



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 44.]

TUESDAY, MARCH 19.

[1912.

Factories and Shops Acts.

DETERMINATION OF THE SHIRT 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 classes of persons for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, any Shirts, Shirt-fronts, Pyjamas, Underpants (except Knitted Goods), Collars, and Cuffs of every description, 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 11th day of April, 1912.

The Determination and amendments are printed hereunder—

- (2) That the lowest rate of wages to the following persons shall be:—
- | | | |
|--|-----|--------------------------------|
| Persons machining or making all classes of shirts, shirt-fronts, pyjamas, underpants, collars or cuffs | | 22s. 6d. per week of 48 hours. |
| Persons "finishing," "folding," "pressing" or "turning" any of the above | | 22s. 6d. " " |
| Male cutters of white shirts, fashion shirts, collars or cuffs | | 65s. " " |
| Female cutters of white shirts, fashion shirts, collars or cuffs | | 50s. " " |
| Male cutters of soft shirts, silk shirts, pyjamas, undershirts, or nightshirts | | 60s. " " |
| Female cutters of soft shirts, silk shirts, pyjamas, undershirts, or nightshirts | | 35s. " " |
| Males over 21 years of age, without previous experience:— | | |
| 1st year | ... | 42s. " " |
| 2nd year | ... | 46s. " " |
| 3rd year | ... | 50s. " " |
| 4th year | ... | 55s. " " |
| and thereafter the minimum wage or piece-work rates. | | |
| Females over 21 years of age without previous experience:— | | |
| 1st year | ... | 15s. " " |
| 2nd year | ... | 17s. " " |
| 3rd year | ... | 19s. " " |
| and thereafter the minimum wage or piece-work rates. | | |
| All other females (except apprentices and improvers) | ... | 22s. 6d. " " |

MALE APPRENTICES.

NUMBER.

(3) That the number of Male Apprentices who may be employed within any factory or shop or place shall be one to three or fraction of three male workers employed, and receiving not less than 60s. per week or piece-work rates.

WAGES.

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

1st year's experience	...	...	10s. per week of 48 hours.
2nd " "	...	...	15s. " "
3rd " "	...	...	20s. " "
4th " "	...	...	30s. " "
5th " "	...	...	40s. " "

and thereafter the minimum wage determined by the Board, or piece-work rates.

MALE IMPROVERS.

NUMBER.

(5) That the number of male improvers who may be employed within any factory, or shop, or place, shall be one to three or fraction of three male workers employed and receiving not less than 60s. per week of 48 hours or piece-work rates.

WAGES.

(6) That the lowest prices or rates of payment to male improvers shall be:—

1st year's experience	10s. per week of 48 hours.
2nd " "	15s. " "
3rd " "	20s. " "
4th " "	30s. " "
5th " "	40s. " "

and thereafter the minimum wage determined by the Board, or piece-work rates.

FEMALE APPRENTICES.

NUMBER.

(7) That the number of female apprentices who may be employed within any factory, or shop, or place, shall be one apprentice to every three, or fraction of three, female workers employed and receiving not less than 22s. 6d. per week of 48 hours or piece-work rates.

WAGES.

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

1st year's experience	{ 1st six months 5s. } per week of 48 hours
	{ 2nd six months 7s. 6d. }
2nd " "	10s. " "
3rd " "	13s. " "
4th " "	16s. " "
5th " "	20s. " "

and thereafter the minimum wage determined by the Board, or piece-work rates.

FEMALE IMPROVERS.

NUMBER.

(9) That the number of female improvers who may be employed within any factory, or shop, or place, shall be one to three or fraction of three female workers employed and receiving not less than 22s. 6d. per week of 48 hours or piece-work rates.

WAGES.

(10) That the lowest prices or rates of payment payable to female improvers shall be the following:—

1st year's experience	{ 1st six months 5s. } per week of 48 hours.
	{ 2nd six months 7s. 6d. }
2nd " "	10s. " "
3rd " "	13s. " "
4th " "	16s. " "
5th " "	20s. " "

and thereafter the minimum wage determined by the Board, or piece-work rates.

TIME OF BEGINNING AND ENDING WORK.

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

Time of Beginning.	Time of Ending.
7 a.m. ...	6.30 p.m. on five days of the week.
7 a.m. ...	1 p.m. on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.

(12) That any employé who in any one week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(13) That any person who is engaged outside the hours specified in Clause 11 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 half.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

(14) That the special price or rate of payment payable to any person for all work done on the undermentioned public holidays (that is to say) :—

Christmas Day and Good Friday shall be at the rate of double time.

Easter Monday,

New Year's Day,

The 26th day of January,

Eight Hours Day,

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.

PIECE-WORK RATES INSIDE A FACTORY OR WORK-ROOM.

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 rates for wholly or partly preparing or manufacturing (except finishing or cutting) the following articles, that is to say :—

Shirts, shirt-fronts, pyjamas, underpants (except knitted goods), collars and cuffs of every description, 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 minimum wage specified for the particular kind of work at which such person is employed.

This provision shall also apply to the making of buttonholes made by machines which are driven by motive power.

The same piece-work rates are to be paid for finishing all classes of shirts, shirt-fronts, pyjamas, under-pants (except knitted goods), collars, and cuffs of every description, as fixed for finishing outside a factory or work-room.

PIECE-WORK PRICES OUTSIDE A FACTORY OR WORK-ROOM.

MEN'S, YOUTHS', AND BOYS' WHITE SHIRTS.

The price to be paid for machining and finishing white shirts in the manner described shall be as follows :—

Single-stitched body and sleeve seams, raw edges, laid on lined fronts, 1 row of stitching around front, 1 row of stitching on tuck, 2 rows of stitching on neckband, 2 rows of stitching on yoke, 3-fold cuffs, 2-fold neckband, rounded tails, hemmed sleeves, cuffs stitched on, inserted neckband, shirts to be pressed and folded	per doz. shirts	s. d.
		8 0

EXTRAS ON WHITE SHIRTS.

Basting on collars or bands	per doz. shirts	s. d.
Back, spare pieces on	" "	0 6
Casings or binders, front body	" "	0 8
Casings or binders, back, laid on single-stitched shirts	" "	0 3
Casings or binders, back, if with inserted sleeves	" "	0 3
Cuffs, rifle shape	" pairs	0 6
Double-stitching shirt	" shirts	1 9
Double-stitching shirt, with gores	" "	0 10
Front and bottom band, extra row of stitching	" "	1 0
Front, inserted	" "	0 2
Front, open, if collars or bands are not basted	" "	0 8
Gussets, sleeve or skirt	" "	0 3
Labels, sewing on	" gussets	0 2
Neckbands (running, turning, and stitching)	" labels	0 2
Neckbands inserted or stitched ready for dressing	" neckbands	0 9
Neckband, extra row of stitching	" "	1 0
Sleeve pieces, corner buttonhole	" pieces	0 1
Sleeve pieces, spare	" shirts	0 1½
Sleeves, split	" "	0 8
Tabs	" tabs	0 9
Buttonholes (hand-made), cuff	" buttonholes	0 3
Buttonholes (hand-made), front, band, or collar	" "	0 7
Buttonholes (machine-made), front, band, or collar, by treadle or attachment	" "	0 5½
Buttonholes (machine-made), cuff by treadle or attachment	" "	0 1
		0 1½

Anything not provided for under this heading to be paid for at same rates as extras on Fashion Shirts.

MEN'S, YOUTHS', AND BOYS' WHITE SHIRTS—*continued.*

FINISHING WHITE SHIRTS.

The price to be paid for finishing white shirts in the manner described shall be as follows:—

								<i>s.</i>	<i>d.</i>
Barring by hand	...	...	...	...	...	...	per doz. bars	0	1
Barring by treadle-machine	...	...	...	...	...	...	" "	0	0½
Cutting threads	...	...	...	...	...	...	" shirts	0	3
Finishing shirt with gussets (vents) by hand	...	...	...	...	...	...	" "	0	9
Buttons, sewing on by hand	...	...	...	...	...	...	" buttons	0	1

FASHION SHIRTS.

Definition of Fashion Shirts.—The bodies made of white or coloured material, with neckbands, cuffs, or centre-pleat made for dressing.

FASHION SHIRTS.

The price to be paid for machining fashion shirts in the manner described shall be as follows:—

								<i>s.</i>	<i>d.</i>
Single-stitched body and sleeve seams, raw edges, laid on lined centre-pleat, one row stitching around centre-pleat; two rows stitching on neckbands, two rows of stitching on yoke (laid on), three-fold cuffs, three-fold neckbands, hemmed sleeves, and rounded skirts	...	...	...	...	...	...	per doz. shirts	7	0

EXTRAS ON FASHION SHIRTS.

								<i>s.</i>	<i>d.</i>
Basting on collars or bands	...	...	...	...	...	...	per doz. shirts	0	6
Casings or binders	...	...	...	...	...	...	" "	0	3
Casings or binders if with inserted sleeves	...	...	...	...	...	...	" "	0	6
Centre-pleat, two rows of stitching down centre-pleat, two rows on bottom band	...	...	...	...	...	...	" "	0	1
Centre-pleat, three or four rows of stitching down centre-pleat, two rows on bottom band	...	...	...	...	...	...	" "	0	2
Collars (attached on shirts), one row of stitching (round)	...	...	...	...	...	...	" "	1	0
Cuffs, three-fold, made and lined	...	...	...	...	...	...	" pairs	1	3
Cuffs, four " " " "	...	...	...	...	...	...	" "	1	4
Cuffs, made ready for dressing	...	...	...	...	...	...	" "	1	6
Cuffs, gauntlet, two-fold	...	...	...	...	...	...	" "	1	0
Cuffs, gauntlet, three-fold	...	...	...	...	...	...	" "	1	3
Cuffs, gauntlet, four-fold	...	...	...	...	...	...	" "	1	6
Cuffs, putting on after being dressed	...	...	...	...	...	...	" "	0	9
Front or centre-pleat and bottom band, extra row of stitching	...	...	...	...	...	...	" shirts	0	2
Front or centre-pleat, inserted	...	...	...	...	...	...	" "	0	6
Gussets or stays on sleeves or skirt (by machine)	...	...	...	...	...	...	" gussets	0	2
Labels, sewing on	...	...	...	...	...	...	" labels	0	2
Laced fronts	...	...	...	...	...	...	" shirts	0	6
Neckbands (running, turning, and stitching)	...	...	...	...	...	...	" neckbands	0	9
Neckbands inserted, stitched ready for dressing	...	...	...	...	...	...	" "	1	0
Neckbands, putting on after being dressed	...	...	...	...	...	...	" "	0	9
Pleated fronts (two pleats each side of centre-pleat)	...	...	...	...	...	...	" shirts	1	6
Pockets, one row of stitching (round)	...	...	...	...	...	...	" pockets	0	2
Pockets, each extra row of stitching (round or across)	...	...	...	...	...	...	" "	0	1
Pockets, piece turned over	...	...	...	...	...	...	" "	0	2
Seams, double, felled or rolled	...	...	...	...	...	...	" shirts	0	10
Sleeves, gored or joined	...	...	...	...	...	...	" "	0	2
Sleeve pieces, corner buttonhole	...	...	...	...	...	...	" "	0	2½
Sleeve pieces, spare	...	...	...	...	...	...	" "	0	8
Sleeves, split	...	...	...	...	...	...	" "	0	9
Tabs or bottom bands	...	...	...	...	...	...	" "	0	3
Yoke seam, extra row of stitching	...	...	...	...	...	...	" "	0	1
Yokes, double or false	...	...	...	...	...	...	" "	0	6
Buttonholes (hand-made), cuff	...	...	...	...	...	...	" buttonholes	0	7
Buttonholes (hand-made), front, band, or collar	...	...	...	...	...	...	" "	0	5½
Buttonholes (machine-made), front, band, or collar	...	...	...	...	...	...	" "	0	1
Buttonholes (machine-made), cuff	...	...	...	...	...	...	" "	0	1½

Anything not provided for under this heading to be paid at same rates as extras on white shirts.

FINISHING FASHION SHIRTS.

								<i>s.</i>	<i>d.</i>
Barring, by hand	...	...	...	...	...	...	per doz. bars	0	1
Barring, by treadle machine	...	...	...	...	...	...	" "	0	0½
Cutting threads	...	...	...	...	...	...	" shirts	0	3
Finishing shirt with gussets (vents), by hand	...	...	...	...	...	...	" "	0	9
Buttons, sewing on, by hand	...	...	...	...	...	...	" buttons	0	1

MEN'S, YOUTHS', AND BOYS' SOFT SHIRTS.

Definition of Soft Shirts.—Shirts made of white or coloured material ("Band" or "Collar and Pocket") not made for dressing:

The price to be paid for machining all classes of soft shirts in the manner described shall be as follows:—

								<i>s.</i>	<i>d.</i>
Single-stitched body and sleeve seams, two rows of stitching down each side of centre-pleat, neckband cut in one piece with one row of stitching round, laid on cuffs with one row of stitching, laid on yoke or shoulder strap with one row of stitching	...	...	...	...	...	...	per doz. shirts	2	4

MEN'S, YOUTHS', AND BOYS' SOFT SHIRTS—continued.

EXTRAS ON SOFT SHIRTS.

		s.	d.
Bias fronts	per doz. shirts	0	3
Centre-pleat, each extra row of stitching	"	0	1
Centre-pleat lifted off body	"	0	3
Collars (cut in one piece, only points joined inside, one row of stitching round outside of collar)	" collars	0	5
Collars joined (tops in two pieces) one row of stitching around outside	"	0	6
Collars, each extra row of stitching around	"	0	1
Collars, extra row of stitching on points	"	0	1
Cuffs (made), one row of stitching	" shirts	0	2
Cuffs, each extra row of stitching	"	0	1
Cuffs, inserted, two rows of stitching	"	0	5
Cuffs, gauntlet, two-fold	" pairs	1	0
Gussets or stays on sleeves or skirt	" gussets	0	2
Labels, sewing on	" labels	0	2
Laced fronts	" shirts	0	6
Neckbands, two-fold	"	0	4
Neckbands, sateen or interlined	"	0	9
Pleated fronts (two pleats each side of centre-pleat)	per doz. shirts	1	6
Pockets, one row of stitching around	" pockets	0	2
Pockets, each extra row of stitching	"	0	1
Pockets, piece turned over	"	0	2
Seams, double, not turned in, one row of stitching showing on outside	" shirts	0	8
Seams, double, turned in, felled or rolled	"	0	10
Sleeves, gusseted (cuff or shoulder seam)	"	0	2
Sleeves, gored or joined	"	0	2
Sleeves, pleated or gathered	"	0	1
Tab or bottom bands, one row of stitching	"	0	1
Tab or bottom bands, two rows of stitching	"	0	2
Yoke seam, extra row of stitching back or front	"	0	1
Yoke, double or false	"	0	6
All joins (other than gored or joined sleeves)	extra per doz. shirts	0	3
Buttonholes (hand-made), 20 stitches to $\frac{1}{2}$ -in. buttonhole	" buttonholes	0	3
Buttonholes (hand-made), more than 20 stitches to $\frac{1}{2}$ -in. buttonhole, cotton, 20 to 30	"	0	6
Buttonholes (machine-made)	"	0	0 $\frac{1}{2}$

DETACHED COLLARS.

		s.	d.
Collars, all shapes not made with shirts, making complete (running, turning, stitching, and buttonholing)	per dozen	2	6
Detached " polo " collars, if made with shirts and of same material, with two rows of stitching round outside, one row inside, and one row on band	per doz. collars	1	0
Ditto, without interlining	"	0	9
Collars (double turn-over detached)	"	1	3
Each extra row of stitching	"	0	1
Silk shirt collars	extra per doz. collars	0	6

FINISHING SOFT SHIRTS.

		s.	d.
The price to be paid for finishing soft shirts in the manner described shall be as follows:—			
Barring seams by hand	per doz. bars	0	1
Barring seams, machine, by treadle	"	0	0 $\frac{1}{2}$
Buttoning up	" shirts	0	0 $\frac{1}{2}$
Buttons, sewing on by hand	" buttons	0	1
Collars, fastened down at points	" shirts	0	3
Collars, fastened down at points and backs	"	0	4
Eyelets (hand-made), 20 stitches to each eyelet	" eyelets	0	2
Eyelets (machine-made)	"	0	0 $\frac{1}{2}$
Seams felled, 3 inches or less (by hand)	" shirts	0	6
Tickets, sewing on	" tickets	0	1
Threads, cutting off	" shirts	0	3
Where one worker sews on the buttons—seven (7) buttons to each shirt—and tickets, and cuts off threads, the price will be	"	0	8

HERRINGBONING.

		s.	d.
Herringboning inside of yoke of men's tennis shirts, with one row of herringboning down back seam and across back of neck, if done with cotton	per doz. shirts	0	3
Herringboning fronts	extra per doz. shirts	0	1
For the above amount of herringboning if done with silk	per doz. shirts	0	6

MEN'S, YOUTHS', AND BOYS' SILK SHIRTS.

MACHINING 20 STITCHES TO INCH.

The price to be paid for machining silk shirts is to be Four shillings and sixpence (4s. 6d.) per doz. above the price fixed for machining soft shirts.

MEN'S, YOUTHS', AND BOYS' SILK SHIRTS—continued.

FINISHING.

		s.	d.
The price to be paid for finishing silk shirts in the manner described shall be as follows:—			
Barring seams	per doz. shirts	0	4
Buttons, sewing on (by hand)	buttons	0	1
Buttonholes (hand-made)	buttonholes	0	5
Collars, fastened down at points	shirts	0	3
Collars, fastened down at points and backs	"	0	4
Tickets, sewing on	tickets	0	1
Threads, cutting off	shirts	0	1½
Anything not provided for under this heading to be paid for at the same rates as extras on soft shirts.			

MEN'S, YOUTHS', AND BOYS' UNDERSHIRTS.

MACHINING.

		s.	d.
The price to be paid for machining undershirts in the manner described shall be as follows:—			
Single-stitched seams, double row of stitching around centre-pleat, with or without gusset under arm	per doz. shirts	2	0
Double-stitched seams, not turned in	extra per doz. shirts	0	6
Double-stitched seams, turned in	"	0	8
Gussets in shirt	" gussets	0	2

FINISHING.

		s.	d.
Buttonholes (hand-made), 20 stitches to buttonhole	per doz. buttonholes	0	3
Buttonholes (machine-made, by treadle or attachment)	"	0	0½
Barring (2 bars)	shirts	0	2
Cutting off threads and sewing on tickets	"	0	2½
Buttons, sewing on by hand	buttons	0	1
Herringboning on neck or back-piece	shirts	0	4

MEN'S, YOUTHS', AND BOYS' NIGHTSHIRTS.

		s.	d.
The price to be paid for machining nightshirts in the manner described shall be as follows:—			
Single-stitched seams	per doz. shirts	6	0
Double	"	7	0
Finishing and extras, same as white shirt.			

MEN'S, YOUTHS', AND BOYS' UNDERPANTS.

MACHINING.

		s.	d.
The price for machining and finishing underpants in the manner described shall be as follows:—			
Single-stitched throughout, straight bands, tapes machined or	per doz. underpants	2	3
Double-stitched seams	extra " "	0	8
Shaped split bands	" " "	0	2

FINISHING.

		s.	d.
Buttonholes (hand-made), 20 stitches to buttonhole	per doz. buttonholes	0	3½
Buttonholes (machine-made, by treadle or attachment)	"	0	0
Buttons (sewing on by hand)	buttons	0	1
Eyelets (hand-made)	eyelets	0	3
Eyelets (machine-made)	"	0	1
Barring (2 bars)	underpants	0	2
Cutting off threads and sewing on tickets	"	0	1½

MEN'S, YOUTHS', AND BOYS' PYJAMA SUITS.

MACHINING.

		s.	d.
The price to be paid for machining pyjama suits in the manner described shall be as follows:—			
Single-stitched raw-edge seams	per doz. suits	7	3
Double-stitched, felled, or rolled seams	"	9	0
Silk pyjama suits	extra per doz. suits	6	0
Frogs making	frogs	2	6
Frogs, sewing on by machine	"	1	0
Frogs, sewing on by hand	"	2	0

FINISHING.

		s.	d.
The price to be paid for finishing pyjama suits in the manner described shall be as follows:—			
Barring	per doz. bars	0	1
Buttonholes	buttonholes	0	3
Buttons, covering	buttons	0	3
Buttons, sewing on by hand	"	0	1
Tickets	tickets	0	1
Threads, cutting off	suits	0	3

FOLDING AND PRESSING.

						s.	d.
Fashion Shirts, folded and pressed	...	...	...	...	per doz. shirts	0	4
Fashion Shirts, pressed all over and folded	...	...	...	...	" "	0	6
Soft Shirts, folded and pressed	...	...	...	...	" "	0	4
Soft Shirts, pressed all over and then folded	...	...	...	...	" "	0	6
Silk Shirts, folded and pressed	...	...	...	...	" "	0	2
Silk Shirts, pressed all over and folded	...	...	...	...	" "	1	0
Undershirts, folded and pressed	...	...	...	...	" "	0	3
Undershirts, pressed all over and folded	...	...	...	...	" "	0	6
Pyjamas, folded to measure and then pressed	...	...	...	...	" suits	0	6
Pyjamas, pressed all over and then folded	...	...	...	...	" "	1	0

CUTTING.

The price to be paid for cutting out shall be as follows :—

						s.	d.
Pyjama suits	...	...	...	...	per doz. suits	2	6
Shirts, all classes	...	...	...	...	" shirts	0	9
Underpants	...	...	...	...	"	0	9

STANDARD STITCH.

The standard number of stitches for prices quoted shall be as follows :—

White and Fashion Shirts, bodies, 12 stitches to inch ; trimmings, 16 stitches to inch.

White Nightshirts, 18 stitches to inch.

Soft Shirts and Pyjamas (except silk), bodies and trimmings, 12 stitches to inch ; hem, 10 stitches to inch.

Silk Shirts and Pyjamas, 20 stitches to inch.

PRICE FOR FINER STITCHING.

The additional price to be paid for work done with finer stitching than the "Standard" shall be as follows :—

White and Fashion Shirts—For all stitching finer than the "Standard," 1s. 6d. per doz. added.

Soft Shirts and Pyjamas (except silk)—Bodies and trimmings, 13 to 16 stitches to inch, one-fifth ($\frac{1}{5}$) added.

Soft Shirts and Pyjamas (except silk)—Bodies and trimmings, 17 to 20 stitches to inch, one-third ($\frac{1}{3}$) added.

NOTE.—(1) Piece-work prices or wages rates paid to indoor workers are net. Sewings and trimmings used in manufacturing of garments to be provided by manufacturer free of charge to workers.

(2) Piece-work prices for outdoor workers include an allowance for white and black cotton only ; all other sewings and trimmings used in manufacturing of garments to be provided by manufacturer free of charge to the worker.

Dated at Melbourne the 11th day of March, 1912.

T. SADLEIR,
Chairman.

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