



# VICTORIA GOVERNMENT GAZETTE

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[1912.

## Factories and Shops Acts.

### DETERMINATION OF THE UNDERTAKERS 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 or occupation of an undertaker, has made the following Determination, namely:—

1. That this Determination shall come into force on the 16th day of February, 1912.

#### WAGES.

2. That the lowest rates of wages to be paid to the following persons shall be—
  - (a) Workers engaged in conducting funerals, making or trimming coffins .. .. . 56s. per week of 48 hours
  - (b) Workers engaged in driving or grooming horses, washing vehicles, cleaning harness, doing general stable work, or placing remains of deceased persons in coffins .. .. . 50s. per week of 54 hours

Provided that workers who live at Branch Establishments and work for more than two days per week at the employer's principal place of business shall receive 20s. per week extra, and that workers who live and work at Branch Establishments shall receive 10s. per week extra.

#### APPRENTICES.

##### NUMBER.

3. That the number of apprentices who may be employed within any factory or work-room or shop or place shall be one apprentice to two or fraction of two workers receiving not less than 50s. per week of 54 hours, or earning at piece-work not less than 50s. per week.

##### WAGES.

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

For the 1st year's experience .. .. .	10s. per week of 50 hours
„ 2nd „ „ .. .. .	15s. „ „
„ 3rd „ „ .. .. .	20s. „ „
„ 4th „ „ .. .. .	25s. „ „
„ 5th „ „ .. .. .	30s. „ „

and thereafter the minimum wage or piece-work rates as fixed by the Board.

## IMPROVERS.

## NUMBER.

5. That the number of improvers who may be employed within any factory, or work-room, or place, shall be one improver to every seven or fraction of seven workers receiving not less than 50s. per week of 54 hours.

*Wages.*

6. That the lowest prices or rates payable to improvers shall be—

Under 18 years of age .. .. .	17s. 6d. per week of 50 hours
18 and under 19 years of age .. .. .	22s. 6d. " "
19 " 20 " .. .. .	27s. 6d. " "
20 " 21 " .. .. .	32s. 6d. " "

and thereafter the minimum wage.

## TIMES OF BEGINNING AND ENDING WORK.

7. That the times of beginning and of ending work shall be—

(a) For workers engaged in conducting funerals, making or trimming coffins—

Times of beginning.	Times of ending.
7.30 a.m. .. .. .	6.30 p.m. on six days in the week

(b) For all other workers—

6 a.m. .. .. .	6.30 p.m. on six days in the week
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## OVERTIME.

8. (a) That any person who, within the hours of commencing and ending work, works in any week for any time in excess of the maximum number of hours as fixed in clause 2 of this Determination shall be paid for such extra time at the rate of time and a quarter.

(b) That any worker who is engaged outside the hours specified in clause 7 of this Determination as the time of beginning and ending work shall be paid for such overtime at the rate of time and a half.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

9. That the special price or rate of payment payable to any person for work done on—

(A) Sundays;

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

New Year's Day;  
Good Friday;  
Christmas Day;

shall be at the undermentioned rates, viz. :—

(a) Funeral work consisting of driving, conducting, or assisting at funerals .. .. .	Double time
(b) All other work, except necessary stable work .. .. .	Time and a half

## CASUAL LABOUR.

10. That casual employes, i.e., employes who are employed for less than 36 hours in any week, shall be paid at the rate of time and a quarter with a minimum of 5s.

## PIECE-WORK.

11. That the lowest piece-work prices or rates to be paid to persons for doing work of the kinds specified in the following schedule shall be the prices or rates fixed by such schedule in respect of such work:—

## SCHEDULE.

All Inside Measurements.	If made throughout by hand—		If made with the aid of machinery driven by steam, gas, oil, water, or electric power—	
	Not exceeding 22 inches wide.	Exceeding 22 inches wide.	Not exceeding 22 inches wide.	Exceeding 22 inches wide.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Best oak coffins, 4 ft. 10 in. long and over ..	22 6 each	25 0 each	20 0 each	22 6 each
Plain oak coffins, 4 ft. 10 in. long and over (with or without a plinth) ..	20 0 "	22 6 "	18 0 "	20 6 "
Kauri, cedar, white pine, or other wrought timber coffins, best, 4 ft. 10 in. long and over ..	16 6 "	19 0 "	15 0 "	17 6 "
Kauri, cedar, white pine, or other wrought timber coffins, plain, with or without a plinth, 4 ft. 10 in. long and over ..	13 6 "	16 0 "	12 0 "	13 6 "
Common coffins, 4 ft. 10 in. long and over ..	2 6 "	3 6 "	2 0 "	2 6 "
Common coffins, 4 ft. 10 in. long and over, over 1 inch in thickness ..	3 0 "	4 0 "	2 6 "	3 0 "
Oak coffins, up to 4 ft. 10 in. long ..	12 6 each		10 0 each	
Kauri, cedar, white pine, or other wrought timber coffins up to 4 ft. 10 in. long ..	10 0 "		7 6 "	
Common coffins, up to 2 feet long ..	10 0 per dozen		9 0 per dozen	
Common coffins, from 2 feet to 3 feet long ..	15 0 "		12 0 "	
Common coffins, from 3 feet to 4 ft. 10 in. long ..	20 0 "		18 0 "	
Inside shells for lead coffins ..	7 6 each		5 0 each	
Cover lids, up to 2 feet wide ..	12 0 per dozen		6 0 per dozen	
Cover lids, over 2 feet wide ..	18 0 "		12 0 "	

## DEFINITION.

"Best" coffin means a coffin which bears any ornamentation other than a plinth.

M. BALFE,  
Chairman.

Melbourne, 9th January, 1912.

## Factories and Shops Acts.

## DETERMINATION OF THE TEA PACKING 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 (other than persons subject to the Determination of the Grocers Board) employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade, or sale, including blending, weighing, filling packets, wrapping, packing, or labelling (being a process, trade, or business usually or frequently carried on in a factory or work-room), has made the following Determination, namely:—

- (1) That this Determination shall come into force and be operative on the 10th day of February, 1912.
- (2) That the lowest rates of wages to be paid to the following persons shall be:—

## MALES.

Foreman, <i>i.e.</i> , a person who is held directly responsible by the employer for the carrying out of the work of any factory, and who has the charge and direction of the employés ..	52s. 6d. per week of 48 hours.
Headman, <i>i.e.</i> , a person who has charge of employés in any factory, and takes his instructions from the foreman ..	45s. " "
Adult workers, without previous experience.—Commencing work at the trade at 21 years of age or over—	
For the first six months' experience ..	36s. " "
For the second six months' experience ..	38s. " "
and thereafter ..	40s. " "
All other adult workers ..	40s. " "

FEMALES.

Headwoman, <i>i.e.</i> , a person who has charge of employés in any factory, and takes her instructions from the foreman ..	27s. 6d. per week of 48 hours.
Adult females, without previous experience, commencing work at the trade at 21 years of age or over—	
For the first six months' experience ..	17s. 6d.   "   "
For the second six months' experience ..	20s.   "   "
and thereafter ... ..	22s.   "   "
All other adult females ... ..	22s.   "   "

MALE APPRENTICES.

*Number.*

(3) That the number of male apprentices who may be employed within any factory, or work-room or place, 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 40s. per week of 48 hours, or earning at piece-work not less than that amount.

MALE IMPROVERS.

*Number.*

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

One male improver to every ten male workers or fraction of ten male workers employed, and receiving not less than the minimum wage of 40s. per week of 48 hours.

MALE APPRENTICES OR IMPROVERS.

*Wages.*

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

Between the ages of 14 years and 15 years ..	..	10s.	per week of 48 hours,
Between the ages of 15 years and 16 years ..	..	12s.	" "
Between the ages of 16 years and 17 years ..	..	14s.	" "
Between the ages of 17 years and 18 years ..	..	17s. 6d.	" "
Between the ages of 18 years and 19 years ..	..	20s.	" "
Between the ages of 19 years and 20 years ..	..	25s.	" "
Between the ages of 20 years and 21 years ..	..	30s.	" "

and thereafter the minimum wage.

FEMALE APPRENTICES.

*Number.*

(6) That the number of female apprentices who may be employed within any factory, or work-room, or place, 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 22s. per week of 48 hours, or earning at piece-work not less than that amount.

FEMALE IMPROVERS.

*Number.*

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

One female improver to every ten female workers or fraction of ten female workers employed, and receiving not less than the minimum wage of 22s. per week of 48 hours.

FEMALE APPRENTICES OR IMPROVERS.

*Wages.*

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

Between the ages of 15 years and 16 years ..	..	10s.	per week of 48 hours.
Between the ages of 16 years and 17 years ..	..	12s.	" "
Between the ages of 17 years and 18 years ..	..	14s.	" "
Between the ages of 18 years and 19 years ..	..	16s.	" "
Between the ages of 19 years and 20 years ..	..	18s.	" "
Between the ages of 20 years and 21 years ..	..	20s.	" "

and thereafter the minimum wage.

## MALE JUVENILE OR YOUNG WORKERS.

## Wages.

(9) That the lowest prices or rates of payment payable to male juvenile or young workers shall be—

Those doing general work, but who are not employed in—

- (a) Bulk blending, *i.e.*, mixing ;  
 (b) (i.) Receiving or delivering, except by hand truck, packages exceeding 35 lbs. gross weight ;  
 (ii.) Stacking or unstacking for storage purposes packages exceeding 35 lbs. gross weight ;  
 (iii.) Lifting or carrying unassisted, except by hand truck, packages exceeding 35 lbs. gross weight ;  
 (c) Ramming with a rammer exceeding 3 lbs. in weight ;  
 (d) Packing tea with a machine other than a power-driven machine—  
 Between the ages of 14 years and 15 years .. .. 10s. per week of 48 hours.  
 Between the ages of 15 years and 16 years .. .. 12s. " "

Those doing general work, but who are not employed in—

- (a) Bulk blending, *i.e.*, mixing ;  
 (b) (i.) Receiving or delivering, except by hand truck, packages exceeding 70 lbs. gross weight ;  
 (ii.) Stacking or unstacking for storage purposes packages exceeding 70 lbs. gross weight ;  
 (iii.) Lifting or carrying unassisted, except by hand truck, packages exceeding 70 lbs. gross weight ;  
 (c) Ramming with a rammer exceeding 4 lbs. in weight ;  
 (d) Packing tea with a machine other than a power-driven machine—  
 Between the ages of 16 years and 17 years .. .. 14s. per week of 48 hours.  
 Between the ages of 17 years and 18 years .. .. 17s. 6d. " "

Those doing general work but who are not employed in—

- Lifting or carrying unassisted, except by hand truck, packages exceeding 100 lbs. gross weight—  
 Between the ages of 18 years and 19 years .. .. 20s. per week of 48 hours.  
 Between the ages of 19 years and 20 years .. .. 25s. " "  
 Between the ages of 20 years and 21 years .. .. 30s. " "

and thereafter the minimum wage.

## FEMALE JUVENILE OR YOUNG WORKERS.

## Wages.

(10) That the lowest prices or rates of payment payable to female juvenile or young workers shall be—

Those doing general work, but who are not employed in—

Packing tea with a hand or power-driven machine—

- Between the ages of 15 years and 16 years .. .. 10s. per week of 48 hours.  
 Between the ages of 16 years and 17 years .. .. 12s. " "  
 Between the ages of 17 years and 18 years .. .. 14s. " "

Those doing general work, but who are not employed in—

Packing tea with a hand-packing machine—

- Between the ages of 18 years and 19 years .. .. 16s. per week of 48 hours  
 Between the ages of 19 years and 20 years .. .. 18s. " "  
 Between the ages of 20 years and 21 years .. .. 20s. " "

and thereafter the minimum wage.

## TIME OF BEGINNING AND ENDING WORK.

(11) That the time of beginning and ending work in any factory, or workroom, or place, when such factory, or work-room, or place is working only one shift in the 24 hours, shall be—

Time of Beginning.	Time of Ending.
7 a.m. .. .. .	6 p.m. on each of the five days in the week ;
7 a.m. .. .. .	1 p.m. on the other working day of the week on which the half-holiday is usually observed.

When the factory is working more than one shift in the 24 hours, the time of beginning and ending work shall be as arranged between the employer and worker.

## OVERTIME.

(12) That any employé who, within the hours of beginning and ending work, works in any week for any time in excess of 48 hours as fixed by this Determination, shall be paid for such extra time at the rate of time-and-a-half.

(13) That any employé who is engaged outside the hours specified in this Determination as the times of beginning and ending work upon each day, shall be paid for such overtime at the rate of time-and-a-half. Provided that this rule shall only apply when the factory, work-room, or place is working only one shift in the 24 hours.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

(a) Sundays ;

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

- Good Friday,
- Easter Monday,
- The 26th day of January,
- 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 time and a half.

PIECEWORK.

(15) The Board determines under the provisions of sub-sections (1) and (2) of section 98 of the *Factories and Shops Act* 1905, No. 1975, that any employer may fix and pay piece-work prices or rates to any person or persons or classes of persons employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, provided that such employer shall base such piecework prices or rates on the earnings of an average worker working under like conditions ; and that such piece-work prices or rates shall be fixed so that an average worker can earn not less than the minimum wage fixed by the Board for such work.

Dated at Melbourne this 8th day of January, 1912.

FRANCIS GILL,  
Chairman