



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 65.]

FRIDAY, MARCH 19.

[1920.

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR BOARD.

NOTE.—This Determination, on the 5th day of April, 1920, 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 towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages 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 5th April, 1920, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES.			IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Experience.	Males.	Females.	Males.	Females.	Males.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year—1st 6 months ..	12 0	10 0	12 0	10 0	Cutters	80 0
2nd	16 0	13 0	16 0	13 0	Blockers or pressers	77 6
2nd year—1st	20 0	16 0	20 0	16 0	All others	70 0
2nd	24 0	19 0	24 0	19 0	<i>Females.</i>	
3rd year—1st	30 0	22 0	30 0	22 0	Milliners and table hands (other than	
2nd	36 0	25 0	36 0	25 0	cap finishers)	40 0
4th year—1st	42 0	30 0	42 0	30 0	Machinists	40 0
2nd	48 0	35 0	48 0	35 0	Cap finishers	38 6
5th year—1st	55 0	..	55 0	..	Females over 21 years of age (ex-	
2nd	63 0	..	63 0	..	cluding cap finishers, and not	
					being apprentices or improvers),	
					without previous experience at	
					the trade—	
					1st 6 months	22 6
					2nd	27 6
					3rd	35 0
					All others	38 6
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 70s. per week of 44 hours.			Two male improvers to each male worker receiving not less than 70s. per week of 44 hours.			
<i>Females.</i>			<i>Females.</i>			
One female apprentice to each female worker receiving not less than 38s. 6d. per week of 44 hours.			Three female improvers to each female worker receiving not less than 38s. 6d. per week of 44 hours.			

TIME OF BEGINNING AND ENDING WORK.

(3) That the time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
7.30 a.m.	1 p.m. on the day on which the half-holiday is observed, and
7.30 a.m.	6 p.m. on the other working days of the week.

OVERTIME.

(4) That the following rate shall be paid for all work done:—

- (a) Outside the hours fixed in Clause (3)
 (b) Within the hours fixed in Clause (3) in excess of 44 hours in any week } Time and a half.

(5) SPECIAL RATES.—Double time 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.

(6) PIECE-WORK.—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, 16th March, 1920.

R. KNIGHT, P.M.,
 Chairman.