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### DETERMINATION OF THE PASTRYCOOKS BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 pastrycook has made the following Determination, namely :—

- (1) That on the 21st April, 1919, the previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices or Improvers.						Adults.		
						Per week of 48 hours.		
Wages.						s. d.	Wages.	
1st six months' experience .. .. .	..	..	..	..	..	11 6	Fore-hand, i.e., a person who is in charge of a bakehouse or bakehouses in adjacent buildings under one employer .. .. .	87 0
2nd " " " " " "	..	..	..	..	..	14 6	Single-hand, i.e., a person who is in charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge .. .. .	80 0
3rd " " " " " "	..	..	..	..	..	17 6	Pastrycooks, ornamentors, or ornamental workers .. .. .	73 0
4th " " " " " "	..	..	..	..	..	20 0		
5th " " " " " "	..	..	..	..	..	23 0		
6th " " " " " "	..	..	..	..	..	26 0		
7th " " " " " "	..	..	..	..	..	29 0		
8th " " " " " "	..	..	..	..	..	32 0		
9th " " " " " "	..	..	..	..	..	37 6		
10th " " " " " "	..	..	..	..	..	46 0		
PROPORTIONATE NUMBER.								
Apprentices.								
One apprentice to every two or fraction of two workers receiving not less than the minimum wage.								
An indenture of apprenticeship prescribed was approved on 15th February, 1916.								
Improvers.								
One improver to the first three adults receiving not less than 73s. per week of 48 hours, and thereafter one improver to every four additional such adults.								
						Per week of 52 hours.		
						Per week of 48 hours.		
						Per week of 48 hours.		

## JUVENILE WORKERS.

## Wages.

(3) PERSONS UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed as follows:—

Males engaged in the delivery of pastry for not more than 30 hours per week and in general work—	Per week of 52 hours. s. d.	Persons engaged in general work for the whole of their working time—			Females engaged decorating Christmas and New Year cakes—		Per week of 48 hours. s. d.
			Males.	Females.			
16 years of age ..	23 0		Per week of 48 hours.	Per week of 48 hours.	15 years of age ..	17 6	
17 " ..	26 0		s. d.	s. d.	16 " ..	20 0	
18 " ..	29 0	14 years of age ..	14 6	..	17 " ..	23 0	
19 " ..	34 6	15 " ..	17 6	14 6	18 " ..	26 0	
20 " ..	40 0		Per week of 52 hours.		19 " ..	29 0	
		16 years of age ..	20 0	16 0	20 " ..	32 0	
		17 " ..	23 0	20 6			
		18 " ..	26 0	21 0			
		19 " ..	29 0	23 0			
		20 " ..	34 6	24 0			

(4) That, wherever occurring in this Determination, the expression "General Work" shall include—

Bringing fuel to oven.  
 Bringing in raw material.  
 Buttering tins.  
 Carrying goods to and from the oven.  
 Cleaning bakehouse yard or premises.  
 Cleaning fruit and cutting peel.  
 Cleaning pans, tins, tools, or other utensils.  
 Cracking eggs.  
 Emptying tins or trays.  
 Labelling tins or boxes.  
 Packing wedding cakes, other cakes, or pastry.  
 Papering hoops.  
 Turning hand machines.  
 Washing of machines.  
 Wrapping cakes or flour.

(5) TIME OF BEGINNING AND ENDING WORK on each day .. .. . Time of beginning. Time of ending.  
 .. 6 a.m. .. 9 p.m.

(6) OVERTIME—

(a) Outside the hours fixed as the times of beginning and ending work { During the first 48 hours of such work in any week .. .. . 1½d. per hour extra.  
 Thereafter .. .. . Time and a third.

(b) Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week .. Time and a third.

(7) SUNDAYS AND PUBLIC HOLIDAYS.—That double time shall be the special rate for all work (except making fermented doughs) done on Sundays before 7 p.m., and that time and a third shall be the special rate for all work done on New Year's Day, 26th January (Foundation Day), 21st April (Eight Hours Day), 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.

F. H. BOLTON, J.P.,  
 Chairman.

Dated at Melbourne the 20th day of March, 1919.