



VICTORIA GOVERNMENT GAZETTE

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[1911.]

Factories and Shops Acts.

DETERMINATION OF THE JAM 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—

Manufacturing jam, fruit jelly, pickles and sauces, or

- (a) preparing, canning, or preserving lemon or other peel, fruit, or vegetables ;
- (b) preparing or putting up any of such articles for sale,

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 21st day of April, 1911. The Determination and amendments are printed hereunder.

MALES.

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

Adult males	45s. per week of 48 hours.
Males over 20 years of age, but not over 21 years of age ..	35s. " " "
Males over 19 years of age, but not over 20 years of age ..	30s. " " "
Males over 18 years of age, but not over 19 years of age ..	22s. " " "
Males over 16 years of age, but not over 18 years of age ..	16s. " " "
Males under 16 years of age	12s. " " "

FEMALES.

JAM, FRUIT JELLY, SAUCES, ETC.—MANUFACTURE.

(3) That the lowest rates of wages to be paid to the following classes of persons employed in the manufacture of jam, fruit jelly, or sauces, or preparing, canning, or preserving lemon or other peel, fruit, or vegetables, shall be—

Females of 18 years of age and upwards	19s. per week of 48 hours
Females over 16 years of age, but not over 18 years of age ..	15s. " " "
Females under 16 years of age	12s. " " "

JAM, FRUIT JELLY, SAUCES, ETC.—PREPARATION FOR SALE.

(4) That the lowest rates of wages to be paid to the following classes of persons employed in the preparation of jam, fruit jelly, or sauces, or preparing or putting up preserved lemon or other peel, fruit, or vegetables for sale shall be—

Females of 18 years of age and upwards	21s. per week of 48 hours
Females over 16 years of age, but not over 18 years of age ..	16s. " " "
Females under 16 years of age	12s. " " "

Provided that any female engaged in pouring out jam shall be paid 27s. 6d. per week of 48 hours.

PICKLES.—MANUFACTURE AND PREPARATION FOR SALE.

(5) That the lowest rates of wages to be paid to the following classes of persons employed in manufacturing pickles shall be—

Females of 18 years of age and upwards	21s. per week of 48 hours
Females over 16 years of age, but not over 18 years of age ..	16s. " " "
Females under 16 years of age	12s. " " "

PROPORTION OF APPRENTICES.

(6) That the number or proportionate number of apprentices who may be employed in the process, trade, or business specified in this Determination shall be one apprentice to three or fraction of three workers engaged in the said process, trade, or business, and receiving the minimum wage or over, or earning, at piece-work rates, not less than the minimum wage.

PROPORTION OF IMPROVERS.

(7) That the number or proportionate number of improvers who may be employed within any factory or work-room or shop or place in the process, trade, or business specified in this Determination shall be one improver to every fifty male adults or fraction thereof employed in the said process, trade, or business, and receiving the minimum wage or over.

RATES OF WAGES OF APPRENTICES OR IMPROVERS.

(8) That the lowest prices or rates of payment payable to apprentices or improvers provided for in this Determination shall be—

For the 1st year's experience	7s. 6d. per week of 48 hours.
" 2nd	10s. " "
" 3rd	12s. 6d. " "
" 4th	15s. " "
" 5th	17s. " "

(9) TIME OF BEGINNING AND ENDING WORK.

That the time of beginning and ending work shall be :—

Time of beginning—	Time of ending—
7 a.m.	1 p.m. on Saturdays (or the day upon which the half-holiday is observed in the locality) and
7 am.	6 p.m. on the other working days of the week.

OVERTIME.

(10) (a) That any male employé over the age of sixteen years, employed in the aforesaid process, trade, or business, who is engaged outside the hours specified in clause 9 of this Determination as the time of beginning and ending work upon such 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 done within two hours <i>before</i> or <i>after</i> the specified time of starting or ending work for the day	Time and a quarter.
For work done <i>earlier</i> than two hours <i>before</i> the specified time of commencing work for the day, or <i>later</i> than two hours <i>after</i> the specified time of ending work for the day	Time and a half.

(b) That if within the hours of commencing and ending work, as specified in clause 9 of this Determination, any male employé over the age of sixteen years works beyond the maximum number of 48 hours per week, he shall be paid overtime at the rate of time and a quarter for the extra time so worked.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(11) That the special price or rate of payment payable to any person or persons or classes of persons provided for in this Determination for all work done on—

(a) Sundays;

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

Good Friday;

Christmas Day or such other day as may be observed as a public holiday in lieu thereof;
shall be double the wages, price, or rate fixed by this Determination; and

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

New Year's Day or such other day as may be observed as a public holiday in lieu thereof;

The 26th day of January in each year or such other day as may be observed as a public holiday in lieu thereof;

Eight Hours Day or such other day as may be observed as a public holiday in lieu thereof;

Easter Monday;

Boxing 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 the wages price or rate fixed by this Determination.

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*, that any employer may fix and pay piece-work prices or rates to any person employed in the process, trade, or business of manufacturing jam, fruit jelly, pickles and sauces, or (a) preparing, canning, or preserving lemon or other peel, fruit, or vegetables; (b) preparing or putting up any of such articles for sale, 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.

Dated at Melbourne, this 20th day of March, 1911.

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

