



VICTORIA GOVERNMENT GAZETTE.

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[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE SOAP AND SODA 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 a maker of (a) Soap, (b) Washing Soda, 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 8th day of September, 1916. The Determination and amendments are printed hereunder.

WAGES.

2. The lowest rates of wages payable to the undermentioned persons shall be:—

MALES.	
Soapmaker	67s. per week of 48 hours.
Assistant soapmaker	62s. " " "
Soda crystal maker	60s. " " "
Assistant soda crystal maker	55s. " " "
Frame-room, packing-room, or cutting-room foreman	62s. " " "
Milling-room foreman	60s. " " "
Soap cutter where only one soap cutter is employed	60s. " " "
Man in charge of power crutcher	60s. " " "
Storeman in charge of one or more other storemen	60s. " " "
Power stamping machine workers	56s. " " "
All others	55s. " " "
FEMALES.	
Females working stamping machines	56s. per week of 48 hours.
All other females	30s. " " "

JUVENILE WORKERS.

3. That persons under 21 years of age (other than apprentices or improvers) employed at the undermentioned work shall be paid at the rates shown in the following table:—

	Age.	Males.	Females.
MALES. Wrapping or packing soap or soda, or stamping tablets or bars of soap not greater than 16 ozs. in weight	14 years	12s. 6d. per week of 48 hours	15s. per week of 48 hours.
	15 "	15s. " "	
	16 "	18s. " "	
	17 "	23s. 6d. " "	
	18 "	27s. 6d. " "	
	19 "	55s. " "	
FEMALES. Wrapping or packing soap or soda	20 "	55s. " "	27s. 6d. " "

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 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:—

Wages per week of 48 hours.			Proportionate Number.
Age.	Wage.		
14 years	12s. 6d.	One male apprentice to every three or fraction of three male workers receiving not less than 55s. per week of 48 hours One female apprentice to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours One improver to every five or fraction of five workers receiving not less than 55s. per week of 48 hours.
15 "	15s.	
16 "	18s.	
17 "	23s. 6d.	
18 "	27s. 6d.	
19 "	35s.	
20 "	42s.	

CASUAL LABOUR.

5. That any person employed for not more than 24 hours during any week shall be paid at the rate of 1s. 6d. per hour.

OVERTIME.

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

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

Sunday,
Good Friday,
21st April (Eight Hours Day),
Christmas Day,

and that time and a half shall be the special rate for all work done on—

New Year's Day,
The 26th January (Foundation Day),
Easter Monday,
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.

PIECE-WORK.

8. The Board determines, under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed in the process, trade, or business of a maker of (a) soap, (b) washing soda, provided that such employed 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 rate fixed by the Board for such work.

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

Dated at Melbourne, the 25th August, 1916.