



VICTORIA
GOVERNMENT GAZETTE

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 32.]

TUESDAY, FEBRUARY 1.

[1916.]

Factories and Shops Act 1915.

DETERMINATION OF THE PASTRYCOOKS 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 pastrycook 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 February, 1916.

The Determination and amendments are printed hereunder.

WAGES.

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

ADULTS.

(a) *Pastrycooks, Ornamenters, or Ornamental Workers.*

Fore-hand, <i>i.e.</i> , a person who is in charge of a bakehouse or bakehouses in adjacent buildings under one employer	£3 8s. 6d. per week of 48 hours.
Single-hand, <i>i.e.</i> , a person who takes charge of a bakehouse or work-room with no pastrycook, ornamenters, or ornamental worker under his or her charge	£3 2s. 0d. " "
All others	£2 16s. 0d. " "

WAGES—continued.

(b) Persons Delivering Pastry.

If engaged in the combined delivery and sale of pastry for the whole of their working time	£2 10s. 0d.	per week of 52 hours.
If engaged solely in the delivery of pastry	£2 5s. 0d.	„ „
If engaged in the delivery of pastry for not less than 40 hours per week and if also engaged in general work	£2 5s. 0d.	„ „
All others	£2 0s. 0d.	„ „

(c) General Work.

Males	£2 0s. 0d.	per week of 52 hours.
Females	£1 5s. 0d.	„ 48 „

JUVENILE WORKERS.

3. That the lowest rates payable to persons under 21 years of age (other than apprentices and improvers) shall be—

If engaged in the delivery of pastry for over 26 hours per week and in general work	35s.	per week of 52 hours.
If engaged in the delivery of pastry for over 22 hours but not more than 26 hours per week and in general work	30s.	„ „
If engaged in the delivery of pastry for over 12 hours but not more than 22 hours per week and in general work	25s.	„ „
If engaged in the delivery of pastry for 12 hours or less per week and in general work	20s.	„ „

If engaged in general work for the whole of their working time

Age.	Males.	Females.
	Per week of 48 hours.	Per week of 48 hours.
	s. d.	s. d.
14 years	12 6	
15 „	12 6	12 6
	Per week of 52 hours.	
	s. d.	
16 „	17 6	12 6
17 „	17 6	15 0
18 „	22 6	15 0
19 „	22 6	20 0
20 „	30 0	20 0

DEFINITIONS.

4. That, wherever occurring in this Determination, the expression “General Work” shall include—

- Bringing in raw material.
- Papering hoops.
- Cleaning pans, tins, tools, or other utensils.
- Washing of machines.
- Buttering tins.
- Bringing fuel to oven.
- Cleaning bakehouse yard or premises.
- Turning hand machines.
- Labelling tins or boxes.
- Wrapping cakes or flour.
- Packing wedding cakes, other cakes, or pastry.
- Emptying tins or trays.
- Cracking eggs.
- Cleaning fruit and cutting peel.

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.)

APPRENTICES AND IMPROVERS—*continued.*

5. 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.			Apprentices and Improvers.	Proportionate Number.
During—				
1st year's experience	10s.	<p><i>Apprentices.</i> One apprentice to every two or fraction of two workers receiving not less than 5s. per week of 48 hours.</p> <p><i>Improvers.</i> One improver to the first three adults receiving not less than 5s. per week of 48 hours, and thereafter one improver to every four additional such adults.</p>
2nd	"	...	15s.	
3rd	"	...	20s.	
4th	"	...	25s.	
5th	"	...	35s.	

OVERTIME.

6. That any employee who works in any week for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a third.

SPECIAL RATE FOR SUNDAYS.

7. That all work (except fermented doughs), done on Sundays before 7 p.m. shall be paid for at double rates.

Dated at Melbourne this 25th day of January, 1916.

F. H. BOLTON, J.P.,
 Chairman.

