



# VICTORIA GOVERNMENT GAZETTE

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[1915.]

Factories and Shops Acts.

## DETERMINATION OF THE CYCLE TRADE 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 bicycles, tricycles, or motor cycles, or of a maker of any part or parts (other than tires) of a bicycle, tricycle, or motor cycle, 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 25th day of September, 1915. The Determination and amendments are printed hereunder:—

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

Foremen, where over five adults are employed	.. ..	75s. per week of 48 hours.
Foremen, where five adults or under are employed	.. ..	72s. 6d. " "
Lathe hands	.. ..	70s. " "
Builders of Motor Cycle frames and frames other than cycle frames	.. ..	62s. 6d. " "
Cycle Frame-builders	.. ..	57s. 6d. " "
Repairers of Motor Cycles (except lathe hands)	.. ..	60s. " "
Other Repairers (except lathe hands)	.. ..	57s. 6d. " "
Fitters of Motor Cycles	.. ..	60s. " "
Assemblers of Motor Cycles	.. ..	60s. " "
Other Assemblers	.. ..	57s. 6d. " "
Filers on Motor and other Cycles	.. ..	57s. 6d. " "
Wheel-builders on Motor and other Cycles	.. ..	57s. 6d. " "
Foremen in Rim-making	.. ..	65s. " "
Brazers in Rim-making	.. ..	57s. 6d. " "
All others employed in Rim-making	.. ..	57s. 6d. " "

## 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 wage 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—

- (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 in any factory, shop, or place,

shall be as shown in the following table :—

Wages per Week of 48 Hours.				Proportionate Number in any Factory, Shop, or Place.	
During—		Apprentices.	Improvers.		
		<i>s. d.</i>	<i>s. d.</i>		
1st year .. .. .		7 6	..	<i>Apprentices.</i> One apprentice to every three or fraction of three persons receiving not less than 57s. 6d. per week of 48 hours.	
1st 6 months .. .. .		..	7 6		
2nd 6 months .. .. .		..	10 0		
2nd year .. .. .		10 0	12 6		
3rd .. .. .		15 0	17 6		
4th .. .. .		20 0	25 0		
5th .. .. .		30 0	35 0	<i>Improvers.</i> One improver to three } adults receiving Two improvers to four } not less than And thereafter one im- } 57s. 6d. per prover to every three } week of 48 additional } hours.	
6th .. .. .		40 0	45 0		

TIME OF BEGINNING AND ENDING WORK.

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

Time of beginning—	Time of ending—
7.45 a.m. .. .. .	1 p.m. on the day on which the half-holiday is usually observed.
7.45 a.m. .. .. .	6 p.m. on the other working days of the week.

OVERTIME.

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

Within the hours fixed in Clause 6 in excess of 48 hours in any week ..	Time and a quarter.
Between midnight and 7.45 a.m. on any week day .. .. .	Time and a half.
Between 1 p.m. and 4 p.m. on the day on which the half-holiday is observed ..	Time and a quarter.
Between 6 p.m. and 9 p.m. on the other week days .. .. .	
Between 4 p.m. and midnight on the day on which the half-holiday is observed ..	Time and a half.
Between 9 p.m. and midnight on the other week days .. .. .	

SPECIAL RATES.

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

- Sunday ;
- Good Friday ;
- New Year's Day ;
- 21st April (Eight Hours Day) ;
- Christmas Day ;
- Boxing Day ;

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

- Easter Monday ;
- 26th January (Foundation Day) ;
- King's Birthday ;

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 for work done on the day so substituted.

PIECE-WORK.

7. The Board determines, under the provisions of sub-sections (1) and (2) of Section 144 of the *Factories and Shops Act 1912, No. 2386*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed in the Rim-making department, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed for the said department.

Melbourne, 23rd August, 1915.

RICHARD J. EDWARDS,  
Chairman.