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[1910.

Factories and Shops Acts.

DETERMINATION OF THE SOAP AND SODA BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of (a) Soap, (b) Washing Soda, has made the following Determination, namely:—

1. That the Determination of the Soap and Soda Board, dated 16th May, 1907, shall be cancelled and annulled from and after the date on which this Determination comes into force and is operative.
2. That the lowest prices or rates payable to the following classes of persons employed in the process, trade, or business of a maker of (a) Soap, (b) Washing Soda, shall be—

Soap maker, 55s. for a maximum number of 48 hours per week.

Assistant soap boiler (*i.e.*, the man who is responsible in the absence of the soap boiler), 50s. for a maximum number of 48 hours per week.

Foreman (*i.e.*, the man in charge of the frame and cutting room and workmen), 50s. for a maximum number of 48 hours per week.

The man in charge of the milling-room, 48s. for a maximum number of 48 hours per week.

The mixer (*i.e.*, the man in charge of the steam crutcher), 45s. for a maximum number of 48 hours per week.

General hands (*i.e.*, males over 21 years of age not otherwise provided for), 42s. for a maximum number of 48 hours per week.

Engine-drivers and Boiler Attendants doing work in addition to driving engines or attending boilers, 45s. for a maximum number of 48 hours per week.

IMPROVERS (MALES ONLY).

NUMBER.

3. That the number of improvers who may be employed within any factory or work-room or shop or place affected by this Determination shall be one (1) improver to every five (5) adult males or fraction thereof engaged in the process, trade, or business of a maker of (a) Soap, (b) Washing Soda.

[APPRENTICES OR IMPROVERS.

WAGES.

That the lowest prices or rates of payment payable to male apprentices or improvers employed in the process, trade, or business of a maker of (a) Soap, (b) Washing Soda, shall be—

| | | | |
|--|----|----------|-----------------------|
| 14 years of age but not over 15 years of age | .. | 9s. | per week of 48 hours. |
| 15 " " " 16 " | .. | 10s. 6d. | " " |
| 16 " " " 17 " | .. | 13s. | " " |
| 17 " " " 18 " | .. | 16s. 6d. | " " |
| 18 " " " 19 " | .. | 22s. | " " |
| 19 " " " 20 " | .. | 25s. | " " |
| 20 " " " 21 " | .. | 30s. | " " |

WRAPPERS, PACKERS, AND STAMPERS.

4. *Definition.*—Persons employed in this special class to be engaged in wrapping, packing, and stamping soap, and are not to be employed in carrying the soap in and out of the drying-room.

WAGES.

That the lowest prices or rates of payment payable to wrappers, packers, and stampers (other than apprentices or improvers) shall be—

• MALES.

| | | | |
|--|----|----------|-----------------------|
| 14 years of age but not over 15 years of age | .. | 9s. | per week of 48 hours. |
| 15 " " " 16 " | .. | 10s. 6d. | " " |
| 16 " " " 17 " | .. | 13s. | " " |
| 17 " " " 18 " | .. | 16s. 6d. | " " |
| 18 years of age and over | .. | 42s. | " " |

FEMALES.

| | | | |
|--|----|----------|-----------------------|
| 15 years of age but not over 16 years of age | .. | 10s. 6d. | per week of 48 hours. |
| 16 " " " 17 " | .. | 13s. | " " |
| 17 " " " 18 " | .. | 16s. 6d. | " " |
| 18 " " " 19 " | .. | 17s. 6d. | " " |
| 19 " " " 20 " | .. | 20s. | " " |
| 20 " " " 21 " | .. | 22s. 6d. | " " |
| 21 years of age and over | .. | 25s. | " " |

PIECEWORK.

5. The Board determines, under the provisions of sub-sections (1) and (2) of Section 98 of the *Factories and Shops Act 1905*, that any employer may fix and pay piecework rates to any male or female person employed at any work for which the Board has fixed a minimum wage, provided that such employer shall base such piecework prices or rates on the earnings of an average worker working under like conditions, and such piecework prices or rates shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

OVERTIME.

6. That any male employé over the age of 16 years employed in the process, trade, or business of a maker of (a) Soap, (b) Washing Soda, who works for any time in excess of the maximum number of 48 hours fixed by the Board shall be paid for such extra time at the rate of time and a third.

HOLIDAYS—SPECIAL RATE FOR.

7. That the price or rate of payment payable to any person or persons or classes of persons employed in the process, trade, or business of a maker of (a) Soap, (b) Washing Soda, for all work done on Sunday, Christmas Day, the 26th day of January (or such other day as may be observed as a Public Holiday in lieu thereof), Good Friday, Eight Hours Day, and New Year's Day shall be one and a third times the rate fixed by this Determination for such person or persons or classes of persons.

8. That this Determination shall come into force on and after the 2nd day of December, 1910.

F. H. BOLTON, J.P.,
Chairman.

Dated at Melbourne the 28th day of October, 1910.

Factories and Shops Acts.

DETERMINATION OF THE HAY, CHAFF, WOOD, AND COAL BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed either inside or outside a factory or work-room in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder :
- (b) wheresoever employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder :
- (c) wheresoever employed in the business of a hay, corn, or chaff dealer :
- (d) wheresoever employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer :
- (e) wheresoever employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke,

has made the following Determination, namely :—

1. That Clause 9 of the Determination of the Hay, Chaff, Wood, and Coal Board, dated 16th August, 1910, shall be cancelled and annulled from and after the date that this Determination comes into force and is operative.

OVERTIME.

2. That the lowest price or rate which may be paid to any person (except those engaged in connexion with the compressing of fodder) who may be employed outside the hours specified in Clause 8 of the Determination dated 16th August, 1910, as the time of beginning and ending work upon each day, shall be—

| | | | |
|---|-----|-----|---------------------|
| Between midnight and the time of beginning work ... | ... | ... | Time and a half. |
| For the first three hours after time of ending work ... | ... | ... | Time and a quarter. |
| And thereafter until midnight ... | ... | ... | Time and a half. |

Provided that for attending horses on Sunday, Saturday, or the day on which the half-holiday is observed outside the hours specified in Clause 8, $1\frac{3}{4}$ hours per week worked by carters (other than those employed in connexion with firewood saw-mills) shall not be considered overtime if 58 hours per week be not exceeded.

3. That the lowest price or rate which may be paid to any person who may be employed in connexion with the compressing of fodder outside the hours specified in Clause 8 of the Determination dated the 16th August, 1910, as the time of beginning and ending work upon each day, shall be 1s. per shift in addition to the ordinary rate.

4. That any person employed in connexion with a firewood saw-mill who works for any time in excess of the maximum number of hours shall be paid for such extra time at the rate of time and a quarter for the first three hours, and thereafter time and a half.

DEFINITION.

5. That for the purposes of the Determination dated 16th August, 1910, coal yards shall mean places where 75 per cent. of the business is done in coal.

DATE DETERMINATION OPERATIVE.

6. That the above Determination shall come into force on and from the 3rd day of December, 1910.

P. J. DWYER, P.M.,
Chairman.

Melbourne, 31st October, 1910.

