



# VICTORIA GOVERNMENT GAZETTE.

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[1923.

Factories and Shops Acts.

## DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

*Note.*—(a) The Storemen, Packers, and Sorters Board, when first constituted, had power to fix rates for any person employed as storeman, packer, or sorter in connexion with the trade or business of—

- making biscuits;
- manufacturing or preparing for sale milk, cream, butter, or cheese;
- making nails;
- preserving meat, or preparing food products from animal fat;
- making paper, cardboard, carpet felt, or any similar products.

These powers were taken away by Orders in Council dated 21st June, 1913, 19th August, 1913, 11th November, 1913, and 4th July, 1916, respectively.

(b) The Storemen, Packers, and Sorters Board was, by an Order in Council dated the 28th September, 1920, given exclusive power to determine the lowest prices or rates which may be paid to any person employed as a storeman, packer, or sorter in the business of a seller of hardware, wholesale or retail.

(c) On the 24th April, 1923, the Storemen, Packers, and Sorters Board was by Order in Council deprived of the power to "determine the lowest prices or rates which may be paid to any persons who are employed in the business of a seller of hardware—wholesale or retail—in assembling ordered goods (other than goods kept in a bulk store or iron yard) and such power was conferred exclusively on the Shops Board No. 16 (Hardware)."

(d) This Determination on the 14th December, 1923, 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, Sandringham, and Warrnambool; the town of Geelong West; and the boroughs of Eaglehawk, 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 person, not already provided for by any existing Wages Board, employed as a Storeman, Packer, or Sorter in connexion with any trade or business," has made the following Determination, namely:—

(1) That on the 14th December, 1923, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.				Number (in any place).	
	Wages per week.				
	Males. s. d.	Females. s. d.			
Under 16 years of age .. .. .	20 3	20 3	<b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.		
16 to 17 " " " " .. .. .	27 3	27 3	<b>MALE IMPROVERS.</b> One male improver to every four or fraction of four male workers receiving 9s. 6d. per week.		
17 " 18 " " " " " " " " .. .. .	36 0	30 3	<b>FEMALE IMPROVERS.</b> Two female improvers to each female worker, receiving 5s. 6d. per week.		
18 " 19 " " " " " " " " .. .. .	49 3	35 3			
19 " 20 " " " " " " " " " " .. .. .	63 9	39 3			
20 " 21 " " " " " " " " " " .. .. .	78 3	43 0			

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.  
An indenture of apprenticeship prescribed was approved on 24th May, 1923.

OTHER EMPLOYERS.	Males employed in (or on)—						Females employed in—	
	Wharfs, Wharf Sheds, or Customs Railway Sheds.	Potato or Onion Stores.	Lime, Cement, or Fibrous Plaster Stores.	Bulk Paper Stores.	Hardware and Machinery Stores.	Any other place (except Bond and Free, Wool, Skin, Hide, Grain, Tallow or Oil Stores).	Manufacturing Factories.	Any other place.
	Wages per week of 44 hours. s. d.	Wages per week of 44 hours. s. d.	Wages per week of 44 hours. s. d.	Wages per week of 48 hours. s. d.	Wages per week of 48 hours. s. d.	Wages per week of 48 hours. s. d.	Wages per week of 46 hours. s. d.	Wages per week of 48 hours. s. d.
Storeman, or Male or Female Packer or Sorter in any store, who (notwithstanding he or she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—								
(a) Works singly .. .. .	107 3	95 9	94 9	99 6	101 3	96 3	54 3	54 3
(b) Supervises or directs the number of persons of the same sex, indicated hereunder, viz. :—								
(a) 1, 2, 3, 4, 5, or 6 such persons .. .. .	107 3	95 9	97 3	102 0	103 9	99 0	58 0	58 0
(b) 7 or more such persons ..	107 3	95 9	112 9	117 6	119 3	114 6	66 0	66 0
Storemen in charge of a bulk store removed from the main place of business .. .. .	..	..	..	..	..	96 3	..	..
Packers of crockery for the country .. .. .	..	..	..	..	..	100 0	..	..
Packers of crockery for the town .. .. .	..	..	..	..	..	91 6	..	..
All adults not otherwise provided for ..	107 3	95 9	91 6	96 3	96 3	91 6	51 6	51 6

(3) TIMES OF BEGINNING AND ENDING WORK—

	Times of beginning. Not earlier than—	Times of ending. Not later than—
On the ordinary working days of the week ..	7 a.m. ..	6 p.m. ..
On Saturday, or the day on which the weekly half-holiday is observed .. .. .	7 a.m. ..	12 noon in bulk paper, bulk lime, or cement stores, 12.30 p.m. in any other place.

(4) OVERTIME.—The following rates shall be paid for all work done :—

Between midnight and 7 a.m. .. .. .	4s. per hour.
At any other time outside the times of beginning and ending work as herein fixed	} Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week .. .. .	

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (28th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), 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 days so substituted.

(6) CASUAL LABOUR.—Casual hands, i.e., persons (other than those in Potato or Onion Stores, on Wharfs, or in Wharf Sheds or Customs Railway Sheds) who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(8) 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 for wholly or partly packing or sorting any articles for which wages rates are fixed, 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 rate fixed by the Board for such work.

F. H. BOLTON, J.P.,  
Chairman.  
C. W. KINSMAN,  
Secretary.

Dated at Melbourne this 30th day of November, 1923.