



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 166.]

TUESDAY, AUGUST 29.

[1916.]

Factories and Shops Act 1915.

DETERMINATION OF THE GROCERS SUNDRIES BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 (except in Flour Mills) cereal foods, condiments, spices, coffee, chicory, or cocoa, has made the following determination, viz. :—

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 September, 1916.

The Determination and amendments are printed hereunder.

2. That the lowest prices or rates of payment to be paid to the following persons shall be :—

MALES.

Miller, <i>i.e.</i> , person in charge of one or more grinding departments	63s. 6d. per week of 48 hours.
Roaster	63s. 6d. " "
Mixer or Blender, <i>i.e.</i> , person in charge of one or more mixing or blending departments	57s. 6d. " "
Stone Dresser	60s. " "
Kilnman	57s. 6d. " "
Mill Assistant, <i>i.e.</i> , person (working under the direction of a miller) who supervises the running of grinding, rolling, or cleaning machines	57s. 6d. " "
Storeman in charge of 1, 2, 3, 4, 5, or 6 storemen	58s. " "
Storeman in charge of 7 or more storemen	63s. " "
Packer, <i>i.e.</i> , person casing orders for despatch... ..	57s. " "
Packer in charge of 5 or more packers	58s. 6d. " "
Men not otherwise provided for	55s. " "

FEMALES.

Forewoman in charge of 5, 6, 7, 8, 9, 10, 11, or 12 workers	37s. 6d. " "
Forewoman in charge of 13 or more workers	42s. 6d. " "
Females not otherwise provided for	28s. " "

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).

APPRENTICES AND IMPROVERS—*continued*.

3. That—

- (a) the lowest rates which may be paid to apprentices or improvers; and
 (b) the proportionate number of apprentices and improvers who may be employed within any factory or place.

shall be—

	Wages.		Number.
	Males.	Females.	
	Per week of 48 hours.	Per week of 48 hours.	
Under 16 years of age	15s.	13s.	APPRENTICES.
16 years of age ...	18s. 6d.	14s.	1 male apprentice to every 3, or fraction of 3, male workers receiving 55s. per week.
17 " " ...	24s.	17s.	1 female apprentice to every 3, or fraction of 3, female workers receiving 28s. per week.
18 " " ...	28s. 6d.	19s.	
19 " " ...	35s.	22s. 6d.	IMPROVERS.
20 " " ...	40s.	25s. 6d.	1 male improver to every 4, or fraction of 4, male workers receiving 55s. per week.
			1 female improver to every 4, or fraction of 4, female workers receiving 28s. per week.

JUVENILE WORKERS.

4. Persons under the age of 21 (other than apprentices or improvers) employed in filling, weighing, closing, wrapping, labelling, or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of macaroni, vermicelli, or Italian paste shall be paid as follows :—

Experience.	Males.	Females.
	Per week of 48 hours.	Per week of 48 hours.
During 1st six months ...	13s.	13s.
" 2nd " ...	14s.	14s.
" 2nd year ...	18s.	17s.
" 3rd " ...	21s.	19s.
" 4th " ...	25s.	22s. 6d.
" 5th " ...	31s.	25s. 6d.
" 6th " ...	35s.	

OVERTIME.

5. 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 half.

CASUAL LABOUR.

6. That casual employees, *i.e.*, persons who are employed during any week for not more than one half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

7. That the special price or rate of payment 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,
 The 21st day of April,
 King's Birthday
 Christmas Day,
 Boxing Day,
 New Year's 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.

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 one hundred and forty-four of the *Factories and Shops Act 1915* (No. 2650), that any employer may fix and pay piece-work prices or rates to any person employed in the process, trade, or business of manufacturing (except in flour mills) cereal foods, condiments, spices, coffee, chicory, or cocoa, 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.

E. NOTLEY MOORE, P.M.,
 Chairman.

Melbourne, 24th August, 1916.