



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 166.]

THURSDAY, DECEMBER, 22.

[1910.

Factories and Shops Acts.

DETERMINATION OF THE HAM AND BACON CURERS 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 either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer has made the following Determination, namely, that the lowest prices or rates which may be paid to such person or persons or classes of persons are as follow (that is to say) :—

1. TO ADULTS.—WAGES.			
First man in curing department	60s.	per week of 48 hours.	
First assistant in curing department	50s.	" " "	
Other assistants in curing department	46s.	" " "	
First man in cutting department	60s.	" " "	
Assistants in cutting department	52s. 6d.	" " "	
First man in slaughtering department	60s.	" " "	
Assistants in slaughtering department (including stickers, scalders, openers, shavers, backers, and splitters)	52s. 6d.	" " "	
First man in small goods department	60s.	" " "	
Assistants in small goods department	50s.	" " "	
First man in smoke filling, rolling, and trimming depart- ment	55s.	" " "	
Rollers and trimmers	52s. 6d.	" " "	
Smoke fillers	45s.	" " "	
First man in lard and tallow department	55s.	" " "	
Assistants in lard and tallow department	45s.	" " "	
Casing cleaners	52s. 6d.	" " "	
Ham baggers	46s.	" " "	
Packers	46s.	" " "	
Washers of hams or bacon	45s.	" " "	

TO ADULTS.—WAGES—continued.

General hands, meaning persons employed at any two or more of the following classes of work, viz.:—Killing, cutting up, curing, smoking, rolling, trimming, or as assistant small goods men	52s. 6d.	per week of 48 hours.
Yardmen	45s.	per week of 52 hours.
Carpenters engaged in box or case making or on general repairs	48s.	per week of 48 hours.
First engineer in charge	60s.	" " "
Engine-drivers or men in charge of steam boilers—whether any of these are or are not employed on other work	54s.	" " "
Firemen	50s.	" " "
All other persons not hereinbefore provided for ..	42s.	" " "

2. TO APPRENTICES.—WAGES.

During 1st year at the trade	10s.	per week of 48 hours.
" 2nd " "	15s.	" " "
" 3rd " "	20s.	" " "
" 4th " "	30s.	" " "

And thereafter, if 21 years of age or over, the minimum wage, but, if under 21 years of age, to be paid at improvers' rates according to age until reaching 21 years of age.

3. TO IMPROVERS.—WAGES.

Persons commencing work at the trade under 16 years of age—		
During 1st year at the trade	10s.	per week of 48 hours.
" 2nd " "	15s.	" " "
" 3rd " "	20s.	" " "
" 4th " "	27s. 6d.	" " "
" 5th " "	35s.	" " "
" 6th " "	45s.	" " "

And thereafter the minimum wage.

Persons commencing work at the trade at 16 years of age and under 17 years of age—		
During 1st year at the trade	12s. 6d.	per week of 48 hours.
" 2nd " "	17s. 6d.	" " "
" 3rd " "	25s.	" " "
" 4th " "	35s.	" " "
" 5th " "	45s.	" " "

And thereafter the minimum wage.

Persons commencing work at the trade at 17 years of age and under 18 years of age—		
During 1st year at the trade	15s.	per week of 48 hours.
" 2nd " "	20s.	" " "
" 3rd " "	25s.	" " "
" 4th " "	35s.	" " "
" 5th " "	45s.	" " "

And thereafter the minimum wage.

Persons commencing work at the trade at 18, 19, or 20 years of age—		
During 1st year at the trade	17s. 6d.	per week of 48 hours.
" 2nd " "	22s. 6d.	" " "
" 3rd " "	30s.	" " "
" 4th " "	40s.	" " "

And thereafter the minimum wage.

4. CASUAL LABOUR.

That any person casually employed either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer shall be paid time and a third (reckoned *pro rata*, according to the time employed) of the rate fixed by this Board for persons who perform the particular class of work to be done by the person casually employed.

5. IMPROVERS.

PROPORTION.

That the number of improvers who may be employed either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer shall be—

One improver to the first three or fraction of three adults so employed as aforesaid (except engineers, engine-drivers, firemen, and men in charge of steam boilers or carters), and thereafter one to every three additional adults so employed (except engineers, engine-drivers, firemen, and men in charge of steam boilers or carters).

6. TIME OF BEGINNING AND ENDING WORK.

That an ordinary day's work of any person employed either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer (excepting engineers, engine-drivers, firemen, men in charge of steam boilers, and yardmen) shall not begin earlier than 7 a.m., and end not later than 5.30 p.m. on every day except Saturday or the day on which the weekly half-holiday is observed in lieu thereof, when work shall begin not earlier than 7 a.m., and cease not later than 12 o'clock noon, subject to the following condition:—

That if any work is done earlier or later than the hours above specified, overtime shall be paid for at the rate hereinafter provided.

7. OVERTIME.

(a) That any person employed either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer (excepting engineers, engine-drivers, firemen, men in charge of steam boilers, and yardmen) who is engaged outside the hours specified in clause 6 of this Determination as the time of beginning and ending work upon each day, shall be paid for such overtime according to the rates specified and set out in the following table for each hour or fraction of an hour mentioned therein:—

Days or Hours of Work.	Rate per hour or fraction of an hour.
For work commencing and done within two hours of the usual time of starting work for the day; for work done between the usual time of ending the ordinary day's work and midnight of the same day For work done between midnight and two hours previous to the usual time of starting work for the day, or for work done during any time within those two hours where, having commenced earlier, it occupies the whole or any portion of those two hours	Time and one-third Double time.

(b) That if, within the hours of commencing and ending work as specified in clause 6 of this Determination, any person (excepting engineers, engine-drivers, firemen, men in charge of steam boilers, and yardmen) works beyond the maximum number of 48 hours per week, he shall be paid overtime at the rate of time and a third for the extra time so worked.

(c) That if any engineer, engine-driver, fireman, or man in charge of a steam boiler works beyond the maximum number of 48 hours per week, or if any yardman works beyond the maximum number of 52 hours per week, he shall be paid overtime at the rate of time and a third for the extra time so worked.

8. SUNDAYS AND HOLIDAYS.

That the price or rate of payment payable to any person employed either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer (excepting engineers, engine-drivers, firemen, men in charge of steam boilers, and yardmen) for all work done on—

Sundays,
New Year's Day,
Easter Monday,
Eight Hours' Day,
Christmas Day,
Boxing Day

shall be double the ordinary wages price or rate fixed by this Determination.

9. DEFINITIONS.

That for the purposes of this Determination—

"First man" shall mean the man in charge of a department, and responsible for the work of it, whether employed alone or with others under his direction.

"First assistant" shall mean the man employed to assist the first man of a department where a first man is employed.

"Assistants" shall mean those employed in a department working under the direction of a first man or first assistant.

"First engineer in charge" shall mean engine-driver in charge of engine, boiler, and electrical or refrigerating plant; or engine-driver in charge of internal combustion engine and electrical or refrigerating plant.

10. DATE DETERMINATION OPERATIVE.

That this Determination shall come into force on and after the second day of January, 1911.

Dated at Melbourne this 17th day of November, 1910.

CHARLES A. C. CRESSWELL,
Chairman.

Factories and Shops Acts.

DETERMINATION OF THE AERATED WATER TRADE 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 an Aerated Water or Cordial or Non-intoxicating Beer Manufacturer, has made the following Determination, viz. :—

WAGES.

1. That the Determination of the Aerated Water Trade Board, dated the 11th day of February, 1909, shall be cancelled and annulled from and after the date on which this present 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 an aerated water or cordial or non-intoxicating beer manufacturer shall be :—

Persons bottling aerated waters by hand or by any rack (other than an automatic rack)	45s. per week of 48 hours.
Persons bottling aerated waters by automatic rack	42s. 6d. " "
Persons, over 21 years of age, not otherwise provided for	39s. " "

IMPROVERS—PROPORTION.

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 improver to ten adults or fraction thereof employed in the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer.

APPRENTICES OR IMPROVERS—WAGES.

4. That the lowest prices or rates of pay payable to apprentices or improvers employed in the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer shall be :—

20 years or over, but under 21 years of age	30s. per week of 48 hours.
19 " " " 20 " "	25s. " "
18 " " " 19 " "	22s. 6d. " "
17 " " " 18 " "	17s. 6d. " "
16 " " " 17 " "	15s. " "
15 " " " 16 " "	12s. 6d. " "
14 " " " 15 " "	10s. " "

GENERAL WORK—WAGES.

5. That the lowest prices or rates of pay payable to persons under 21 years of age engaged in general work shall be :—

Persons, other than apprentices or improvers, 20 years or over, but under 21 years of age	30s. per week of 48 hours.
Persons, other than apprentices or improvers, 19 years or over, but under 20 years of age	25s. " "
Persons, other than apprentices or improvers, 18 years or over, but under 19 years of age	22s. 6d. " "
Persons other than apprentices or improvers, 17 years or over, but under 18 years of age	17s. 6d. " "
Persons, other than apprentices or improvers, 16 years or over, but under 17 years of age	15s. " "
Persons, other than apprentices or improvers, 15 years or over, but under 16 years of age	12s. 6d. " "
Persons, other than apprentices or improvers, 14 years or over, but under 15 years of age	10s. " "

DEFINITION.

6. "General Work" shall mean any kind of work done in an aerated water or cordial or non-intoxicating beer factory, with the exception of bottling aerated waters.

MAXIMUM NUMBER OF HOURS.

7. That the maximum number of hours per week for which the lowest wages price or rate shall be payable to any of the classes of persons hereinbefore described, shall be 48 hours per week.

OVERTIME.

8. That any employé engaged in the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer, who works for any time in excess of the maximum number of 48 hours per week fixed in this Determination, shall be paid for such extra time at the rate of time and a quarter.

HOLIDAYS—SPECIAL RATE FOR.

9. 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 an aerated water or cordial or non-intoxicating beer manufacturer for all work done on Sunday, Christmas Day, Good Friday, Eight Hours Day, and on the 26th day of January in each year, or such other day as may be observed as a Public Holiday in lieu thereof, under the provisions of Act No. 1661, shall be double the minimum price or rate fixed by this Determination for such person or persons or classes of persons.

10. That the above Determination shall come into force on and after the 14th day of January, 1911.

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

Dated at Melbourne this 8th day of December, 1910.