



VICTORIA GOVERNMENT GAZETTE.

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[1919.

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING BOARD.

NOTE.—This Determination, on the 16th April, 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; 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 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 work-room, 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 16th April, 1919, the previous Determination of this Board shall be revoked and replaced by this Determination.
(2)

Apprentices or Improvers.				Adults.	
MALES.				WAGES.	
Wages.				Males.	
			Per week of 48 hours.		Per week of 48 hours.
14 years	..	..	13s. 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	70s.
15 years	..	..	17s.	Headman, i.e., a person who has charge of employees under, and takes his instructions from, the foreman	67s. 6d.
16 years	..	..	18s. 6d.	All other adult workers	61s.
17 years	..	..	24s.		
18 years	..	..	32s. 6d.		
19 years	..	..	36s.		
20 years	..	..	41s. 6d.		
PROPORTION (within any factory or place).				Females.	
<p><i>Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 61s. per week of 48 hours.</p> <p><i>Improvers.</i> One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 61s. per week of 48 hours.</p>				<p>Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman</p>	
				37s.	
				All other adult females	
				30s.	
FEMALES.					
Wages.					
			Per week of 48 hours.		
15 years	..	..	14s. 6d.		
16 years	..	..	17s.		
17 years	..	..	19s.		
18 years	..	..	21s.		
19 years	..	..	24s. 6d.		
20 years	..	..	28s. 6d.		
PROPORTION (within any factory or place).					
<p><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 30s. per week of 48 hours.</p> <p><i>Improvers.</i> One female improver to every four or fraction of four female workers receiving not less than 30s. per week of 48 hours.</p>					

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.e., all work except—		General work, i.e., all work except—		General work, i.e., all work except—	
(a) Bulk blending, i.e., mixing;		(a) Bulk blending, i.e., mixing;		Moving by hand, unassisted, packages	
(b) Moving by hand, unassisted, packages exceeding 35 lbs. gross weight;		(b) Moving by hand, unassisted, packages exceeding 70 lbs. gross weight;		exceeding 100 lbs. gross weight—	
(c) Ramming with a rammer exceeding 3 lbs. in weight;		(c) Ramming with a rammer exceeding 4 lbs. in weight;		Per week of 48 hours.	
(d) Packing tea with a machine other than a power driven machine—		(d) Packing tea with a machine other than a power-driven machine—		18 years 32s. 6d.	
	Per week of 48 hours.		Per week of 48 hours.		19 years 36s.
14 years	13s. 6d.	16 years	18s. 6d.		20 years 41s. 6d.
15 years	17s.	17 years	24s.		

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.e., all work except—		General work, i.e., all work except—	
Packing tea with a hand or power-driven machine—		Packing tea with a hand machine—	
	Per week of 48 hours.		Per week of 48 hours.
15 years	14s. 6d.	18 years	21s.
16 years	17s.	19 years	24s. 6d.
17 years	19s.	20 years	26s. 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.

(5) PIECE-WORK.—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.

Melbourne, 14th March, 1919.

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