



VICTORIA GOVERNMENT GAZETTE.

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[1918.]

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR BOARD.

NOTES.—(a) This Board has been substituted for the Milliners Board, and on the 18th day of November, 1918; the Determination of the said Milliners Board shall be revoked and replaced by this Determination.

(b) This Determination on the 18th day of November, 1918, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the Cities of Ballarat, Bendigo, Geelong, and Warrnambool; the Town of Ballarat East; and the Boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

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 persons employed in the trade, of—

(a) Making males' or females' hats, caps, or bonnets,

(b) Trimming females' hats, caps, or bonnets,

provided that persons subject to the Felt Hatters Board or the Knitters Board and persons employed making machine-made straw hats shall not be subject to this Board, has made the following Determination, namely:—

(1) That this Determination shall be operative on and after the 18th day of November, 1918.

(2) APPRENTICES.			IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 48 Hours.			Wages per Week of 48 Hours.		Wages per Week of 48 Hours.	
Experience.	Males.	Females.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	
1st year—1st 6 months ..	7 6	7 6	7 6	7 6	Cutters	65 0
2nd	10 0	8 6	10 0	8 6	Blockers	62 6
2nd year—1st	12 6	10 0	15 0	10 0	Pressers	62 6
2nd	17 6	12 6	20 0	12 6	All others	62 6
3rd year—1st	22 6	15 0	25 0	15 0	<i>Females.</i>	
2nd	27 6	17 6	30 0	17 6	Milliners	30 0
4th year—1st	32 6	20 0	35 0	20 0	Machinists	30 0
2nd	37 6	22 6	40 0	22 6	Cap finishers	27 6
5th year—1st	42 6	25 0	45 0	25 0	Females over 21 years of age (excluding cap finishers, and not being apprentices or improvers), without previous experience at the trade—	
2nd	47 6	27 6	50 0	27 6	1st 6 months	21 0
6th year—1st	52 6	..	55 0	..	2nd	22 6
2nd	57 6	..	60 0	..	3rd	25 0
					All others	30 0
PROPORTION (BY ANY EMPLOYER).			PROPORTION (BY ANY EMPLOYER).			
<i>Males.</i>			<i>Males.</i>			
One male apprentice to every three or fraction of three male workers receiving not less than 62s. 6d. per week of 48 hours.			Three male improvers to each male worker receiving not less than 62s. 6d. per week of 48 hours.			
<i>Females.</i>			<i>Females.</i>			
One female apprentice to every two or fraction of two female workers receiving not less than 27s. 6d. per week of 48 hours.			Four female improvers to each female worker receiving not less than 27s. 6d. per week of 48 hours.			

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

(4) SPECIAL RATES.—Time and a half shall be paid for work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), 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.

Inside a Factory.

(5) 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.

Outside a Factory.

(6) That the piece-work prices for making the following articles shall be:—

SCHEDULE:	
Peter Pans—	
Brims, up to seven rows stitching showing	5d. per dozen
Four quarter tops	3d. "
Linings	2d. "
Sewing top to brim	2d. "
Sewing in linings	2d. "
Extras—Every four rows stitching	1d. "
Six quarter tops	1d. "
Stitched seams	1½d. "
State School Hats—	
Brims, up to five rows stitching showing	3d. "
Tops	4d. "
Linings	2d. "
Braiding or binding edge of brim	3d. "
Braiding or binding top to brim	2d. "
Sewing in linings	2d. "
Extras—Every four rows stitching	1½d. "
Stitched seams	1½d. "
Varsities—	
Six quarter tops	3d. "
Linings	1½d. "
Peaks	2d. "
Stitching in peaks and linings	2½d. "
Extras—Braiding seams	1d. "
Eight quarter tops	1d. "
Men's Golls—	
Eight quarter tops	4d. "
Linings	2d. "
Peaks	2d. "
Sewing on canvas and sewing in peak and lining	4d. "
Boys' Golls—	
Tops	3½d. "
Linings	1½d. "
Peaks	2d. "
Sewing on canvas and sewing in peaks and linings	3½d. "
Finishing Hats or Caps—	
Making and sewing on buttons	2d. "
Felling	1d. "

All sewings and materials to be supplied by the employer.

R. KNIGHT, P.M.,
Chairman.

Melbourne, 14th October, 1918.