



VICTORIA GOVERNMENT GAZETTE

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[1917.

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING BOARD.

NOTE.—This Determination, on the 7th September, 1917, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the Cities of Ballarat, Bendigo, and Geelong; the Towns of Ballarat East and Warrnambool; the Boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Selastopol.

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 (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or workroom, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, has made the following Determination, namely:—

- (1) That on the 7th September, 1917, the previous Determination of this Board shall be revoked and replaced by this Determination.
- (2)

Apprentices or Improvers.					Adults.		
WAGES.					WAGES.		
				Per week of 48 hours.			Per week of 48 hours.
14 years	..	..	..	12s. 6d.	<i>Males.</i>		
15 years	..	..	..	15s.			
16 years	..	..	..	17s. 6d.	Foreman, i.e., a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees ..		67s. 6d.
17 years	..	..	..	22s. 6d.	Headman, i.e., a person who has charge of employees under, and takes his instructions from, the foreman ..		61s. 6d.
18 years	..	..	..	30s.	All other adult workers ..		56s.
19 years	..	..	..	35s.			
20 years	..	..	..	40s.	<i>Females.</i>		
PROPORTION (within any factory or place).					Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman ..		35s.
<i>Apprentices.</i>					All other adult females ..		29s.
One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 55s. per week of 48 hours.							
<i>Improvers.</i>							
One male improver to every ten or fraction of ten male workers receiving at wages rates or piecework prices not less than 55s. per week of 48 hours.							
<i>FEMALES.</i>							
<i>Wages.</i>							
				Per week of 48 hours.			
15 years	..	..	..	13s. 6d.			
16 years	..	..	..	16s.			
17 years	..	..	..	18s.			
18 years	..	..	..	20s.			
19 years	..	..	..	23s. 6d.			
20 years	..	..	..	25s. 6d.			
PROPORTION (within any factory or place).							
<i>Apprentices.</i>							
One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 29s. per week of 48 hours.							
<i>Improvers.</i>							
One female improver to every ten or fraction of ten female workers receiving not less than 29s. per week of 48 hours.							

JUVENILE WORKERS.

WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

<i>Under 16 years of age.</i>				<i>Under 18 years of age.</i>				<i>Under 21 years of age.</i>			
General work, <i>i.e.</i> , all work except—				General work, <i>i.e.</i> , all work except—				General work, <i>i.e.</i> , all work except—			
(a) Bulk blending, <i>i.e.</i> , mixing;				(a) Bulk blending, <i>i.e.</i> , mixing;				Moving by hand, unassisted, packages			
(b) Moving by hand, unassisted, packages				(b) Moving by hand, unassisted, packages				exceeding 100 lb. gross weight—			
exceeding 35 lbs. gross weight;				exceeding 70 lbs. gross weight;				Per week of			
(c) Ramming with a rammer exceeding				(c) Ramming with a rammer exceeding				48 hours.			
3 lbs. in weight;				4 lbs. in weight;				18 years	..	..	30s.
(d) Packing tea with a machine other than				(d) Packing tea with a machine other				19 years	..	..	35s.
a power-driven machine—				than a power-driven machine—				20 years	..	..	40s.
Per week of				Per week of							
48 hours.				48 hours.							
14 years	..	..	12s. 6d.	16 years	..	..	17s. 6d.				
15 years	..	..	15s.	17 years	..	..	22s. 6d.				

FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

<i>Under 18 years of age.</i>				<i>Under 21 years of age.</i>			
General work, <i>i.e.</i> , all work except—				General work, <i>i.e.</i> , all work except—			
Packing tea with a hand or power-driven machine—				Packing tea with a hand machine—			
Per week of				Per week of			
48 hours.				48 hours.			
15 years	..	..	13s. 6d.	18 years	..	..	20s.
16 years	..	..	16s.	19 years	..	..	23s. 6d.
17 years	..	..	18s.	20 years	..	..	25s. 6d.

(3) OVERTIME.—All work done in excess of 48 hours in any week shall be paid for at the rate of time and a half.

(4) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Eight Hours Day (21st April), Good Friday, Easter Monday, Christmas Day, and 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.

(5) The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act 1915*, No. 2650, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed by the Board for such work.E. NOTLEY MOORE, P.M.,
Chairman.

Melbourne, 8th August, 1917.