



VICTORIA GOVERNMENT GAZETTE

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[1913.]

Factories and Shops Acts.

DETERMINATION OF THE ICE BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Spécial Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale, or of a person carrying on the business of freezing, refrigerating, packing, or grading goods of any kind for the purpose of trade or sale in a frozen or refrigerated condition, other than ice cream, 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 third day of November, 1913.

The Determination and amendments are printed hereunder:—

2. That the lowest rates of wages to be paid to the following persons shall be:—

	Per hour.	Per week of 48 hours.
	£ s. d.	£ s. d.
Foremen	0 1 9	4 4 0
Rabbit graders	0 1 6	3 12 0
Chamber hands, <i>i.e.</i> , all persons employed for more than 12½ per cent. of their working time in tallying, delivering, receiving, bagging, storing, or putting meat, rabbits, butter, or other goods in a freezing chamber, chipping snow from pipes, or conveying snow out of or running meat up to chamber	0 1 4½	3 6 0
Ice pullers, ice stackers, packers of rabbits or poultry, nailers, skimmers, or putters up	0 1 2	2 16 0
Persons engaged in hanging ground or grading room	0 1 1½	2 14 0
All others	0 1 1½	2 14 0



APPRENTICES AND IMPROVERS.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship, or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2386, Section 5.)

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

3. That—

- (a) the lowest rates which may be paid to an apprentice or an improver; and
- (b) the proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table :—

Wages per week of 48 hours.			Proportionate Number.
Age.	Apprentices.	Improvers.	
16 years	20s.	21s.	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than £2 14s. per week of 48 hours.
17 "	25s.	25s.	
18 "	30s.	32s. 6d.	
19 "	35s.	38s. 6d.	
20 "	40s.	44s.	<i>Improvers.</i> One improver to every ten or fraction of ten persons employed and receiving not less than £2 14s. per week of 48 hours.

TIMES OF BEGINNING AND ENDING WORK.

4. That the times of beginning and ending work for all persons, other than foremen, or ice pullers or ice stackers, shall be—

Time of beginning.	Time of ending.
7 a.m.	12 noon on Saturday.
7 a.m.	7 p.m. on each of the other five days in the week.

OVERTIME.

5. That the following rates shall be paid for all work done by—

- (a) Any person (other than a foreman or ice puller or ice stacker) outside the hours fixed in clause 4
 - (b) Any person within the hours fixed in clause 4 in excess of 48 hours in any week
- } Time and a quarter.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

6. That the special rate of payment payable for work done on Sundays and the undermentioned public holidays shall be as follows :—

(a) Sundays	Chamber hands	Double time.
	Ice pullers and ice stackers	Time and a half.
	All others	Time and a quarter.
(b) Christmas Day	} Double time.	
Good Friday		
(c) Boxing Day	} Time and a half.	
New Year's Day		
26th January		
21st April (Eight Hours Day)		
Easter Monday		

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

F. W. MISCAMBLE,

Chairman.

Dated at Melbourne this 6th day of October, 1913.

Factories and Shops Acts.

DETERMINATION OF THE WATERPROOF CLOTHING 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 maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'-westers, or rugs 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 1st day of November, 1913. The Determination and amendments are printed hereunder.

2. That the lowest rates of wages to be paid to the following persons shall be :—

MALES.

	s.	d.	
Cutters of material containing rubber	60	0	per week of 48 hours
Other cutters	50	0	" " "
Garment makers	45	0	" " "

FEMALES.

Garment makers or machinists	27	6	per week of 48 hours
Needle hands	22	6	" " "
Persons under 21 years of age (other than apprentices or improvers) employed as needle hands—			
1st year's experience	10	0	" " "
2nd " "	15	0	" " "
3rd " "	17	6	" " "
4th " "	20	0	" " "

APPRENTICES AND IMPROVERS.

"Apprentice" means any person under 21 years of age bound by indentures of apprenticeship or any person over 21 years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2386, Section 5.)

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or wages rate fixed by any special Board for persons other than apprentices or improvers, and who is not over 21 years of age, or who being over 21 years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

3. That—

(a) The lowest rates which may be paid to an apprentice or improver; and

(b) The proportionate number of apprentices and improvers who may be employed in any factory or place,

shall be :—

	Wages per Week of 48 Hours.		Proportionate Number.
	Males.	Females.	
	s. d.	s. d.	
1st year's experience ..	12 6	10 0	<p>APPRENTICES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 45s. per week</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 22s. 6d. per week</p>
2nd " " ..	17 6	15 0	
3rd " " ..	25 0	20 0	
4th " " ..	35 0	25 0	
5th " " (1st six months) ..	40 0	..	
			<p>IMPROVERS.</p> <p>One male improver to every male worker receiving not less than 45s. per week</p> <p>One female improver to every female worker receiving not less than 22s. 6d. per week</p>

TIME OF BEGINNING AND ENDING WORK.

4. That the time of beginning and ending work shall be—

Time of beginning.

Time of ending.

7.45 a.m. 1 p.m. on the day on which the half-holiday is usually observed.

7.45 a.m. 6 p.m. on the other working days of the week.

OVERTIME.

5. That wherever overtime is worked it shall be paid for at the following rate :—

- | | |
|--|-----------------------|
| (a) Outside the hours fixed in Clause 4 | } Time and a quarter. |
| (b) Within the hours fixed in Clause 4 in excess of 48 hours in any week | |

SPECIAL RATES.

6. That double time shall be the special rate for all work done on—

Sundays,
New Year's Day,
Foundation Day (26th January),
Good Friday,
Easter Monday,
Eight Hours Day (21st April),
Christmas Day,
Boxing Day,

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named Public Holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.

7. The Board determines under the provisions of Section 144 of the *Factories and Shops Acts* 1912, that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

NOTE.—Cotton and all other materials of which articles are composed must be supplied to the worker by the employer free of charge in order that piece-work prices or wages rates payable shall be net.

E. NOTLEY MOORE,

Chairman.

Melbourne, 6th October, 1913.

Factories and Shops Acts.

DETERMINATION OF THE OFFICE CLEANERS 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 employed as Office Cleaner in any building in which any process, trade, business, or occupation is carried on, has made the following Determination, namely :—

(1) That this Determination shall come into force and be operative on and after the 10th November, 1913.

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

Males	42s. per week of 50 hours.
Females	22s. 6d. per week of 30 hours.

APPRENTICES.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship, or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2386, Section 5.)

IMPROVERS.

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

(3) That the wages and number of apprentices or improvers shall be—

Experience.	Wages.		Number.
	Males.	Females.	
	Per week of 50 hours.	Per week of 30 hours.	
1st year ...	15s.	12s. 6d.	APPRENTICES. One male apprentice to every three or fraction of three male workers receiving not less than 42s. per week of 50 hours. One female apprentice to every three or fraction of three female workers receiving not less than 22s. 6d. per week of 30 hours.
2nd year ...	22s. 6d.	15s.	
3rd year ...	30s.	20s.	IMPROVERS. One male improver to every five male workers receiving not less than 42s. per week of 50 hours. One female improver to every ten female workers receiving not less than 22s. 6d. per week of 30 hours.

OVERTIME.

(4) That any employé who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a third.

CASUAL LABOUR.

(5) That any person employed for less than 12 hours in any one week shall be paid at the rate of 1s. per hour.

SPECIAL RATES.

(6) That time and a half shall be the special rate for all work done on—

Sunday,
 Good Friday,
 Easter Monday,
 26th January (Foundation Day),
 21st April (Eight Hours Day),
 3rd June (King's Birthday),
 Christmas Day,
 Boxing Day,
 New Year's Day ;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

F. C. MASON, J.P.,

Chairman.

Melbourne, 6th October, 1913.



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