



# VICTORIA GOVERNMENT GAZETTE

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TUESDAY, AUGUST 23.

[19

Factories and Shops Acts.

## DETERMINATION OF THE CONFECTIONERS BOARD.

NOTE.—This Determination applies to the whole State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a confectioner," has made the following Determination, namely:—

(1) That on the 1st September, 1938, the previous Determination of this Board shall be revoked and replaced by "Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																												
<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>Males (assisting the Storeman and Packer).</i></p> <table><tr><td>18 years of age and under 19 years</td><td>.. 48 0</td></tr><tr><td>19 " " 20 "</td><td>.. 59 0</td></tr><tr><td>20 " " 21 "</td><td>.. 67 9</td></tr></table> <p style="text-align: center;"><i>All Other Males.</i></p> <table><tr><td>14 years of age and under 15 years</td><td>.. 15 6</td></tr><tr><td>15 " " 16 "</td><td>.. 18 0</td></tr><tr><td>16 " " 17 "</td><td>.. 23 3</td></tr><tr><td>17 " " 18 "</td><td>.. 31 0</td></tr><tr><td>18 " " 19 "</td><td>.. 45 6</td></tr><tr><td>19 " " 20 "</td><td>.. 56 9</td></tr><tr><td>20 " " 21 "</td><td>.. 62 0</td></tr></table> <p style="text-align: center;"><i>Females.</i></p> <table><tr><td>16 years of age and under</td><td>.. 18 7</td></tr><tr><td>17 " " 18 years</td><td>.. 23 4</td></tr><tr><td>18 " " 19 "</td><td>.. 28 9</td></tr><tr><td>19 " " 20 "</td><td>.. 34 5</td></tr><tr><td>20 " " 21 "</td><td>.. 39 4</td></tr></table> <p style="text-align: center;">PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 83s. 6d. per week of 44 hours.</p> <p>One male improver to every four or fraction of four male workers receiving not less than 83s. 6d. per week of 44 hours.</p> <p style="text-align: center;"><i>Other Male Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 92s. 6d. per week of 44 hours.</p> <p style="text-align: center;"><i>Other Male Improvers.</i></p> <p>One male improver to every three male workers receiving not less than 92s. 6d. per week of 44 hours.</p> <p style="text-align: center;"><i>Females.</i></p> <p>Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 47s. per week of 44 hours.</p>	18 years of age and under 19 years	.. 48 0	19 " " 20 "	.. 59 0	20 " " 21 "	.. 67 9	14 years of age and under 15 years	.. 15 6	15 " " 16 "	.. 18 0	16 " " 17 "	.. 23 3	17 " " 18 "	.. 31 0	18 " " 19 "	.. 45 6	19 " " 20 "	.. 56 9	20 " " 21 "	.. 62 0	16 years of age and under	.. 18 7	17 " " 18 years	.. 23 4	18 " " 19 "	.. 28 9	19 " " 20 "	.. 34 5	20 " " 21 "	.. 39 4	<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>General Workers.</i></p> <table><tr><td>14 years of age and under 15 years</td><td>.. 15 6</td></tr><tr><td>15 " " 16 "</td><td>.. 18 0</td></tr><tr><td>16 " " 17 "</td><td>.. 23 3</td></tr><tr><td>17 " " 18 "</td><td>.. 31 0</td></tr><tr><td>18 " " 19 "</td><td>.. 45 6</td></tr><tr><td>19 " " 20 "</td><td>.. 56 9</td></tr><tr><td>20 " " 21 "</td><td>.. 62 0</td></tr></table> <p style="text-align: center;">PROPORTION.</p> <p>One male juvenile worker to every male worker receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>	14 years of age and under 15 years	.. 15 6	15 " " 16 "	.. 18 0	16 " " 17 "	.. 23 3	17 " " 18 "	.. 31 0	18 " " 19 "	.. 45 6	19 " " 20 "	.. 56 9	20 " " 21 "	.. 62 0	<p style="text-align: center;">WAGES PER WEEK OF 44 "</p> <table><tr><td>Confectioners</td><td>.. 92</td></tr><tr><td>Head storeman or packer having not less than three storemen or packers under his control</td><td>.. 90</td></tr><tr><td>Storeman or packer in charge of one or two persons</td><td>.. 87</td></tr><tr><td>Storeman or packer being the only person employed in the store</td><td>.. 87</td></tr><tr><td>Storeman or packer engaged in the despatch or bulk receiving stores</td><td>.. 83</td></tr><tr><td>Machinists</td><td>.. 81</td></tr><tr><td>Female chocolate or French cream dippers, general workers, bulk or novelty dippers</td><td>.. 47</td></tr><tr><td>All other males</td><td>.. 78</td></tr></table> <p><b>NIGHT SHIFT.</b>—All male employees engaged on night work shall be paid at the rate of 10s. per week in addition to ordinary rates of pay, and shall be paid at the rate of per week in addition to ordinary rates of pay.</p> <p>Any employee transferred day work to night shift shall be guaranteed his on day work after he has completed his work on night shift.</p> <p><b>STARCH WORK.</b>—Male employees under eighteen years not be employed on starch. Males only shall be smoothing starch trays emptying or sieving starch with or without confections them.</p> <p>All males, whether adult or junior, employed on starch shall receive 2s. 6d. per above their prescribed rates.</p>	Confectioners	.. 92	Head storeman or packer having not less than three storemen or packers under his control	.. 90	Storeman or packer in charge of one or two persons	.. 87	Storeman or packer being the only person employed in the store	.. 87	Storeman or packer engaged in the despatch or bulk receiving stores	.. 83	Machinists	.. 81	Female chocolate or French cream dippers, general workers, bulk or novelty dippers	.. 47	All other males	.. 78
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## DEFINITIONS.

(3) **CONFECTIONERS.**—All adults (other than chocolate, French cream, bulk or novelty dippers) handling or dealing with any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice making or shaping machine depositing machine, or cocoa bean roaster, or milk chocolate condenser.

**GENERAL WORKERS.**—All persons employed at nailing up boxes, except in the despatch or bulk or receiving store, tying up bottles, tins or parcels, tinning up, boxing or packing under 30 lb. in weight; wrapping; packing stock boxes or tins or labelling; picking nuts or fruit or confection; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing, emptying, filling, or sieving starch in or from trays (to be done by males only); emptying trays; sieving; cutting fruit or cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of nature); grinding figs, acids and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or cocoanut; turning the of any machine; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring or ingredients (if over 30 lb. to be done by males only); upending sugar; icing novelties; glazing confections; cutting work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring except in the despatch or bulk receiving store.

**CHOCOLATE OR FRENCH CREAM DIPPERS.**—All persons engaged in dipping by hand or fork goods in chocolate, French cream, or other or covering by hand or fork goods with chocolate, French cream, or other substance.

**BULK DIPPERS OR NOVELTY DIPPERS.**—All persons who at one operation dip or cover a number of confections in or with chocolate other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on

**MACHINISTS.**—Adult males employed in operating melangers, refiners, conges, or cocoa mills.

(4) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be 44 hours.

(5)	Time of beginning not earlier than—	Time of ending not later than—	} With one break of not less than half an hour for a meal between 12 noon and 2 p.m.
	7.30 a.m. . . . .	5.15 p.m. Monday to Friday inclusive.	
	7.30 a.m. . . . .	12 noon on Saturday.	

(6) **OVERTIME.**—  
All time worked in excess of 44 hours . . . . . Time and a half.  
All time worked outside the times of beginning and ending work shall be paid at the rate of time and a half, provided that 44 hours must be worked before overtime can be claimed, and further provided that in any broken week overtime rate shall be paid for any time worked, excepting where such broken time is caused through the default of the employee.  
No employee shall be worked for more than five hours without an interval for a meal.

(7) **TERMS OF ENGAGEMENT.**—Employment may be terminated by two working days' notice on either side, and such notice may be given at any time. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, of duty, or misconduct (and in such cases shall be paid up to the time of dismissal only), or to deduct payment for any day the cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any which the employer cannot reasonably prevent, or through slackness of work, or through the closing of factories between Christmas New Year.

This clause shall not apply to workers on night shift.

(8) **MEAL HOUR RATES.**—(a) All meal time, if worked, shall be paid at the rate of double time.

(b) Where an employee is called on to work for one hour or more beyond his usual finishing time, he shall be allowed an hour for a meal.

(9) **HOLIDAYS.**—(a) All employees shall be entitled to the holidays hereinafter mentioned, or any day substituted for them by of Parliament or proclamation, without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Day, King's Birthday, Christmas Day, Boxing Day, Cup Day, and Picnic Day.

(b) Employees working on any of these days shall be entitled to ordinary time for the time worked in addition to the minimum with a minimum of four hours.

(10) **PAYMENT OF WAGES.**—The payment of employees shall be made during working hours.

(11) **SICK PAY.**—Any employee who is absent from duty as a result of sickness or of accident incurred in the course of his shall be paid not more than two days' sick pay in any one year. For the purpose of this clause a year shall mean a period twelve months commencing on 1st January in each year.

(12) **MEAL ALLOWANCE (MALES).**—All male employees over sixteen years of age called upon to work overtime beyond one hour receive a meal allowance of 1s. 6d., provided that no notice has been given to the employee when ceasing work on the previous day he is required to work overtime on the following day.

(13) **MEAL ALLOWANCE (FEMALES).**—Each female employee shall receive 1s. 6d. for tea money on any day which she is required work overtime.

(14) **PIECE-WORK SPECIAL RATES.**—Females shall be paid double rates for work done on Sundays, New Year's Day, Australia Picnic Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Cup Day, Christmas Day, or any other day substituted them by Act of Parliament.

(15) **PIECE-WORK WAITING TIME.**—Female piece-workers who are waiting for work on or about the factory or workshop must be for such waiting time a sum calculated on the basis of the weekly wage.

(16) **PIECE-WORK OVERTIME RATES.**—All piece-work performed by females before or after the regular working hours or work done excess of 44 hours shall be paid for at the rate of rate and a half.

(17) **PIECE-WORK.**—The Board determines that any employer may fix and pay piece-work prices to any female person or persons classes of persons employed at any work for which the Board has fixed the adult minimum wage, provided that any such employer base such piece-work prices on the earnings of an average adult female worker working under like conditions, and such piece-work shall be fixed so that an average worker can earn not less than the wages that are fixed for adults by the Board for such work.

(18) **TERMINATION OF EMPLOYMENT.**—Where a female weekly time worker or female piece-worker gives or receives two days' of the termination of her employment, she shall, during the time such notice runs, be given the same amount of piece-work as it been customary for her to perform during the period of her engagement.

H. J. RICHARDSON, J.P., Chairman.

J. V. WILLOX, Acting Secretary.

Melbourne, 11th August, 1938.