



VICTORIA GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE WOOD WORKERS 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, business, or occupation carried on in a saw-mill, timber-yard, box factory, or joiners' workshop or employed as stackers or sorters in connexion with the loading or unloading of timber from ships or in the stacking of same in any yard or place, has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the fifth day of August, 1911. The Determination and amendments are printed hereunder.

(2) That the lowest rates of wages to be paid to the following persons shall be:—

BOX OR CASE MAKERS.

	Per week of 48 hours.		
	£	s.	d.
Box or case makers	2	12	6
Persons working at box or case nailing machines	2	12	6
Persons working at box or case printing machines	2	9	6

CARPENTERS, JOINERS, ETC.

Carpenters, *i.e.*, persons making—

Stock doors not larger than 7 feet x 3 feet x 2 inches, double insertion moulded or ledge only; stock sashes not larger than 6 feet x 3 feet x 1½ inches or stock frames for same; field gates; picket gates; hurdles; ladders; step ladders; skirt-ironing boards; shirt-ironing boards; hoot-cutting boards; tailors' cutting boards; paste boards; clothes horses; fly-wire doors; fly-wire windows; tree guards; dog kennels; wheelbarrows; water closets (other than preparing pedestal seats)	2	18	0
All other carpenters	3	6	0
Joiners	3	6	0
Mantelpiece makers	3	0	0

ENGINE-DRIVERS, ENGINEERS, ETC.

Persons employed at engine-driving, combined with other machine or saw sharpening work	3	4	0
Persons employed driving 2nd class engines combined with any other machine or saw sharpening work	3	1	0
Engine-drivers driving 1st class engines	3	0	0
" " 2nd class engines	2	12	0
Stokers combined with attending to and regulating temperature of drying kilns	2	12	0
Stokers	2	8	0
Millwrights or Engineers	3	4	0
Persons working at steam cranes or electrical overhead travelling cranes	2	15	0

FOREMEN.

A Foreman is a man who has under his charge or control any other adult person or persons, and shall be paid one shilling per day over and above the highest rate fixed by this Determination for the person or persons under his charge or control.

LABOURERS, ETC.

	Per week of 48 hours.		
	£	s.	d.
Labourers	2	8	0
Persons engaged cleaning up sawdust or shavings	2	2	0
Persons removing or stacking boxes or carrying light material from cross-cut saws	2	6	0
Stackers, including the handling of timber on or from wharfs, or on roads or lands adjoining wharfs immediately after the vessel is discharged, provided the balance of the ship's cargo remaining on the wharf does not exceed 50,000 feet	2	14	0
Log pond men	2	11	0

MACHINE WORKERS.

Persons working at a shaping machine or Bolt's carver	3	6	0
Persons employed at moulding machines or two or three or four side-planer who grind their own knives or cutters	3	3	0
Persons employed at moulding machines or two or three or four side-planer who do not grind their own knives or cutters	2	16	0
Persons working at spoke-turning machines	2	14	0
Persons working at spoke throater or spoke planer	2	14	0
Persons working timber-bending machines, copying lathes	2	14	0
Persons working tenoning machines	2	17	0
Persons working buzzers	2	17	0
Persons working machines not otherwise enumerated	2	11	0
Persons working at sand or emery papering machines, or sand or emery papering by any mechanical device or method	2	11	0
Persons working at mortising or boring machines	2	10	0
Persons working at general joiner machine	3	2	0
Persons working at door planing machines	2	17	0
Wire nail makers, i.e., persons who have nail machines to attend to and who have all necessary dies and tools made for them	2	14	0

PAINTERS, GLAZIERS, ETC.

Painters and glaziers	2	14	0
Polishers and coaters	2	15	0

PULLERS-OUT.

Pullers-out at leading saw benches	2	8	0
Pullers-out at recut band saws and all other saw benches	2	2	0

TALLYMEN, ETC.

Tallymen, ordermen	2	14	0
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SAWYERS, SAW DOCTORS, ETC.

Band or jig sawyers who braze or sharpen their own saws	3	3	0
Band or jig sawyers who do not braze or sharpen their own saws	2	15	0
Persons working roller recut band-saws, the blade of which is 3 inches or under in width, and who braze or sharpen their own saws	3	3	0
Persons working roller recut band-saws, the blade of which is 3 inches or under in width, and who do not braze or sharpen their own saws	2	15	0
Persons working recut band-saws, the blade of which is over 3 inches in width	3	4	0
Persons employed working a circular saw cutting 7½ inches deep or over, or preparing timber for moulding machines or detail work	3	0	0
Persons employed working a circular saw cutting under 7½ inches deep	2	12	0
Persons employed working breaking-down saws	3	0	0
Persons employed working gang frames when cutting 18 inches deep or over	3	0	0
Persons employed working gang frames when cutting less than 18 inches deep	2	14	0
Persons working at cross-cut saws	2	12	0
Persons working horizontal shingling saws	2	12	0
Saw doctors, i.e., persons who braze, hammer, straighten, and put saws in perfect working order	3	12	0
Saw sharpeners	3	0	0
Gauger on band-saw carriage	2	14	0
Persons working at horizontal band-saw slabbers	2	17	0
Persons dogging-up on band-saw carriage	2	11	0
Lever-men on disappearing cross-cut saws	2	17	0

SMITHS, ETC.

Smiths	2	17	0
Strikers	2	5	0

Per week of 48 hours.
£ s. d.

TURNERS.

Wood turners 2 18 0

(3) JUVENILE WORKER (OTHER THAN APPRENTICE OR IMPROVER).

Boy employed as puller-out, and paid by workmen engaged at lath-cutting
at piece-work rates 15s. per week of 48 hours.

APPRENTICES.

MALES.

NUMBER.

(4) That the number or proportionate number of apprentices who may be employed in any factory or place shall be one apprentice for every two or fraction of two workers engaged in the said process, trade, business, or occupation, and receiving the minimum wage of 42s. per week, or earning at piece-work rates not less than the minimum wage fixed by this Determination.

MALE IMPROVERS, ETC.

NUMBER.

(5) (a) That the number of improvers who may be employed within any factory or work-room or shop or place shall be one improver to every 4 persons up to 24 persons ;

And thence one improver to every additional 8 persons

employed in the process, trade, or business carried on in a saw-mill, timber-yard, box factory, or joiners' workshop, and for whom the Board has fixed more than 46s. per week of 48 hours.

APPRENTICES.

WAGES.

(6) That the lowest prices or rates payable to apprentices shall be as follows :—

1st 6 months' experience	...	...	7s. 6d. per week of 48 hours
2nd ,, "	..	...	10s. " "
2nd year's	..	...	15s. " "
3rd "	..	...	20s. " "
4th "	..	..	27s. 6d. " "
5th "	..	...	35s. " "
6th "	..	...	40s. " "

and thereafter the minimum wage.

IMPROVERS.

WAGES.

(7) That the lowest prices or rates payable to improvers shall be as follows :—

1st 6 months' experience	...	...	10s. per week of 48 hours
2nd ,, "	..	...	15s. " "
2nd year's	..	...	20s. " "
3rd "	..	...	25s. " "
4th "	..	...	32s. 6d. " "
5th "	..	...	40s. " "
6th "	..	...	45s. " "

and thereafter the minimum wage.

TIME OF BEGINNING AND ENDING WORK.

(8) That an ordinary day's work of any person employed in the process, trade, or business carried on in a saw-mill, timber-yard, box factory, or joiners' workshop shall begin and end at or within the undermentioned hours—

Time of Beginning.	Time of Ending.
Not earlier than 7.30 a.m.	Not later than 5.15 p.m. on each of the five ordinary working days in the week.
Not earlier than 7.30 a.m.	Not later than 1 p.m. on Saturday or on the day the weekly half-holiday is observed in lieu thereof.

OVERTIME.

(9) The following overtime rates shall be paid to any person over the age of sixteen years for work done :—

(a) Between 5.30 a.m. and 7.30 a.m.	} Time and a quarter.
Between 5.15 p.m. and midnight on any of the five ordinary working days of the week	
Between 1 p.m. and midnight on Saturday or on the day on which the weekly half-holiday is observed	
For work done within the times of beginning and ending work as fixed in Clause (8) in excess of 48 hours in any one week	
Between midnight and 5.30 a.m. ... ..		Time and a half.
(b) Provided that if any person has commenced work earlier than 5.30 a.m. and continues later than 5.30 a.m. he shall be paid for all such work up to 7.30 a.m. at the rate of Time and a half.	

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(10) That the special price or rate of payment payable to any person for all work done on—

- (a) Sundays,
Good Friday,
Easter Monday,

- (b) New Year's Day,
The 26th day of January,
Boxing Day,
Eight Hours Day,
Christmas Day,

} or such other day as may be observed as a public holiday in lieu thereof,

shall be at the rate of time and a half.

PIECE-WORK.

(11) That the lowest piece-work prices or rates to be paid to persons for doing work of the kind specified in the following Schedule shall be the prices or rates fixed by such Schedule in respect of such work :—

SCHEDULE.

	Per 1,000 laths.
	s. d.
Colonial laths, when cut out of pickets (4-ft. to 4½-ft. in length)	2 6
" " " " " (3-ft. in length)	2 0
Colonial laths, when cut out of scrap	4 0
American laths, when cut out of pickets (4-ft. to 4½-ft. in length)	3 9
" " " " " (3 ft. in length)	3 3
American laths, when cut out of scrap	4 9

N.B.—All material to be placed at side of bench by the employer, puller-out to be paid, and laths to be bundled, ten bundles to the 1,000, by the workman.

FRUIT CASES.

	Per 100 cases.
	s. d.
Bushel fruit cases (three pieces in side)	4 4½
Bushel fruit cases (four pieces in side, and two pieces in bottom)	4 9
Bushel fruit cases (five pieces in side)	5 8
Bushel fruit cases (over five pieces in side)	6 10½
Half-bushel fruit cases (up to three pieces in side, and two pieces in bottom)	3 6
Half-bushel fruit cases (over three pieces in side, and two pieces in bottom)	4 0

EXPORT APPLE CASES.

	Per 100 cases.
	s. d.
Export apple cases	4 6

BANANA, ONION, AND POTATO CASES.

	Per 100 cases.
	s. d.
Banana, onion, and potato cases (having centre pieces and twelve-piece bodies)	13 0
Banana, onion, and potato cases (having over twelve-piece bodies)	14 0
Banana, onion, and potato cases of octagon shape (having solid ends and centres)	10 0
Country banana cases (without centres)	8 3

N.B.—All material to be placed at side of the bench by the employer.

EXTRAS ON ABOVE ITEMS.

	Per 100 cases.
	s. d.
Hoop ironing or wiring (when done at time of making)	1 9
Hoop ironing or wiring (when done after cases are made)	2 9

STACKERS AND SORTERS IN CONNEXION WITH THE LOADING OR UNLOADING OF TIMBER FROM SHIPS OR IN THE STACKING OF SAME IN ANY YARD OR PLACE.

WAGES.

(12) 1. Persons employed as stackers and sorters in connexion with—

- (a) landing slings of timber at the ship's side;
- (b) sorting timber in sizes and qualities (from inward cargoes), on wharfs, or on roads, or on lands adjoining wharfs, where such lands are not used as a storage yard;
- (c) laying timber down on wharfs, picking timber up from wharfs, loading or assisting to load timber on vehicles, whether on wharfs, or on roads or on lands adjoining wharfs, where such lands are not used as a storage yard

1s. 3d. per hour.

2. Stackers and sorters engaged in stacking or assisting to stack timber in public storage yards

1s. 3d. per hour.

3. Foreman

1s. 6d. per hour.

TIME OF BEGINNING AND ENDING WORK.

That an ordinary day's work of any person employed as a stacker and sorter under this clause shall be done within the undermentioned hours of beginning and ending work :—

		FORENOON.		AFTERNOON.
		Time of Beginning		Time of Ending.
On all working days of the week except Saturday	...	7.30 o'clock	...	5 o'clock.
Saturday	... ..	7.30 o'clock	...	12 noon.

OVERTIME.

If any work be done outside the hours above specified, overtime shall be paid therefor at the following rates :—

For work done between	...	...	5 p.m. and 7 p.m.
" " "	...	...	11 p.m. and 12 midnight.
" " "	...	...	6 a.m. and 7 30 a.m.

it shall be paid for at the rate of 2s. 3d. per hour, except where a vessel ceases work at or between 5 and 7 p.m., when time and a half only shall be paid.

For work done on every working day of the week except Saturday—

Between 7 p.m. and 11 p.m.	...	...	} Time and a half.
And between midnight and 6 a.m.	...	...
Saturday, between 1 p.m. and 5 p.m.	...	...	} Time and a half.
" " 7 p.m. and 11 p.m.	...	...	} Double time.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

- (a) Sundays ... } Double time.
 - Good Friday ... }
 - (b) Christmas Day ... } or such other day as may be observed as a public holiday in lieu thereof, shall be at the rate of double time.
 - Eight Hours Day }
 - (c) On the undermentioned Public Holidays :—
- | | |
|----------------------------|---|
| Easter Monday, | } or such other day as may be observed as a public holiday in lieu thereof, |
| New Year's Day, | |
| The 26th day of January, | |
| Prince of Wales' Birthday, | |
| Cup Day, | |
| King's Birthday, | |
| Boxing Day, | |

shall be at the rate of time and a half.

Dated at Melbourne the 5th day of July, 1911.

C. A. C. CRESSWELL,
Chairman.

Factories and Shops Acts.

DETERMINATION OF THE DRESSMAKERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates of payment to be paid for wholly or partly preparing or manufacturing either inside or outside a factory or workroom, the following articles, that is to say :— Articles of women's, girls', and children's outer clothing or wearing apparel (except indiarubber waterproof garments), such as costumes, dresses, skirts, tea-gowns, wrappers, blouses, jackets, mantles, capes, opera cloaks, and cloaks of every description, has made the following Determination, namely :—

(1) That previous Determinations of this Board are hereby annulled, and such amendments shall come into force and be operative on and after the first day of September, 1911. The Determination and amendments are printed hereunder :—

(2) That the lowest rates of wages to be paid to the following persons shall be :—

Male Cutters	...	...	...	52s. 6d. per week of 48 hours
" Pressers	...	...	...	50s. " "
Female Cutters	..	...	...	30s. " "
" Pressers, pressing with irons not over 12 lbs. in weight	...	...	...	25s. " "
" Pressers, pressing with irons over 12 lbs. in weight	...	...	...	50s. " "
All other Females except Apprentices and Improvers	...	...	...	21s. 6d. " "

APPRENTICES.

MALES.

Number.

(3) That the number of male apprentices who may be employed within any factory or work-room or shop or place shall be two apprentices to each male person employed and receiving not less than 50s. per week of 48 hours.

FEMALES.

That the number of female apprentices who may be employed within any factory or work-room or shop or place shall be one apprentice to every female person employed and receiving not less than 21s. 6d. per week of 48 hours or piece-work rates.

WAGES.

MALES.

That the lowest prices or rates of payment payable to apprentices shall be :—

Apprentices employed at Cutting.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	...	...	13s. 6d.	" "
" 3rd " "	...	...	18s. 6d.	" "
" 4th " "	...	...	25s.	" "
" 5th " "	...	...	30s.	" "
" 6th " "	...	...	40s.	" "

and thereafter the minimum wage.

Apprentices employed at Pressing.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	...	...	15s.	" "
" 3rd " "	...	...	20s.	" "
" 4th " "	...	...	25s.	" "
" 5th " "	...	...	30s.	" "
" 6th " "	...	...	35s. 6d.	" "
" 7th " "	...	...	42s. 6d.	" "

and thereafter the minimum wage.

FEMALES.

Apprentices employed at Cutting.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	10s.	" "
" 3rd " "	...	...	15s.	" "
" 4th " "	...	...	20s.	" "
" 5th " "	...	...	25s.	" "

and thereafter the minimum wage.

Apprentices employed at Pressing with Irons not over 12 lbs. in weight.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	10s.	" "
" 3rd " "	...	...	15s.	" "
" 4th " "	...	...	18s.	" "
" 5th " "	...	...	21s.	" "

and thereafter the minimum wage.

Apprentices pressing with irons over 12 lbs. in weight to be paid same rates as males.

Other Apprentices.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	8s.	" "
" 3rd " "	...	...	11s.	" "
" 4th " "	...	...	14s.	" "
" 5th " "	...	...	17s. 6d.	" "

and thereafter the minimum wage or piece-work rates.

IMPROVERS.

MALE.

Number.

4. That the number of male improvers who may be employed within any factory or work-room or shop or place shall be two improvers to each person employed, and receiving not less than 50s. per week of 48 hours.

IMPROVERS.

FEMALES.

Number.

That the number of female improvers who may be employed within any factory or work-room or shop or place shall be four improvers to every female person employed, and receiving not less than 21s. 6d. per week of 48 hours or piece-work rates.

WAGES.

MALES.

That the lowest prices or rates of payment payable to improvers shall be :—

Improvers employed at Cutting.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	"	"	13s. 6d.	" "
" 3rd " "	"	"	18s. 6d.	" "
" 4th " "	"	"	25s.	" "
" 5th " "	"	"	30s.	" "
" 6th " "	"	"	40s.	" "

and thereafter the minimum wage.

Improvers employed at Pressing.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	"	"	15s.	" "
" 3rd " "	"	"	20s.	" "
" 4th " "	"	"	25s.	" "
" 5th " "	"	"	30s.	" "
" 6th " "	"	"	35s. 6d.	" "
" 7th " "	"	"	42s. 6d.	" "

and thereafter the minimum wage.

FEMALES.

Improvers employed at Cutting.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	"	"	10s.	" "
" 3rd " "	"	"	15s.	" "
" 4th " "	"	"	20s.	" "
" 5th " "	"	"	25s.	" "

and thereafter the minimum wage.

Improvers employed at Pressing with Irons not over 12 lbs. in weight.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	"	"	10s.	" "
" 3rd " "	"	"	15s.	" "
" 4th " "	"	"	18s.	" "
" 5th " "	"	"	21s.	" "

and thereafter the minimum wage.

Improvers pressing with irons over 12 lbs. in weight to be paid same rates as males.

Other Improvers.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	"	"	8s.	" "
" 3rd " "	"	"	11s.	" "
" 4th " "	"	"	14s.	" "
" 5th " "	"	"	17s. 6d.	" "

and thereafter the minimum wage or piece-work rates.

OVERTIME.

(5) That any male employé over the age of 16 years wheresoever employed who works in any week for any time in excess of 48 hours shall be paid for such extra time at the wages rate of time and a half

SPECIAL RATES FOR PUBLIC HOLIDAYS.

That the special price or rate of payment payable to any person for all work done on the under-mentioned public holidays (that is to say) :—

New Year's Day,
Good Friday,
Easter Monday,
Eight Hours Day (or any day observed in lieu thereof),
Christmas Day,
Boxing Day,

shall be at the rate of time and a half.

PIECE-WORK.

(6) 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 piece-work prices or rates for wholly or partly preparing or manufacturing articles of women's, girls', and children's outer clothing or wearing apparel, provided that such employer shall base such piece-work prices or rates on the earnings of an average worker working under like conditions, and such piece-work 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.

NOTE.—Cotton, and all other materials of which garments are composed, must be supplied to the worker by the employer free of charge, in order that piece-work prices or wages rates payable shall be net.

FRANCIS REDDIN,
Chairman.

27th July, 1911.

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS 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 pastrycook has made the following Determination, namely:—

1. That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 29th day of August, 1911.

The Determination and amendments are printed hereunder.

WAGES.

2. That the lowest rates of wages to be paid to the following persons shall be:—

(a) Pastrycooks, Ornamenters, or Ornamental Workers.

Fore-hands	£3 2s. 6d. per week of 48 hours.
Single-hands	£2 16s. 0d. " "
Persons other than fore-hands or single-hands	£2 10s. 0d. " "

(b) Persons Delivering Pastry.

If engaged in the combined delivery and sale of pastry for the whole of their working time	£2 5s. 0d. per week of 52 hours.
If engaged solely in the delivery of pastry	£2 0s. 0d. " "
If engaged in the delivery of pastry for not less than 40 hours per week and if also engaged in general work	£2 0s. 0d. " "
If engaged in the delivery of pastry and in general work, and not otherwise provided for	£1 15s. 0d. " "

(c) General Work.

Males over 21 years of age	31s. 8d. per week of 52 hours.
Males (other than apprentices or improvers) 14 years or over, but under 16 years of age	10s. " 48 "
Males (other than apprentices or improvers) 16 years or over, but under 18 years of age	15s. " 52 "
Males (other than apprentices or improvers), 18 years or over, but under 20 years of age	20s. " 52 "
Males (other than apprentices or improvers), 20 years or over, but under 21 years of age	25s. " 52 "
Females over 21 years of age	20s. " 48 "
Females (other than apprentices or improvers), 15 years or over, but under 17 years of age	10s. 6d. " 48 "
Females (other than apprentices or improvers), 17 years or over, but under 19 years of age	13s. " 48 "
Females (other than apprentices or improvers), 19 years or over, but under 21 years of age	17s. 6d. " 48 "

DEFINITIONS.

3. (a) That, wherever occurring in this Determination, the expression "General Work" shall include—

Bringing in raw material.
 Papering hoops.
 Cleaning pans, tins, tools, or other utensils.
 Washing of machines.
 Buttering tins.
 Bringing fuel to oven.
 Cleaning bakehouse yard or premises.
 Turning hand machines.
 Labelling tins or boxes.
 Wrapping cakes or flour.
 Packing wedding cakes, other cakes, or pastry.
 Emptying tins or trays.
 Cracking eggs.
 Cleaning fruit and cutting peel.

(b) Pastrycooks' work shall be taken to include preserving eggs or other pastrycooks' materials.

(c) "Fore-hand" shall mean a person who is in charge of the bakehouse or bakehouses in adjacent buildings under one employer.

(d) "Single-hand" shall mean a person who takes charge of the bakehouse or work-room with no pastrycook, ornamenter, or ornamental worker under his or her charge.

APPRENTICES.

Number.

4. That the number of apprentices who may be employed within any factory, or work-room, or shop, or place shall be one apprentice to every two or fraction of two workers engaged and receiving the minimum wage of 50s. per week of 48 hours.

Wages.

5. That the lowest prices or rates of payment payable to apprentices shall be—

For the 1st year's experience	..	..	..	..	7s. 6d. per week of 48 hours.
„ 2nd	„	..	..	..	12s. 6d. „ „
„ 3rd	„	..	..	..	17s. 6d. „ „
„ 4th	„	..	..	..	22s. 6d. „ „
„ 5th	„	..	..	..	30s. „ „

and thereafter the minimum wage.

IMPROVERS.

Number.

6. That the number of improvers who may be employed within any factory, or work-room, or shop, or place shall be one improver to the first three adults, and thereafter one improver to every additional four adults employed and receiving not less than the minimum wage of 50s. per week of 48 hours.

Wages.

7. That the lowest prices or rates of payment payable to improvers shall be—

For the 1st year's experience	..	..	..	..	7s. 6d. per week of 48 hours.
„ 2nd	„	..	..	..	12s. 6d. „ „
„ 3rd	„	..	..	..	17s. 6d. „ „
„ 4th	„	..	..	..	22s. 6d. „ „
„ 5th	„	..	..	..	30s. „ „

and thereafter the minimum wage.

OVERTIME.

8. That any employé who works in any week for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a third.

SPECIAL RATE FOR SUNDAYS.

9. That the special price or rate of payment payable to any person for all work done, except fermented doughs, on Sundays before 7 p.m. shall be at the rate of double time.

Dated at Melbourne this 25th day of July, 1911.

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

Factories and Shops Acts.

DETERMINATION OF THE BRASSWORKERS 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 brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof, has made the following determination, namely:—

1. That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 11th day of August, 1911. The Determination and amendments are printed hereunder:—

2. That the lowest rates of wages payable to the following persons shall be—

Brassmoulders	..	..	..	..	54s. per week of 48 hours
Brassfinishers	..	..	..	..	54s. „ „
Coremakers (males)	..	..	..	..	51s. „ „
Brasspolishers	..	..	..	..	48s. „ „
Dressers (<i>i.e.</i> , persons who remove sand faults in castings, and superfluous metal caused by jointing, gating, and venting, or who pickle castings)	..	..	..	..	42s. „ „
Furnacemen	..	..	..	..	45s. „ „
Females employed in making cores only	..	..	..	..	30s. „ „

Persons working on ships 1s. per day extra as "dirt money."

APPRENTICES.

NUMBER.

3. That the number of apprentices who may be employed within any factory or workroom, or shop, or place, shall be one apprentice to every three or fraction of three workers employed and receiving not less than the minimum wage of 42s., or earning at piece-work rate not less than the minimum wage.

WAGES.

4. That the lowest prices or rates of payment payable to apprentices shall be—

15 years of age and under 16 years of age ..	..	7s. 6d. per week of 48 hours
16 " " 17 " ..	..	10s. " "
17 " " 18 " ..	..	12s. 6d. " "
18 " " 19 " ..	..	15s. " "
19 " " 20 " ..	..	20s. " "
20 " " 21 " ..	..	30s. " "

And thereafter the minimum wage.

IMPROVERS.

NUMBER.

5. That the number of male or female improvers who may be employed within any factory or workroom, or shop, or place, shall be one improver to each person employed and receiving not less than the minimum wage of 42s., or earning at piece-work rate not less than the minimum wage.

WAGES.

6. That the lowest prices or rates of payment payable to improvers, excepting female coremakers, as hereinafter provided for, shall be—

14 years of age and under 15 years of age ..	..	6s. per week of 48 hours
15 " " 16 " ..	..	7s. 6d. " "
16 " " 17 " ..	..	10s. " "
17 " " 18 " ..	..	12s. 6d. " "
18 " " 19 " ..	..	15s. " "
19 " " 20 " ..	..	20s. " "
20 " " 21 " ..	..	30s. " "

And thereafter the minimum wage.

7. That the lowest prices or rates of payment payable to female improvers employed in making cores only shall be—

1st year's experience ..	..	6s. per week of 48 hours
2nd " " ..	..	8s. " "
3rd " " ..	..	10s. " "
4th " " ..	..	12s. 6d. " "
5th " " ..	..	15s. " "
6th " " ..	..	20s. " "
7th " " ..	..	25s. " "

And thereafter the minimum wage.

TIME OF BEGINNING AND ENDING WORK.

8. That the time of beginning and ending work in any factory or workroom, or shop or place, shall be—

Time of Beginning.	Time of Ending.
7.30 a.m.	5.30 p.m. on each of five days in the week
7.30 a.m.	12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.

9. That any employe wheresoever employed who, within the hours fixed in this Determination as the time of beginning and ending work, works in any week for any time in excess of 48 hours, as fixed by this Determination, shall be paid for such extra time as follows—

For work done in connexion with the repairing of the employer's machinery or tools ..	..	Time and a quarter
For all other work—		
1st 2 hours ..	..	Time and a quarter.
Thereafter ..	..	Time and a half.

10. That any person who is engaged outside the hours specified in Clause 8 of this Determination as the time of beginning and ending work upon each day, shall be paid for such overtime as follows—

For work done in connexion with the repairing of the employer's machinery or tools ..	..	Time and a quarter.
For all other work—		
Between midnight and the time of beginning work ..	..	Time and a half.
First 2 hours after time of ending work ..	..	Time and a quarter.
Thereafter until midnight ..	..	Time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

11. That the special price or rate of payment payable to any person for all work done on—

(a) Sundays;

(b) on the undermentioned public holidays (that is to say)—

Good Friday

Easter Monday

The 26th day of January

Eight Hours' Day

Christmas Day

Boxing Day

New Year's Day

} Or such other day as may be observed as a Public Holiday
in lieu thereof

shall be at the rate of double time.

PIECE-WORK.

12. The Board determines, under the provisions of sub-sections (1) and (2) of section 98 of the *Factories and Shops Act 1905, No. 1975*, that any employer may fix and pay piece-work rates to any person or persons employed in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof, provided that such employer shall base such piece-work prices or rates on the earnings of an average worker working under like conditions, and such piece-work prices or rates shall be fixed so that an average worker can earn not less than the minimum wage fixed for the particular class of work in which such worker is engaged.

12th July, 1911.

J. SADLEIR,
Chairman.

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE 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 employed in wholly or partly preparing or manufacturing any article of furniture, or in repairing any new or secondhand article of furniture, usually made or partly prepared by cabinetmakers, chair and couch makers, upholsterers, wood carvers, frenchpolishers, and wood turners, has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 11th August, 1911.

(2) The Determination and amendments are printed hereunder:—

(3) That the lowest rates of wages to be paid to the following persons shall be:—

- | | |
|---|---|
| (a) To any person employed in operating a shaping machine or Boulton's carver | 1s. 4½d. per hour, or £3 6s. for a maximum number of 48 hours per week. |
| (b) To any person employed in operating a shaping machine, or a Boulton's carver, combined with any other work | 1s. 4½d. per hour, or £3 6s. for a maximum number of 48 hours per week. |
| (c) To any person employed in operating a machine (other than a shaping machine, a Boulton's carver, a boring machine, a turning lathe, or a cross-cut circular saw (10 inches or under)) | 1s. 3½d. per hour, or £3 2s. for a maximum number of 48 hours per week. |
| (d) To cabinetmakers, chair and couch makers, upholsterers, wood carvers, frenchpolishers, wood turners, and all other persons not otherwise provided for employed in wholly or partly preparing or manufacturing any article of furniture, or in repairing any new or secondhand article of furniture, usually made or partly prepared by cabinetmakers, chair and couch makers, upholsterers, wood carvers, frenchpolishers, and wood turners | 1s. 3d. per hour, or £3 for a maximum number of 48 hours per week. |

- (c) That any person employed in wholly or partly preparing or manufacturing any article of furniture, or in repairing any new or second-hand article of furniture usually made or partly prepared in any factory or work-room or shop or place, shall be paid Sixpence per hour in addition to the lowest price or rate fixed by the Board, unless the following are provided by the employer, if required in the performance of the work :—

Benches.
 Wood or iron cramps, over 2 ft. 6 in.
 Hand screws (in excess of four).
 Glue pots and glue brushes.
 Varnish brushes.

- (f) To yardmen or labourers engaged in stacking timber 1s. 0½d. per hour, or £2 10s. for a maximum number of 48 hours per week.

- (g) To any person under 21 years of age, not being an apprentice or an improver, employed in connexion with the manufacture of kitchen chairs, made wholly of wood, or with machine-woven cane seats, in operating a sand-papering machine, a trapping or a pinning machine, carrying turnery or wood for turnery, feeding an automatic lathe, or varnishing or staining.

For the 1st year	..	..	10s. per week of 48 hours.
„ 2nd „	..	..	15s. „ „
„ 3rd „	..	..	22s. 6d. „ „
„ 4th „	..	..	30s. „ „
„ 5th „	..	..	35s. „ „
Over 21 years of age	..	..	£3 per week of 48 hours.

MALE APPRENTICES.

NUMBER.

- (4) That the number of male apprentices who may be employed within any factory or work-room or shop or place shall be one apprentice to every two, or fraction of two, male workers employed, and receiving not less than the minimum rate of £3 per week, as fixed by the Board.

WAGES.

- (5) That the lowest prices or rates of payment payable to male apprentices shall be as follow :—

For the 1st year	..	..	8s. per week of 48 hours.
„ 2nd „	..	..	12s. 6d. „ „
„ 3rd „	..	..	17s. 6d. „ „
„ 4th „	..	..	21s. „ „
„ 5th „	..	..	25s. „ „
„ 6th „	..	..	30s. „ „

and after the 6th year the minimum wage.

MALE IMPROVERS.

NUMBER.

- (6) That the number of male improvers who may be employed within any factory or work-room or shop or place shall be in the following proportion to the number of male workers employed and receiving not less than the minimum wage of £3 per week, as fixed by the Board, that is to say :—

One male improver to ten such persons ;
 Two male improvers to fifteen such persons ;
 Three male improvers to twenty such persons ;

and thereafter one male improver to every ten additional such persons.

WAGES.

- (7) That the lowest prices or rates of payment payable to male improvers shall be as follow :—

To any male improver having under 1 year's experience,	10s. per week of 48 hours.
„ „ „ over 1 and under 2 years' experience,	17s. 6d. per week of 48 hours.
„ „ „ „ 2 „ 3 „	25s. „ „
„ „ „ „ 3 „ 4 „	35s. „ „
„ „ „ „ 4 „ 5 „	42s. „ „
„ „ „ „ 5 years' experience	.. The minimum wage.

FEMALES.

WAGES.

- (8) That the lowest price or rate of payment payable to any female, not being an improver or an apprentice, shall be 27s. 6d. for a maximum number of 48 hours per week.

FEMALE APPRENTICES.

NUMBER.

(9) That the number of female apprentices who may be employed within any factory or work-room or shop or place shall be one female apprentice to every female worker employed and receiving not less than 27s. 6d. per week of 48 hours.

WAGES.

(10) That the lowest prices or rates of payment payable to any female apprentice shall be as follow, viz. :—

For the 1st six months	..	8s. 6d. per week of 48 hours.		
" 2nd "	..	11s. 6d. "	"	"
" 2nd year	..	14s. 6d. "	"	"
" 3rd "	..	20s. "	"	"
" 4th "	..	22s. 6d. "	"	"

and after the 4th year the minimum wage.

FEMALE IMPROVERS.

NUMBER.

(11) That the number or proportionate number of female improvers who may be employed within any factory or work-room or shop or place shall be one such female improver to five, and thereafter one female improver to each additional five female workers employed and receiving not less than 27s. 6d. for a maximum number of 48 hours per week.

WAGES.

(12) That the lowest prices or rates of payment payable to any female improver shall be as follow :—

For the 1st six months' experience at the trade	..	12s. 6d. per week of 48 hours.		
" 2nd "	..	15s. "	"	"
" 2nd year's	..	20s. "	"	"
" 3rd "	..	22s. 6d. "	"	"

and after the 3rd year the minimum wage.

TIME OF BEGINNING AND ENDING WORK.

(13) That the time of beginning and ending work within any factory or work-room or shop or place shall be :—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	.. 5 p.m. on five working days of the week ;
7.30 a.m. ..	.. 12 noon on the other working day of the week on which the weekly half-holiday is observed.

OVERTIME.

(14) (a) That any person who, within the hours of commencing and ending work as fixed in this Determination, works in any week in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(b) That any person who is engaged outside the hours specified in this Determination as the time of beginning and ending work upon each day shall be paid for such overtime at the rate of time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

(15) That the special price or rate of payment payable to any person for all work done on—

Good Friday,	} Or such other day as may be observed as a public holiday in lieu thereof,
Easter Monday,	
New Year's Day,	
Eight Hours Day,	
Christmas Day,	
Boxing Day,	

shall be at the rate of double time.

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

11th July, 1911.

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