



VICTORIA GOVERNMENT GAZETTE.

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[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE TEA PACKING 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 (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 Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 10th day of February, 1916.

The Determination and amendments are printed hereunder:—

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

MALES.

Foreman, <i>i.e.</i> , 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	62s. 6d. per week of 48 hours.
Headman, <i>i.e.</i> , a person who has charge of employés under, and takes his instructions from, the foreman	56s 6d. " " "
All other adult workers	50s. " " "
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>i.e.</i> , all work except—							
(a) Bulk blending, <i>i.e.</i> , 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	12 6	15 0					
Under 18 years of age—							
General work, <i>i.e.</i> , all work except—							
(a) Bulk blending, <i>i.e.</i> , 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			17 6	22 6			
Under 21 years of age—							
General work, <i>i.e.</i> , all work except—							
Moving by hand, unassisted, packages exceeding 100 lbs. gross weight					27 6	32 6	40 0

FEMALES.

Head woman, *i.e.*, a person who has charge of employees under, and takes her instructions from, the foreman .. 31s. 6d. per week of 48 hours.
 All other adult females 25s. 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>i.e.</i> , all work except—												
Packing tea with a hand or power-driven machine ..	12	6	15	0	17	0	..	..	..	..	..	..
Under 21 years of age—												
General Work, <i>i.e.</i> , all work except—												
Packing tea with a hand machine .. ..	..	..	..	..	..	19	0	21	0	23	0	..

APPRENTICES AND IMPROVERS.

“Apprentice” means any person under twenty-one years of age bound by indenture 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.)

“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.)

(3) 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:—

Age.	Wages per Week of 48 hours.		Proportionate Number.
	Males.	Females.	
	s. d.	s. d.	
14 years ..	12 6	..	<p>APPRENTICES.</p> <p>One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 50s. per week of 48 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 25s. 6d. per week of 48 hours.</p>
15 " ..	15 0	12 6	
16 " ..	17 6	15 0	
17 " ..	22 6	17 0	
18 " ..	27 6	19 0	
19 " ..	32 6	21 0	<p>IMPROVERS.</p> <p>One male improver to every ten or fraction of ten male workers receiving at wages rates or piece-work prices not less than 50s. per week of 48 hours.</p> <p>One female improver to every ten or fraction of ten female workers receiving not less than 25s. 6d. per week of 48 hours.</p>
20 " ..	40 0	23 0	

OVERTIME.

(4) 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.

(5) That time and a half shall be the special rate for all work done on—

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

(6) The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act* 1915, No. 2650, 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 6th day of January, 1916.

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

