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GOVERNMENT GAZETTE

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[1911.

Factories and Shops Acts.

DETERMINATION OF THE WATERPROOF CLOTHING 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 waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description, has made the following Determination, namely:—

(1) That the Determination of the Waterproof Clothing Board, dated 8th April, 1907, shall be cancelled and annulled from and after the date upon which this present Determination comes into force and is operative.

(2) That the lowest rates of wages to be paid to the following classes of persons employed in the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description shall be—

MALES.

Cutters	50s. for a maximum number of 48 hours per week	
Garment Makers	45s.	" " " "

FEMALES.

Machinists	22s. 6d. per week	
Garment Makers	22s. 6d.	" " " "
Needle Hands	17s. 6d.	" " " "
Needle hands under the age of 21 years (not being apprentices or improvers)—		
For the 1st six months' experience	5s.	" " " "
" 2nd " " "	7s. 6d.	" " " "
" 3rd " " "	10s.	" " " "
" 4th " " "	12s.	" " " "
" 3rd year's experience	14s.	" " " "

NUMBER OF MALE APPRENTICES AND IMPROVERS.

APPRENTICES.

(3) That the number of male apprentices who may be employed within any factory or work-room or shop or place in which the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description is carried on, shall be one male apprentice to every three or fraction of three male persons receiving not less than 45s. per week.

IMPROVERS.

(4) That the number of male improvers who may be employed within any factory or workroom or shop or place in which the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description is carried on, shall be one male improver to every male person receiving not less than 45s. per week.

WAGES OF MALE APPRENTICES OR IMPROVERS.

(5) That the lowest prices or rates of payment payable to male apprentices or improvers employed in the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description shall be—

For the 1st year's experience	..	10s.	for a maximum number of 48 hours per week
„ 2nd „	..	15s.	„ „ „ „
„ 3rd „	..	25s.	„ „ „ „
„ 4th „	..	35s.	„ „ „ „
„ 5th „	..	40s.	„ „ „ „
And thereafter the minimum wage.			

NUMBER OF FEMALE APPRENTICES AND IMPROVERS.

APPRENTICES.

(6) That the number of female apprentices who may be employed within any factory or work-room or shop or place in which the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description is carried on, shall be one female apprentice to every three or fraction of three female persons receiving not less than 22s. 6d. per week.

IMPROVERS.

(7) That the number of female improvers who may be employed within any factory or work-room or shop or place in which the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description is carried on, shall be three female improvers to every female person receiving not less than 22s. 6d. per week.

WAGES OF FEMALE APPRENTICES OR IMPROVERS.

(8) That the lowest prices or rates of payment payable to female apprentices or improvers employed in the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description shall be—

For the 1st six months' experience	..	..	..	..	5s. per week
„ 2nd „	..	..	..	..	7s. 6d. „
„ 3rd „	..	..	..	..	10s. „
„ 4th „	..	..	..	..	12s. 6d. „
„ 3rd year's experience	..	..	..	..	17s. 6d. „
„ 4th „	..	..	..	..	20s. „
And thereafter 22s. 6d. per week.					

OVERTIME.

(9) That any male employé over the age of sixteen years employed in the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description, who works for any time in excess of 48 hours per week shall be paid for such extra time at the rate of time and a quarter.

SUNDAYS AND HOLIDAYS—SPECIAL RATE FOR.

(10) That the price or rate of payment payable to any person or persons or classes of persons employed in the process trade or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description, for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Christmas Day, and Boxing Day, shall be double the minimum price or rate fixed by the Board for such person or persons or classes of persons.

PIECEWORK.

(11) The Board determines, under the provisions of sub-sections (1) and (2) of section 98 of the *Factories and Shops Act 1905*, that any employer may fix and pay piecework rates to any female person employed in the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs of every description; provided that such employer shall base such piecework prices or rates on the earnings of an average worker working under like conditions, and such piecework prices or rates shall be fixed so that an average worker can earn not less than 5½d. per hour, being the wages rate fixed by the Board to be paid to Machinists and Garment Makers.

NOTE.—Cotton and all other materials of which articles are composed must be supplied to the worker by the employer free of charge, in order that piecework prices or wages rates payable shall be net.

DATE DETERMINATION OPERATIVE.

(12) That this Determination shall come into force on and from the 6th day of March, 1911.

GEORGE V. BLACKBURNE,

2nd February, 1911.

Chairman.

Factories and Shops Acts.

DETERMINATION OF THE MALT 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 maltster, has made the following Determination, namely:—

1. That the Determination dated the 17th day of November, 1908, shall be cancelled and annulled from and after the date upon which this present Determination comes into force and is operative.

WAGES.

2. That the lowest rate of wages to be paid to the following classes of persons employed in the process, trade, or business of a maltster shall be:—

- (a) Persons engaged in turning floors, loading or unloading kilns, putting in or emptying steepers, or screening malt or barley—54s. per week of 48 hours.
- (b) Persons engaged in any kind of work done in a malt-house, with the exception of the turning of floors, or loading or unloading kilns, or putting in or emptying steepers, or screening malt or barley:—

Males from 14 to 16 years of age (other than apprentices or improvers), 15s. per week of 48 hours.

Males from 16 to 18 years of age (other than apprentices or improvers), 20s. per week of 48 hours.

Males from 18 to 19 years of age (other than apprentices or improvers), 25s. per week of 48 hours.

Males from 19 to 21 years of age (other than apprentices or improvers), 30s. per week of 48 hours.

Males over 21 years of age (other than apprentices or improvers), 1s. 1½d. per hour

APPRENTICES OR IMPROVERS.

NUMBER.

3. That the number of apprentices or improvers who may be employed within any factory, or work-room, or shop, or place in which the process, trade, or business of a maltster is carried on shall be one apprentice for every three persons or fraction of three persons receiving not less than 54s. per week of 48 hours, and one improver to every five persons or fraction of five persons receiving not less than 54s. per week of 48 hours.

APPRENTICES OR IMPROVERS.

WAGES.

4. That the lowest prices or rates of pay payable to apprentices or improvers employed in the process, trade, or business of a maltster shall be as follow:—

Under the age of 17 years	...	...	...	...	20s. per week of 48 hours.
Over the age of 17 and under 18 years	...	...	...	...	25s. " " "
" " 18	"	19	"	...	30s. " " "
" " 19	"	20	"	...	36s. " " "
" " 20	"	21	"	...	45s. " " "

and thereafter the minimum wage.

OVERTIME.

5. That any male employé over the age of 16 years, engaged in the process, trade, or business of a maltster, who works for any time in excess of 48 hours per week shall be paid for such extra time at the rate of time and a half.

SUNDAY—SPECIAL RATE FOR.

6. That the wage payable to any person for work done on Sunday between 7 a.m. and 5 p.m. shall be as follows, viz.:—

- (a) For the first five hours worked ... Ordinary rates.
After the first five hours' work... Double rates.

Where loading or unloading kilns is done on Sunday—for any kind of work done... Double rates.

- (b) That if any employé be worked on seven consecutive days, commencing on Monday in each and every week, he shall be paid at double rates for the seventh day of such employment.

NIGHT-WORK—SPECIAL RATES FOR.

7. That any employé engaged on night-work for more than six consecutive nights shall be paid at double rates for any time he is employed during the seventh night. Night-work shall be deemed to mean employment between the hours of 5 p.m. and 7 a.m., and day-work shall be deemed to mean employment between the hours of 7 a.m. and 5 p.m.

HOLIDAYS—SPECIAL RATES FOR.

8. That the wage payable to any person for work done on Christmas Day, Good Friday, and Eight Hours Day shall be one and a half times the minimum rate fixed by the Board for such persons.

9. That the above Determination shall come into force on and after the sixth day of March, 1911.

Melbourne, 31st January, 1911.

THOS. W. GAGGIN,
Chairman.