



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 26.]

FRIDAY, FEBRUARY 7.

[1919.]

Factories and Shops Acts.

## DETERMINATION OF THE HEADWEAR BOARD.

**NOTE.**—This Determination on the 17th day of February, 1919, 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 on the 17th day of February, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(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.     | Males.                            | s. d. |
| 1st year—1st 6 months ..    | s. d.<br>7 6 | s. d.<br>7 6 | s. d.<br>7 6                | s. d.<br>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         |                                   |       |
| 2nd .. ..                   | 27 6         | 17 6         | 30 0                        | 17 6         |                                   |       |
| 4th year—1st .. ..          | 32 6         | 20 0         | 35 0                        | 20 0         |                                   |       |
| 2nd .. ..                   | 37 6         | 22 6         | 40 0                        | 22 6         | Milliners .. ..                   | 30 0  |
| 5th year—1st .. ..          | 42 6         | 25 0         | 45 0                        | 25 0         | Machinists .. ..                  | 30 0  |
| 2nd .. ..                   | 47 6         | 27 6         | 50 0                        | 27 6         | Cap finishers .. ..               | 27 6  |
| 6th year—1st .. ..          | 52 6         | ..           | 55 0                        | ..           | Females over 21 years of age (ex- |       |
| 2nd .. ..                   | 57 6         | ..           | 60 0                        | ..           | cluding cap finishers, and not    |       |
|                             |              |              |                             |              | being apprentices or improvers,   |       |
|                             |              |              |                             |              | without previous experience at    |       |
|                             |              |              |                             |              | the trade—                        |       |
|                             |              |              |                             |              | 1st 6 months .. ..                | 21 0  |
|                             |              |              |                             |              | 2nd .. ..                         | 22 6  |
|                             |              |              |                             |              | 3rd .. ..                         | 25 0  |
|                             |              |              |                             |              | All others .. ..                  | 30 0  |

### PROPORTION (BY ANY EMPLOYER).

#### Males.

One male apprentice to every three or fraction of three male workers receiving not less than 62s. 6d. per week of 48 hours.

#### Females.

One female apprentice to every two or fraction of two female workers receiving not less than 27s. 6d. per week of 48 hours.

### PROPORTION (BY ANY EMPLOYER).

#### Males.

Three male improvers to each male worker receiving not less than 62s. 6d. per week of 48 hours.

#### Females.

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.

(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.

Melbourne, 15th January, 1919.

R. KNIGHT, P.M.,  
Chairman.

By Authority: ALBERT J. MULLETT, Government Printer, Melbourne.

No. 26.—FEBRUARY 7, 1919.—1207.

