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[1914.

Factories and Shops Acts.

DETERMINATION OF THE FELLMONGERS 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 fellmonger or wool scourer or tanner of sheepskins, has made the following Determination, namely:—

(1.) That the previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 7th day of August, 1914.

The Determination and Amendments are printed hereunder.

ADULTS.—WAGES.

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

Woolsorter	55s. per week of 48 hours.
Man in charge of woolscouring machine	} 51s. " 48 "
" " sweat house,	
" " pickling, scudding, or bating	} 50s. " 48 "
" " sheepskin tanners,	
" " paint shop, mixing paint and painting skins	} 48s. " 48 "
" " green or flat	
" " imes	
Man scouring wool by hand	51s. " 48 "
Man sorting pelts	} 50s. " 48 "
Man employed at machine for treating dags	
Man employed at fleshing or burring machine	} 48s. " 48 "
" " setting out	
Woolpresser	} 45s. " 48 "
Dock and soak hand	
All others	45s. " 48 "

" Man in charge " shall mean a person (working singly or with others) who, under the Manager, regulates and is responsible for the work of the department in which he is employed.

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 the wages and number of apprentices and improvers shall be :—

Wages per Week of 48 Hours.		Number.
Age.	Wage.	
Under 16 years of age ..	15 0	One apprentice to every three or fraction of three workers receiving not less than 45s. per week of 48 hours.
16 years of age ..	20 0	
17 " " ..	25 0	One improver to every three or fraction of three up to nine workers, and thereafter one to every four or fraction of four workers receiving not less than 45s. per week of 48 hours
18 " " ..	30 0	
19 " " ..	37 6	
20 " " ..	40 0	

TIME OF BEGINNING AND ENDING WORK.

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

Time of Beginning.	Time of Ending.
7.30 a.m. ..	12 noon on the day on which the half-holiday is observed, and
7.30 a.m. ..	5.30 p.m. on the other working days of the week.

OVERTIME.

(5.) That the following rates shall be paid for all work done :—

- (a) Outside the hours fixed in Clause (4) } Threepence (3d.) per hour in
- (b) Within the hours fixed in Clause (4) in excess of 48 hours in } addition to the ordinary
- any week } rates.

SPECIAL RATES.

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

- Sundays ;
- New Year's Day ;

and that double time shall be the special rate for all work done on—

- Christmas Day ;
- Boxing Day ;
- Good Friday ;
- 21st April (Eight Hours Day) ;

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 on the day so substituted.

*PIECE-WORK PRICES.

(7.) That the lowest piece-work prices which may be paid to any person for doing any of the undermentioned kinds of work shall be those fixed in the following schedule, viz. :—

Description of Work.	Period of Year.	Piece-work Price.
Pulling skins of all descriptions, except full wool skins and dry pelts.	{ From 1st October to 31st March inclusive	7½d. per dozen
	{ From 1st April to 30th September inclusive	10½d. "
Pulling full wool skins	All the year round	10½d. "
Pulling dry pelts	" "	10½d. "
Stretching basils by hand	" "	4½d. "
Stretching and setting down basils by hand ..	" "	5½d. "
Woolpressing (including loading and branding)—		
(a) By hand press	" "	1s. 1d. per bale
(b) By motive-power press	" "	10d. "

Pullers for piece-work prices shall not be required to wheel skins more than 20 yards, or to hang bucks, or to take skins off hooks or sticks.

Beams shall be kept clear of wool for the puller.

Baskets not to be more than 18 inches in depth, nor more than 22 inches in diameter (inside measurement), and not to be pressed.

Stretching basils includes taking basils from the heap, damping or seasoning, stretching the four sides, hanging up, taking down when dry, and stacking.

Throwing out wool for scouring shall not be considered sorter's work.

In sorting locks, dags not to be reckoned as a sort.

* Provided that when piece-work is done on Sunday, New Year's Day, Christmas Day, Boxing Day, Good Friday, or the 21st April (Eight Hours Day), an extra penny per dozen shall be paid in addition to the piece-work prices fixed by this Determination for pulling skins of all descriptions.

Factories and Shops Acts.

DETERMINATION OF THE BREAD BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest price or rate of payment for bread making or baking 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 17th August, 1914. The Determination and amendments are printed hereunder:—

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

	Foremen or Single Hands.	Persons not provided for elsewhere in this Determination.
	Per Hour. s. d.	Per Hour. s. d.
<i>Ordinary Nights.</i>		
Between 12 midnight and 8.30 a.m.	1 9	1 7
„ 8.30 a.m. and 10.30 a.m.	2 3½	2 1½
„ 10.30 a.m. and 7 p.m.	1 7	1 5
„ 7 p.m. and 12 midnight	3 6	3 2
<i>Double Nights</i>		
(i.e., nights on which bread for more than one day's consumption is produced)—		
Between 9 p.m. and 8.30 a.m.	1 9	1 7
„ 8.30 a.m. and 10.30 a.m.	2 3½	2 1½
„ 10.30 a.m. and 7 p.m.	1 7	1 5
„ 7 p.m. and 9 p.m.	3 6	3 2

Jobbers (i.e., casual workers engaged for 35 hours or less in any one week)	2s. per hour
Makers or bakers of " Hot Cross " or Good Friday Buns	2s. 6d. „
Makers or bakers of rye bread, Vienna bread, or rolls	1s. 7½d. „
Persons engaged making doughs by machine	1s. 7d. „

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 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 2396, Section 5.)

3. That the wages and number of apprentices and improvers shall be:—

Experience.	Wages—Per Week of 48 hours.		Number.
	Apprentices.	Improvers.	
	s. d.		
1st six months	10 0	£2 12s.	<p style="text-align: center;">APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than £3 16s. per week of 48 hours.</p> <p style="text-align: center;">IMPROVERS.</p> <p>One improver to every eight workers receiving not less than £3 16s. per week of 48 hours.</p>
2nd „	12 6		
3rd „	15 0		
4th „	17 6		
5th „	20 0		
6th „	22 6		
7th „	30 0		
8th „	40 0		

OVERTIME.

4. (a) That any employé (other than an apprentice) who works for any time in excess of 48 hours shall be paid for such extra time at the wages rate of time and a third.

(b) That any apprentice who works in any one week for any time in excess of 48 hours shall be paid for such extra time at the rate of double time for the first eight hours, and thereafter at the rate of 1s. 7d. per hour.

5. That payment for all work done on—

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

shall be at the rate of time and a half: 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.

6. That the lowest piece-work prices for hand-made doughs shall be:—

Each dough of 300 lbs. of flour (or under)	.. .. .	1s. 7d.
" " 301 to 600 lbs. of flour	.. .. .	2s. 4½d.
" " 601 to 800 " "	.. .. .	3s. 11½d.
" " 801 to 900 " "	.. .. .	6s. 4d.

NOTE.—Hand-made doughs to be paid for at piece-work prices only.

F. H. BOLTON, J.P.,
Chairman.

Melbourne, 17th July, 1914.

Factories and Shops Acts.

DETERMINATION OF THE CARTERS 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 carting or driving, or assisting in carting or driving, in connexion with or incidental to some trade or business (except drivers of cabs and vehicles connected with the business of a livery stable-keeper) carried on within the area in which the *Factories and Shops Act 1905* has effect, other than persons carting or driving, or assisting in carting or driving, in connexion with a trade, business or occupation which may be or is the subject of a Determination of any one of the following Special Boards:—

- Butchers Board,
- Bread Carters Board,
- Grocers Board,
- Hay, Chaff, Wood and Coal Board—

has made the following Determination, viz:—

(1) That the previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 24th day of July, 1914.

(2) NOTE.—The Carters Board when first constituted had power to fix rates for Pastrycooks' Carts, Quarrymen's Carts, and Aerated Water Carts. These powers were taken away by Orders in Council dated 12th June, 1911, 14th July, 1911, and 2nd September, 1912, respectively.

(3) That the lowest rate of wages to be paid to the following persons shall be—

Drivers of one-horse tip drays	... ..	49s. per week of 54 hours.*
" two-horse "	... ..	55s. " 54 " *
" two separate "	... ..	60s. " 54 " *
" motor vehicles up to 25 cwt. carrying capacity	55s.	" 48 "
" " over 25 cwt. carrying capacity	60s.	" 48 "

Drivers of—	One horse.	Two Horses.	Three Horses.	Extra for each additional horse.	Per Week of—
Buses	54s.	54s.	...	...	54 hours.*
Trams	54s.	54s.	...	...	48 hours.*
Ice Carts	50s.	55s.	59s.	2s.	58 hours from 1st November to 31st March, and 46 hours from 1st April to 30th October.*
Jinkers and Boiler Trucks	55s.	60s.	62s. 6d.	2s. 6d.	54 hours.*
Milk Carts	50s.	55s.	59s.	2s.	58 hours from 1st October to 31st March, and 54 hours from 1st April to 30th September.*
Sanitary Carts—					
Between 6 a.m. and 6 p.m.	50s.	55s.	...	...	54 hours.*
" 6 p.m. and 6 a.m.	55s.	60s.	...	...	54 hours.*
All other Vehicles	50s.	55s.	59s.	2s.	54 hours.*

Persons assisting in carting or driving horse-drawn vehicles	... ..	54s. per week of 54 hours.
" " " " motor vehicles	... ..	51s. " 48 "
Stablemen	... ..	50s. " 54 "

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses.

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.)

(4) 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 as shown in the following table :—

During—	Wages per Week.	Number.
1st 6 months	22s. 6d.	One apprentice to every three or fraction of three workers receiving not less than 49s. per week of 54 hours.
2nd 6 months	27s. 6d.	
3rd 6 months	32s. 6d.	
4th 6 months	37s. 6d.	One improver to every five drivers receiving not less than 49s. per week of 54 hours.
5th 6 months	42s. 6d.	

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

OVERTIME.

(5) That any employé who in any week works for any time in excess of the hours fixed in this Determination as a week's work shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(6) That the special rate payable to all employés except stablemen, bus and tram drivers, and sanitary carters for work done on Sundays and the undermentioned Public Holidays shall be as follows :—

- (a) Sundays—Double pay.
(b) New Year's Day,
26th January (Foundation Day),
21st April (Eight Hours Day),
Good Friday,
Easter Monday,
3rd June (King's Birthday),
Christmas Day,
26th December,
- } Time and a half.

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.

Provided that for milk carters these extra rates shall only commence when 5½ hours' work has been done.

CASUAL LABOUR.

(7) That any person employed for less than one week's continuous work shall be paid at the rate fixed in his section, with 1s. extra for each day.

(8) The term "horse" shall include any other beast of burden.

Dated at Melbourne the 24th day of June, 1914.

E. NOTLEY MOORE, P.M.,
Chairman.

Note.—The following section, which is taken from the *Factories Act 1912*, No. 2386, is printed here for general information :—

Time-book for carters. 130. Any person employing a carter for the purposes of any trade or business subject to a Determination of a Special Board shall keep or cause to be kept a time-book in which such carter's hours of commencing and ending work shall be entered from day to day by every carter so employed ; and such time-book shall be produced for inspection whenever demanded by an inspector.

H. M MURPHY,
[Chief Inspector of Factories.

