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# VICTORIA GOVERNMENT GAZETTE.

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[1914.]

Factories and Shops Acts.

## DETERMINATION OF THE TIMBER-FELLERS 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 persons employed in the occupation of felling or preparing timber for saw-mills or conveying it to the mills has made the following Determination, namely:—

1. That the previous Determination of this Board is hereby amended and such amendments shall come into force and be operative on and after the 20th day of April, 1914. The Determination and amendments are printed hereunder.

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

	£	s.	d.	
Driver of snig-team or vehicle (other than a tram truck) conveying logs to mill—				
(a) When only one driver is employed	3	6	0	per week of 52 hours.
or				
(b) When driving four or more horses				
Other drivers of horse teams conveying logs to mill	3	0	0	per week of 48 hours.
Bullock-driver	3	0	0	per week of 48 hours.
Trucker	2	15	0	per week of 48 hours.
Guard on steam tramway	3	0	0	per week of 48 hours.
Feller who sharpens saws	3	0	0	per week of 48 hours.
Leading feller of each gang	3	0	0	per week of 48 hours.
Other fellers	2	15	6	per week of 48 hours.
Ropeman	3	0	0	per week of 48 hours.
Swamper (assistant ropeman)	2	14	0	per week of 48 hours.
Water winchman	2	17	0	per week of 48 hours.
Stationary brakeman	2	15	0	per week of 48 hours.
Chuteman	2	14	0	per week of 48 hours.
All others	2	11	0	per week of 48 hours.

## 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 or improvers shall be—

Wages per week of 48 hours.				Number.
		Apprentices.	Improvers.	
1st 6 months	.. ..	7s. 6d.		<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 51s. per week of 48 hours.
2nd "	.. ..	10s.		
2nd year	.. ..	15s.		
3rd "	.. ..	20s.		
4th "	.. ..	27s. 6d.		
5th "	.. ..	35s.		
6th "	.. ..	40s.		<i>Improvers.</i> One improver to every four workers receiving not less than 51s. per week of 48 hours.
16 years of age	.. ..		15s.	
17 "	.. ..		22s. 6d.	
18 "	.. ..		30s.	
19 "	.. ..		37s. 6d.	
20 "	.. ..		45s.	

## OVERTIME.

4. 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.

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

Sunday,  
 Good Friday,  
 Easter Monday,  
 Christmas Day,  
 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.

E. NOTLEY MOORE. P.M.,

Chairman.

Melbourne, 17th March, 1914.

## Factories and Shops Acts.

## DETERMINATION OF THE SOAP AND SODA 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 maker of (a) Soap, (b) Washing Soda, 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 8th day of May, 1914. The Determination and amendments are printed hereunder.

## WAGES.

2. The lowest rates of wages payable to the undermentioned persons shall be:—

MALES.			
Soapmaker	.. ..	65s.	per week of 48 hours.
Assistant soapmaker	.. ..	57s. 6d.	" " "
Soda crystal maker	.. ..	55s.	" " "
Assistant soda crystal maker	.. ..	48s.	" " "
Frame-room, packing-room, or cutting-room foreman	.. ..	57s. 6d.	" " "
Milling-room foreman	.. ..	55s.	" " "
Soap cutter working in charge of cutting-room or one or more workmen	.. ..	57s. 6d.	" " "
Soap cutter where only one soap cutter is employed	.. ..	54s.	" " "
Man in charge of power crutcher	.. ..	51s.	" " "
Power stamping machine workers	.. ..	49s.	" " "
All others	.. ..	48s.	" " "
FEMALES.			
Females working stamping machines	.. ..	49s.	per week of 48 hours.
All other females	.. ..	27s. 6d.	" " "

## JUVENILE WORKERS.

3. That persons under 21 years of age (other than apprentices or improvers) employed at the undermentioned work shall be paid at the rates shown in the following table:—

	Age.	Males.	Females.
MALES.	14 years	10s. 6d. per week of 48 hours	
Wrapping or packing soap	15 "	13s. " " "	11s. 6d. per week of 48 hours.
or soda, or stamping tablets or bars of soap not	16 "	16s. 6d. " " "	14s. " " "
greater than 16 ozs. in	17 "	22s. " " "	17s. 6d. " " "
weight	18 "	48s. " " "	18s. 6d. " " "
	19 "	" " "	21s. " " "
	20 "	" " "	23s. 6d. " " "
FEMALES.			
Wrapping or packing soap			
or soda			

## 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 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:—

Wages per week of 48 hours.				Proportionate Number.
Age.		Wage.		
14 years	..	10s. 6d.	..	One male apprentice to every three or fraction of three male workers receiving not less than 48s. per week of 48 hours
15 "	..	13s.	..	
16 "	..	16s. 6d.	..	
17 "	..	22s.	..	One female apprentice to every three or fraction of three female workers receiving not less than 27s. 6d. per week of 48 hours
18 "	..	25s.	..	
19 "	..	30s.	..	One improver to every five or fraction of five workers receiving not less than 48s. per week of 48 hours.
20 "	..	35s.	..	

## CASUAL LABOUR.

5. That any person employed for less than one week shall be paid at the rate of 1s. 4d. per hour, but no such payment shall in any case exceed the ordinary weekly wage as fixed by this Determination.

## TIME OF BEGINNING AND ENDING WORK.

6. That the time of beginning and ending work shall be:—

Time of Beginning.		Time of Ending.
7 a.m.	..	1 p.m. on the day on which the half-holiday is observed locally, and
7 a.m.	..	5.30 p.m. on the other working days of the week.

## OVERTIME.

7. That the following rate shall be paid for all work done:—

- (a) Outside the hours fixed in Clause (6) ..
  - (b) Within the hours fixed in Clause (6) in excess of 48 hours ..
- } Time and a half.
- in any week ..

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

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

Sunday, and

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

New Year's Day,

The 26th January (Foundation Day),

Good Friday,

Easter Monday,

The 21st April (Eight Hours Day),

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.**

9. The Board determines, under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act 1912*, that any employer may fix and pay piece-work prices to any person employed in the process, trade, or business of a maker of (a) soap, (b) washing soda; 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 rate fixed by the Board for such work.

F. H. BOLTON, J.P.,

Chairman.

Dated at Melbourne, the 8th April, 1914.