



VICTORIA GOVERNMENT GAZETTE.

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[1912.]

Factories and Shops Acts.

DETERMINATION OF THE JAM TRADE 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—

Manufacturing jam, fruit jelly, pickles and sauces, or

- (a) preparing, canning, or preserving lemon or other peel, fruit, or vegetables;
- (b) preparing or putting up any of such articles for sale,

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 2nd day of December, 1912. The Determination and amendments are printed hereunder.

WAGES.

- (2) That the lowest rates of wages to be paid to the following classes of persons shall be—
- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Adult males | 48s. per week of 48 hours. |
| Females engaged in stirring jam, sauce, or pulp, pouring out jam or pulp, lifting trays or cases of jam weighing over 25 lbs., washing bags, or working at a fruit press | 30s. " " |
| All other adult females | 23s. " " |

APPRENTICES.

NUMBER.

(3) That the proportionate number of apprentices who may be employed within any factory or place shall be:—

- One male apprentice to every three or fraction of three male workers receiving at wages rates or earning at piece-work prices not less than 48s. per week of 48 hours.
- One female apprentice to every three or fraction of three female workers receiving at wages rates or earning at piece-work prices not less than 23s. per week of 48 hours.

IMPROVERS.

NUMBER.

(4) That the proportionate number of improvers who may be employed within any factory or place shall be:—

- Two male improvers to each male worker receiving at wages rates or earning at piece-work prices not less than 48s. per week of 48 hours.
- Two female improvers to each female worker receiving at wages rates or earning at piece-work prices not less than 23s. per week of 48 hours.

RATES OF WAGES OF APPRENTICES.

(5) That the lowest rates payable to apprentices shall be :—

1st year's experience	..	..	..	..	..	7s. 6d. per week of 48 hours.
2nd	..	..	..	..	..	10s. " "
3rd	..	..	..	..	..	12s. 6d. " "
4th	..	..	..	..	..	15s. " "
5th	..	..	..	..	..	17s. " "

RATES OF WAGES OF IMPROVERS.

(6) That the lowest rates payable to improvers shall be :—

MALES.						
Under 16 years of age	..	..	..	..	..	15s. per week of 48 hours.
16 years of age	..	..	..	..	..	18s. " "
17 "	..	..	..	..	..	22s. " "
18 "	..	..	..	..	..	25s. " "
19 "	..	..	..	..	..	32s. 6d. " "
20 "	..	..	..	..	..	37s. 6d. " "
FEMALES.						
Under 16 years of age	..	..	..	..	..	14s. per week of 48 hours.
16 or 17 years of age	..	..	..	..	..	18s. " "
18, 19, or 20 years of age	..	..	..	..	..	23s. " "

TIME OF BEGINNING AND ENDING WORK.

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

Time of beginning—	Time of ending—
7 a.m.	1 p.m. on Saturdays (or the day upon which the half-holiday is observed in the locality) and
7 a.m.	6 p.m. on the other working days of the week.

OVERTIME.

(8) That the following rates shall be paid for work done during the times specified hereunder, viz. :—

For all work done outside the hours fixed in Clause 7, and	} Time and a half.
For all work done within the hours fixed in Clause 7, in excess of 48 hours in any week	

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(9) That the special 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 ;
 Christmas Day, or such other day as may be observed as a public holiday in lieu thereof,

shall be double time ;

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

Easter Monday ;
 New Year's Day,
 The 26th day of January, } or such other day as may be observed as a public holiday
 The 21st day of April, } in lieu thereof,
 Boxing Day,

shall be time and a half.

PIECE-WORK.

(10) 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 prices or rates to any person employed in the process, trade, or business of manufacturing jam, fruit jelly, pickles and sauces, or (a) preparing, canning, or preserving lemon or other peel, fruit, or vegetables ; (b) preparing or putting up any of such articles for sale, 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 30th day of October, 1912.

F. H. BOLTON, J.P.,

Chairman.

Factories and Shops Acts.

DETERMINATION OF THE HARDWARE 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 ironmongers, including—

- (a) furnishing household, plumbers', or builders' ironmongery ;
 (b) gas fittings, stoves, or tools ;

(being a business usually or frequently carried on in a shop), has made the following Determination, namely :—

(1) That the previous Determination of this Board is hereby amended, and such amendments shall come into force and be operative on and after the 18th day of November, 1912. The Determination and amendments are printed hereunder.

WAGES.

(2) That the lowest rates of wages to be paid to the following persons whether male or female shall be :—

SHOP HANDS.

Departmental managers, having five or more employés under their control	90s.	per week of 50 hours.
Departmental managers having four or a less number of employés under their control	80s.	" "
Departmental managers without any employés under their control	80s.	" "
Branch managers	80s.	" "
Outaide salesmen	70s.	" "
Senior salesmen employed selling, keeping up stock, or assembling shop goods—		
Between 25 and 55 years of age	60s.	" "
Between 55 and 60 years of age	55s.	" "
Over 60 years of age	45s.	" "
Junior salesmen employed selling, keeping up stock, or assembling shop goods—		
21 years of age	40s.	" "
22 "	45s.	" "
23 "	50s.	" "
24 "	55s.	" "

APPRENTICES OR IMPROVERS.

15 years of age	7s. 6d. per week of 50 hours.
16 "	10s. " "
17 "	15s. " "
18 "	20s. " "
19 "	25s. " "
20 "	30s. " "

PACKERS, STOREMEN, ETC.

Persons (other than apprentices or improvers) employed in the parcels office, or as storemen, packers, porters, yardmen, or messengers—

15 years of age	7s. 6d. per week of 50 hours.
16 "	10s. " "
17 "	12s. 6d. " "
18 "	17s. 6d. " "
19 "	22s. 6d. " "
20 "	27s. 6d. " "
21 "	32s. 6d. " "
22 "	37s. 6d. " "
23 "	42s. 6d. " "
24 " and over	47s. 6d. " "

APPRENTICES.

NUMBER.

(3) That the number of apprentices who may be employed shall be one apprentice to every three workers or fraction of three workers employed in any shop or place, and receiving not less than the minimum wage of 32s. 6d. per week of 50 hours.

IMPROVERS.

NUMBER.

- (4) That the number of improvers who may be employed shall be—
- | | |
|---------------------------|----------------------------------------------------|
| 1 improver to 1 worker | receiving not less than 60s. per week of 50 hours. |
| 2 improvers to 2 workers, | " " " " |
| 3 " 3, 4, or 5 workers, | " " " " |
| 4 " 6 or 7 " | " " " " |
| 5 " 8 " | " " " " |
| 6 " 9 or 10 " | " " " " |
| 7 " 11 " | " " " " |
| 8 " 12 " | " " " " |

and thereafter 2 improvers to each additional 3 workers receiving not less than 60s. per week of 50 hours.

OVERTIME.

- (5) That any employé wheresoever employed, who works in any week for any time in excess of 50 hours as fixed by this Determination, shall be paid for such extra time at the wages rate of time and a half.

CASUAL LABOUR.

- (6) That any person employed for less than one week shall be paid at the rate of time and a half, but no such payment shall in any case exceed the ordinary weekly wage as fixed by this Determination.

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, or such other days as may be observed as public holidays in lieu thereof —

26th January,

Good Friday,

Easter Monday,

21st April,

King's Birthday,

Christmas Day,

Boxing Day,

New Year's Day,

and

Cup Day in places where it has been proclaimed a public holiday

shall be at the rate of time and a half.

DEFINITIONS.

(8) "Departmental manager" shall mean a person having the control or superintendence of a department, under the proprietor or general manager, in any shop, store, or universal providing establishment, where, in addition to hardware, other merchandise, such as drapery, groceries, furniture, or timber is sold.

"Branch manager" shall mean a person for the time being intrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employé who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

L. F. S. ROBINSON,

Chairman.

Dated at Melbourne, this 31st day of October, 1912.