



VICTORIA GOVERNMENT GAZETTE.

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SATURDAY, JANUARY 16.

[1915.

Factories and Shops Act.

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 8th day of February, 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	5	0	4	1	3
Machinists working band-splitting machines	3	5	0	4	1	3
Hand fleshers	3	0	0	3	15	0
Machinists working fleshing machines	3	0	0	3	15	0
Jiggers and grainers of bookbinding or furniture leathers	2	18	0	3	12	6
Machine shavers	2	18	0	3	12	6
Rollers and strikers	2	17	0	3	12	3
Unhairers, scudders, stoners and punchers	2	15	0	3	8	9
Table hands	2	15	0	3	8	9
Machinists working unhairing and scudding machines	2	15	0	3	8	9
Persons employed at japanning or enamelling leather, or at ovens used for japanning or enamelling leather	2	15	0	3	8	9
Persons (not otherwise provided for) finishing fancy leathers, and persons trimming green hides after being fleshed	2	15	0	3	8	9
Machinists (not otherwise provided for) working at any machine used for preparing fancy leather	2	13	0	3	6	3
Lime jobbers	2	12	0	3	5	0
All others	2	11	0	3	3	9

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 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 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.	
APPRENTICES.		
1st year's experience	10s.	One apprentice to every three or fraction of three workers receiving not less than 51s. per week of 48 hours.
2nd " "	15s.	
3rd " "	20s.	
4th " "	27s. 6d.	
5th " "	32s. 6d.	
6th " "	37s. 6d.	
IMPROVERS.		
One improver to every three or fraction of three workers receiving not less than 51s. per week of 48 hours.		

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.
<i>Saturday.</i>		<i>Saturday.</i>
7.30 a.m.	12 noon	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.
<i>Other Days.</i>		<i>Other Days.</i>
7.30 a.m.	5.15 p.m.	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.
NIGHT SHIFT.		NIGHT SHIFT.
5.30 p.m.	2.30 a.m.	2.30 a.m. to 7.30 a.m., Double time.

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,	} Time and a half.
26th January (Foundation Day),	
Good Friday,	
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 7th day of January, 1915.