VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 166.] THURSDAY, NOVEMBER 18. [1915.

Factories and Shops Act 1915.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS 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 maker of—

(*a*) agricultural machinery or implements;
(*b*) parts of agricultural machinery or implements;
(*c*) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or
(*d*) in assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those specified above,

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 13th day of December, 1915. The Determination and amendments are printed hereunder.

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

ADULTS—WAGES.

Belt cutters	55s.	per week of 48 hours.	
Blacksmiths	64s.	"	"
Blacksmiths' strikers	55s.	"	"
Bulldozer men	61s.	"	"
Carpenters	64s.	"	"
Drillers	55s.	"	"
Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers	58s	"	"
Other fitters	64s.	"	"
Grinders	58s.	"	"
Malleable iron annealers	55s.	"	"
Men working shaping machine or Boult's carver...	64s.	"	"
Men working boring machine, mortising machine, or cross-cut saw	55s.	"	"
Painters—writers and liners	64s.	"	"
Painters—brush hands	55s.	"	"

ADULTS.—WAGES—*continued.*

Pattern makers	70s. per week of 48 hours
Sheet-iron workers	58s. " "
Timber markers	64s. " "
Turners	64s. " "
Wheelwrights	64s. " "
Machinists (iron), not provided for above ...	58s. " "
Machinists (wood), not provided for above ...	61s. " "
Pullers-out, men in charge of cranes, operators of overhead travelling cranes, paint mixers, men in charge of stores, and timber yardsmen ...	55s. " "
Crane attendants, attendants at paint mills, timber stackers, persons dismantling implements, storemen under man in charge, and labourers	52s. " "
Assemblers	55s. " "

3. An assembler shall mean any adult person employed in putting together any of the classes or kinds of machinery or implements as aforesaid which have been previously fitted or so standardized as to require no fitting; but shall not include any adult person employed in cutting or shaping the material of which such machinery or implements are composed.

APPRENTICES AND IMPROVERS.

"Apprentice" means any person under 21 years of age bound by indentures of apprenticeship, or any person over 21 years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2650, Section 3.)

"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 21 years of age, or who being over 21 years of age holds a licence from the Minister to be paid as an improver. (Act 2650, Section 3.)

4. That—

(*a*) The lowest rates which may be paid to an apprentice or improver; and
(*b*) The proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table:—

Wages per week of 48 hours.		Proportionate Number.
During—	Apprentices and Improvers.	
1st year's experience	8s.	*Apprentices.* One apprentice to every two or fraction of two workers receiving not less than the minimum wage of 52s. per week of 48 hours, or earning at piece-work not less than that amount.
2nd "	12s.	
3rd "	16s.	
4th "	20s.	
5th "	24s.	
6th "	30s.	
7th "	36s.	*Improvers.* One improver to the first four or fraction of four adults, receiving not less than 58s. per week of 48 hours, and thereafter one improver to every four additional such adults.

JUVENILE WORKERS.

5. That the lowest rates of payment to persons under 21 years of age (other than apprentices or improvers) engaged in the following work:—

(*a*) Screwing, tapping, finning, pointing, heating, and cutting off bolts in the bolt and nut making department,
(*b*) Holding up for sheet-iron workers or fitters,
(*c*) Crushing and wheeling coke,
(*d*) Striking for apprentices to blacksmithing,
(*e*) Working friction drilling machines, drilling holes up to and inclusive of $\frac{7}{16}$ in. diameter,

shall be:—

14 years of age	12s. per week of 48 hours.
15 "	15s. " "
16 "	18s. " "
17 "	21s. " "
18 "	24s. " "
19 "	30s. " "
20 "	36s. " "

OVERTIME.

6. That any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a quarter.

SUNDAYS AND PUBLIC HOLIDAYS.

7. That time and three-quarters shall be the special rate for all work done on—

Sundays,
Christmas Day,
New Year's Day,
21st April (Eight Hours Day),
Good Friday,

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rates shall only be payable for work done on the day so substituted.

PIECE-WORK.

8. The Board determines under the provisions of Section 144 of the *Factories and Shops Act* 1915 that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions ; and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. H. BOLTON, J.P.,
Chairman.

Dated at Melbourne, this 11th day of November, 1915.

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

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GOVERNMENT GAZETTE

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No. 167.] THURSDAY, NOVEMBER 18. [1915.

Factories and Shops Act 1915.

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, french-polishers, 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 first day of January, 1916.

The Determination and amendments are printed hereunder :—

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

	s.	d.		
Boult's carver or shaping machine operator	1	5¼	per hour or 69s.	per week of 48 hours.
Boult's carver or shaping machine operators who also do other work	1	5¼	per hour or 69s.	,, ,,
All other machinists	1	3¾	per hour or 63s.	,, ,,
Yardmen, timber stackers, or labourers ..	1	1	per hour or 52s.	,, ,,
All others	1	4¼	per hour or 65s.	,, ,,

FEMALES.

	s.	d.		
Females	0	7½	per hour or 30s.	per week of 48 hours.

(3) That any person employed in wholly or partly preparing or manufacturing any article of rniture, or in preparing any new or second-hand article of furniture, shall be paid Sixpence per hour in dition to the lowest rate fixed by the Board, unless the following are provided by the employer, if required 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.

JUVENILE WORKERS.

(4) That the lowest rates of payment to persons under 21 years of age (other than apprentices or improvers) engaged in the following work :—

(a) Operating a sand-papering machine
(b) Operating a trapping machine
(c) Operating a pinning machine
(d) Carrying turnery or wood for turnery
(e) Feeding an automatic lathe
(f) Varnishing or staining

} In connexion with the manufacture of kitchen chairs, made wholly of wood, or with machine-woven cane seats.

and

(g) Carrying timber
or
(h) Looking after glue-pots

} In connexion with the manufacture of furniture.

shall be—

1st year's experience	12s. 6d. per week of 48 hours.
2nd " "	17s. 6d. " "
3rd " "	25s. " "
4th " "	32s. 6d. " "
5th " "	37s. 6d. " "

APPRENTICES AND IMPROVERS.

"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 2650, Section 3.)

NOTE.—The Furniture Board has prescribed a form of apprenticeship agreement. Section 187 of Act No. 2650 requires that the indentures must be in that form.

"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 2650, Section 3.)

(5) That—

(a) the lowest rates which may be paid to an apprentice or an improver ; and
(b) the proportionate number of apprentices and improvers who may be employed by any employer

shall be as shown in the following table :—

Experience.	Wages per week of 48 hours.				Number.
	Apprentices.		Improvers.		
	Male.	Female.	Male.	Female.	
	s. d.	s. d.	s. d.	s. d.	
1st year ..	10 0	..	12 6	..	
1st 6 months	..	8 6	..	12 6	APPRENTICES.
2nd 6 months	..	11 6	..	15 0	One male apprentice to every two or fraction of two male workers receiving not less than 52s. per week of 48 hours.
2nd year ..	14 6	14 6	17 6	20 0	
3rd year ..	19 6	20 0	25 0	22 6	
4th year ..	23 0	22 6	35 0	..	One female apprentice to every female worker receiving not less than 30s. per week of 48 hours.
5th year ..	27 0	..	42 0	..	
6th year ..	32 0	..	..	..	
					IMPROVERS.
					One male improver to ten Two male improvers to fifteen Three male improvers to twenty And thereafter one additional male improver to every ten additional } male workers receiving not less than 52s. per week of 48 hours.
					One female improver to the first five female workers receiving not less than 30s. per week of 48 hours ; and thereafter one additional female improver to every five additional such workers.

TIME OF BEGINNING AND ENDING WORK.

(6) That the time of beginning and ending work shall be—

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

OVERTIME.

(7) That the following rates shall be paid for all work done :—

(a) Outside the hours fixed in Clause (6) .. .. .. } Time and a half.
(b) Within the hours fixed in Clause (6) in excess of 48 hours in any week .. .. }

SPECIAL RATES FOR PUBLIC HOLIDAYS.

(8) That double time shall be the special rate for all work done on—

New Year's Day,
Good Friday,
Easter Monday,
21st April—(Eight Hours Day),
Christmas Day,
Boxing Day,

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

Dated at Melbourne this 9th day of November, 1915.

F. H. BOLTON, J.P.,
Chairman.

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No. 168.] THURSDAY, NOVEMBER 18. [1915.

Factories and Shops Act 1915.

DETERMINATION OF THE FURNITURE (WIRE MATTRESS) 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 wholly or partly preparing or manufacturing any wire mattress, 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 first day of January, 1916.

The Determination and amendments are printed hereunder.

WAGES.

(2) That the lowest rates of payment payable to the following persons, including repairers, shall be—

MALES.

	s.	d.	
Boult's carver or shaping machine operators..	1	5¼ per hour or 69s. per week of 48 hours.	
Buzzer, planing machine, circular saw, band saw, 3 or 4 side planer, tenoning machine, or turning lathe operators	1	3¾ per hour or 63s.	,, ,,
Yardmen or labourers engaged in stacking timber	1	1 per hour or 52s.	,, ,,
All others	1	2½ per hour or 58s.	,, ,,

FEMALES.

Females	9d. per hour or 36s. per week of 48 hours.

JUVENILE WORKERS.

(3) That the lowest rates of payment payable to persons under the age of 17 years (other than apprentices and improvers) employed in—

(a) painting tin;
(b) cutting tin;
(c) staining;
(d) sandpapering;
(e) heating glue pots; or
(f) receiving and stacking timber from the machines (except pulling out),

shall be :—

1st year's experience	14s. a week of 48 hours.
2nd ,, ,, ...	19s. ,, ,,

APPRENTICES AND IMPROVERS.

"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 2650, Section 3.)

NOTE.—The Furniture Board has prescribed a form of apprenticeship agreement. Section 187 of Act No. 2650 requires that the indentures must be in that form.

"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 2650, Section 3.)

(4) That—

(a) the lowest rates which may be paid to an apprentice or an improver; and
(b) the proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table :—

Experience.	Per week of 48 hours.				Number.
	Apprentices.		Improvers.		
	Male.	Female.	Male.	Female.	
	s. d.	s. d.	s. d.	s. d.	
					APPRENTICES.
1st six months	11 0	10 0	15 0	10 0	One male apprentice to every two or fraction of two male workers receiving not less than 52s. per week of 48 hours.
2nd ,,	13 6	10 0	17 6	10 0	
3rd ,,	16 0	15 0	20 0	15 0	
4th ,,	18 6	15 0	25 0	15 0	One female apprentice to every two or fraction of two female workers receiving not less than 36s. per week of 48 hours.
5th ,,	21 0	20 0	30 0	20 0	
6th ,,	26 0	20 0	35 0	20 0	
7th ,,	31 0	30 0	40 0	30 0	
8th ,,	36 0	30 0	45 0	30 0	
					IMPROVERS.
					One male improver to the first ten, eleven, twelve, thirteen, or fourteen .. .. workers receiving not less than 52s. per week of 48 hours;
					Two male improvers to fifteen, sixteen, seventeen, eighteen, or nineteen .. .. workers receiving not less than 52s. per week of 48 hours;
					Three male improvers to twenty; and thereafter one additional male improver to every ten additional male .. .. workers receiving not less than 52s. per week of 48 hours;
					One female improver to every five female workers receiving not less than 36s. per week of 48 hours.

TIME OF BEGINNING AND ENDING WORK.

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

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on the day on which the half-holiday is observed, and
7.30 a.m.	5.15 p.m. on the other working days of the week.

OVERTIME.

(6) That the following rate shall be paid for all work done—

(a) Outside the hours fixed in Clause (5) .. ..
(b) Within the hours fixed in Clause (5) in excess of 48 hours in any week } Time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

(7) That double time shall be the special rate for all work done on—

New Year's Day,
Good Friday,
Easter Monday,
21st April (Eight Hours Day),
Christmas Day,
Boxing Day,

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

F. H. BOLTON, J.P.,
Chairman.

Dated at Melbourne this 9th day of November, 1915.

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No. 169.] THURSDAY, NOVEMBER 18. [1915.

Factories and Shops Act 1915.

DETERMINATION OF THE FURNITURE BOARD.

WOOD MANTELPIECE OR OVERMANTEL.

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 wood mantelpiece or overmantel, or in repairing any new or second-hand wood mantelpiece or overmantel, 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 first day of January, 1916.

The Determination and amendments are printed hereunder :—

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

	s.	d.		
Boult's carver or shaping machine operator	1	5¼ per hour or 69s. per week of 48 hours.		
Boult's carver or shaping machine operators, who also do other work	1	5¼ per hour or 69s.	"	"
All other machinists	1	3¾ per hour or 63s.	"	"
Wood turners	1	4¼ per hour or 65s.	"	"
Order men	1	3¾ per hour or 63s.	"	"
Persons employed solely in fitting up or packing mantelpieces	1	1½ per hour or 54s.	"	"
All others..	1	4¼ per hour or 65s.	"	"

(3) That any person employed in wholly or partly preparing any wood mantelpiece or overmantel, or in preparing any new or second-hand wood mantelpiece or overmantel, within any factory or place shall be paid Sixpence per hour in addition to the lowest 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,
Varnisher's brushes,
Enameller's brushes,
Polishers' brushes,
Grainer's brushes, and
Dulling brushes.

JUVENILE WORKERS.

(4) That the lowest rates of payment to persons under 21 years of age (other than apprentices and improvers) employed—

(a) carrying timber; or
(b) looking after glue pots,

in connexion with the manufacture of wood mantelpieces or overmantels shall be :—

1st year's experience	..	12s. 6d. per week of 48 hours.
2nd " "	..	17s. 6d. " "
3rd " "	..	25s. " "
4th " "	..	32s. 6d. " "
5th " "	..	37s. 6d. " "

APPRENTICES AND IMPROVERS.

"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 2650, Section 3.)

NOTE.—The Furniture Board has prescribed a form of apprenticeship agreement. Section 187 of Act No. 2650 requires that the indentures must be in that form.

"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 2650, Section 3.)

(5) That—

(a) the lowest rates which may be paid to an apprentice or an improver; and
(b) the proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table :—

Experience.	Per Week of 48 Hours.		Proportionate Number.
	Apprentices.	Improvers.	
			APPRENTICES.
1st year ..	10s.	12s. 6d.	One apprentice to every two or fraction of two workers receiving not less than 54s. per week of 48 hours.
2nd year ..	14s. 6d.	17s. 6d.	
3rd year ..	19s. 6d.	25s.	IMPROVERS.
4th year ..	24s. 6d.	35s.	One improver to ten Two improvers to fifteen Three improvers to twenty And thereafter one additional improver to every ten additional } workers receiving not less than 54s. per week of 48 hours.
5th year ..	32s. 6d.	42s.	

TIME OF BEGINNING AND ENDING WORK.

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

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

OVERTIME.

(7) That the following rate shall be paid for all work done—

(a) Outside the hours fixed in Clause (6)	Time and a half.
(b) Within the hours fixed in Clause (6) in excess of 48 hours in any week	Time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

(8) That double time shall be the special rate for all work done on—

New Year's Day,
Good Friday,
Easter Monday,
21st April (Eight Hours Day),
Christmas Day,
Boxing Day,

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

F. H. BOLTON, J.P.,
Chairman.

Dated at Melbourne this 9th day November, 1915.

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