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[1916.

Factories and Shops Act 1915.

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 whosoever employed in the business of a seller of goods usually sold by drapers or haberdashers (other than boots of any kind and articles of male attire), including mantles, costumes, millinery, gloves, stockings, and underclothing, has made the following Determination, namely :—

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

No. 200.—NOVEMBER 6, 1916.—14101.

APPRENTICES AND IMPROVERS.

"Apprentice" means any person under 21 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 indenture 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.)

3. That the wages and number of apprentices and improvers who may be employed within any shop shall be:—

WAGES.										
Commencing Age.										NUMBER.
—	15 years or under.	16 years.	17 years.	18 years.	19 years.		20 years.			
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		Per week of 48 hours.			
Males—	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.		APPRENTICES. <i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than 42s. 6d. per week. <i>Females.</i> One female apprentice to every three or fraction of three female workers receiving not less than 25s. per week. IMPROVERS. <i>Males.</i> One male improver to every male person receiving not less than 42s. 6d. per week of 48 hours. <i>Females.</i> Two female improvers to one female person Four female improvers to two female persons and thereafter— One female improver to each additional female person } receiving not less than 25s. per week of 48 hours. Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver may be employed.	
1st year..	10 0	10 0	13 0	15 0	15 0		1st 6 months	20 0		
2nd „ ..	13 0	15 0	20 0	25 0	1st 6 months, 20 0 2nd 6 months, 30 0		2nd „	27 6		
3rd „ ..	18 6	21 0	27 0	36 0	1st 6 months, 36 0 2nd 6 months, 42 6		1st „	32 6		
4th „ ..	24 0	28 0	36 0		2nd „	37 6		
5th „ ..	30 0	36 0		1st „	45 0		
6th „ ..	36 0		2nd „	52 6		
Females—										
1st „ ..	7 6	10 0	13 0	13 0	13 0		1st 6 months	16 0		
2nd „ ..	10 0	13 0	16 0	17 6	17 6		2nd „	17 6		
3rd „ ..	13 0	16 0	20 0	20 0	20 0		1st „	20 0		
4th „ ..	16 0	20 0	22 6		2nd „	22 6		
5th „ ..	20 0	22 6		1st „	25 0		
6th „ ..	22 6		2nd „	27 6		

CASUAL LABOUR.

4. That casual employees, *i.e.*, persons 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 one and a half times the ordinary rate.

OVERTIME.

5. That any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

6. That time and a half shall be the special rate of payment for all work done on—

Good Friday,
Easter Monday,
Foundation Day (26th day of January),
Eight Hours Day (21st 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.

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

Melbourne, 26th October, 1916.