



VICTORIA GOVERNMENT GAZETTE.

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[1914.

Factories and Shops Acts.

DETERMINATION OF THE HAM AND BACON CURERS 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 either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer 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 third day of 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:—

Curing Department—							
First man .. .. .	..	..	..	..	67s. 6d.	per week of 48 hours.	
First assistant .. .. .	..	..	..	..	58s.	"	"
Other assistants .. .. .	..	..	..	..	54s.	"	"
Cutting Department—							
First man .. .. .	..	..	..	..	67s. 6d.	"	"
Assistants .. .. .	..	..	..	..	60s.	"	"
Lard and Tallow Department—							
First man .. .. .	..	..	..	..	62s. 6d.	"	"
Assistants .. .. .	..	..	..	..	51s.	"	"
Refrigerating Department—							
First man .. .. .	..	..	..	..	62s. 6d.	"	"
Assistants .. .. .	..	..	..	..	57s.	"	"
Slaughtering Department—							
First man .. .. .	..	..	..	..	67s. 6d.	"	"
Assistants (including stickers, scalders, openers, shavers, backers, and splitters) .. .. .	..	..	..	..	60s.	"	"
Small Goods Department—							
First man .. .. .	..	..	..	..	67s. 6d.	"	"
Assistants .. .. .	..	..	..	..	55s.	"	"
Smoke Filling, Rolling, and Trimming Department—							
First man .. .. .	..	..	..	..	62s. 6d.	"	"
Rollers and trimmers .. .. .	..	..	..	..	60s.	"	"
Smoke fillers .. .. .	..	..	..	..	51s.	"	"
Casers .. .. .	..	..	..	..	55s. 6d.	"	"
Casing cleaners .. .. .	..	..	..	..	63s.	"	"
General hands, i.e., persons employed at any two or more of the following classes of work, viz.:—Curing, cutting up, killing, rolling, smoking, trimming, or assistant small goods man's work					60s.	"	"
Ham baggers .. .. .	..	..	..	..	53s.	"	"
Packers .. .. .	..	..	..	..	51s.	"	"
Washers .. .. .	..	..	..	..	51s.	"	"
Yardmen .. .. .	..	..	..	..	51s.	"	52 hours
All others .. .. .	..	..	..	..	48s.	"	48 hours

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.)

APPRENTICES AND IMPROVERS—*continued.*

"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.)

3. That the wages and number of apprentices or improvers who may be employed in any place shall be—

	Wages.					Number.
	Apprentices.	Improvers.				
		Commencing Age.				
		Under 16 Years.	16 Years.	17 Years.	18-20 Years.	
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	
1st year ..	20s.	10s.	12s. 6d.	15s.	17s. 6d.	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 48s. per week.
2nd „ „	25s.	15s.	17s. 6d.	20s.	22s. 6d.	
3rd „ „	32s. 6d.	20s.	25s.	25s.	30s.	
4th „ „	45s.	27s. 6d.	35s.	35s.	40s.	
5th „ „	..	35s.	45s.	45s.	..	
6th „ „	..	45s.	IMPROVERS. One improver to three or fraction of three workers, and thereafter one to every three additional workers receiving not less than 48s. per week.

TIME OF BEGINNING AND ENDING WORK.

4. That the time of beginning and ending work for persons other than those in the refrigerating department or yardmen shall be—

Time of Beginning.	Time of Ending.
7 a.m. ..	5.30 p.m. on each of five days of the week.
7 a.m. ..	12 noon on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.

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

(a) <i>Persons in Refrigerating Department—</i>	
For work done in excess of 48 hours in any week ..	..
(b) <i>Yardmen—</i>	
For work done in excess of 52 hours in any week ..	.. Time and a half.
(c) <i>All other Persons—</i>	
For work done within the times of beginning and ending work, as specified in Clause 4, in excess of 48 hours in any week ..	..
For work done outside the time of beginning and ending work	..

SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be the special rate for all work done by persons other than those in the refrigerating department or yardmen on—

Sundays,
New Year's Day,
Good Friday and the following Saturday,
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 holidays, the special rate shall only be payable for work done on the day so substituted. Provided that such special rate shall not apply to any employé who works on Good Friday if he does not work on the following day, nor to any employé who works on the day after Good Friday if he has not worked on Good Friday.

CASUAL LABOUR.

7. That any person employed for twenty-six hours or less in any one week shall be paid at the rate of time and a third.

DEFINITIONS.

8. (a) "First man" shall mean the man in charge of a department, and responsible for the work of it, whether employed alone or with others under his direction.

(b) "First assistant" shall mean the man employed to assist the first man of a department where a first man is employed.

(c) "Assistants" shall mean those employed in a department working under the direction of a first man or first assistant.

Melbourne, 2nd July, 1914.

L. F. S. ROBINSON,
Chairman.