



VICTORIA GOVERNMENT GAZETTE.

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[1913.]

Factories and Shops Acts.

DETERMINATION OF THE BISCUIT 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 making biscuits, has made the following Determination, namely:—

NOTE.—On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits.

(1) That the Determination shall come into force and be operative on and after the 21st day of November, 1913.

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

Bakers	55s.	per week of 48 hours.
Mixers	51s.	.. .. .
Brakesmen	48s.	.. .. .
Oven firemen	48s.	.. .. .
Storemen	48s.	.. .. .
All other males	45s.	.. .. .
All females	22s. 6d.	.. .. .

APPRENTICES AND IMPROVERS.

(3) "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 a 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).

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

shall be as shown in the following table:—

Experience.	Wages per week of 48 Hours.		Proportionate Number.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
1st year ..	12 6	12 0	One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 45s. per week of 48 hours.
2nd ,, ..	15 0	14 0	
3rd ,, ..	20 0	16 0	
4th ,, ..	25 0	18 0	One female apprentice and one female improver to every three or fraction of three female workers receiving not less than 22s. 6d. per week of 48 hours.
5th ,, ..	32 6	20 0	

JUVENILE WORKERS.

(4) Persons under 21 years of age (other than apprentices or improvers) employed at—

- Attending fat press machine ;
- Baking, cutting, spreading and filling of all wafers and biscuits ;
- Blanching nuts ;
- Bringing fuel to ovens ;
- Carrying goods, materials or utensils ;
- Cleaning bake-house or premises ;
- Cleaning, greasing or scraping burning off baking trays ;
- Counting, cracking and preserving eggs ;
- Dusting and wheeling trays ;
- Feeding and emptying elevators ;
- Feeding and emptying ovens, cutting and other machines with trays or dough ;
- Grinding dates and other fruit ;
- Grinding acids and other ingredients ;
- Labelling ;
- Labelling, weighing and marking of all wafers ;
- Packing, sorting, or papering tins ;
- Packing boxes, cartons or casks ;
- Picking and sorting nuts or biscuits ;
- Preparing batters for wafers and drops ;
- Putting fruit or peel on biscuits ;
- Settling biscuits on trays ;
- Scraping, weighing, and marking tins or boxes ;
- Sifting flour, sugar, or other ingredients ;
- Stamping, piping, icing or dotting biscuits ;
- Stirring icing sugar and filling for wafers and biscuits in small basins, after having been previously beaten by the machine ;
- Stirring gum or paste ;
- Turning hand machine ;
- Wrapping ;
- Washing butter ;
- Washing, cleaning, papering tins, boxes, or casks ; or
- Working whisking and icing machines,

Experience.	Per week of 48 Hours.	
	Males.	Females.
	s. d.	s. d.
1st year	10 0	10 0
2nd „	12 0	12 0
3rd „	15 0	14 0
4th „	20 0	16 0
5th „	25 0	18 0
6th „	30 0	..

OVERTIME.

(5) That any employé who in any one week works for any time in excess of 48 hours shall be paid at the rate of time and a third for the first four hours, and thereafter time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS:

(6) That double time shall be the rate for all work done on—

- Sundays ;
- Good Friday ; or
- Christmas Day ;

and that time and a half shall be the rate for all work done on—

- New Year's Day ;
- 26th January (Foundation Day) ;
- 21st April (Eight Hours Day) ;
- King's Birthday ;
- Boxing Day ; or
- Easter Monday ;

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.

PIECE-WORK.

(7) The Board determines, under the provisions of Section 144, of the Factories and Shops, Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the 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 that are fixed by the Board for such work.

E. NOTLEY MOORE,

Chairman.

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS 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) Manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster or cement;
- (b) Fixing or finishing fibrous plaster on walls or ceilings of buildings;
- (c) Architectural modelling,

has made the following determination, namely:—

- (1) That this Determination shall come into force on the 15th day of November, 1913.

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

(Manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement, or architectural modelling)—

Shop hands	60s. per week of 48 hours
Persons over 21 years of age without previous experience:—	
1st year	42s. " "
2nd "	48s. " "
All others	54s. " "

(Fixing or finishing fibrous plaster on walls or ceilings of buildings)—

Fixers	60s. 6d. per week of 44 hours
All others	54s. 1d. " "

DEFINITION.

(3) That "centre" shall mean the Melbourne General Post Office if the employé resides within a radius of 12 miles therefrom, and shall in all other cases mean the post office nearest to which the employé resides.

(4) That the following extra rates shall be paid to any person fixing or finishing fibrous plaster on the walls or ceilings of buildings—

If engaged:—

Over 2 miles and not more than 6 miles from the centre	½d. per hour extra
Over 6 miles and not more than 12 miles from the centre	1d. " "
Over 12 miles and not more than 20 miles from the centre	1½d. " "
Over 20 miles distant from the centre	3¼d. " "

APPRENTICES.

DEFINITION.

"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.)

PROPORTION.

(5) That the number of apprentices who may be employed in any factory or place shall be one apprentice to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.

WAGES.

- (6) That the lowest rates of payment payable to apprentices shall be—

1st six months' experience	7s. 6d. per week of 48 hours
2nd " " "	10s. " "
2nd year's experience	12s. 6d. " "
3rd " "	17s. 6d. " "
4th " "	25s. " "
5th " "	35s. " "

IMPROVERS.**DEFINITION.**

"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 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.)

PROPORTION.

(7) That the number of improvers who may be employed in any factory or place shall be one improver to every three workers up to nine workers and thereafter one improver to every additional four workers receiving not less than 54s. per week of 48 hours.

WAGES.

(8) That the lowest rates of payment payable to improvers shall be :—

Under 16 years of age..	.. .. .	7s. 6d. per week
16 years of age	.. .. .	10s. "
17 "	.. .. .	15s. "
18 "	.. .. .	20s. "
19 "	.. .. .	30s. "
20 "	.. .. .	40s. "

Improvers shall be subject to the number of hours per week as fixed for their respective sections of the trade.

TIMES OF BEGINNING AND ENDING WORK.

(9) That the times of beginning and ending work shall be :—

Time of beginning.	Time of ending.
7.30 a.m.	12 noon on Saturday
7.30 a.m.	5 p.m. on the other five working days.

OVERTIME.

(10) That the following rate shall be paid for all work done—

- | | |
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| (a) Outside the hours fixed in Clause (9) | } Time and a quarter. |
| (b) Within the hours fixed in Clause (9) in excess of the number of hours as fixed for a week's work | |

SUNDAYS AND PUBLIC HOLIDAYS.

(11) That double time shall be the special rate for all work done on—

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

BERNARD O'DOWD,

Chairman.

Melbourne, 14th October, 1913.