



VICTORIA GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE POLISH 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) making moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (b) grinding charcoal or coal-dust;
- (c) tinning, putting up, wrapping, bottling, labelling or otherwise preparing any of the above 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 28th day of June, 1912. The Determination and amendments are printed hereunder.

WAGES.

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

| | |
|--|--------------------------------|
| Foreman in charge of men making moulders' blacking or moulders' plumbago preparations or grinding charcoal or coal-dust | 52s. 6d. per week of 48 hours. |
| Mill hand (man working at a grinding mill used for making moulders' blacking or moulders' plumbago preparations or grinding charcoal or coal-dust) | 48s. " " |
| Persons not otherwise provided for, making moulders' blacking or moulders' plumbago preparations or grinding charcoal or coal-dust | 42s. " " |
| Men engaged in mixing blacking or blue | 48s. " " |
| Men working at char-grinding mills | 48s. " " |
| Men not otherwise provided for | 40s. " " |
| Females | 25s. " " |

APPRENTICES.

NUMBER.

(3) That the proportionate number of apprentices, male or female, who may be employed in any factory or shop or place shall be one apprentice to every three adults, or fraction thereof, receiving not less than 48s. per week of 48 hours.

IMPROVERS.

NUMBER.

(4) The number of improvers, male or female, who may be employed in any factory or shop or place shall be—
One improver or more to every adult employé receiving not less than 48s. per week of 48 hours.

WAGES OF MALE APPRENTICES.

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

| | |
|-------------------------------|--------------------------------|
| 1st year's experience | 27s. 6d. per week of 48 hours. |
| 2nd " " | 30s. " " |
| 3rd " " | 36s. " " |

and thereafter the minimum wage.

WAGES OF MALE IMPROVERS.

(6) The lowest prices or rates of payment payable to improvers employed in—

- (i) (a) making moulders' blacking or moulders' plumbago preparations ;
- (b) grinding charcoal or coaldust—

shall be—

| | |
|-------------------------------|--------------------------------|
| 1st year's experience | 27s. 6d. per week of 48 hours. |
| 2nd " " | 30s. " " |
| 3rd " " | 36s. " " |

and thereafter the minimum wage.

(ii) All other male improvers shall be —

| | |
|----------------------------------|----------------------------|
| 1st 3 months' experience | 10s. per week of 48 hours. |
| Next 9 " " | 12s. 6d. " " |
| 2nd year's " " | 15s. " " |
| 3rd " " | 20s. " " |
| 4th " " | 25s. " " |
| 5th " " | 30s. " " |

and thereafter the minimum wage.

WAGES OF FEMALE APPRENTICES OR IMPROVERS.

(7) The lowest prices or rates of payment payable to female apprentices or improvers shall be —

| | |
|--|----------------------------|
| 1st 3 months' experience | 10s. per week of 48 hours. |
| Next 9 " " | 12s. 6d. " " |
| 2nd year's " " | 15s. " " |
| 3rd " " | 17s. 6d. " " |
| 4th " " | 20s. " " |
| 5th year's experience and over | 25s. " " |

TIME OF BEGINNING AND ENDING WORK.

(8) The time of beginning and ending work in any factory, or shop, or place, shall be—

| | | |
|--------------------|--|--|
| Time of Beginning. | Time of Ending. | |
| 7.30 a.m. | 6 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday. | |
| 7.30 a.m. | 12.30 p.m. on Saturday. | |

OVERTIME.

(9) (i.) Any male employé over the age of sixteen years who within the hours of commencing and ending work as specified in clause 8 of this Determination works for any time in excess of 48 hours in any week, shall be paid for such extra time at the rate of time and a third.

(ii.) That any person whosoever employed outside the hours fixed as the time of beginning and ending work upon each day shall be paid at the rate of time and a third.

HOLIDAYS.

(10) The lowest prices or rates of payment payable to any person] or persons, or classes of persons, provided for in this Determination, for all work done on—

- Good Friday
 - Easter Monday
 - Eight Hours Day
 - 26th day of January
 - Christmas Day
 - Boxing Day
 - New Year's Day
- } or such other days as may be observed as Public Holidays in lieu thereof

shall be double the rates fixed by this Determination for such persons.

PIECE-WORK.

(11) The lowest piece-work prices or rates to be paid for wrapping, packing, or bundling blacking or washing blue shall be as follow:—

| | |
|---------------------------------------|--------------------------------|
| Wrapping small blacking | 2½d. per gross of packets. |
| " large or monster blacking | 3d. " " |
| " and weighing small blacking | 3d. " " |
| " " large or monster blacking | 3½d. " " |
| Packing blacking | 5d. per doz. gross of packets. |
| Wrapping square blue | 1½d. per gross of packets. |
| Bundling " " | 6d. " " |
| Wrapping and packing bag blue | 5d. " " |

R. T. KELLY, C.E.,
Chairman.

Factories and Shops Acts.

DETERMINATION OF THE BUTCHERS 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 butcher or seller of meat or maker or seller of small goods 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 5th day of August, 1912.

The Determination and amendments are printed hereunder.

(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 butcher or seller of meat or maker or seller of small goods shall be—

| | |
|---|---------------------------|
| Slaughtermen | 70s. per week of 48 hours |
| Slaughter-house labourers | 42s. " " " |
| Shopman, meaning a person in charge of a shop or a person engaged for not less than 36 hours in any week in serving customers, or cutting orders, or cutting up meat | 60s. per week of 52 hours |
| Smallgoodsman, meaning a person engaged for not less than 36 hours per week as a smallgoods maker | 60s. " " " |
| Assistant smallgoodsman | 52s. " " " |
| Salters | 52s. " " " |
| Scalders | 52s. " " " |
| Hawking or cutting carters | 52s. " " " |
| General butchers, meaning persons (other than shopmen) engaged in cutting meat and delivering orders | 52s. " " " |
| Persons delivering orders but who do not cut any meat | 45s. " " " |
| Beef carters driving two horses, and lorrymen driving two horses | 52s. 6d. " " 58 hours |
| Other carters | 45s. " " " |
| Stable-hands (other than apprentices or improvers) under 17 years | 20s. " " 60 hours |
| 17 years to 18 years | 25s. " " " |
| 18 " 20 " | 30s. " " " |
| 20 " 21 " | 35s. " " " |
| 21 and over | 42s. " " " |

CASUAL LABOUR.

Any person employed for three days or less in any one week shall be deemed for the purpose of this Determination to be casually employed.

| | | |
|---|---|----------------|
| Any person employed in a shop, or smallgoods factory, for a period of three days or less in any one week | 1s. 3d. per hour | |
| Beef-carters driving two horses | } Employed for three days or less in any one week | |
| Lorrymen " " " | | } 1s. per hour |
| Other carters | | |

APPRENTICES.

Proportion.

(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 every three or fraction of three workers employed and receiving not less than the minimum wage.

IMPROVERS.

Proportion.

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

One improver to one, two, or three employes, and thereafter one improver to every additional three employes. } engaged in the process trade or business of a butcher or seller of meat or maker or seller of small goods, and receiving not less than 52s. per week.

APPRENTICES OR IMPROVERS (OTHER THAN APPRENTICES OR IMPROVERS IN A SLAUGHTER-HOUSE).

Wages.

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

| | |
|-------------------------------------|-------------------------------|
| For the 1st year's experience... .. | 12s. 6d. per week of 52 hours |
| " 2nd " " | 15s. " " " |
| " 3rd " " | 20s. " " " |
| " 4th " " | 25s. " " " |
| " 5th " " | 32s. 6d. " " " |
| " 6th " " | 40s. " " " |

and thereafter the minimum wage.

APPRENTICES OR IMPROVERS IN A SLAUGHTER-HOUSE.

Wages.

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

| | | | | |
|-------------------------------|-----|-----|----------|----------------------|
| For the 1st year's experience | ... | ... | 15s. | per week of 48 hours |
| " 2nd " " " | ... | ... | 20s. | " " " |
| " 3rd " " " | ... | ... | 30s. | " " " |
| " 4th " " " | ... | ... | 42s. 6d. | " " " |
| " 5th " " " | ... | ... | 60s. | " " " |

and thereafter the minimum wage.

TIMES OF BEGINNING AND ENDING WORK.

(7) That the times of beginning and of ending work for all persons other than persons engaged in carting from abattoirs to markets or to shops, or from markets to shops, and other than persons employed solely as stable-hands, shall be—

In the metropolitan district—

| Times of Beginning. | Times of Ending. |
|---------------------|---|
| 6 a.m. | 5.15 p.m. Monday, Tuesday, Wednesday, and Thursday |
| 6 " | 8.15 " Friday, or on the evening before a Public Holiday on which the shop is closed for the whole day. |
| 6 " | 1 p.m. on Saturday |

Outside the metropolitan district—

| | |
|---------------|--|
| 6 a.m. | 15 minutes after the time fixed by law for closing the shop, except on the day when the usual weekly half-holiday is observed, when the time of ceasing shall be 1 p.m. sharp. |
|---------------|--|

TIMES OF BEGINNING AND ENDING WORK.

(8) Persons engaged in carting from abattoirs to markets or to shops, or from markets to shops.

| | |
|---------------|--|
| 3 a.m. | 6 p.m. Monday to Friday (inclusive) |
| 3 " | 12 noon Saturday |
| | during October to April (inclusive). |
| 3 a.m. | 5.30 p.m. Monday to Friday (inclusive) |
| 3 " | 12 noon Saturday |
| | during May to September (inclusive). |

OVERTIME.

(9) (a) That any male employé over the age of sixteen years who (within the hours fixed as the time for beginning and ending work) works in any one week for any time in excess of the maximum number of hours shall be paid for such extra time at the rate of time and a third.

(b) That any person (other than a person engaged in carting from abattoirs to markets or to shops or from markets to shops) who is engaged outside the hours specified in Clause 7 of this Determination as the times of beginning and of ending work on each day shall be paid at the rate of time and a third.

(c) That any person engaged in carting from abattoirs to markets or to shops or from markets to shops outside the hours specified in Clause 8 of this Determination as the times of beginning and of ending work on each day shall be paid at the rate of time and a third for the first hour and thereafter double time.

EDWARD CARLILE,

Chairman.

Melbourne, 19th June, 1912.