



VICTORIA GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE FLOUR 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, business, or occupation of a flour-miller 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 3rd day of November, 1911.

The Determination and amendments are printed hereunder:—

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

EMPLOYÉS WORKING IN MILL.

Engine-drivers	...	1s.	per hour, or 48s. per week of 48 hours.
Millers	...	1s. 1½d.	55s. " "
Millwrights	...	1s. 1½d.	55s. " "

Packermen.—Engaged in packing:—

Not exceeding 3,000 lbs. of flour, bran, or pollard per hour,	42s. per week of 48 hours.
Exceeding 3,000 but not exceeding 4,000 lbs. of flour, bran, or pollard per hour,	45s. per week of 48 hours.
Exceeding 4,000 lbs. of flour, bran, or pollard per hour,	48s. per week of 48 hours.

All other employés working in mill, other than apprentices or improvers;—

Under 21 years of age,	9½d. per hour, or 38s. per week of 48 hours.
Over 21 " " "	10½d. " 42s. " "

EMPLOYÉS WORKING IN STORE.

Head Storeman—being any person having not less than three store hands (other than casual hands or truckers) under his control—1s. per hour, or 48s. per week of 48 hours.

For the purposes of this Determination the words "casual hands" shall mean persons employed for three consecutive weeks or less.

Truckers, under 18 years of age	...	£1 10s.	per week of 48 hours.
" " 19	...	£1 12s. 6d.	" "
" " 20	...	£1 15s.	" "
" over 20	...	£2 5s.	" "

Store hands, including carriers, stackers, wheat shooters, and all others; 11½d. per hour, or 45s. per week of 48 hours.

GENERAL WORK.

That the lowest rates of pay payable to persons, other than apprentices or improvers, under 21 years of age, employed at general work, shall be:—

Males, under 16 years of age	...	14s.	per week of 48 hours:
" " 18	...	16s. 6d.	" "
" " 19	...	22s.	" "
" " 21	...	27s. 6d.	" "

For the purposes of this Determination, the words "General Work" shall include sweeping and cleaning the mill, helping packermén, filling and sewing small bags, branding and cleaning bags, and assisting at trucking the manufactured article in mill or store.

APPRENTICES.

NUMBER.

(3) That the number of apprentices who may be employed within any factory or place in which the process, trade, or business of a flour-miller is carried on shall be one apprentice to every person receiving not less than 55s. per week of 48 hours.

WAGES.

That the lowest prices or rates of payment payable to apprentices employed in the process, trade, or business of a flour-miller shall be as follows :—

Under 17 years of age	...	10s.	per week of 48 hours.
" 18	"	12s. 6d.	" "
" 19	"	15s.	" "
" 20	"	20s.	" "
" 21	"	25s.	" "

And thereafter the minimum wage.

IMPROVERS.

NUMBER.

(4) That the number of improvers who may be employed within any factory, or work-room, or shop, or place in which the process, trade, or business of a flour-miller is carried on shall be one improver to every seven persons or fraction of seven persons receiving not less than 55s. per week of 48 hours.

WAGES.

That the lowest prices or rates of payment payable to improvers employed in the process, trade, or business of a flour-miller shall be as follows :—

Males, under 18 years of age	...	15s.	per week of 48 hours.
" " 19	"	20s.	" "
" " 21	"	25s.	" "

And thereafter the minimum wage.

TIME OF BEGINNING AND ENDING WORK.

(5) (a) That the time of beginning and ending work for employes working in mill shall be as arranged between employer and worker.

(b) For employes working in store shall be :—

Within the Metropolitan District.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on Saturdays.
and 7.30 a.m.	5.30 p.m. on each of five days in the week

Outside the Metropolitan District.

Time of Beginning.	Time of Ending.
8 a.m.	12.45 p.m. on Saturdays, or the other day of the week
and 8 a.m.	on which the half-holiday is usually observed.
	6.15 p.m. on each of five days in the week.

And it is hereby specially provided that when a mill is working only one shift in the 24 hours the above stated hours for store hands shall apply to all workers whether in mill or in store.

OVERTIME.

(6) That any employe wheresoever employed who works in any week in excess of 48 hours as fixed by this Determination shall be paid for such extra time at the wages rate of time and a quarter for the first two hours, and thereafter time and a half.

That any person who is engaged outside the hours specified in clause 5 (b) of this Determination as the time of beginning and ending work upon each day shall be paid for such overtime at the rate of time and a quarter for the first two hours, and thereafter time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(7) That the special price or rate of payment payable to any person for all work done on—

(a) Sundays ;

(b) on the undermentioned public holidays (that is to say) :—

Good Friday ;

Easter Monday ;

Eight Hours Day,)

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 double time.

Dated at Melbourne this 2nd day of October, 1911.

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

Factories and Shops Acts.

DETERMINATION OF CARRIAGE 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 either inside or outside a factory or work-room in the process, trade, or business connected with or incidental to the manufacturing, making, or repairing of—(a) Carriages, carts, and other vehicles (other than perambulators), or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tyres, rims, hubs, or spokes; (b) Motor car bodies, or any part or parts thereof, such as the hoods or cushions; (c) Tram cars, or any part or parts thereof, such as ironwork or bodies, cushions, springs, axles, wheels, tyres, rims, hubs, or spokes, has made the following Determination, viz.:—

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

ADULT PERSONS.—WAGES.

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

CARRIAGE AND MOTOR BUILDING.

Bodymakers, smiths, wheelwrights, wheelers, painters, trimmers..	54s.	per week of 48 hours.
Vycemen, smiths' strikers, and labourers	42s.	" 48 "

SPRING MAKING AND SPRING FITTING.

Spring fitters	56s.	per week of 48 hours.
Spiral spring makers, other than coil spring machine operators ..	56s.	" 48 "
Engineer or engine-driver	54s.	" 48 "
Coachsmiths	54s.	" 48 "
Operators engaged on elliptic heading machines	50s.	" 48 "
Operators engaged in making spring eyes	50s.	" 48 "
Stokers (over 21 years of age)	45s.	" 48 "
Shearing machinists engaged in cutting up steel	42s.	" 48 "
Machinists engaged in operating, drawing out, slotting, and nibbing machines	42s.	" 48 "
Operators engaged on eye-rolling machines	42s.	" 48 "
Operators engaged on coiling machines for spiral springs ..	42s.	" 48 "
Finishers on emery wheels	42s.	" 48 "
Smiths' strikers, steam-hammer drivers, and labourers (over 21 years of age)	42s.	" 48 "

WHEEL MAKING.

Persons employed in spoke fitting, spoke driving, putting on rims and felloes, cleaning off and dressing rims and felloes, operating buzz planer, planing machine, band saw, champering machine, tenoning machine, boring machine, mortising machine, circular saw, or any other machines	54s.	per week of 48 hours.
Labourers	42s.	" 48 "

AXLE MAKING.

Blacksmiths	54s.	per week of 48 hours.
Face plate workers and screw cutting turners	52s.	" 48 "
Centre turners	42s.	" 48 "
Smiths' strikers, steam-hammer drivers, labourers (over 21 years of age)	42s.	" 48 "

TRAM CAR BUILDING.

Patternmakers	72s.	per week of 48 hours.	
Grip-fitters	66s.	" 48 "	
Turners	66s.	" 48 "	
Fitters	66s.	" 48 "	
Blacksmiths	66s.	" 48 "	
Coppersmiths	66s.	" 48 "	
Woodmen	63s.	" 48 "	
Signwriters and grainers	63s.	" 48 "	
Shedmen (day and night)	60s.	" 48 "	
Pitmen	60s.	" 48 "	
Painters	60s.	" 48 "	
Wood machinists	60s.	" 48 "	
Persons working boring machines	60s.	" 48 "	
Persons working Universal milling machines	60s.	" 48 "	
Machinists, including slotters, planers, and grinders	} Working in iron	60s.	" 48 "
Persons working shaping machines (14 inch stock and under)		54s.	" 48 "
Persons working plain milling machines		54s.	" 48 "
Persons working gear-cutter machines		54s.	" 48 "

TRAM CAR BUILDING—*continued.*

Gear painters	48s. per week of 48 hours.
Blacksmiths' strikers	48s. " 48 "
Brass-polishers	48s. " 48 "
Persons working drilling machines, screwing machines, emery wheels, saws, shears and punching machines (working in iron) ..	48s. " 48 "
Labourers	45s. " 48 "

APPRENTICES.

MALES.

Number.

2. That the number of apprentices who may be employed shall be one apprentice to every one worker receiving not less than 42s. per week of 48 hours.

WAGES.

3. That the lowest prices or rates of payment payable to apprentices shall be—

Apprentices (other than apprentices to spring making, spring fitting, and tram car building)—

For the 1st year's experience	5s. per week of 48 hours.
" 2nd "	7s. 6d. " 48 "
" 3rd "	10s. " 48 "
" 4th "	15s. " 48 "
" 5th "	20s. " 48 "

Apprentices to spring making and spring fitting—

1st year's experience	7s. 6d. per week of 48 hours.
2nd "	10s. " 48 "
3rd "	12s. 6d. " 48 "
4th "	17s. 6d. " 48 "
5th "	22s. 6d. " 48 "

Apprentices to tram car building—

1st year's experience	7s. 6d. per week of 48 hours.
2nd "	10s. " 48 "
3rd "	15s. " 48 "
4th "	20s. " 48 "
5th "	25s. " 48 "

IMPROVERS.

MALES.

Number.

4. That the number of improvers who may be employed shall be one to two, two to four, three to six, and thereafter one to every six additional workers receiving not less than 54s. per week of 48 hours.

IMPROVERS.—WAGES.

5. That the lowest prices or rates of payment payable to improvers shall be—

(1) Improvers (other than improvers at spring making, spring fitting, and tram car building)—

For 1st year's experience	12s. 6d. per week of 48 hours.
" 2nd "	15s. " 48 "
" 3rd "	17s. 6d. " 48 "
" 4th "	22s. 6d. " 48 "
" 5th "	27s. 6d. " 48 "
" 6th "	32s. 6d. " 48 "
" 7th "	45s. " 48 "
and thereafter the minimum wage of ..	54s. " 48 "

(2) Improvers at spring making and spring fitting—

For 1st year's experience	12s. 6d. per week of 48 hours.
" 2nd "	15s. " 48 "
" 3rd "	17s. 6d. " 48 "
" 4th "	22s. 6d. " 48 "
" 5th "	27s. 6d. " 48 "
" 6th "	35s. " 48 "
" 7th "	48s. " 48 "
and thereafter the minimum wage of ..	56s. " 48 "

(3) Improvers at tram car building—

That the lowest prices or rates payable to improvers shall be as follow:—

Under 15 years of age	12s. 6d. per week of 48 hours.
15-16 years of age	15s. " 48 "
16-17 "	17s. 6d. " 48 "
17-18 "	22s. 6d. " 48 "
18-19 "	27s. 6d. " 48 "
19-20 "	35s. " 48 "
20-21 "	45s. " 48 "

JUVENILE WORKERS.

SPRING MAKING AND SPRING FITTING.

6. (1) The lowest prices or rates of payment payable to juvenile workers engaged in spring making and spring fitting shall be as follows:—

(a) Juvenile workers, meaning persons other than apprentices or improvers, under 21 years of age, engaged in striking, steam and cushion hammer driving, screwing up bolts and clips, stripping old springs, putting springs together or taking same asunder, cleaning and oiling springs and machinery, blowing bellows, drilling and screwing, assisting vyceman, cleaning old ironwork, smudging springs, operating tyre rolling machines, heating and attending spring furnaces, pinching in springs and racking steel, assisting stokers, running messages, or cleaning up shop—

1st year's experience	..	..	..	10s.	per week of 48 hours.
2nd "	"	"	"	12s. 6d.	" 48 "
3rd "	"	"	"	17s. 6d.	" 48 "
4th "	"	"	"	22s. 6d.	" 48 "
5th "	"	"	"	27s. 6d.	" 48 "

(b) Juvenile workers, meaning persons other than apprentices or improvers, under 21 years of age, engaged in operating shears for cutting up steel, drawing out, slotting, and nibbing machines, eye rolling machines, or coiling machines—

1st year's experience	..	..	..	10s.	per week of 48 hours.
2nd "	"	"	"	15s.	" 48 "
3rd "	"	"	"	20s.	" 48 "
4th "	"	"	"	27s. 6d.	" 48 "
5th "	"	"	"	35s.	" 48 "

AXLE MAKING.

(2) The lowest prices or rates of payment payable to juvenile workers, meaning thereby persons other than apprentices or improvers under 21 years of age, engaged in drilling, tapping, boring, and cleaning up axle boxes, filing and polishing, roughing collars, screwing up nuts and chipping off ends, grooving, assisting blacksmith, assisting turners, working steam and cushion hammer, striking, cleaning up axle wrenches, cleaning axle boxes and replacing on arm, cleaning axle collets, cleaning up axle nuts or caps, cleaning up shop, messages, or tying up axles, shall be—

1st year's experience	..	..	..	7s. 6d.	per week of 48 hours.
2nd "	"	"	"	10s.	" 48 "
3rd "	"	"	"	15s.	" 48 "
4th "	"	"	"	20s.	" 48 "
5th "	"	"	"	27s. 6d.	" 48 "

WHEEL MAKING.

(3) The lowest prices or rates of payment payable juvenile workers, meaning thereby persons (other than apprentices or improvers, under 21 years of age) engaged in rasping, filing, scraping, sandpapering, making dowells, cutting wedges, cleaning glue off spokes, packing flanges, stripping old work, cleaning and oiling machinery, packing and unpacking material, running messages, or cleaning up shop, shall be—

1st year's experience	..	..	..	10s.	per week of 48 hours.
2nd "	"	"	"	12s. 6d.	" 48 "
3rd "	"	"	"	17s. 6d.	" 48 "
4th "	"	"	"	22s. 6d.	" 48 "
5th "	"	"	"	27s. 6d.	" 48 "

OTHER WORK.

(4) That the lowest prices or rates of payment payable to juvenile workers, other than those above mentioned, shall be—

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

A juvenile worker to whom the last-mentioned prices or rates are to be paid is a person other than an apprentice or improver, under 21 years of age, engaged in any one or more of the following classes of work:—Priming, filling up, rubbing down, grinding paint, sandpapering, cleaning paint pots, washing down vehicles, taking off and putting on wheels, cleaning plated work, washering wheels, screwing up bolts and clips, cutting wedges, stripping old work, cleaning and oiling machinery, blowing bellows, striking, drilling and screwing, assisting vyceman, cleaning old ironwork, smudging springs, bending tyres, heating tyre furnace, assisting at putting on tyres, running messages, teasing hair and fibre, cleaning and oiling up leather work, or cleaning up shop.

FEMALES.

7. That the lowest prices or rates payable to adult females engaged in doing general machine sewing, and hand sewing cushions, shall be 25s. per week of 48 hours,

JUVENILE WORKERS (FEMALES).

8. That, the lowest prices or rates payable to female juvenile workers, meaning thereby females other than apprentices or improvers, under 21 years of age, engaged in doing general machine sewing, and hand sewing cushions, shall be—

1st year's experience	..	..	..	..	10s.	per week of 48 hours.
2nd " "	..	..	..	..	12s. 6d.	" 48 "
3rd " "	..	..	..	..	15s.	" 48 "
4th " "	..	..	..	..	20s.	" 48 "

OVERTIME.

9. That the following rates shall be paid for work done during the times specified hereunder, viz.:-

- (a) For work done outside the times of beginning and ending work, as specified in Clause 10 Time and a quarter.
- (b) For work done within the times of beginning and ending work, as specified in Clause 10, in excess of forty-eight hours in any one week ... Time and a quarter.
- (c) Provided that the time expended by stokers in lighting up or banking up or raking out the fires for steam boilers before or after the usual time for beginning and ending work up to one hour per day shall not be taken into account in estimating overtime.

TIME OF BEGINNING AND ENDING WORK.

10. That the time of beginning and ending work shall be—

	Time of Beginning.	..	..	Time of Ending.
	7.30 a.m.	..	..	5.15 p.m. on each of five days in the week.
And	7.30 a.m.	..	..	12 noon on Saturday or on the day the weekly half-holiday is observed in lieu thereof.

Provided that Clause 9 and this clause shall not apply to night or day shedmen, who shall, however, be entitled to be paid for all time worked in excess of 48 hours in any one week at the rate of time and a quarter.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

11. That the special price or rate payable to any person for all work done on—

- (a) Sundays,
Good Friday,
Easter Monday.
 - (b) Christmas Day,
Boxing Day,
New Year's Day,
21st April,
- } or such other day as may be observed as a public holiday in lieu thereof,

shall be at the rate of double time.

Provided that this clause shall not apply to night or day shedmen.

Dated at Melbourne the 27th day of September, 1911,

L. F. S. ROBINSON,
Chairman.