



# VICTORIA GOVERNMENT GAZETTE.

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[1916.

*Factories and Shops Act 1915.*

## DETERMINATION OF THE TENTMAKERS 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 persons employed in the process, trade, business, or occupation of a maker of tents, tarpaulins, sails, or flags has made the following Determination, namely:—

NOTE.—On the 11th day of November, 1913, the powers of the Tentmakers Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of a maker of—

Horse rugs;  
Cow rugs;  
Water bags;  
Outside blinds (except Venetian blinds);  
Canvas or duck filters;  
Canvas or duck mail bags.

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 15th April, 1916. The Determination and amendments are printed hereunder:—

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

### MALES.

Foreman .. .. .	70s. per week of 48 hours.
Hand sewer, <i>i.e.</i> , any person making, altering, or repairing by hand any article except flags .. .. .	58s. 6d. " "
All other adult males .. .. .	50s. " "

### FEMALES.

Hand sewer, <i>i.e.</i> , any person making, altering, or repairing by hand any article except flags .. .. .	40s. per week of 48 hours
Forewoman or leading machinist where 4 or more females are employed .. .. .	34s. " "
Machinists operating 7.5 or larger machines .. .. .	29s. " "
All other adult females .. .. .	25s. 6d. " "

### 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.)

"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 by any employer

shall be shown in the following table:—

Experience.	Wages per Week of 48 Hours.		Proportionate Number
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<b>APPRENTICES.</b>
1st 6 months ..	10 6	8 6	One male apprentice to every three or fraction of three male workers receiving not less than 50s. per week of 48 hours.
2nd 6 „ ..	13 0	10 0	One female apprentice to every three or fraction of three female workers receiving not less than 25s. 6d. per week of 48 hours.
2nd year ..	16 0	13 0	
3rd „ ..	21 0	16 0	
4th „ ..	26 0	21 0	
5th „ ..	31 0	23 6	<b>IMPROVERS.</b>
			Two male improvers to each male worker receiving not less than 50s. per week of 48 hours.
			Three female improvers to each female worker receiving not less than 25s. 6d. per week of 48 hours.
			Provided that one female improver in lieu of one male improver may be employed.

**TIME OF BEGINNING AND ENDING WORK.**

4. That the time of beginning and ending work shall be—
- |                                      |                                                  |
|--------------------------------------|--------------------------------------------------|
| Time of Beginning, not earlier than— | Time of Ending, not later than—                  |
| 7.45 a.m. ..                         | .. 1 p.m. on Saturdays.                          |
| 7.45 a.m. ..                         | .. 6 p.m. on the other working days of the week. |

**OVERTIME.**

5. That the following rates shall be paid for all work done during the times specified hereunder, viz:—

Within the hours fixed in Clause 4 in excess of 48 hours in any week ..	}	Time and a half.
Between 1 p.m. and midnight on Saturday ..		
Between 6 p.m. and midnight on any other working day of the week ..		
Between midnight and 7.45 a.m. ..	..	.. Double time.

**CASUAL LABOUR.**

6. That casual workers, *i.e.*, workers employed for not more than 24 hours in any week, shall be paid at the rate of 1d. per hour in addition to the rates fixed in Clause 2.

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

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

- Sundays,
- New Year's Day,
- 26th January (Foundation Day),
- Good Friday,
- Easter Monday,
- 21st April (Eight Hours Day),
- 3rd June (King's Birthday),
- Christmas 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.**

8. 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 or persons or classes of persons employed at any work for which the Board has fixed the 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 that are fixed by the Board for such work.

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

Melbourne, 13th March, 1916.