



# VICTORIA GOVERNMENT GAZETTE.

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[1934

Factories and Shops Acts.

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

This Determination on the 30th November, 1934, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council made thereunder extending such Metropolitan District, such portions of the city of Sandringham as are not included in the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the boroughs of Eaglehawk and Sebastopol; the town of Newtown and Chilwell; and such portion of the area vested in or under the control of the State Electricity Commission as is within a radius of one mile and a half of the Yallourn Post Office.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid—

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter,
- (ii) in assisting a Storeman, Packer, or Sorter,
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch,

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted or packed for trade or sale,

but not including any person subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Flock Board	Millet Broom Board	Shops Board No. 12 (Fuel and Fodder)
Agricultural Implements Board	Flour Board	Nailmakers Board	Shops Board No. 13 (Fuel and Fodder—Country)
Agricultural Implements Board (Country)	Flour Board (Country)	Paper Board	Shops Board No. 14 (Furniture Dealers)
Bedstead Makers Board	Furniture Board (Picture Frames)	Paper Bag Trade Board	Shops Board No. 15 (Grocers)
Biscuit Board	Furniture Board (Wood, Mantelpiece, or Overmantel)	Pastrycooks Board	Shops Board No. 16 (Hardware)
Boarding Houses Board	Glassworkers Board	Plate Glass Board	Soap and Soda Board
Brewers Board	Grocers' Sundries Board	Polish Board	Starch Board
Butter Board	Ham and Bacon Curers Board	Pottery Board	Tea Packing Board
Candlemakers Board	Hotel and Restaurant Board	Printers Board	Tinsmiths Board
Cardboard Box Trade Board	Ice Board	Printers Board (Country)	Wholesale Grocers Board
Cigar Trade Board	Jam Trade Board	Printers Board (Provincial)	Wireworkers Board
Confectioners Board	Leather Goods Board	Rubber Trade Board	Woodworkers Board
Cordage Board	Marine Stores Board	Shops Board No. 1 (Boot Dealers)	Woodworkers Board (Country)
Fellmongers Board	Meat Preservers Board	Shops Board No. 9 (Drapers and Men's Clothing)	Woollen and Cotton Trade Board,"

has made the following Determination, namely:—

(1) That on the 30th November, 1934, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

## APPRENTICES AND IMPROVERS.

Wages Per Week.					Number (in any place).
	Males.		Females.		APPRENTICES.
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.	
Under 16 years of age	s. d.	s. d.	s. d.	s. d.	One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage
16 to 17 years of age	46 0	15 0	17 0	15 0	An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.
17 to 18 years of age		20 3	20 0	20 3	MALE IMPROVERS.
18 to 19 years of age		26 3	23 0	22 3	<i>Egg Packing Establishments.</i>
19 to 20 years of age	58 9	36 6	26 0	26 0	One male improver to every three or fraction of three male workers receiving 67s. per week.
20 to 21 years of age	74 3	46 9	30 0	28 6	<i>Any Other Place.</i>
		58 0	34 0	32 6	One male improver to every four or fraction of four male workers receiving 67s. per week.
					FEMALE IMPROVERS.
					<i>Laundries.</i>
					One female improver to every three or fraction of three female workers receiving 42s. per week.
					<i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i>
					Two female improvers to every three or fraction of three female workers receiving 42s. per week.
					<i>Any Other Place.</i>
					One female improver to every four or fraction of four female workers receiving 37s. 6d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

(3)

## JUVENILE WORKERS.

JUVENILE WORKERS, I.E., PERSONS UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS).

				Males Employed in Egg Packing Establishments (where not less than four Female Packers, Sorters, or Testers are working) engaged solely in Preparing Cases, and waiting upon Female Packers, Sorters, or Testers, and taking away from them Eggs, Cases, or other required material.	Males and Females Employed exclusively at Egg Wiping.	
					Males.	Females.
WAGES PER WEEK OF 48 HOURS.						
				s. d.	s. d.	s. d.
Under 15 years of age	..	..	..	15 0	15 3	15 9
15 to 16 years of age	..	..	..	15 0	18 0	15 9
16 to 17 years of age	..	..	..	20 3	23 0	20 6
17 to 18 years of age	..	..	..	26 3	30 9	24 0
18 to 19 years of age	..	..	..	36 6	45 0	28 0
19 to 20 years of age	..	..	..	46 9	56 3	34 3
20 to 21 years of age	..	..	..	58 0	61 3	39 6
PROPORTION.						
Not more than one juvenile worker shall be employed to every eight or fraction of eight female egg packers, sorters, or testers receiving not less than 42s. per week.						

(4)

## OTHER EMPLOYEES.

## MALES.

	In other parts of Victoria where this Determination applies.									
	Within a radius of one mile and half of the Yallourn Post Office.	Males employed in (or on) or in connexion with—								
		Storemen employed in Figured, Roll, and Sheet Glass Stores.	Storemen employed receiving Stores and Tools into Engineering Establishments or into the Stores of such Establishments, or who are in charge of such Stores and Tools for use in such Establishments.	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Various Plaster Stores, or Wholesale Softgoods Warehouses.	Boot, Factories, or Wholesale Chemists' Warehouses.	Bulk Paper Stores.
WAGES PER WEEK OF—										
	48 Hours.	48 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter in any Store, who (notwithstanding he 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 . . . . .	89 0	76 6	76 6	88 0	76 0	78 0	73 0	72 0	74 6	76 6
(b) Supervises or directs the number of male persons 18 years of age or over indicated hereunder, viz. :—										
(a) 1, 2, 3, 4, 5, or 6 such persons . . . . .	91 3	78 9	78 9	88 0	76 0	78 0	75 6	74 3	76 9	78 9
(b) 7 or more such persons . . . . .	105 3	92 9	92 9	88 0	76 0	78 0	89 6	88 9	91 6	92 9
Storeman in charge of a bulk store removed from the main place of business . . . . .	89 0	76 6	76 6	..	..	..	..	72 0	74 6	76 6
Packers of crockery, china, or glassware . . . . .	..	..	..	..	..	..	..	..	..	..
Packers of metal window frames . . . . .	..	..	..	..	..	..	..	..	..	..
Persons handling pianos, piano-players, or organs . . . . .	..	..	..	..	..	..	..	..	..	..
Egg packers, sorters or testers with six months' or more experience . . . . .	..	..	..	..	..	..	..	..	..	..
All male adults not otherwise provided for . . . . .	85 0	72 0	72 0	88 0	76 0	78 0	70 0	67 0	70 0	72 0

## OTHER EMPLOYEES—MALES—(continued).

In other parts of Victoria where this Determination applies.								
Males employed in (or on) or in connexion with—								
Bread-making Establishments.	Match Factory Stores, or Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Bulk Salt Stores, Hardware or Machinery Stores, in which Stores are Stocked and Stores in which Sausage Casings are Stored, Packed or Sorted.	Dye Stores.		Electrical Goods Stores.	Any Other Place.	
				Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Other Dye Stores.			
WAGES PER WEEK OF—								
44 Hours.	48 Hours.	48 Hours.	48 Hours.	48 Hours.	48 Hours.	47 Hours.	48 Hours.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Storeman, Packer, or Sorter in any Store, who (notwithstanding he 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 .. .. .								
84 6	76 6	74 6	76 6	76 6	76 6	84 0	72 0	
(b) Supervises or directs the number of male persons 18 years of age or over indicated hereunder, viz. :—								
(a) 1, 2, 3, 4, 5, or 6 such persons .. .. .								
91 3	78 9	76 9	78 9	78 9	78 9	86 3	74 3	
(b) 7 or more such persons .. .. .								
105 9	92 9	91 6	92 9	92 9	92 9	100 3	88 9	
Storeman in charge of a bulk store removed from the main place of business .. .. .								
..	76 6	74 6	76 6	76 6	76 6	84 0	72 0	
Packers of crockery, china, or glassware .. .. .								
..	..	..	..	..	..	..	75 3	
Packers of metal window frames .. .. .								
..	..	..	..	..	..	..	72 0	
Persons handling pianos, piano-players, or organs .. .. .								
..	..	..	..	..	..	..	72 0	
Egg packers, sorters, or testers with six months' or more experience .. .. .								
..	..	..	..	..	..	..	70 0	
All male adults not otherwise provided for .. .. .								
85 0	72 0	70 0	72 0	72 0	72 0	80 0	67 0	

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed.

## FEMALES.

	Females employed in or in connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establish- ments.	Any Other Place.
	WAGES PER WEEK OF—			
	46 Hours.	48 Hours.	48 Hours.	48 Hours.
	s. d.	s. d.	s. d.	Provided that females employed in or in connexion with any establishment in which the hours for males are fixed at less than 48 per week shall be subject to the same number of hours as those fixed for males. s. d.
Female Packer or Sorter in any Store, who (notwithstanding 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 .. .. .	39 9	45 0	45 0	39 9
(b) Supervises or directs the number of female persons 18 years of age or over, indicated hereunder, viz. :—				
(a) 1, 2, 3, 4, 5, or 6 such persons .. .. .	42 9	48 0	48 0	42 9
(b) 7 or more such persons .. .. .	48 6	54 0	54 0	48 6
Females employed packing or sorting laundry work .. .. .	..	..	..	42 0
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	40 0	..
With eight weeks' or more experience .. .. .	..	..	43 0	..
All female adults not otherwise provided for .. .. .	37 6	42 0	37 6	37 6

Provided that females employed in or in connexion with any establishment in which the hours for males are fixed at less than 48 per week shall be subject to the same number of hours as those fixed for males.

(5) **TEMPORARY WORK IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**—Temporary employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 2s. 2d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

(6) **TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS**—

(a) Bond or Free Stores or Establishments engaged in the general bulk storage business—

	Times of beginning. Not earlier than—	Times of ending. Not later than—
On Monday to Friday inclusive .. .. .	7.30 a.m.	5.30 p.m.
On Saturday .. .. .	7.30 a.m.	12 noon.

(b) Any other place except Bread-making Establishments—

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 ..		12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

(7) **HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.**—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights .. .. .	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

(8) **OVERTIME.**—The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause (7), or	.. .. .	} Time and a half.
In excess of 44 hours in any week .. .. .	.. .. .	

(b) by persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business—

Outside the times of beginning and ending work as fixed in clause (6) (a) ..	.. .. .	} Time and a half for first three hours and double time thereafter.
Within the times of beginning and ending work, in excess of 44 hours in any week ..	.. .. .	

Provided that after 12 noon on Saturdays temporary employees shall be paid double rates, and after 12.30 p.m. on Saturdays weekly employees shall be paid double rates.

(c) by all other persons—

Between midnight and 7 a.m. .. .. .	4s. per hour.
At any other time outside the times of beginning and ending work as fixed in clause (6) (b) ..	.. .. .
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 .. .. .	} Time and a half.

(9) **SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS**—

(a) Bond or Free Stores or Establishments engaged in the General Bulk Storage Business—

(i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and temporary employees shall be paid at the rate of double time.

(b) Any Other Place—

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), 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.

(10) **TIME RATE.**—Any person (other than (a) those in potato or onion stores, bond or free stores or establishments engaged in the general bulk storage business, on wharfs, or in wharf sheds, customs railways sheds or fumigating sheds, or (b) juvenile workers engaged exclusively at egg wiping) employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the maximum number of hours fixed in this Determination be paid—

(a) in any week in which two or more .. .. .	At the ordinary wages rate with an addition of fifty per centum.
Public Holidays occur .. .. .	.. .. .

(b) in any other week .. .. .	At the ordinary wages rate with an addition of thirty-three and one-third per centum.
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(11) **RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.**—The maximum weight to be lifted by any female over 18 years of age, employed in an Egg Store, shall be thirty pounds.

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

(13) **PIECE-WORK.**—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), 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.

#### ADDITIONAL PROVISIONS APPLICABLE ONLY TO—

(A) FEMALES EMPLOYED AT WIPING, PACKING, SORTING, OR TESTING EGGS.

(14) **REST PERIODS.**—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(15) **TEA MONEY.**—Females required to work overtime shall receive 1s. tea money on each occasion of working overtime.

(B) PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

(16) **MEAL HOURS.**—Meal hours shall be as follows:—

Dinner: One hour between 12 noon and 2 p.m.

Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(17) **MEAL HOUR RATES.**—All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rate shall not apply.

(18) **MEAL ALLOWANCE.**—Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

(19) **HOLIDAYS.**—Weekly employees shall be entitled to all statutory or gazetted public holidays observed by the Customs Authority without any deduction from the weekly pay.

(20) **CARRYING HEAVY GOODS.**—Temporary employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9d. per hour above the ordinary rates.

(C) PERSONS EMPLOYED IN ELECTRICAL ENERGY UNDERTAKINGS.

(21) **ANNUAL HOLIDAYS.**—Persons employed in Electrical Energy Undertakings in all parts of Victoria to which this Determination applies, other than at Yallourn, shall be granted two weeks' holiday each year on full pay.

R. J. EDWARDS, Chairman.

H. N. JONES, Secretary.

Melbourne, 15th November, 1934.

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