



VICTORIA GOVERNMENT GAZETTE

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[1914.

Factories and Shops Acts.

DETERMINATION OF THE CONFECTIONERS BOARD.

[N 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 confectioner, 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 7th day of May, 1914.

The Determination and amendments are printed hereunder.

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

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	45s. " "
Males over 21 years of age without previous experience—	
1st year	30s. " "
2nd „	32s. " "
3rd „	35s. " "
4th „	40s. " "
And thereafter	45s. " "
Females over 21 years of age without previous experience—	
1st year	14s. " "
2nd „	16s. " "
3rd „	18s. " "
4th „	20s. " "
And thereafter	22s. 6d. " "
All other males	45s. " "
All other 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 by any employer

shall be shown in the following table :—

Wages per Week of 48 Hours.				Proportionate Number.
During—	Apprentices and Improvers.			
	Male.	Female		
	s. d.	s. d.	APPRENTICES.	
1st year ..	10s. 0d.	10s. 0d.	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.	
2nd „ ..	12s. 6d.	12s. 6d.		
3rd „ ..	17s. 6d.	15s. 0d.		
4th „ ..	22s. 6d.	17s. 6d.		
5th „ ..	30s. 0d.	20s. 0d.		
			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.	

JUVENILE WORKERS.

4. Persons under 21 years of age (other than apprentices or improvers) 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 fruits 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 machine; packing confections; stirring confectionery or ingredients (if over 30 lbs. to be done by males only); up-ending 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.
1st year ..	..	..	..	..	9s.	9s.
2nd „ ..	..	..	..	..	11s.	10s.
3rd „ ..	..	..	..	..	15s.	11s.
4th „ ..	..	..	..	..	20s.	12s.
5th „ ..	..	..	..	..	25s.	14s.
6th „ ..	..	..	..	..	30s.	16s.
7th „ ..	..	..	..	..	..	18s.

(2) Dipping or covering goods in chocolate by hand or fork, shall be paid as follows :—

Experience.					Wages per Week of 48 Hours.	
					Males and Females.	
1st year ..	..	..	..	..	10s.	
2nd „ ..	..	..	..	..	12s.	
3rd „ ..	..	..	..	..	14s.	
4th „ ..	..	..	..	..	16s.	
5th „ ..	..	..	..	..	18s.	
6th „ ..	..	..	..	..	20s.	

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. 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 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.

Melbourne, 1st April, 1914.

Factories and Shops Acts.

DETERMINATION OF THE QUARRY BOARD.

NOTE.—The powers of the Board were extended by the Governor in Council 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 the trade or business of quarrying (not including agriculture).

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 quarrying, not including agriculture, 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 May, 1914. The Determination and amendments are printed hereunder.

WAGES.

(2) That the lowest prices or rates of payment payable to the following classes of persons shall be—

Hammerman—			
1st year's experience as hammerman	.. ..	51s.	per week of 46 hours
2nd " " " "	.. ..	57s.	" "
And thereafter	.. ..	69s.	" "
Powder Monkey	.. ..	69s.	" "
Dresser of pitchers or cubes	.. ..	66s.	" "
Faceman	.. ..	60s.	" "
Spaller—			
First two months' experience as spaller	.. ..	51s.	" "
Next four " " "	.. ..	54s.	" "
And thereafter	.. ..	60s.	" "
Machine borer	.. ..	60s.	" "
Hand borers, i.e., the two leading men drilling or boring by hand a hole exceeding three feet in depth	.. ..	60s.	" "
Pluggers, loader, general assistant, or feeder of a stone-crushing machine	.. ..	54s.	" "
Labourer or stripper	.. ..	51s.	" "
Carter driving one horse	.. ..	45s.	per week of 58 hours
" " two horses	.. ..	50s.	" "
" in charge of two horses drawing two separate vehicles	.. ..	54s.	" "
" driving three horses	.. ..	54s.	" "
And 3s. extra per week for every additional horse.			

APPRENTICES AND IMPROVERS.

DEFINITION (ACT 2386, SECTION 5).

"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.

"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.

(3) That the wages and number of apprentices or improvers who may be employed within any place shall be :—

				Wages per Week.				
				Apprentices.	Improvers.		Number.	
					Quarrying.	Carting.		
<i>Experience—</i>				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year	30 0	15 0		APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 45s. per week.	
2nd	„	..	..	35 0	21 0	
3rd	„	..	..	40 0	27 0	
4th	„	..	..	Minimum	33 0	
5th	„	..	..	wage	39 0	
6th	„	..	..		48 0	
<i>Age.</i>								
Under 17 years	22 6	IMPROVERS. One improver to every three or fraction of three workers receiving not less than 45s. per week.	
17 years	..	..	..	..	..	30 0
18	„	..	..	..	..	35 0
19	„	..	..	..	..	40 0
20	„	..	..	..	..	45 0

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

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 quarter for the first two hours, and thereafter time and a half.

SPECIAL RATES.

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

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

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.

(6) That the lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing per hundred running feet.	Knocking out and dressing per hundred running feet.	Plugging knock- ing out and dressing per hundred running feet.
Pitchers—	£ s. d.	£ s. d.	£ s. d.
12 inches wide × 9 inches deep × 10 to 14 inches long ..	0 9 0	0 16 0	1 5 0
9 „ „ × 9 „ „ × 10 „ 13 „ „ ..	0 7 0	0 13 0	1 1 0
9 „ „ × 8 „ „ × 10 „ 13 „ „ ..	0 6 0	0 11 0	0 18 0
9 „ „ × 4 to 6 inches deep × 10 to 14 inches long	0 4 6	0 8 6	0 14 0
Cubes—			
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long ..	0 7 0	0 13 0	1 1 0
3½ „ 6 „ „ × 7 inches „ × 10 „ 14 „ „ ..	0 6 0	0 10 0	0 17 0
4 „ 6 „ „ × 5 to 6 „ „ × 8 „ 12 „ „ ..	0 5 0	0 8 0	0 13 0

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred running feet in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred running feet in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred running feet in addition to the respective prices specified opposite the said item.

All stone for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

Stripping—	s. d.
Not exceeding 18 inches in depth	0 10 per superficial yard
Exceeding 18 inches, but not exceeding 30 inches in depth	1 0 „
Exceeding 30 inches in depth	1 2 per cubic yard.

JAMES BLAIR,
Chairman.

Dated at Melbourne this 30th March, 1914.

Factories and Shops Acts.

DETERMINATION OF THE MILLET BROOM 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 millet-broom making has made the following Determination, namely :—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force on and after the 8th day of May, 1914. The Determination and amendments are printed hereunder.

ADULT MALES.

Wages.

- (2) That the lowest rates of payment shall be as follow :—
 Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) ... 62s. 6d. per week of 48 hours.
 All others ... 52s. 6d. " "

JUVENILE WORKERS.

- (3) Persons under 21 years of age (not being apprentices or improvers) employed under a head sorter in the work of sorting ... 48s. per week of 48 hours.
 Persons (14 to 16 years of age) employed as feeders of steam tying machines ... 7s. 6d. " "

APPRENTICES AND IMPROVERS.

DEFINITION (ACT 2386, SECTION 5).

"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.

"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.

(4) That the wages and number of apprentices or improvers who may be employed within any place shall be :—

Wages per week of 48 hours.					Proportionate Number.
During—			Apprentices.	Improvers.	
1st year	7s. 6d.	7s. 6d.	One apprentice and one improver to every three or fraction of three workers receiving not less than 52s. 6d. per week of 48 hours.
2nd "	...	...	10s.	10s.
3rd "	...	...	15s.	15s.
4th "	...	...	20s.	22s. 6d.
5th "	...	...	30s.	32s. 6d.

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.

SPECIAL RATES.

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

Sunday,
 New Year's Day,
 The 26th January (Foundation Day),
 Good Friday,
 Easter Saturday,
 Easter Monday,
 The 21st April (Eight Hours Day),
 King's Birthday,
 First Thursday in September (Royal Agricultural Show Day, in localities named in the Royal Agricultural Show Act),
 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.

PIECE-WORK PRICES.

(7) That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—

Schedule.

Millet Brooms.	If done by hand machine, where the workman has to fetch his own material to the machine.	If done by hand machine, provided that all material for the workman be placed in position on his machine ready for him.	If done by Lipe Winding Machine, No. 222141, patented 2/12/79.	
			With a Boy.	Without a Boy.
	s. d.	s. d.	s. d.	s. d.
3 Velvets * (i.e., with braces, 3 bands of velvet or other material) per doz.	1 11½	1 10½	1 7½	1 8½
2 Velvets (i.e., with braces, 2 bands of velvet or other material) "	1 9	1 8	1 5	1 6
1 Velvet Carpet with two rings (i.e., with braces, one band of velvet, or other material) "	1 8	1 7	1 3½	1 4½
1 Star (i.e., with braces, a band of wire, and velvet or other material) "	1 6	1 5	1 3½	1 4½
2 Star (i.e., with braces, a band of wire, and velvet or other material) "	1 6	1 5	1 3	1 4
1, 2, or 3 Gold Lock (i.e., with velvet round collar and lock finish) "	1 5½	1 4½	1 2½	1 3½
Velvet Top Brushes (i.e., with velvet or other material on end of handle) "	1 3½	1 3	—	—
Toy Brooms (i.e., with velvet or other material and wire) "	1 3½	1 3	—	—
Grass (Star finish) "	1 5½	1 4½	1 2½	1 3½
Government (i.e., with braces and one space between rings of wire) "	1 5½	1 4½	1 2½	1 3½
1 or 2 Spiral (i.e., with braces and one space between rings of wire) "	1 5½	1 4½	1 3	1 4
1 or 2 Tin Lock (i.e., with one lift of hurl and lock finish) "	1 5½	1 4½	1 3	1 4
3 Tin Lock (i.e., with one lift of hurl and lock finish) "	1 3	1 2	1 1	1 2
Wooden Handle Brushes "	1 0½	1 0	—	—
1 Hurl (i.e., with two lifts of hurl) "	1 3	1 2	1 1	1 2
Daisy (i.e., with no covers and band of velvet or other material and tin lock) "	1 1	1 0½	0 11½	1 0½
Common Hurl (i.e., with no covers and one space only) "	0 11	0 10½	0 9½	0 10½
" " " and tin lock "	0 11½	0 11	0 10	0 11

* Velvet shall mean velveteen or other material.

SEWING.

Millet Brooms.	If done by Hand.	If done by a Lipe Sewing Machine, No. 222141, patented 2.12.79.	If done by Lipe Walrath Sewing Machine.	If done by McCombe Sewing Machine.
	s. d.	s. d.	s. d.	s. d.
7 lines per doz.	1 3	—	—	—
6 " "	1 1½	—	—	—
5 " "	0 11½	—	—	—
4 " (1 star) "	0 9	0 5	0 4½	0 4½
3 " "	0 7½	0 4	0 3½	0 3½
2 and 3 Velvets (4 lines) "	—	0 5	0 4½	0 5
Common.				
4 lines per doz.	0 9	0 5	0 4½	0 4½
3 " (all common) "	0 7½	0 4	0 3½	0 3½
Brushes.				
3 lines (toys) per doz.	0 6	—	each additional line 1d. per doz. extra.	each additional line 1d. per doz. extra.
2 " "	0 4½	—	—	if the broom has to be revised, each additional line 1½d. per doz. extra.

Painting handles by machine :—Sizing, 2s. 6d. per 1,000; ringing, 2s. 6d. per 1,000; varnishing by sponge or waste, 2s. 6d. per 1,000; bunching brooms, 5s. per 100 dozen; labelling brooms, 2s. 6d. per 100 dozen per label.

EXTRAS.

- (7) (a) That all lines of sewing from the fifth line to the seventh line inclusive be paid for at the rate of $2\frac{1}{2}$ d. a line* per dozen brooms; all lines after the seventh line, 2d. per line per dozen brooms.
- (b) That where cane or split hickory is used in any broom, or partially used, it be paid for at the rate of $4\frac{1}{2}$ d. per dozen for 4 lines of sewing done by steam power; where done by hand, 1s. 1d. per doz.
- (c) That any broom over $3\frac{1}{2}$ lbs. in weight shall be paid for at the rate of 6d. per dozen extra if done by hand machine, and $3\frac{1}{2}$ d. per dozen extra if done by steam machine.
- (d) That all brooms made of grass or other material, or mixed material, be paid for according to finish as if millet brooms as provided by the Determination of the Board.

* An extra line shall mean a line necessitating a broom being changed from one sewing press to another.

Dated at Melbourne, 6th day of April, 1914.

E. S. HUGHES,
Chairman.

