



# VICTORIA GOVERNMENT GAZETTE.

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[1938

Factories and Shops Acts.

## DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—On 21st August, 1938, the application of this Determination was as follows:—

(a) Clauses (1) to (11) inclusive applied to the Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council thereunder, and such portion of the City of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Kangaroo Flat, in the shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the shire of Strathfieldsaye; and such portions of the shire of South Barwon and of the Moorpanyal Riding of the shire of Corio as are within a radius of 5 miles of the Geelong Post Office.

(b) Clause (1) and clauses (12) to (19) inclusive applied to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.

(ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board, were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.

(iii) The Board has prescribed a form of apprenticeship indenture.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates of payment for bread making or baking" has made the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after 21st August, 1938.

### WITHIN THE AREA SET OUT IN NOTE (i) (a).

#### (2) WAGES.—

| Apprentices.  | Improvers.   | Other Employees.                                      |                   |                |
|---|--|---|-------------------|----------------|
| Per Week<br>of<br>44 Hours.   | Per Week<br>of<br>44 Hours.  | Foremen<br>or Single<br>Hands.                        | Dough-<br>makers. | All<br>Others. |
| s. d.   | £ s. d.  | Per Hour.   | Per Hour.         | Per Hour.      |
| 1st six months .. 22 6  | 1st six months .. } 5 1 2  |   |                   |                |
| 2nd " .. 24 9   | 2nd " .. }   |   |                   |                |
| 3rd " .. 27 0   | 3rd " .. }   |   |                   |                |
| 4th " .. 29 3   | 4th " .. }   |   |                   |                |
| 5th " .. 31 6   | 5th " .. }   |   |                   |                |
| 6th " .. 33 9   | 6th " .. }   |   |                   |                |
| 7th " .. 40 6   | 7th " .. }   |   |                   |                |
| 8th " .. 49 6   | 8th " .. }   |   |                   |                |
| and thereafter the minimum<br>wage.   | and thereafter the minimum<br>wage.  |   |                   |                |
| PROPORTION (within any<br>factory or place).  | PROPORTION (within any<br>factory or place).   |   |                   |                |
| One apprentice to every three<br>or fraction of three workers re-<br>ceiving not less than 11s. 10d.<br>per week of 44 hours. | One improver to every eight<br>workers receiving not less than<br>11s. 10d. per week of 44<br>hours. |   |                   |                |
|   |  | <i>Ordinary Nights.</i>                               |                   |                |
|   |  | Between 11 p.m. and 7 p.m. on<br>the following day .. | 2 9               | 2 6½ 2 6½      |
|   |  | <i>Double Nights.</i>                                 |                   |                |
|   |  | Between 8 p.m. and 7 p.m. on<br>the following day ..  | 2 9               | 2 6½ 2 6½      |
|   |  | <i>Treble Nights.</i>                                 |                   |                |
|   |  | Between 7 p.m. and 6 p.m. on<br>the following day ..  | 2 9               | 2 6½ 2 6½      |

(3) PROHIBITION.—Bread making or baking, as defined in the Factories and Shops Acts is hereby prohibited during the times specified hereunder, viz:—

(a) on "ordinary nights"—between the hours of 7 p.m. and 11 p.m.

on "double nights"—between the hours of 7 p.m. and 8 p.m.

on "treble nights"—between the hours of 6 p.m. and 7 p.m.

(b) (without affecting the generality of the foregoing), between the hours of 12 noon on the Monday preceding the third Wednesday in January and 11 p.m. on such third Wednesday.

(4) HOURS OF WORK.—That the number of hours to be worked on each night (including the time spent at the doughmaking necessary for such night's work) shall be:—

|                         | Apprentices. | Other Employees. |
|-------------------------|--------------|------------------|
| Ordinary nights .. .. . | 7 hours      | 7 hours          |
| Double nights .. .. .   | 9 "          | 10 "             |
| Treble nights .. .. .   | 9 "          | 10 "             |

- (5) OVERTIME.—(a) That any employee (other than an apprentice) who works either—  
 (i) for any time in excess of the number of hours fixed in clause 4, or alternatively,  
 (ii) during any week for any time in excess of 44 hours,  
 shall be paid for such extra time at the wages rate of double time.  
 (b) That any apprentice who works on any one night for any time in excess of the number of hours fixed in clause 4 shall be paid for such extra time at the rate of 5s. per hour.  
 (6) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.  
 (7) TIME RATE.—That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 22 hours, at the ordinary wages rate with an addition of 33 per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.  
 (8) SPECIAL RATES FOR PUBLIC HOLIDAYS.—That payment for all work done on New Year's Day, 26th January (Australia Day), Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, or Boxing Day shall be at the rate of time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.  
 (9) UNION REPRESENTATIVE.—That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, and shall be permitted to inspect the time-book relating to the persons employed therein.  
 (10) SUNDAY WORK.—The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.  
 (11) DEFINITIONS.—  
 (a) "Foreman or single hand" shall mean the person responsible for the output and the quality of the bread.  
 (b) "Double night" shall mean a night on which bread for two days' consumption is produced.  
 (c) "Treble night" shall mean a night on which bread for more than two days' consumption is produced.

**WITHIN THE AREA SET OUT IN NOTE (I) (b).**

(12) WAGES.—

| Apprentices.   |      | Improvers.  |        | Other Employees.                                      |   |
|--|------|---|--------|---|---|
| Per Week of 44 Hours.  |      | Per Week of 44 Hours.   |        |   |   |
| s. d.  |      | £ s. d.   |        |   |   |
| 1st year .. .. .   | 18 0 | 1st year.. .. .   | 4 16 6 | Foremen or single hands ..                            | 2s. 7½d. per hour, or 115s. 6d. per week of 44 hours. |
| 2nd " .. .. .  | 22 6 | 2nd " .. .. .   |        | Makers or bakers of rye bread, Vienna bread, or rolls |   |
| 3rd " .. .. .  | 27 0 | 3rd " .. .. .   |        | Doughmakers .. .. .                                   | 2s. 5d. per hour, or 106s. 4d. per week of 44 hours.  |
| 4th year—  |      | 4th " .. .. .   |        |   |   |
| 1st six months ..  | 33 9 | PROPORTION (within any factory or place).   |        |   |   |
| 2nd " .. .. .  | 40 6 | One improver to every eight workers receiving not less than 106s. 4d. per week of 44 hours. |        |   |   |
| PROPORTION.  |      |   |        |   |   |
| One apprentice to every three or fraction of three workers receiving not less than 106s. 4d. per week of 44 hours. |      |   |        |   |   |

- (13) OVERTIME.—(a) That any employee (other than an apprentice) who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.  
 (b) That any apprentice who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.  
 (14) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.  
 (15) TIME RATE.—That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 22 hours, at the ordinary wages rate with an addition of 33 per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.  
 (16) UNION REPRESENTATIVE.—That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, and shall be permitted to inspect the time-book relating to the persons employed therein.  
 (17) SUNDAY WORK.—The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.  
 (18) SPECIAL RATES FOR PUBLIC HOLIDAYS.—That time and a half shall be the rate payable for all work done on New Year's Day, 26th January (Australia Day), Easter Monday, 21st April (Labour Day), King's Birthday, 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 be payable only for work done on the day so substituted.  
 (19) DEFINITION.—"Foreman or single hand" shall mean the person responsible for the output and the quality of the bread.

RAY H. BEERS, P.M., Chairman.

REX. L. CECIL, Secretary.

Melbourne, 2nd August, 1938.

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