



VICTORIA GOVERNMENT GAZETTE.

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[1916.]

Factories and Shops Acts.

DETERMINATION OF THE CORDAGE 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 rope, twine, cordage, halters, coir mats, or coir matting 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 twenty-eighth day of July, 1916.

WAGES.

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

(a) SOFT FIBRE DEPARTMENT.

Adult Males.

Foreman, i.e., man in charge of department—

| | | | | |
|--|----|----|------|-----------------------|
| For the 1st year's experience as a foreman | .. | .. | 60s. | per week of 48 hours. |
| Thereafter | .. | .. | 65s. | " " |
| Oilers, leading hands | .. | .. | 54s. | " " |
| All other adult males | .. | .. | 52s. | " " |

Adult Females.

| | | | | |
|-------------------------|----|----|----------|-----------------------|
| Doffing leaders | .. | .. | 30s. | per week of 48 hours. |
| Head piecers | .. | .. | 28s. 6d. | " " |
| All other adult females | .. | .. | 27s. | " " |

WAGES—continued.

Juvenile Workers (under 21 years of age) other than Apprentices or Improvers.

| | 1st Six Months' Experience. | 2nd Six Months' Experience. | 3rd Six Months' Experience. | 4th Six Months' Experience. | Thereafter until attaining the age of 21 years |
|--|-----------------------------|-----------------------------|-----------------------------|-----------------------------|--|
| | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. |
| <i>Males.</i> | | | | | |
| Dressing machine attendants | s. d. 25 0 | s. d. 27 6 | s. d. 30 0 | s. d. 35 0 | s. d. 40 0 |
| Softener attendants, openers or batchers, leading hands | 42 0 | 42 0 | 42 0 | 42 0 | 42 0 |
| Softener attendants, openers or batchers, assistants | 30 0 | 32 6 | 35 0 | 37 6 | 37 6 |
| Oilers | 40 0 | 40 0 | 42 0 | 42 0 | 42 0 |
| <i>Females.</i> | | | | | |
| Feeders of breaker cards, jute finisher cards, or circular cards, or drawing machine and roving frame attendants | 16 0 | 18 0 | 20 0 | 22 6 | 22 6 |
| Feeders of circular cards with sheet spread, and not sliver fed or spreaders | 20 0 | 22 6 | 25 0 | 25 0 | 25 0 |
| Doffers | 11 0 | 13 0 | 15 0 | 16 0 | 16 0 |
| Piecers, or spinners who have not had two years' experience as piecers | 17 0 | 17 0 | 18 0 | 20 0 | 20 0 |
| Spinners on single sides | 21 0 | 21 0 | 22 6 | 22 6 | 22 6 |
| Spinners on two sides | 25 0 | 25 0 | 25 0 | 25 0 | 25 0 |
| Winders | 17 0 | 19 0 | 21 0 | 22 6 | 22 6 |
| Twisters or reelers | 15 0 | 17 0 | 19 0 | 21 0 | 21 0 |
| Lappers | 11 0 | 13 0 | 15 0 | 16 0 | 16 0 |
| Braiding machine attendants | 15 0 | 17 0 | 19 0 | 19 0 | 19 0 |
| Pressers and parcellers of roping and seaming twine | 20 0 | 20 0 | 22 6 | 22 6 | 22 6 |
| Parcellers of shop twine (leader) | 25 0 | 25 0 | 25 0 | 25 0 | 25 0 |
| Other parcellers and labellers | 19 0 | 20 0 | 21 0 | 21 0 | 21 0 |

(b) HARD FIBRE DEPARTMENT.

Adult Males.

Foreman, i.e., man in charge of department—

| | |
|--|---------------------------|
| For the 1st year's experience as a foreman | 60s. per week of 48 hours |
| Thereafter | 65s. " " |
| First rope makers | 65s. " " |
| Rope splicer on driving rope | 63s. " " |
| Second rope makers | 60s. " " |
| Leading hand, tarring yarn | 55s. " " |
| First power reelers and finishers | 55s. " " |
| Other reelers and finishers | 54s. " " |
| Winders and warpers in tar house | |
| Feeders of first spreader | |
| Feeders of softeners or batchers | 52s. " " |
| Oilers | |
| All others | 52s. " " |

Adult Females.

Persons employed at balling binder-twine on two-spindle baller—

| | |
|--|----------------------------|
| For the first 6 months' experience | 27s. per week of 48 hours. |
| Thereafter | 28s. 6d. " " |
| Persons employed at balling binder-twine on three-spindle baller | 30s. " " |
| All other adults | 27s. " " |

WAGES—continued.

Juvenile Workers (under 21 years of age) other than Apprentices or Improvers.

| | 1st Four Months' Experience. | 2nd Four Months' Experience. | 3rd Four Months' Experience. | Thereafter until attaining the Age of 21 Years. |
|---|------------------------------------|------------------------------------|------------------------------------|---|
| | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. |
| <i>Males.</i> | | | | |
| Leading hands parting and weighing hemp .. | s. d. 38 0 | s. d. 38 0 | s. d. 38 0 | s. d. 38 0 |
| All others parting and weighing hemp .. | 32 0 | 32 0 | 32 0 | 32 0 |
| Automatic spinner attendants .. | 18 0 | 21 0 | 23 0 | 26 0 |
| Automatic spinner attendants (if minding 10 spindles) | 27 6 | 27 6 | 30 0 | 30 0 |
| Winders .. | 30 0 | 30 0 | 32 0 | 32 0 |
| Persons employed at balling binder-twine .. | 27 6 | 32 6 | 36 0 | 36 0 |
| House horizontal or vertical rope machine attendants and reelers for same .. | 34 0 | 34 0 | 34 0 | 34 0 |
| Strand machine and laying machine attendants or twisters of hay lashing and box cords .. | 21 0 | 24 0 | 27 6 | 30 0 |
| Persons employed balling lashing and box cords .. | 35 0 | 35 0 | 35 0 | 35 0 |
| Lappers and finishers of clothes lines .. | 35 0 | 35 0 | 35 0 | 35 0 |
| Oilers .. | 40 0 | 40 0 | 42 0 | 42 0 |
| Bobbin bank hands for first ropemaker .. | 25 0 | 27 6 | 30 0 | 30 0 |
| Walk boys .. | 14 0 | 15 0 | 16 0 | 17 0 |
| Can fillers or sliver hands on spreaders .. | 27 0 | 27 0 | 30 0 | 32 6 |
| Can fillers or sliver hands on drawing machines .. | 27 0 | 27 0 | 27 0 | 30 0 |
| <i>Females.</i> | | | | |
| Can fillers or sliver hands on spreaders .. | 27 0 | 27 0 | 27 0 | 27 0 |
| Can fillers or sliver hands on drawing machines .. | 27 0 | 27 0 | 27 0 | 27 0 |
| Persons employed opening hemp .. | 27 0 | 27 0 | 27 0 | 27 0 |
| Persons employed taking away from softener .. | 27 0 | 27 0 | 27 0 | 27 0 |
| Persons employed balling binder twine .. | 27 0 | 27 0 | 27 0 | 27 0 |

(c) NEW ZEALAND HEMP TOW DEPARTMENT.

Adult Males.

Foreman, i.e., man in charge of department—

| | | | |
|---|----|----|---------------------------|
| First year's experience as a foreman .. | .. | .. | 60s. per week of 48 hours |
| Thereafter .. | .. | .. | 65s. " " |
| Softener attendants and batchers .. | .. | .. | 54s. " " |
| All other adult males .. | .. | .. | 52s. " " |

Adult Females.

All adult females .. 27s. per week of 48 hours

Juvenile Workers (under 21 years of age) other than Apprentices or Improvers.

| | 1st Four Months' Experience. | 2nd Four Months' Experience. | 3rd Four Months' Experience. | Thereafter until attaining the Age of 21 Years. |
|--|------------------------------------|------------------------------------|------------------------------------|---|
| | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. |
| <i>Males.</i> | | | | |
| Softener attendants and batchers (leading hand) .. | s. d. 42 0 | s. d. 42 0 | s. d. 42 0 | s. d. 42 0 |
| Softener attendants and batchers (assistants) .. | 30 0 | 32 6 | 35 0 | 37 6 |
| Breaker card attendants .. | 32 6 | 35 0 | 35 0 | 35 0 |
| Automatic spinner attendants .. | 18 0 | 21 0 | 23 0 | 26 0 |
| Automatic spinner attendants, if minding 10 spindles | 27 6 | 27 6 | 30 0 | 30 0 |
| Laying machine attendants .. | 21 0 | 24 0 | 27 6 | 30 0 |
| Can fillers or sliver hands on drawing machines .. | 27 0 | 27 0 | 30 0 | 32 6 |
| <i>Females.</i> | | | | |
| Can fillers or sliver hands on drawing machines .. | 16 0 | 18 0 | 20 0 | 22 6 |
| Feeders of breaker cards or finisher cards .. | 27 0 | 27 0 | 27 0 | 27 0 |

WAGES—continued.

(d) CORDAGE AND HALTER DEPARTMENTS.

Adult Males.

| | | | |
|--|------|-----------------------|---|
| Foreman, i.e., man in charge of department— | | | |
| First year's experience as a foreman | 60s. | per week of 48 hours. | |
| Thereafter.. .. . | 65s. | " | " |
| Twisters and layers of yarn in rope-walk (leading hand) .. | 56s. | " | " |
| Twisters and layers of yarn in rope walk (assistants) .. | 54s. | " | " |
| Fishing-line makers | 54s. | " | " |
| All other adult males | 52s. | " | " |

Adult Females.

| | | | |
|---------------------------|------|-----------------------|--|
| All adult females | 27s. | per week of 48 hours. | |
|---------------------------|------|-----------------------|--|

Juvenile Workers (under 21 years of age) other than Apprentices or Improvers.

| | | | |
|--|----------|-----------------------|---|
| Males employed hand finishing in walk | 44s. | per week of 48 hours. | |
| Males employed plaiting halters— | | | |
| First 4 months' experience | 20s. | " | " |
| Second 4 months' experience | 25s. | " | " |
| Third 4 months' experience | 30s. | " | " |
| Thereafter, until attaining the age of 19 years .. | 35s. | " | " |
| At 19 or 20 years of age | 40s. | " | " |
| Females employed plaiting halters— | | | |
| First 4 months' experience | 18s. | " | " |
| Second 4 months' experience | 20s. | " | " |
| Third 4 months' experience | 22s. 6d. | " | " |
| Thereafter.. .. . | 25s. | " | " |

(e) MATS AND MATTING DEPARTMENTS.

Adult Males.

| | | | |
|--|------|-----------------------|---|
| Foreman, i.e., man in charge of department— | | | |
| First year's experience as a foreman | 60s. | per week of 48 hours. | |
| Thereafter.. .. . | 65s. | " | " |
| Coir matting weavers | 52s. | " | " |
| Coir mat weavers | 52s. | " | " |
| Mat finishers— | | | |
| First year's experience as mat finishers | 52s. | " | " |
| Thereafter | 54s. | " | " |
| All other adult males | 52s. | " | " |

Adult Females.

| | | | |
|---------------------------|------|-----------------------|--|
| All adult females | 27s. | per week of 48 hours. | |
|---------------------------|------|-----------------------|--|

Juvenile Workers (under 21 years of age) other than Apprentices or Improvers.

| | 1st Four Months' Experience. | 2nd Four Months' Experience. | 3rd Four Months' Experience. | Thereafter until attaining the age of 21 years. |
|--------------------------------------|------------------------------|------------------------------|------------------------------|---|
| | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. | Per week of 48 Hours. |
| <i>Males.</i> | | | | |
| Rod mat makers on hand looms | s. d. 20 0 | s. d. 25 0 | s. d. 20 0 | s. d. 37 0 |
| <i>Females.</i> | | | | |
| Cop winders or plaiters | 16 0 | 16 0 | 16 0 | 18 6 |
| Bobbin winders | 18 0 | 20 0 | 22 6 | 25 0 |
| Carders | 16 0 | 16 0 | 16 0 | 18 6 |
| Wool bordered mat makers | 16 0 | 20 0 | 23 6 | 25 0 |

APPRENTICES AND IMPROVERS.

3. "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.)

APPRENTICES AND IMPROVERS—*continued.*

"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.)

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:—

| Experience. | Wages per week of 48 hours. | | Proportionate Number. |
|-------------------------|-----------------------------|---------------------|--|
| | Males. | Females. | |
| | <i>s.</i> <i>d.</i> | <i>s.</i> <i>d.</i> | |
| 1st year { 1st 6 months | 14 0 | 12 0 | <i>Apprentices.</i> One male apprentice to every three or fraction of three male workers employed and receiving not less than 52s. per week of 48 hours |
| 2nd " { 2nd " | 16 0 | 14 0 | |
| 2nd " { 1st " | 18 0 | 16 0 | One female apprentice to every three or fraction of three female workers employed and receiving not less than 27s. per week of 48 hours |
| 2nd " { 2nd " | 20 0 | 18 0 | |
| 3rd " { 1st " | 22 6 | 20 0 | <i>Improvers.</i> One male improver to every two male workers employed and receiving not less than 52s. per week of 48 hours |
| 3rd " { 2nd " | 25 0 | 22 6 | |
| 4th " { 1st " | 27 6 | 25 0 | One female improver to every two female workers employed and receiving not less than 27s. per week of 48 hours |
| 4th " { 2nd " | 30 0 | 27 6 | |
| 5th " { 1st " | 32 6 | 30 0 | |
| 5th " { 2nd " | 35 0 | 32 6 | |
| 6th " { 1st " | 37 6 | 35 0 | |
| 6th " { 2nd " | 40 0 | 37 6 | |

OVERTIME.

4. That any employee who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

(A) Sundays;

(B) on the undermentioned public holidays (that is to say):—

New Year's Day,
 Good Friday,
 Christmas Day;

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

26th January,
 Easter Monday,
 Eight Hours 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.

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

SCHEDULE.

Hackling flax by hand 5s. 9d. per cwt. of dressed fibre.
 Weaving matting—

| | Per Web of 50 Yards. | | | Per Web of 50 Yards. | |
|-------------------|----------------------|---------------------|-------------------|----------------------|---------------------|
| | Plain. | Bordered. | | Plain. | Bordered. |
| | <i>s.</i> <i>d.</i> | <i>s.</i> <i>d.</i> | | <i>s.</i> <i>d.</i> | <i>s.</i> <i>d.</i> |
| 18 inches wide .. | 5 0 | 5 1 | 54 inches wide .. | 8 4 | 8 9 |
| 27 " " .. | 5 10 | 6 0 | 63 " " .. | 9 4 | 9 10 |
| 36 " " .. | 6 8 | 6 10 | 72 " " .. | 10 4 | 10 11 |
| 45 " " .. | 7 6 | 7 11 | | | |

PIECE-WORK—continued.

Making Sennett Mats—

Ordinary (to sizes) 3½d. per sq. ft.; specials, 4½d. per sq. foot.
 Tram mats, 90 inches x 31 inches, 7s. 4d. each.

Making frame mats ..

6d. per square foot

Making lettered frame mats—Letters up to 6 inches .. 3½d. each letter

“ “ “ “ over 6 inches and up to 9 inches 4½d. “

“ “ “ “ over 9 inches 5½d. “

Making wool-bordered slip mats ..

4½d. per sq. ft.

Finishing wool-bordered slip mats ..

3s. 2d. per doz.

Wool Bordered Mats—

Sizes 1 (24 ins. x 14 ins.); 2 (27 ins. x 16 ins.);

Making.

Finishing.

3 (30 ins. x 18 ins.) .. 4½d. per sq. ft. 3s. 8d. per doz.

Size 4 (33 ins. x 26 ins.) .. 5½d. “ 4s. 3d. “

Size 5 (36 ins. x 22 ins.) .. 5½d. “ 4s. 9d. “

Sizes 6 (39 ins. x 24 ins.) and larger .. 5½d. “ 5s. 3d. “

Rod mat making on hand looms—

Sizes, 1, 2, 3, and 4.

Sizes 5 and larger.

Commons .. 2½d. per sq. ft. 2½d. per sq. ft.

Medium .. 2½d. “ 2½d. “

Super .. 2½d. “ 2½d. “

Rod mat binding—

Commons .. 12½d. per doz. yards

Medium and super .. 1s. 7d. “

Special .. 1s. 10d. “

Halters—

Plaiting and splicing tow halters (of less than nine plaits),

1½” to 2” inclusive .. 1s. 8½d. per doz.

Plaiting and splicing tow halters (of less than nine plaits), over 2”

1½” to 2” inclusive .. 1s. 11½d. “

Plaiting and splicing hemp halters (of less than nine plaits),

1½” to 2” inclusive .. 2s. 1d. “

Plaiting and splicing hemp halters (of less than nine plaits), over

2” up to 2½” inclusive .. 2s. 3½d. “

Plaiting and splicing hemp halters (of less than nine plaits),

over 2½” .. 2s. 6½d. “

If of nine plaits or over, 2d. per doz. extra.

Weaving halters—

Cotton .. 2s. 2d. per web of 300 feet.

Hemp, medium .. 1s. 10½d. “

Hemp, colts .. 1s. 10½d. “

Hemp, light .. 1s. 7½d. “

Weaving adjustable fixed head halters in one piece—

Colts .. 12½d. per doz.

Medium .. 10½d. “

Ordinary .. 8½d. “

Sewing leather on to woven head halters—

Cotton .. 5½d. “

Show .. 5d. “

Ordinary .. 4½d. “

The Board determines under the provisions of section 144 of the *Factories and Shops Act* 1915, that any employer may fix and pay piece-work prices to any person employed at any work for which this Board has not fixed piece-work prices but has fixed a minimum wage, 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.

Melbourne, 28th June, 1916.

E. NOTLEY MOORE, P.M.,
 Chairman.