42s. 6d. per week.

MALE IMPROVERS.—NUMBER.

- (4) That the number of male improvers who may be employed in any shop shall be—
- |  |   |
|--|---|
| 1 Male improver to 1 male person .. .. . | employed and receiving not less than 58s. per week of 48 hours. |
| 2 " improvers to 2 male persons .. .. .  | " " " " " " " " " "   |
| 3 " " 3, 4, or 5 male persons .. .. .    | " " " " " " " " " "   |
| 4 " " 6 or 7 male persons .. .. .        | " " " " " " " " " "   |
| 5 " " 8 male persons .. .. .             | " " " " " " " " " "   |
| 6 " " 9 or 10 male persons .. .. .       | " " " " " " " " " "   |
| 7 " " 11 male persons .. .. .            | " " " " " " " " " "   |
| 8 " " 12 male persons .. .. .            | " " " " " " " " " "   |
- and thereafter—
- |  |                     |
|--|---------------------|
| 2 Male improvers to each additional 3 male persons .. .. . | " " " " " " " " " " |
|--|---------------------|
- Provided that one female improver in lieu of one male improver may be employed.

MALE APPRENTICES OR IMPROVERS.—WAGES.

- (5) That the lowest prices or rates of payment payable to male apprentices or improvers shall be—
- |                                |                               |
|--------------------------------|-------------------------------|
| Commencing at 15 years—        |                               |
| 15 years of age .. .. .        | 8s. 6d. per week of 50 hours. |
| 16 " " .. .. .                 | 11s. 6d. " " "                |
| 17 " " .. .. .                 | 17s. " " "                    |
| 18 " " .. .. .                 | 22s. 6d. " " "                |
| 19 " " .. .. .                 | 28s. " " "                    |
| 20 " " .. .. .                 | 34s. " " "                    |
| Commencing at 16 years of age— |                               |
| 16 years of age .. .. .        | 10s. per week of 48 hours.    |
| 17 " " .. .. .                 | 14s. " " "                    |
| 18 " " .. .. .                 | 20s. " " "                    |
| 19 " " .. .. .                 | 27s. 6d. " " "                |
| 20 " " .. .. .                 | 34s. " " "                    |

MALE APPRENTICES OR IMPROVERS.—WAGES—*continued.*

Commencing at 17 years of age—							
17	years of age	..	..	..	..	..	12s. 6d. per week of 48 hours.
18	" "	..	..	..	..	..	20s. " " "
19	" "	..	..	..	..	..	27s. 6d. " " "
20	" "	..	..	..	..	..	34s. " " "
Commencing at 18 years of age—							
18	years of age	..	..	..	..	..	12s. 6d. per week of 48 hours.
19	" "	..	..	..	..	..	25s. " " "
20	" "	..	..	..	..	..	34s. " " "
Commencing at 19 years of age—							
19	years of age	..	..	..	..	..	12s. 6d. per week of 48 hours.
20	" "	..	..	..	..	..	27s. 6d. " " "
21	" "	..	..	..	..	..	37s. 6d. " " "
			{	1st six months	..	..	42s. 6d. " " "
			{	2nd " "	..	..	42s. 6d. " " "
Commencing at 20 years of age or over—							
	For the 1st year's experience	{	1st six months	..	..	..	17s. 6d. per week of 48 hours.
		{	2nd " "	..	..	..	25s. " " "
"	" 2nd " "	{	1st " "	..	..	..	30s. " " "
		{	2nd " "	..	..	..	35s. " " "
"	" 3rd " "	{	1st " "	..	..	..	42s. 6d. " " "
		{	2nd " "	..	..	..	48s. " " "
	and thereafter	..	..	..	..	..	58s. " " "

FEMALE APPRENTICES.—NUMBER.

(6) That the number of female apprentices who may be employed within any shop shall be one female apprentice to every three female workers or fraction of three female workers employed, and receiving not less than the minimum wage of 25s. per week.

FEMALE IMPROVERS.—NUMBER.

- (7) That the number of female improvers who may be employed in any shop shall be—
- |                 |                  |                                     |    |    |    |    |    |   |
|-----------------|------------------|-------------------------------------|----|----|----|----|----|---|
| 1               | Female improver  | to 1 female person                  | .. | .. | .. | .. | .. | employed and receiving not less than 30s. per week of 48 hours. |
| 2               | "                | improvers to 2 female persons       | .. | .. | .. | .. | .. | " " " "   |
| 3               | "                | " 3, 4, or 5 female persons         | .. | .. | .. | .. | .. | " " " "   |
| 4               | "                | " 6 or 7 female persons             | .. | .. | .. | .. | .. | " " " "   |
| 5               | "                | " 8 female persons                  | .. | .. | .. | .. | .. | " " " "   |
| 6               | "                | " 9 or 10 female persons            | .. | .. | .. | .. | .. | " " " "   |
| 7               | "                | " 11 female persons                 | .. | .. | .. | .. | .. | " " " "   |
| 8               | "                | " 12 female persons                 | .. | .. | .. | .. | .. | " " " "   |
| and thereafter— |                  |                                     |    |    |    |    |    |   |
| 2               | Female improvers | to each additional 3 female persons | .. | .. | .. | .. | .. | " " " "   |
- Provided that one male improver in lieu of one female improver may be employed.

FEMALE APPRENTICES OR IMPROVERS.—WAGES.

- (8) That the lowest prices or rates of payment payable\* to female apprentices or improvers shall be—
- |  |                               |    |                |    |    |    |                                |
|--|-------------------------------|----|----------------|----|----|----|--------------------------------|
| Commencing at 15 years of age—         |                               |    |                |    |    |    |                                |
| 15                                     | years of age                  | .. | ..             | .. | .. | .. | 7s. 6d. per week of 48 hours.  |
| 16                                     | " "                           | .. | ..             | .. | .. | .. | 10s. " " "                     |
| 17                                     | " "                           | .. | ..             | .. | .. | .. | 12s. 6d. " " "                 |
| 18                                     | " "                           | .. | ..             | .. | .. | .. | 15s. " " "                     |
| 19                                     | " "                           | .. | ..             | .. | .. | .. | 20s. " " "                     |
| 20                                     | " "                           | .. | ..             | .. | .. | .. | 22s. 6d. " " "                 |
| Commencing at 18 years of age—         |                               |    |                |    |    |    |                                |
| 18                                     | years of age                  | .. | ..             | .. | .. | .. | 12s. 6d. per week of 48 hours. |
| 19                                     | " "                           | .. | ..             | .. | .. | .. | 17s. 6d. " " "                 |
| 20                                     | " "                           | .. | ..             | .. | .. | .. | 20s. " " "                     |
| Commencing at 19 years of age—         |                               |    |                |    |    |    |                                |
| 19                                     | years of age                  | .. | ..             | .. | .. | .. | 12s. 6d. per week of 48 hours. |
| 20                                     | " "                           | .. | ..             | .. | .. | .. | 17s. 6d. " " "                 |
| Commencing at 20 years of age or over— |                               |    |                |    |    |    |                                |
|  | For the 1st year's experience | {  | 1st six months | .. | .. | .. | 15s. per week of 48 hours.     |
|  |                               | {  | 2nd " "        | .. | .. | .. | 17s. 6d. " " "                 |
| "                                      | " 2nd " "                     | {  | 1st " "        | .. | .. | .. | 20s. " " "                     |
|  |                               | {  | 2nd " "        | .. | .. | .. | 22s. 6d. " " "                 |
| "                                      | " 3rd " "                     | {  | 1st " "        | .. | .. | .. | 25s. " " "                     |
|  |                               | {  | 2nd " "        | .. | .. | .. | 27s. 6d. " " "                 |
- and thereafter 30s. per week of 48 hours if employed in departments other than the dress, manchester, drapery furnishing, or prints departments, or 58s. per week of 48 hours if employed in the departments named.

CASUAL LABOUR.

(9) That casual employes (i.e., persons employed for less than 48 hours in six consecutive working days) shall be paid one and a half times the ordinary rate, but no such payment shall in any case exceed the ordinary weekly wage as fixed by this Determination.

OVERTIME.

(10) That any employe wheresoever employed who, in any one week, works for any time in excess of the maximum number of hours as provided in this Determination shall be paid, for such extra time at the rate of time and a half.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

(11) That the special price or rate of payment payable to any person for all work done on the under-mentioned public holidays (that is to say) :-

- Good Friday
  - Easter Monday
  - The 26th day of January
  - Eight Hours Day
  - Prince of Wales Birthday
  - King's Birthday
  - Christmas Day
  - Boxing Day
  - New Year's Day
- } Or such other day as may be observed as a public holiday in lieu thereof

shall be at the rate of time and a half.

P. J. DWYER, P.M.,  
Chairman.

Melbourne, 31st July, 1911.