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[1914.

IN THE COURT OF INDUSTRIAL APPEALS.

In the Matter of the Factories and Shops Acts

and

In the Matter of the Determination of 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 Confectioner.

MONDAY, THE 29TH DAY OF JUNE, 1914.

Before His Honour the Acting Chief Justice.

THIS Appeal coming on for hearing before this Court, this day : UPON READING the notice of appeal herein and by consent of the representatives of the employers and employes on the above-mentioned Board, THIS COURT DOth ORDER AND DETERMINE that the whole of the Determination of the said Board, dated the 1st day of April, 1914, be amended by substituting therefor the following Determination :—

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

Confectioners, meaning all adults (other than those provided for under clause 4) handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice making or shaping machine, or depositing machine, or cocoa bean roaster—

Confectioners	57s. 6d. per week of 48 hours.
Head storeman, having not less than three storemen under his control	50s. " "
Other storemen	45s. " "
Bulk packers, over 21 years of age, with at least one year's experience	45s. " "
Bulk packers, over 21 years of age, without previous experience—	
For first 12 months	35s. " "
Thereafter	45s. " "

Bulk packers under 21 years of age—

1st year's experience	25s.	per week of 48 hours.
2nd " " " " " " " " " " " "	30s.	" "
3rd " " " " " " " " " " " "	35s.	" "
Thereafter	45s.	" "
All other males	45s.	" "
All other females	22s. 6d.	" "

APPRENTICES AND IMPROVERS.

2. "Apprentice" means any person under 21 years of age bound by indenture 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 by any employer—

shall be shown in the following table:—

Wages per Week of 48 Hours.

During—	Apprentices and Improvers		Proportionate Number.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
1st year ..	10 0	10 0	<p>APPRENTICES. One male apprentice to every three or fraction of three male workers receiving not less than 30s. per week of 48 hours. One female apprentice to every three or fraction of three female workers receiving not less than 14s. per week of 48 hours.</p> <p>IMPROVERS. One male improver to every three or fraction of three male workers receiving not less than 57s. 6d. per week of 48 hours. One female improver to every three or fraction of three female workers receiving not less than 22s. 6d. per week of 48 hours.</p>
2nd " ..	12 6	12 6	
3rd " ..	17 6	15 0	
4th " ..	22 6	17 6	
5th " ..	30 0	20 0	

GENERAL WORK.

3. Persons employed at—(1) nailing up boxes, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lbs. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing starch trays; emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; rolling confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); grinding figs, acids and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup or other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or cocoanut; turning the handle of any machine; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lbs. to be done by males only); upending sugar; icing novelties; glazing confections; cutting neat work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste, shall be paid as follows:—

Experience.	Wages per Week of 48 Hours.					
	Males.		Females.		Employés who have had partial experience before reaching adult age.	
	Juveniles.	Adults.	Juveniles.	Adults.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	10 0	30 0	9 0	14 0	25 0	12 0
2nd " ..	12 6	32 6	10 0	15 0	27 6	13 0
3rd " ..	15 0	35 0	11 0	16 0	30 0	15 0
4th " ..	20 0	37 6	12 0	17 0	32 6	16 0
5th " ..	25 0	40 0	14 0	18 0	35 0	18 0
6th " ..	30 0	42 6	16 0	20 0	40 0	20 0
7th " ..	..	..	18 0	..	..	..
Thereafter ..	45 0	45 0	22 6	22 6	45 0	22 6

CHOCOLATE, FRENCH CREAM, AND BULK DIPPERS.

4. Persons engaged in dipping by hand or fork goods in chocolate, French cream or other substance, or covering by hand or fork goods with chocolate, French cream or other substance.

Bulk dippers or novelty dippers (meaning persons who at one operation dip or cover a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils), or persons filling or turning out chocolate goods moulded in or on metal:—

Experience.	Wages per Week of 48 Hours.					
	Males.		Females.		Employés who have had partial experience before reaching adult age.	
	Juveniles.	Adults.	Juveniles.	Adults.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	10 0	30 0	10 0	14 0	25 0	12 0
2nd „	12 0	32 6	12 0	15 0	27 6	13 0
3rd „	14 0	35 0	14 0	16 0	30 0	15 0
4th „	16 0	37 6	16 0	17 0	32 6	16 0
5th „	18 0	40 0	18 0	18 0	35 0	18 0
6th „	20 0	42 6	20 0	20 0	40 0	20 0
7th „ .. .. .	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Thereafter	22 6	45 0	22 6	22 6	45 0	22 6

OVERTIME.

5. That any employé who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a quarter.

SUNDAYS AND PUBLIC HOLIDAYS.

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

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

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. Under the provisions of Section 144 of the *Factories and Shops Act 1912*, 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 minimum wage has been fixed, provided that 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 for such work.

This Determination shall be and be deemed to have been in force from and after the sixth day of May, 1914.

By the Court,
J. W. O'HALLORAN,
Registrar.

The above Determination of the Court of Industrial Appeals is hereby published by the Minister of Labour, pursuant to sub-section (1) of Section 178 of the *Factories and Shops Act 1912*, No. 2386.

A. J. PEACOCK,
Minister of Labour.
7th July, 1914.

