



# VICTORIA GOVERNMENT GAZETTE

Published by Authority.

*[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]*

No. 149.]

THURSDAY, OCTOBER 10.

[1912.]

Factories and Shops Acts.

## DETERMINATION OF THE FELLMONGERS 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 fellmonger or wool scourer or tanner of sheepskins, has made the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after the first day of November, 1912.

### WAGES.

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

Woolsorter .. .. .	55s. per week of 48 hours.
Woolpresser .. .. .	48s. " "
Man in charge of Woolscouring machine .. .. .	48s. " "
Man scouring wool by hand .. .. .	48s. " "
Man in charge of sweat house .. .. .	50s. " "
Man in charge of limes .. .. .	48s. " "
Man in charge of paint shop, mixing paint and painting skins .. .. .	48s. " "
Man in charge of pickling, scudding, and bating .. .. .	48s. " "
Man in charge of sheepskin tanners .. .. .	48s. " "
Man in charge of "green" or "flat" .. .. .	48s. " "
Man sorting pelts .. .. .	48s. " "
Dock and soak hand .. .. .	48s. " "
Man employed at burring machines .. .. .	48s. " "
Man employed at fleshing machines .. .. .	48s. " "
Man employed setting out .. .. .	48s. " "
Man employed at machine for treating dags .. .. .	48s. " "
Man not otherwise provided for .. .. .	42s. " "

### DEFINITIONS.

(3) "Man in charge" shall mean a person who regulates the work under the general manager, and is responsible to him for the work of the particular department in which he is working, whether the work is done by himself or by others.

"Woolsorter" shall mean a person who makes two or more sorts from wool, either in the fleece or parts thereof.

### WAGES OF APPRENTICES OR IMPROVERS.

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

Under 16 years of age .. .. .	15s. per week of 48 hours;
Over 16 years and under 17 years of age .. .. .	20s. " "
" 17 " " 18 " " .. .. .	25s. " "
" 18 " " 19 " " .. .. .	30s. " "
" 19 " " 20 " " .. .. .	32s. 6d. " "
" 20 " " 21 " " .. .. .	35s. " "

and thereafter the minimum wage fixed by the Board.

## PROPORTION OF APPRENTICES.

(5) That the proportionate number of apprentices who may be employed at any place shall be one apprentice to every three workers or fraction thereof receiving not less than 42s. per week of 48 hours.

## PROPORTION OF IMPROVERS.

(6) That the proportionate number of improvers who may be employed at any place shall be one improver to every three workers or fraction thereof up to nine workers, and thereafter one improver to every four workers or fraction thereof receiving not less than 42s. per week of 48 hours.

## TIME OF BEGINNING AND ENDING WORK.

(7) That the time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
7.30 a.m. .. .. .	1 p.m. on the day on which the half-holiday is observed, and
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

## OVERTIME.

(8) That the following rates shall be paid :—

For all work done within the hours fixed in Clause (7) in excess of 48 hours in any week, and	} Twopence (2d.) per hour in addition to ordinary rates
For all work done outside the hours fixed in Clause (7) ..	

## SUNDAYS AND PUBLIC HOLIDAYS.

(9) That the special rates of payment payable to any person for all work done on the undermentioned days shall be—

- (a) Sundays and New Year's Day (except when that day falls on a Monday) .. Time and a half.  
 (b) Good Friday and the days on which Christmas Day and Eight Hours Day are observed as public holidays .. .. . Double time.

When it is necessary to work on Sunday, Christmas Day, Eight Hours' Day, Good Friday, or New Year's Day, an extra One penny per dozen shall be paid in addition to the piece-work prices fixed by this Determination for pulling skins of all descriptions.

## PIECE-WORK PRICES.

(10) That the lowest piece-work prices payable to persons employed on the following classes of work shall be :—

Description of Work.	Piecework Price.
Pulling skins from 1st October to 31st March inclusive ..	7d. per dozen for all descriptions of skins except full wool dry skins, and dry pelts.
Pulling skins from 1st April to 30th September inclusive ..	10½d. per dozen for all descriptions of skins except full wool dry skins, and dry pelts.
Pulling full wool dry skins—all the year round .. ..	10½d. per dozen.
Pulling dry pelts—all the year round .. ..	7d. „
Pulling green pie .. ..	10d. per basket.
Pulling dry pie .. ..	1s. 2d. „
Stretching basils by hand .. ..	4½d. per dozen basils.
Stretching and setting down basils by hand .. ..	5½d. „
Wool-pressing by hand press (including loading and branding)	1s. 0½d. per bale.
Wool-pressing by steam or other motive power press (including loading and branding) .. ..	9½d. „

Pullers for piece-work prices fixed shall not be required to wheel skins more than 20 yards, or to hang bucks, or take skins off hooks or sticks.

Beams shall be kept clear of wool for the puller.

Baskets to be not more than 18 inches in depth, nor more than 22 inches in diameter (inside measurement).

Stretching basils includes taking basils from the heap, damping or seasoning, stretching the four sides, hanging up, taking down when dry, and stacking.

Throwing out wool for scouring shall not be considered sorter's work, and may be paid for at wages rate.

In sorting locks, days to be reckoned as a sort.

Dated at Melbourne this second day of October, 1912.

R. T. KELLY, C.E.,

Chairman.

## Factories and Shops Acts.

## DETERMINATION OF THE COUNTRY WOOD WORKERS 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 Wood Workers Board) employed in the process, trade, business, or occupation carried on in a saw-mill, timber-yard, box factory, or joiner's workshop, or employed as stackers or sorters in connexion with the loading or unloading of timber from ships, or in the stacking of same in any yard or place, has made the following Determination, namely:—

- (1) That this Determination shall come into force on the 4th day of November, 1912.
- (2) That the lowest rates of wages to be paid to the following persons shall be:—

## BOX OR CASE MAKERS.

	Per week of 48 hours.
	£ s. d.
Box or case makers .. .. .	2 12 6
Persons working at box or case nailing machines .. .. .	2 12 6
Persons working at box or case printing machines .. .. .	2 9 6

## CARPENTERS, JOINERS, ETC.

Carpenters .. .. .	2 18 0
Joiners .. .. .	3 6 0
Mantelpiece makers .. .. .	3 0 0

## FOREMEN.

A Foreman is a man who has under his charge or control five workers and shall be paid one shilling per day over and above the highest rate fixed by this Determination for the workers under his charge or control.

## LABOURERS, ETC.

	Per week of 48 hours
	£ s. d.
Labourers .. .. .	2 9 0
Persons engaged cleaning up sawdust or shavings .. .. .	2 5 0
Persons removing or stacking boxes or carrying light material from cross-cut saws .. .. .	2 6 0
Persons engaged in removing lathing material, firewood, and the first cuts off logs (but not persons carrying light material from cross-cut saws) .. .. .	2 8 0
Stackers, including the handling of timber on or from wharfs, or on roads or lands adjoining wharfs immediately after the vessel is discharged, provided the balance of the ship's cargo remaining on the wharf does not exceed 50,000 feet .. .. .	2 14 0
Log pond men .. .. .	2 11 0
Persons packing doors, sashes, mantelpieces, and general joinery .. .. .	2 11 0
Persons turning logs on skids for gang frames .. .. .	2 8 0
Persons employed bundling lining boards and weatherboards .. .. .	2 8 0
Docker .. .. .	2 9 0
Wedge up .. .. .	2 10 0
Timber loader .. .. .	2 12 0
Assistant timber loader .. .. .	2 10 0
Log yardmen .. .. .	2 11 0
Handlemen and carriers out .. .. .	2 13 0
Spotters .. .. .	3 3 0
River logmen .. .. .	2 15 0

## MACHINE WORKERS.

Persons working at a shaping machine or Boulton's carver .. .. .	3 6 0
Persons employed at moulding machines or two or three or four side-planer who grind their own knives or cutters .. .. .	3 3 0
Persons employed at moulding machines or two or three or four side-planer who do not grind their own knives or cutters .. .. .	2 16 0
Persons working at spoke-turning machines .. .. .	2 14 0
Persons working at spoke throater or spoke planer .. .. .	2 14 0
Persons working timber-bending machines, copying lathes .. .. .	2 17 0
Persons working tenoning machines .. .. .	2 17 0
Persons working buzzers .. .. .	2 11 0
Persons working machines not otherwise enumerated .. .. .	2 11 0
Persons working at sand or emery papering machines, or sand or emery papering by any mechanical device or method .. .. .	2 11 0
Persons working at mortising or boring machines .. .. .	2 10 0
Persons working at general joiner machine .. .. .	3 2 0
Persons working at door planing machines .. .. .	2 17 0
Wire nail makers, i.e., persons who have nail machines to attend to and who have all necessary dies and tools made for them .. .. .	2 14 0
Picket benchman .. .. .	2 12 0

October 10, 1912

4180

Victoria Gazette

# MILLWRIGHTS, ETC.

	Per week of 48 hours.		
	£	s.	d.
Millwrights .. .. .	..	3	4 0
Persons working at electrical overhead travelling cranes .. .. .	..	2	15 0

# PAINTERS, GLAZIERS, ETC.

Painters and glaziers .. .. .	..	2	14 0
Polishers and coaters .. .. .	..	2	15 0

# PULLERS-OUT.

Pullers-out, single handed, leading bench .. .. .	..	3	6 0
Pullers-out .. .. .	..	2	13 0
Pullers-out, mosquito bench .. .. .	..	2	11 0

# SAWYERS, SAW DOCTORS, ETC.

Saw sharpeners .. .. .	..	3	0 0
Sawyers who sharpen saws .. .. .	..	3	15 0
Sawyers who do not sharpen saws .. .. .	..	3	9 0
Band or jig sawyers who braze or sharpen their own saws .. .. .	..	3	3 0
Band or jig sawyers who do not braze or sharpen their own saws .. .. .	..	2	15 0
Persons working roller recut band-saws, the blade of which is 3 inches or under in width, and who braze or sharpen their own saws .. .. .	..	3	3 0
Persons working roller recut band-saws, the blade of which is 3 inches or under in width, and who do not braze or sharpen their own saws .. .. .	..	2	15 0
Persons working recut band-saws, the blade of which is over 3 inches in width .. .. .	..	3	4 0
Persons employed working a circular saw preparing timber for moulding machines or detail work .. .. .	..	3	0 0
Persons employed working a circular saw cutting under 7½ inches deep .. .. .	..	2	12 0
Persons employed working breaking-down saws .. .. .	..	2	18 0
Persons employed working gang frames when cutting 18 inches deep or over .. .. .	..	3	0 0
Persons employed working gang frames when cutting less than 18 inches deep .. .. .	..	2	14 0
Persons working at cross-cut saws .. .. .	..	2	12 0
Persons working horizontal shingling saws .. .. .	..	2	12 0
Saw doctors, i.e., persons who braze, hammer, straighten, and put saws in perfect working order .. .. .	..	3	12 0
Gauger on band-saw carriage .. .. .	..	2	14 0
Persons working at horizontal band-saw slabbers .. .. .	..	2	17 0
Persons dogging-up on band-saw carriage .. .. .	..	2	11 0
Lever-men on disappearing cross-cut saws .. .. .	..	2	11 0
Lever-men (other than lever-men on disappearing cross-cut saws) .. .. .	..	2	8 0
Persons engaged in attending to or repairing belts (other than machinists and sawyers attending to or repairing their own belts) .. .. .	..	2	14 0
Mosquito bench sawyers .. .. .	..	2	12 0

# SMITHS AND STRIKERS.

Smiths .. .. .	..	2	17 0
Strikers .. .. .	..	2	9 0

# TALLYMEN AND ORDERMEN.

Tallymen .. .. .	..	2	14 0
Ordermen .. .. .	..	2	14 0
Ordermen responsible for the selection of suitable timber for manufacture in a joiners' shop .. .. .	..	2	14 0

# WOOD TURNERS.

Wood turners .. .. .	..	3	0 0
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# APPRENTICES.

## NUMBER.

(3) That the number of apprentices who may be employed in any factory or place shall be one apprentice for every three or fraction of three workers receiving the minimum wage of 45s. per week.

## IMPROVERS.

## NUMBER.

(4) That the number of improvers who may be employed in any factory or place shall be one improver to every four workers up to twenty-four workers;  
And thence one improver to every additional eight workers receiving the minimum wage of 45s. per week of 48 hours.

## APPRENTICES.

## WAGES.

- (5) That the lowest prices or rates payable to apprentices shall be as follows:—

1st 6 months' experience	..	..	..	..	7s. 6d. per week of 48 hours.
2nd " "	..	..	..	..	10s. " "
2nd year's	..	..	..	..	15s. " "
3rd " "	..	..	..	..	20s. " "
4th " "	..	..	..	..	27s. 6d. " "
5th " "	..	..	..	..	35s. " "
6th " "	..	..	..	..	40s. " "

and thereafter the minimum wage.

## IMPROVERS.

## WAGES.

- (6) That the lowest prices or rates payable to improvers shall be as follows:—

1st year's experience	..	..	..	..	15s. per week of 48 hours.
2nd " "	..	..	..	..	22s. 6d. " "
3rd " "	..	..	..	..	30s. " "
4th " "	..	..	..	..	37s. 6d. " "
5th " "	..	..	..	..	45s. " "

and thereafter the minimum wage.

## TIME OF BEGINNING AND ENDING WORK.

- (7) That the times of beginning and ending work in any place shall be—

Time of Beginning.	Time of Ending.
7.30 a.m. .. .. .	5.30 p.m. on each of the five ordinary working days in the week.
7.30 a.m. .. .. .	1 p.m. on Saturday or on the day the weekly half-holiday is observed in lieu thereof.

## OVERTIME.

- (8) The following overtime rates shall be paid to any person over the age of sixteen years for work done:—

- (a) Between midnight and 7.30 a.m. .. .. . } Time and a half.  
 Between 5.30 p.m. and midnight .. .. . }  
 Between 1 p.m. and 5.30 p.m. on Saturday or the day on which the weekly half-holiday is observed .. .. . } Time and a quarter

Provided that if any person has commenced work earlier than 5.30 a.m. and continues later than 5.30 a.m. he shall be paid for all such work up to 7.30 a.m. at the rate of time and a half.

- (b) For work done within the times of beginning and ending work as fixed in Clause (7) in excess of 48 hours in any one week Time and a quarter.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

Sundays,	} Double Time.
Good Friday,	
Easter Monday,	
Christmas Day,	
21st day of April,	

Or any other day which may be observed as a public holiday in lieu of any such day.

## STACKERS AND SORTERS IN CONNEXION WITH THE LOADING OR UNLOADING OF TIMBER FROM SHIPS OR IN THE STACKING OF SAME IN ANY YARD OR PLACE.

## WAGES.

- (10) 1. Persons employed as stackers and sorters in connexion with—  
 (a) landing slings of timber at the ship's side; .. .. .  
 (b) sorting timber in sizes and qualities (from inward cargoes), on wharfs, or on roads, or on lands adjoining wharfs, where such lands are not used as a storage yard; .. .. . } 1s. 3d. per hour.  
 (c) laying timber down on wharfs, picking timber up from wharfs, loading or assisting to load timber on vehicles, whether on wharfs, or on roads or on lands adjoining wharfs, where such lands are not used as a storage yard
2. Stackers and sorters engaged in stacking or assisting to stack timber in public storage yards .. .. . 1s. 3d. per hour
3. Foreman .. .. . 1s. 6d. per hour.

## TIME OF BEGINNING AND ENDING WORK.

That the times of beginning and ending work for any person employed as a stacker and sorter under this clause shall be :—

	FORENOON. Time of Beginning.	AFTERNOON. Time of Ending.
On all working days of the week except Saturday	7.30 o'clock	5 o'clock.
Saturday	7.30 o'clock	12 noon.

## OVERTIME.

If any work be done outside the hours above specified, overtime shall be paid therefor at the following rates :—

For work done between	5 p.m. and 7 p.m.
" " "	11 p.m. and 12 midnight.
" " "	6 a.m. and 7.30 a.m.

it shall be paid for at the rate of 2s. 3d. per hour, except where a vessel ceases work at or between 5 and 7 p.m., when time and a half only shall be paid.

For work done on every working day of the week except Saturday—

Between 7 p.m. and 11 p.m.	Time and a half.
And between midnight and 6 a.m.	Time and a half.
Saturday, between 1 p.m. and 5 p.m.	Double time.
" " 7 p.m. and 11 p.m.	Double time.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(a) Sundays  
Good Friday  
Christmas Day  
Eight Hours Day  
} or such other day as may be observed as a public holiday in lieu thereof,  
shall be at the rate of double time.

(b) On the undermentioned Public Holidays :—  
Easter Monday,  
New Year's Day,  
The 26th day of January,  
Prince of Wales' Birthday,  
Cup Day,  
King's Birthday,  
Boxing 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.

(11)

## PIECE-WORK.

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 piece-work rates to any person employed at any work for which the Board has fixed a minimum wage, provided that such employer shall base such piece-work prices or rates on the earnings of an average worker working under like conditions, and such piece-work prices or rates shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

Dated at Melbourne, this 27th day of September, 1912.

E. NOTLEY MOORE,

Chairman.