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GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE CONFECTIONERS 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 Manufacturing Confectioner has made the following Determination, namely:—

(1) That all previous Determinations of the Confectioners Board be cancelled and annulled from and after the date upon which this present Determination of the Board comes into force and is operative.

(2) That the lowest rates of wages to be paid to the following classes of persons employed in the process, trade, or business of a Manufacturing Confectioner shall be—

Confectioners, meaning all adults (other than chocolate dippers) handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice-making or shaping machine, or depositing machine, or cocoa-bean roaster—£2 14s. per week of 48 hours.

Head Storeman, meaning man in charge of store, and having not less than three (3) storemen under his control—£2 10s. per week of 48 hours.

Storemen—£2 2s. per week of 48 hours.

Labourers, meaning male adults who are not engaged in actually making confectionery—£2 2s. per week of 48 hours.

CHOCOLATE DIPPERS.

Persons engaged in dipping by hand or fork goods in chocolate or covering by hand or fork goods with chocolate.

For the 1st year's experience 10s. per week of 48 hours.

"	2nd	"	"	12s.	"	"
"	3rd	"	"	14s.	"	"
"	4th	"	"	16s.	"	"
"	5th	"	"	18s.	"	"
"	6th	"	"	20s.	"	"
"	And thereafter	"	"	22s.	"	"

Bulk Dippers, or Novelty Dippers (meaning persons who at one operation dip or cover a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils), or persons filling or turning out Chocolate goods moulded in or on metal—10s. per week of 48 hours.

## GENERAL WORK.

Males (other than apprentices or improvers).

For the 1st year's experience	9s.	per week of 48 hours.
" 2nd "	11s.	" "
" 3rd "	15s.	" "
" 4th "	20s.	" "
" 5th "	25s.	" "
" 6th "	30s.	" "
And thereafter	36s.	" "

Females (other than apprentices or improvers).

For the 1st year's experience	9s.	per week of 48 hours.
" 2nd "	10s.	" "
" 3rd "	11s.	" "
" 4th "	12s.	" "
" 5th "	14s.	" "
" 6th "	16s.	" "
" 7th "	18s.	" "
And thereafter	20s.	" "

## DEFINITION.

(3) That wherever occurring in this Determination the expression "General Work" shall include "Wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confections; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing starch trays; emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; rolling confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); grinding figs, acids, and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup or other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or coconut; turning the handle of any machine; all handling of confectionery directly it leaves the confectioner or machine; packing confections; stirring confectionery or ingredients (if over 30 lbs. to be done by males only); up-ending sugar; icing novelties; glazing confections; cutting neat work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste."

## PIECEWORK.

(4) 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.

## APPRENTICES AND IMPROVERS.

## NUMBER.

(5) That the number of apprentices and improvers who may be employed within any factory or work-room or shop or place in which the process, trade, or business of a manufacturing confectioner is carried on shall be one apprentice and one improver to every three workers or fraction thereof receiving the minimum wage.

## WAGES.

(6) That the lowest prices or rates of payment payable to apprentices and improvers employed in the process, trade or business of a Manufacturing Confectioner shall be the following:—

For the 1st year's experience	10s.	per week of 48 hours.
" 2nd "	12s. 6d.	" "
" 3rd "	17s. 6d.	" "
" 4th "	22s. 6d.	" "
" 5th "	30s.	" "

And thereafter the minimum wage.

## OVERTIME.

(7) That any male employé over the age of 16 years engaged in the process, trade, or business of a Manufacturing Confectioner who works for any time in excess of 48 hours per week shall be paid for such extra time at the rate of time and a quarter.

(8) That the above Determination shall come into force on and after the 12th May, 1911.

E. S. HUGHES,  
Chairman.

Melbourne, 24th March, 1911.

## Factories and Shops Acts.

## DETERMINATION OF THE POLISH 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) making moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish ;  
 (b) grinding charcoal or coal-dust—  
 (c) tinning, putting up, wrapping, bottling, labelling or otherwise preparing any of the above articles for sale.

has made the following Determination, namely:—

*Wages.*

(1) That the lowest prices or rates of payment payable to the following classes of persons employed in the process, trade, or business of—

- (a) making moulders' blacking or moulders' plumbago preparations ;  
 (b) grinding charcoal or coal-dust—

shall be—

Foreman .. .. .	52s. 6d. per week of 48 hours.
Mill Hand (man in charge of a grinding mill) .. .. .	48s. " "
Men not otherwise provided for .. .. .	42s. " "

(2) That the lowest prices or rates of payment payable to any person or persons, or classes of persons, employed in the process, trade, or business of—

- Making blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish, or tinning, putting up, wrapping, bottling, labelling, or otherwise preparing any of the aforesaid articles for sale—

shall be the following:—

*Males.*

Men engaged in mixing blacking or blue .. .. .	48s. per week of 48 hours.
Men in charge of char-grinding mills .. .. .	48s. " "
Men not otherwise provided for .. .. .	40s. " "

*Females.*

(3) That the lowest prices or rates of payment payable to any adult female shall be 25s. per week of 48 hours.

*Male Apprentices or Improvers.*

(4) That the lowest prices or rates of payment payable to male apprentices or improvers employed in the process, trade, or business of making blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish, or tinning, putting up, wrapping, bottling, labelling, or otherwise preparing any of the aforesaid articles for sale, shall be the following:—

1st 3 months' experience .. .. .	10s. per week of 48 hours.
Next 9 " " .. .. .	12s. 6d. " "
2nd years' " " .. .. .	15s. " "
3rd " " .. .. .	20s. " "
4th " " .. .. .	25s. " "
5th " " .. .. .	30s. " "

and thereafter the minimum wage.

*Female Apprentices or Improvers.*

(5) That the lowest prices or rates of payment payable to female apprentices or improvers shall be the following:—

1st 3 months' experience .. .. .	10s. per week of 48 hours.
Next 9 " " .. .. .	12s. 6d. " "
2nd year's " " .. .. .	15s. " "
3rd " " .. .. .	17s. 6d. " "
4th " " .. .. .	20s. " "
5th year's experience and over .. .. .	25s. " "

## MALE APPRENTICES OR IMPROVERS.

*Wages.*

(6) That the lowest prices or rates of payment payable to apprentices or improvers employed in the process, trade, or business of—

- (a) making moulders' blacking or moulders' plumbago preparations ;  
 (b) grinding charcoal or coal-dust—

shall be the following:—

1st year's experience .. .. .	27s. 6d. per week of 48 hours.
2nd " " .. .. .	30s. " "
3rd " " .. .. .	36s. " "

and thereafter the minimum-wage.

*Improvers (Male and Female).—Proportion.*

(7) That the number of improvers, male or female, who may be employed in any factory or shop or place shall be—

One improver or more, to every adult employé receiving not less than 48s. per week of 48 hours.

*Apprentices.*

(8) That the proportionate number of apprentices, male or female, employed in any factory or shop or place shall be one apprentice to every three adults, or fraction thereof, receiving not less than 48s. per week of 48 hours.

*Piece-work.*

(9) That the lowest piece-work prices or rates to be paid for wrapping, packing, or bundling blacking or washing blue shall be as follow:—

Wrapping small blacking .. .. .	2½d. per gross of packets.
„ large or monster blacking .. .. .	3d. „ „
„ and weighing small blacking .. .. .	3d. „ „
„ „ „ large or monster blacking .. .. .	3½d. „ „
Packing blacking .. .. .	5d. per doz. gross of packets.
Wrapping square blue .. .. .	1½d. per gross of packets.
Bundling „ „ .. .. .	6d. „ „
Wrapping and packing bag blue .. .. .	5d. „ „

*Overtime.*

(10) (i) That any male employé over the age of sixteen years who within the hours of commencing and ending work as specified in clause 11 of this Determination works for any time in excess of 48 hours per week, shall be paid for such extra time at the rate of time and a third.

(ii) That any person whosoever employed outside the hours fixed as the time of beginning and ending work upon each day shall be paid at the rate of time and a third.

*Time of Beginning and Ending Work.*

(11) That the time of beginning and ending work in any factory, or shop, or place, shall be—

<i>Time of Beginning.</i>	<i>Time of Ending.</i>
7.30 a.m. .. .. .	6 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday.
7.30 a.m. .. .. .	12.30 p.m. on Saturday.

*Holidays.*

(12) That the lowest prices or rates of payment payable to any person or persons, or classes of persons, provided for in this Determination, for all work done on—

Good Friday	} or such other days as may be observed as Public Holidays in lieu thereof
Easter Monday	
Eight Hours Day	
26th day of January	
Christmas Day	
Boxing Day	
New Year's Day	

shall be double the rates fixed by this Determination for such persons.

(13) That this Determination shall come into force and be operative on and after the 12th day of May, 1911.

FRANCIS REDDIN,  
Chairman.

Melbourne, 7th April, 1911.