



VICTORIA GOVERNMENT GAZETTE.

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No. 215.]

FRIDAY, DECEMBER 31.

[1915.

Factories and Shops Act 1915.

DETERMINATION OF THE CANDLEMAKERS BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 candles 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 14th day of January, 1916. The Determination and amendments are printed hereunder.

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

Acidifiers	57s.	per week of 48 hours.
Stillmen	57s.	” ”
Glycerine distillers	57s.	” ”
Candle moulders	55s.	” ”
Candle-room gangers	58s.	” ”
Refrigerator gangers	58s.	” ”
Press-room gangers	55s.	” ”
General hands in Refrigerator	55s.	” ”
All other general hands	52s.	” ”
Females packing candles in boxes or wrapping or labelling ..	27s. 6d.	” ”

Persons under 21 years of age (other than apprentices or improvers):—

	Males.		Females.
	Candle Cutting or Wick-winding.	Candle Packing.	Packing Candles in Boxes or Wrapping or Labelling.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 years	12 0	12 0	..
15 ”	14 0	14 0	13 0
16 ”	18 0	18 0	15 0
17 ”	22 0	22 0	19 0
18 ” .. .. .	..	27 6	21 0
19 ” .. .. .	..	32 6	23 0
20 ” .. .. .	..	37 6	25 6

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).

"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).

3. That—

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

shall be as shown in the following table:—

Wages.				Number.
				APPRENTICES.
14 years	..	..	12s.	One apprentice to every three or fraction of three workers receiving not less than 27s. 6d. per week.
15 "	..	..	14s.	
16 "	..	..	18s.	
17 "	..	..	22s.	
18 "	..	..	27s. 6d.	IMPROVERS.
19 "	..	..	32s. 6d.	
20 "	..	..	37s. 6d.	
				One improver to every five or fraction of five workers receiving not less than 52s. per week.

OVERTIME.

4. That any employee 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 half.

SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

Sunday,
 Good Friday,
 New Year's Day,
 Foundation Day (26th January),
 Eight Hours Day (21st April),
 Christmas 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.

6. The Board determines, under the provisions of sub-sections (1) and (2) of Section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed in the process, trade, or business of a maker of candles, 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.

15th December, 1915.



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FRIDAY, DECEMBER 31.

[1915.]

Factories and Shops Act 1915.

DETERMINATION OF THE BOILERMAKERS BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 process, trade, or business of—

- (a) boiler making ;
- (b) plating or riveting or caulking or angle-iron-smithing in connexion with—
- (1) iron and steel ship-building ;
 - (2) bridge building ;
 - (3) girder, tank, waggon, or truck making ;
 - (4) wrought-iron or steel pipe making ;
 - (5) *structural iron or steel work,*

has made the following Determination, namely :—

NOTE.—When the resolution creating this Board was passed through Parliament the words printed above in italics were not included. The Governor in Council by Order dated 13th January, 1913, added to the Board's powers, and the resolution has been here printed in the above form for convenience of reference with the added powers indicated by italics.

1. That previous Determinations are hereby amended, and such amendments shall come into force and be operative on and after the 13th day of January, 1916. The Determination and amendments are printed hereunder.

2. That the lowest rate of wages payable to the following persons shall be—

Persons (other than labourers and assistants) working where the artificial temperature is 130° F. or over	3s. 3d. per hour, or £7 16s. per week of 48 hours.
Where the artificial temperature is 115° F. or over	2s. 3d. per hour, or £5 8s. per week of 48 hours.

Persons other than those engaged in making locking bar and spiral riveted pipes, engaged in—

Angle smithing	} 1s. 6d. per hour, or £3 12s. per week of 48 hours.
Marking	
Plating	
Hand riveting	
Hand chipping and caulking	
Hand flanging and levelling	
Welding	
Tube staying and tubing	} 1s. 4½d. per hour, or £3 6s. per week of 48 hours.
Hand tapping	

Persons (other than labourers and assistants) engaged in making locking bar and spiral riveted pipes

Persons (other than those making locking bar and spiral riveted pipes) in charge of hydraulic presses, riveting machines (hydraulic or pneumatic), shearing and punching machines, rolling and bending machines, straightening angle-iron machines, horizontal punches, or nipping, notching, and caulking machines, or acetylene plant in shop	1s. 6d. per hour, or £3 12s. per week of 48 hours.
Persons in charge of— Circular saws Cropping machines	1s. 3d. per hour, or £3 per week of 48 hours.
Persons in charge of— Plate edge planers Grinding machines	1s. 2½d. per hour, or £2 18s. per week of 48 hours.
Persons in charge of— Power hack saws Drilling machines	1s. 1½d. per hour, or £2 14s. per week of 48 hours.
Assistants engaged outside the shop in rigging tackle and as erecting hands	1s. 2½d. per hour, or £2 18s. per week of 48 hours.
Labourers or assistants working where the artificial temperature is 130° F. or over	2s. 6d. per hour, or £6 per week of 48 hours.
Where the artificial temperature is 115° F. or over.. .. .	1s. 6d. per hour, or £3 12s. per week of 48 hours.
Assistants, including holders-up employed in repairing hulls, boilers, funnels, tanks, or bunkers, or engaged in any other repair work in connexion with a ship or steamer	1s. 3d. per hour, or £3 per week of 48 hours.
Assistants working inside boilers, receivers, vats, or other similar vessels (other than on board ship or steamer), or working in hand flanging or levelling material at the furnace, or fires, or working with hammers, 14 lbs. weight or over, or working the handles of a straightening machine	1s. 2½d. per hour, or £2 18s. per week of 48 hours.
All other assistants employed on any boiler or on any shop machine, or on any structural work not included above	1s. 1½d. per hour, or £2 15s. per week of 48 hours.
Labourers	1s. 1d. per hour, or £2 12s. per week of 48 hours.
Persons under 21 years of age (other than apprentices or improvers) heating rivets, assisting apprentices or improvers, or labouring— Under 15 years of age 15 and under 16 years of age 16 .. 17 17 .. 18 18 .. 19 19 .. 20 20 .. 21	12s. 6d. per week of 48 hours 15s. " " 17s. 6d. " " 22s. 6d. " " 27s. 6d. " " 32s. 6d. " " 40s. " "

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 2650, Section 3).

NOTE.—The Boilermakers Board has prescribed a form of apprenticeship agreement. Section 187 requires that the indentures must 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 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 2650, Section 3).

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

Wages per week of 48 hours.	Proportionate Number.
Apprentices or Improvers— 1st year 8s. 2nd 12s. 3rd 16s. 4th 20s. 5th 25s. 6th 35s.	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 52s. per week of 48 hours. IMPROVERS. One improver to the first four or fraction of four persons receiving not less than 72s. per week of 48 hours, and thereafter one improver to every additional four persons receiving not less than that wage.

SHIFTS.

4. That—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

	DAY SHIFT.	
	Time of beginning.	Time of ending.
Monday to Friday	7.30 a.m.	5.15 p.m.
Saturday	7.30 a.m.	12 noon.
	NIGHT SHIFT.	
Monday to Thursday	8 p.m.	6 a.m.
Friday	8 p.m.	6.30 a.m.

(b) That the rate to be paid for work done on night shift; and
The higher rate to be paid for each hour or fraction of an hour worked by any employé
before or after his shift shall be as follows :—

	Work done on Night Shift.	Work done by an employé before or after his shift.
Persons employed on repair work (other than shop repair work)	Time and a half, calculated on the rates fixed in Clause 2	Time and a half, calculated on the rates fixed in Clause 2 with the addition of 1½d. per hour
All other persons	3d. per hour in addition to the rates fixed in Clause 2	Time and a half, calculated on the rates fixed in Clause 2

ALLOWANCES.

5. That the following additional rates shall be paid :—

Persons engaged on repair work, either inside employer's shop, yard or place	or outside	1s. per shift or part of a shift.
Persons engaged on acetylene work outside the shop .. .. .	.. .. .	2s. per shift or part of a shift.

SPECIAL RATES.

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

Sunday,
Good Friday,
Easter Monday,
Foundation Day (26th January),
Eight Hours Day (21st April),
Christmas Day,
Boxing Day,
New Year's 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 on the day so substituted.

W. W. HARRIS,
Chairman.

Melbourne, 16th December, 1915.

