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Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS 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 wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver in connexion with a steam engine or steam boiler in or about mines of every kind, 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 2nd day of June, 1913. The Determination and amendments are printed hereunder :—

WAGES.

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

Classes of Persons.	Within the Mining District of Gippsland.				Outside the Mining District of Gippsland wherever this Determination applies.	
	Omeo Division.		All other Divisions.			
	per hour.	per week of 48 hours.	per hour.	per week of 48 hours.	per hour.	per week of 48 hours.
Engine-drivers in charge of winding-engines	1s. 4d.	64s.	1s. 4d.	64s.	1s. 3d.	60s.
All other engine-drivers	1s. 3d.	60s.	1s. 1½d.	54s.	1s. 1½d.	54s.
Firemen or boiler attendants	1s. 0d.	48s.	1s. 0d.	48s.	1s. 0d.	48s.

APPRENTICES.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship or any person over twenty-one years of age who with the sanction of the Minister is bound by indentures of apprenticeship. (Act 2386, Section 5.)

NUMBER.

3. That the number of apprentices who may be employed within any place shall be—

One apprentice to every worker engaged and receiving not less than 48s. per week.

IMPROVERS.

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers and who is not over twenty-one years of age or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

NUMBER

4 That the number of improvers who may be employed within any place shall be—

One improver to every worker engaged and receiving not less than 48s. per week.

APPRENTICES OR IMPROVERS.

WAGES.

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

For the 1st year's experience	... ...	20s. per week of 48 hours.	
„ 2nd „	... ...	30s.	„ „
„ 3rd „	... ...	40s.	„ „

And thereafter the minimum wage.

OVERTIME.

6. That any employé who works for any time in excess of 48 hours (exclusive of Sunday) in any one week shall be paid for such extra time at the rate of time and a quarter.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

7. That the special rates of payment payable to any employé for all work done on—

(*a*) Sundays, shall be at the rate of time and a quarter;

(*b*) On the undermentioned public holidays (that is to say):—* New Year's Day, Easter Monday, *Christmas Day, *Boxing Day, shall be at the rate of time and a half.

* Or such other day as may by authority of Act of Parliament or proclamation be observed as a Public Holiday in lieu thereof.

W. W. HARRIS,
Chairman.

Melbourne, 18th April, 1913.

Factories and Shops Acts.

DETERMINATION OF THE COAL MINERS 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 wheresoever employed in the business or occupation (other than fireman, boiler attendant, or engine-drivers) of mining for coal has made the following Determination, namely:—

(1) That the previous determination of this Board is hereby amended, and such amendments shall come into force and be operative on and after the 2nd day of June, 1913.

The Determination and amendments are printed hereunder.

WAGES.

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

Shaft-sinkers (in dry shafts)	66s. per week of 48 hours.	
„ (in wet shafts)	66s. per week of 36 hours.	
Machine-men	63s. per week of 48 hours.	
Second men on machine	58s.	„ „
Miners	60s.	„ „
Miners working in wet places, *i.e.*, where a miner is standing or lying in water, or where water drips on him in sufficient quantities to be detrimental to him in his work	65s.	„ „
Pit-bottomers	49s.	„ „
Set-riders	49s.	„ „
Clippers (underground)	49s.	„ „
Pumpers	46s.	„ „
Water balers	43s.	„ „
Wheelers	50s.	„ „
Roadmen	55s.	„ „
Brushers	60s.	„ „
Timbermen and repairers	60s.	„ „
Furnace-men	46s.	„ „
Stone-drive-men	60s.	„ „
Winch-drivers	49s.	„ „
Labourers (underground)	49s.	„ „
Shovellers	48s.	„ „
Fillers working with coal getters	60s.	„ „
Fillers not working with coal getters	48s.	„ „
Bracemen	50s.	„ „
Screen hands	46s.	„ „
Shunters	44s.	„ „
Tippers	44s.	„ „
Labourers (surface)	45s.	„ „
Blacksmiths	60s.	„ „
Blacksmiths' strikers	45s.	„ „
Weighmen	50s.	„ „
Clippers (surface)	44s.	„ „
Carpenters	60s.	„ „
Skip-repairers	51s.	„ „

(3) APPRENTICES.—PROPORTION.

The number of apprentices who may be employed within any place shall be one apprentice to every three or fraction of three workers engaged and receiving not less than 43s. per week of 48 hours.

(4) APPRENTICES.—WAGES.

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

1st year's experience	15s. per week of 48 hours.
2nd ,, ,, ...	20s. ,, ,,
3rd ,, ,, ...	25s. ,, ,,
4th ,, ,, ...	30s. ,, ,,
5th ,, ,, ...	35s. ,, ,,
6th ,, ,, ...	40s. ,, ,,

(5) IMPROVERS.—PROPORTION.

The number of improvers who may be employed within any place shall be one improver to every three or fraction of three workers engaged and receiving not less than 43s. per week of 48 hours.

(6) IMPROVERS.—WAGES.

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

(*a*) *When employed below the surface*—

17 years of age, but under 18 years of age	30s. per week of 48 hours.
18 ,, ,, ,, ,, 19 ,, ,, ...	35s. ,, ,,
19 ,, ,, ,, ,, 20 ,, ,, ...	40s. ,, ,,
20 ,, ,, ,, ,, 21 ,, ,, ...	45s. ,, ,,

(*b*) *When employed on the surface*—

14 years of age, but under 15 years of age	18s. per week of 48 hours.
15 ,, ,, ,, ,, 16 ,, ,, ...	20s. ,, ,,
16 ,, ,, ,, ,, 17 ,, ,, ...	25s. ,, ,,
17 ,, ,, ,, ,, 18 ,, ,, ...	28s. ,, ,,
18 ,, ,, ,, ,, 19 ,, ,, ...	33s. ,, ,,
19 ,, ,, ,, ,, 20 ,, ,, ...	38s. ,, ,,
20 ,, ,, ,, ,, 21 ,, ,, ...	43s. ,, ,,

(7) PIECE-WORK.

The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act* 1912 that any employer may fix and pay piece-work rates to any person employed at any work for which the Board has fixed a minimum wage, 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.

(8) OVERTIME.

Any employé who in any week works for any time in excess of the maximum number of hours as fixed by this Determination shall be paid for such extra time at the rate of time and a quarter for the first two hours and thereafter time and a half.

(9) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

That the special price or rate payable to any employé for all work done on

(*a*) Sundays;

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

Good Friday
Easter Monday
New Year's Day
Eight Hours Day
Christmas Day
Boxing Day
} or such day as may by authority of Act of Parliament or proclamation be observed as a Public Holiday in lieu thereof,

shall be at the rate of time and a half.

E. NOTLEY MOORE,
Chairman.

Melbourne, 2nd May, 1913.

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING 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 (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or workroom, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, has made the following Determination, namely :—

(1) That the previous Determination of this Board is hereby amended, and such amendment shall come into force and be operative on and after the 30th day of May, 1913.

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

MALES.

Foreman, *i.e.*, a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employés ..	55s. per week of 48 hours.
Headman, *i.e.*, a person who has charge of employés under, and takes his instructions from, the foreman ..	47s 6d. ,, ,, ,,
Adult workers, without previous experience, 21 years of age or over—	
1st six months	38s. ,, ,, ,,
2nd six months	40s. ,, ,, ,,
and thereafter	42s. 6d. ,, ,, ,,
All other adult workers	42s. 6d. ,, ,, ,,

Males under 21 years of age (other than apprentices or improvers) employed at :—

—	Per week of 48 hours.						
	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d	s. d.	s. d.	s. d.	s. d.
Under 16 years of age—							
General work, *i.e.*, all work except—							
(*a*) Bulk blending, *i.e.*, mixing							
(*b*) Moving by hand, unassisted, packages exceeding 35 lbs. gross weight							
(*c*) Ramming with a rammer exceeding 3 lbs. in weight							
(*d*) Packing tea with a machine other than a power-driven machine	10 0	12 6	..	..	..	..	..
Under 18 years of age—							
General work, *i.e.*, all work except—							
(*a*) Bulk blending, *i.e.*, mixing							
(*b*) Moving by hand, unassisted, packages exceeding 70 lbs. gross weight							
(*c*) Ramming with a rammer exceeding 4 lbs. in weight							
(*d*) Packing tea with a machine other than a power-driven machine	..	..	15 0	17 6	..	..	..
Under 21 years of age—							
General work, *i.e.*, all work except—							
Moving by hand, unassisted, packages exceeding 100 lbs. gross weight	..	..	..	..	22 6	27 6	32 6

FEMALES.

Head woman, *i.e.*, a person who has charge of employés under, and takes her instructions from, the foreman ..	28s. 6d. per week of 48 hours.
Adult females, without previous experience—	
21 years of age or over—	
1st six months	17s. 6d. ,, ,, ,,
2nd six months	20s. ,, ,, ,,
and thereafter	22s. 6d. ,, ,, ,,
All other adult females	22s. 6d. ,, ,, ,,

Females under 21 years of age (other than apprentices or improvers) employed at—

—	Per week of 48 hours.					
	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 18 years of age—						
General work, *i.e.*, all work except—						
Packing tea with a hand or power-driven machine ..	10 0	12 0	14 0	..	..	..
Under 21 years of age—						
General Work, *i.e.*, all work except—						
Packing tea with a hand machine	..	..	..	16 0	18 0	20 0

APPRENTICES.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship or any person over twenty-one years of age who with the sanction of the Minister is bound by indentures of apprenticeship. (Act 2386, Section 5.)

NUMBER.

(3) That the number of apprentices who may be employed within any factory or place shall be—

Males.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 42s. 6d. per week of 48 hours.

Females.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 22s. 6d. per week of 48 hours.

IMPROVERS.

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers and who is not over twenty-one years of age or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

NUMBER.

(4) That the number of improvers who may be employed within any factory or place, shall be—

Males.

One male improver to every ten or fraction of ten male workers receiving at wages rates or piece-work prices not less than 42s. 6d. per week of 48 hours.

Females.

One female improver to every ten or fraction of ten female workers receiving at wages rates or piece-work prices not less than 22s. 6d. per week of 48 hours.

APPRENTICES OR IMPROVERS.

Wages.

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

	Males, per week of 48 hours.	Females, per week of 48 hours.
14 years	10s.	
15 "	12s. 6d.	10s.
16 "	15s.	12s.
17 "	17s. 6d.	14s.
18 "	22s. 6d.	16s.
19 "	27s. 6d.	18s.
20 "	32s. 6d.	20s.

OVERTIME.

(6) That all work done in excess of 48 hours in any week shall be paid for at the rate of time and a-half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(7) That the special rate of payment to any person for all work done on—

Sundays,
Good Friday,
Easter Monday,
New Year's Day,
Foundation Day (26th January),
Eight Hours' Day (21st April),
Christmas Day, and
Boxing Day,

or such other day as may by authority of Act of Parliament or proclamation be observed as a public holiday in lieu thereof,

shall be at the rate of time and a half.

PIECE-WORK.

(8) The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act* 1912, No. 2386, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed by the Board for such work.

Dated at Melbourne, this 1st day of May, 1913.

FRANCIS GILL,
Chairman.

By Authority: ALBERT J. MULLETT, Government Printer, Melbourne.