



VICTORIA GOVERNMENT GAZETTE.

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[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE STOREMEN PACKERS AND SORTERS BOARD.

NOTE.—The Storemen Packers and Sorters Board, when first constituted, had power to fix rates for any person employed as storeman packer or sorter in connexion with the trade or business of—

- making biscuits;
- manufacturing or preparing for sale milk, cream, butter, or cheese;
- making nails;
- preserving meat, or preparing food products from animal fat.

These powers were taken away by Orders in Council, dated 21st June, 1913, 19th August, 1913, and 11th November, 1913, respectively.

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, not already provided for by any existing Special Board, employed as a Storeman Packer or Sorter in connexion with any trade or business, 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 24th day of January, 1916. The Determination and amendments are printed hereunder.

WAGES.

2. That the lowest rates of wages to be paid to the persons employed as under shall be—

MALES:

| Occupation. | Wharfs, Wharf Sheds, or Customs Sheds. | Bond and Free Stores. | Lime, Cement, Wool, Hides, or Tallow Stores. | Any other place. |
|--|--|-----------------------|--|-----------------------|
| | Per week of 44 hours. | Per week of 44 hours. | Per week of 48 hours. | Per week of 48 hours. |
| Storeman, Packer, or Sorter in any store, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store) | | | | |
| (a) Works singly | 58s. 6d. | 58s. 6d. | 58s. 6d. | 56s. 6d. |
| (b) Supervises or directs 1, 2, or 3 men .. | 58s. 6d. | 58s. 6d. | 58s. 6d. | 56s. 6d. |
| (c) " " 4, 5, or 6 " .. | 63s. 6d. | 63s. 6d. | 63s. 6d. | 61s. 6d. |
| (d) " " 7, 8, 9, or 10 " .. | 70s. 0d. | 70s. 0d. | 70s. 0d. | 68s. 0d. |
| (e) " " 11 or more " .. | 77s. 0d. | 77s. 0d. | 77s. 0d. | 75s. 0d. |
| Storemen in charge of a bulk store removed from the main place of business | .. | .. | .. | 56s. 6d. |
| Packers of crockery for the country | .. | .. | .. | 54s. 6d. |
| All other adult males— | | | | |
| 1st six months | 55s. 0d. | 54s. 0d. | 54s. 0d. | 48s. 0d. |
| 2nd six months | 55s. 0d. | 54s. 0d. | 54s. 0d. | 50s. 0d. |
| And thereafter | 55s. 0d. | 54s. 0d. | 54s. 0d. | 52s. 0d. |

WAGES—continued.

FEMALES.

Female Packer or Sorter in any store, who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the packing or sorting in such store)

| | | |
|--|---------|-----------------------|
| | | Per week of 48 hours. |
| (a) Works singly | | 32s. 0d. |
| (b) Supervises or directs 1, 2, or 3 females | | 32s. 0d. |
| (c) " " 4, 5, or 6 " | | 35s. 0d. |
| (d) " " 7, 8, 9, or 10 " | | 38s. 0d. |
| (e) " " 11 or more " | | 42s. 6d. |

All other Adult Females—

| | | |
|----------------|---------|----------|
| 1st six months | | 24s. 6d. |
| 2nd six months | | 26s. 6d. |
| And thereafter | | 28s. 6d. |

CASUAL LABOUR.

3. That casual hands, 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 third.

APPRENTICES AND IMPROVERS.

DEFINITION (ACT 2650, SECTION 3).

"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.

"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.

4. That the wages and number of apprentices or improvers who may be employed within any place shall be—

| | Wages. | | Number. |
|-----------------------|-----------------------|-----------------------|---|
| | Males. | Females. | |
| Under 16 years of age | Per week. 12s. 6d. | Per week. 12s. 6d. | <p style="text-align: center;">APPRENTICES.</p> <p>1 male apprentice to every 3, or fraction of 3, male workers receiving 48s. per week.</p> <p>1 female apprentice to every 3, or fraction of 3, female workers receiving 24s. 6d. per week.</p> <p style="text-align: center;">IMPROVERS.</p> <p>1 male improver to every 4, or fraction of 4, male workers receiving 52s. per week.</p> <p>2 female improvers to each female worker receiving 28s. 6d. per week.</p> |
| 16 years of age | 15s. | 15s. | |
| 17 " " | 20s. | 17s. 6d. | |
| 18 " " | 27s. 6d. | 20s. | |
| 19 " " | 35s. | 22s. 6d. | |
| 20 " " | 42s. 6d. | 25s. | |

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be—

| | | |
|--|-------------------------------------|--|
| Times of beginning. Not earlier than— | Times of ending. Not later than— | |
| 7 a.m. | 12.45 p.m. | .. On Saturday, or the day on which the weekly half-holiday is observed. |
| 7 a.m. | 6 p.m. | .. On the other working days of the week. |

OVERTIME.

6. That the following rates shall be paid for all work done during the times specified hereunder, viz. :—

| | | |
|---|---|------------------|
| Outside the hours fixed in Clause 5, and Within the hours fixed in Clause 5, in excess of the maximum number of hours fixed as a week's work, in any week | } | Time and a half. |
|---|---|------------------|

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

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

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS—*continued.*

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

Easter Monday,⁹
Foundation Day (26th January),
King's Birthday (3rd June),
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, No. 2650, that any employer may fix and pay piece-work prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that 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 rate fixed by the Board for such work.

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

Dated at Melbourne this 22nd day of December, 1915.

