



VICTORIA GOVERNMENT GAZETTE.

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No. 162.

MONDAY, NOVEMBER 15.

[1915.]

Factories and Shops Act 1915.

DETERMINATION OF THE TANNERS 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 tanner, currier, or leather-dresser other than a tanner of sheep skins, 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 22nd day of November, 1915.

The Determination and amendments are printed hereunder.

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

	Wages per week of 48 hours.	
	Day Shift.	Night Shift.
	£ s. d.	£ s. d.
Curriers, that is, persons using in their work a whitening knife, skiver, slicker, whitening slicker, or shaving knife	3 8 0	4 5 0
Machinists working band-splitting machines	3 8 0	4 5 0
Hand fleshers	3 3 0	3 18 9
Machinists working fleshing machines	3 3 0	3 18 9
Jiggers and grainers of bookbinding or furniture leathers	3 1 0	3 16 3
Machine shavers	3 1 0	3 16 3
Rollers and strikers	3 0 0	3 15 0
Unhairers, scudders, stoners and punchers	2 18 0	3 12 6
Table hands	2 18 0	3 12 6
Machinists working unhairing and scudding machines	2 18 0	3 12 6
Persons employed at japanning or enamelling leather, or at ovens used for japanning or enamelling leather	2 18 0	3 12 6
Persons (not otherwise provided for) finishing fancy leathers, and persons trimming green hides after being fleshed	2 18 0	3 12 6
Machinists (not otherwise provided for) working at any machine used for preparing fancy leather	2 16 0	3 10 0
Lime jobbers	2 15 0	3 8 9
All others	2 14 0	3 7 6

JUVENILE WORKERS.

(3) That the lowest rates of wages payable to persons under 21 years of age (other than apprentices or improvers) employed as Strainers shall be—

				£	s.	d.	
14 years of age	..	..	..	0	13	0	per week of 48 hours
15 " "	..	..	..	0	17	0	" " "
16 " "	..	..	..	1	2	0	" " "
17 " "	..	..	..	1	7	0	" " "

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 2650, Section 3.)

Note.—The Tanners Board has prescribed a form of apprenticeship agreement. Section 187 of Act 2650 requires that the indentures shall be in that form.

"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 2650, Section 3.)

(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 in any factory or place

shall be as shown in the following table :—

Wages per week of 48 hours.		Proportionate Number.
During—	Apprentices and Improvers.	
1st year's experience	10s.	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.
2nd " "	15s.	
3rd " "	20s.	
4th " "	27s. 6d.	IMPROVERS. One improver to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.
5th " "	32s. 6d.	
6th " "	37s. 6d.	

SHIFTS.

(5) That—

- (a) The times of beginning and ending shifts, and
- (b) The higher rate to be paid for each hour or fraction of an hour worked by an employé before or after his shift

shall be as shown in the following table :—

Time of—		Overtime.
Beginning—	Ending—	
DAY SHIFT.		DAY SHIFT. Saturday. 12 noon to 1 p.m., Time and a quarter. 1 p.m. to 4 p.m., Time and a half. 4 p.m. to midnight, Double time.
7.30 a.m.	12 noon	
Other Days.		Other Days. 3.30 a.m. to 6.30 a.m., Time and a half. 6.30 a.m. to 7.30 a.m., Time and a quarter. 5.15 p.m. to 6.15 p.m., " " 6.15 p.m. to 9.15 p.m., Time and a half. 9.15 p.m. to 3.30 a.m., Double time.
7.30 a.m.	5.15 p.m.	
NIGHT SHIFT.		NIGHT SHIFT. 2.30 a.m. to 7.30 a.m., Double time.
5.30 p.m.	2.30 a.m.	

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(6) That the following shall be the rates payable to any person for all work done on—

Sunday,	} Double time.
Christmas Day,	
New Year's Day,	
26th January (Foundation Day),	
Good Friday,	} Time and a half.
Easter Monday,	
21st April (Eight Hours Day),	
3rd June (King's Birthday),	
Boxing 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 for work done on the day substituted.

CHARLES A. TOPP,
Chairman.

Dated at Melbourne the 4th day of November, 1915.



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Factories and Shops Acts.

DETERMINATION OF THE UNDERTAKERS 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 wheresoever employed in the business or occupation of an undertaker, 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 10th day of December, 1915.

The Determination and amendments are printed hereunder.

WAGES.

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

- | | | |
|---|-------|----------------------------|
| (a) Workers engaged in making coffins of oak, kauri, cedar, white pine, or other wrought timber | .. .. | 64s. per week of 48 hours. |
| (b) Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals | .. .. | 60s. " " |
| (c) Workers engaged in driving or grooming horses, driving or cleaning motors, washing vehicles, cleaning harness, doing general stable work, or placing the remains of deceased persons in coffins | .. .. | 55s. " 52 hours.* |

Provided that workers who live at branch establishments and work for more than two days per week at the employer's principal place of business shall receive 20s. per week extra, and that workers who live and work at either principal or branch establishments shall receive 10s. per week extra.

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

APPRENTICES AND IMPROVERS.

3. The Undertakers Board has prescribed a form of apprenticeship agreement. Section 187 requires that the indentures must be in that form.

"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 2650, Section 3.)

"Improver" means any person (other than an apprentice) who does not receive a piecework 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 2650, Section 3.)

That—

- (a) the lowest rates which may be paid to apprentices or improvers; and
- (b) the proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table :—

Wages per week of 48 hours.		Proportionate Number.
Apprentices.	Improvers.	
During—	Age—	APPRENTICES.
1st year .. 10s.	Under 18 years .. 17s. 6d.	One apprentice to every two, or fraction of two workers receiving not less than 55s. per week of 52 hours.
2nd " .. 15s.	18-19 " .. 24s.	
3rd " .. 20s.	19-20 " .. 30s.	
4th " .. 25s.	20-21 " .. 37s. 6d.	
5th " .. 30s.		
		IMPROVERS.
		One improver to every seven or fraction of seven employees receiving not less than 55s. per week of 52 hours.

TIMES OF BEGINNING AND ENDING WORK.

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

- (a) For workers engaged in conducting funerals, making, trimming, or polishing coffins—

Times of beginning.	Times of ending.
7.30 a.m.	6.30 p.m. on six days in the week.
- (b) For all other workers—

7 a.m.	6.30 p.m. on six days in the week.
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OVERTIME.

5. That the following rates shall be paid for overtime :—

- Outside the hours fixed in Clause 4 Time and a half.
- Within the hours fixed in Clause 4 in excess of the number of hours as fixed for a week's work Time and a quarter.

CASUAL LABOUR.

6. That casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of 6s. per day.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

7. That the special rate of payment payable to any person for work done on—

- (A) Sundays;
- (B) on the undermentioned public holidays (that is to say) :—
 - New Year's Day;
 - Good Friday;
 - Christmas Day;

shall be at the undermentioned rates, viz. :—

- (a) Funeral work consisting of driving, conducting, or assisting at funerals Double time.
- (b) All other work Time and a half.

Provided that persons employed at cleaning out stables, feeding, grooming, and bedding-down horses shall be paid for the first two hours' work at the ordinary rate.

PIECE-WORK.

8. That the lowest piece-work prices or rates to be paid to persons for doing work of the kinds specified in the following schedule shall be at the prices or rates fixed by such schedule in respect of such work :—

SCHEDULE.

All Inside Measurements.	If made throughout by hand—		If made with the aid of machinery driven by steam, gas, oil, water, or electric power—	
	Not exceeding 22 inches wide.	Exceeding 22 inches wide.	Not exceeding 22 inches wide.	Exceeding 22 inches wide.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Best oak coffins, 4 ft. 10 in. long and over ..	22 6 each	25 0 each	20 0 each	22 6 each
Plain oak coffins, 4 ft. 10 in. long and over (with or without a plinth) ..	20 0 "	22 6 "	18 0 "	20 6 "
Kauri, cedar, white pine, or other wrought timber coffins, best, 4 ft. 10 in. long and over ..	16 6 "	19 0 "	15 0 "	17 6 "
Kauri, cedar, white pine, or other wrought timber coffins, plain, with or without a plinth, 4 ft. 10 in. long and over ..	13 6 "	16 0 "	12 0 "	13 6 "
Common coffins, 4 ft. 10 in. long and over ..	2 6 "	3 6 "	2 0 "	2 6 "
Common coffins, 4 ft. 10 in. long and over, over 1 inch in thickness ..	3 0 "	4 0 "	2 6 "	3 0 "
Oak coffins, up to 4 ft. 10 in. long ..	12 6 each		10 0 each	
Kauri, cedar, white pine, or other wrought timber coffins up to 4 ft. 10 in. long ..	10 0 "		7 6 "	
Common coffins, up to 2 feet long ..	10 0 per dozen		9 0 per dozen	
Common coffins, from 2 feet to 3 feet long ..	15 0 "		12 0 "	
Common coffins, from 3 feet to 4 ft. 10 in. long ..	20 0 "		18 0 "	
Inside shells for lead coffins ..	7 6 each		5 0 each	
Cover lids, up to 2 feet wide ..	12 0 per dozen		6 0 per dozen	
Cover lids, over 2 feet wide ..	18 0 "		12 0 "	

DEFINITION.

"Best" coffin means a coffin which bears any ornamentation other than a plinth.

F. L. S. ROBINSON,
Chairman.

Melbourne, 9th November, 1915.

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