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[1919.

DETERMINATION OF THE CONFECTIONERS 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 manufacturing confectioner, has made the following Determination, namely:—

(2)

Apprentices or Improvers.			Juvenile Workers.—Persons under 21 years of age other than Apprentices or Improvers.			Other Employees.		
WAGES.			WAGES.			WAGES.		
Per week of 48 hours.			Per week of 48 hours.			Per week of 48 hours.		
—	Males.	Females.	Males.	General workers.	Assisting the storeman or packer.			
1st year ..	s. d. 18 6	s. d. 17 0	Under 15 years of age ..	s. d. 15 0	s. d.	Confectioners ..	s. d. 78 0	
2nd „ ..	23 0	21 0	15 years of age ..	17 6	} 33 0	Head storeman or packer having not less than three storemen or packers under his control ..	75 0	
3rd „ ..	30 0	26 0	16 „ ..	20 0		Storeman or packer, i.e., a male adult engaged in the despatch or bulk receiving stores and who assists the head storeman or packer	67 6	
4th „ ..	40 0		17 „ ..	25 0		Female chocolate or French cream dippers ..	35 0	
5th „ ..	45 0		18 „ ..	30 0		Female general workers, bulk or novelty dippers ..	34 0	
			19 „ ..	40 0		All other males ..	60 0	
			20 „ ..	47 6				
PROPORTION.								
Apprentices.								
MALES.								
One male apprentice to every three or fraction of three male workers receiving not less than 60s. per week of 48 hours.								
FEMALES.								
One female apprentice to every three or fraction of three female workers receiving not less than 34s. per week of 48 hours.								
Improvers.								
MALES.								
One male improver to every three or fraction of three male workers receiving not less than 78s. per week of 48 hours.								
FEMALES.								
One female improver to every three or fraction of three female workers receiving not less than 34s. per week of 48 hours.								

(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.—Double time shall be the rate for all work done on Sunday; New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, or 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.

(5) PIECE-WORK.—The Board determines, under the provisions of Section 144 of the Factories and Shops Acts, 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 any 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.

(6)

DEFINITIONS.

CONFECTIONERS.—All adults (other than chocolate, French cream, bulk or novelty dippers) handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice making or shaping machine, or depositing machine, or cocoa bean roaster.

GENERAL WORKERS.—All persons employed at nailing up boxes, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lbs. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing, plaining, emptying, filling, or sieving starch in or from trays (to be done by males only); emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; rolling confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); grinding figs, acids and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup or other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or cocoanut; turning the handle of any machine; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lbs. to be done by males only); upending sugar; icing novelties; glazing confections; cutting neat work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring work.

CHOCOLATE OR FRENCH CREAM DIPPERS.—All persons engaged in dipping by hand or fork goods in chocolate, French cream, or other substance, or covering by hand or fork goods with chocolate, French cream, or other substance.

BULK DIPPERS OR NOVELTY DIPPERS.—All persons who at one operation dip or cover a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on metal.

H. J. RICHARDSON, J.P.,

Chairman.

Melbourne, 10th July, 1919.