



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 9.]

WEDNESDAY, JANUARY 17.

[1917.

Factories and Shops Act 1915.

DETERMINATION OF THE PASTRYCOOKS 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 pastrycook 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 20th January, 1917.

The Determination and amendments are printed hereunder.

WAGES.

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

ADULTS.

Fore-hand, i.e., a person who is in charge of a bakehouse or bakehouses in adjacent buildings under one employer ..	72s. 6d. per week of 48 hours.
Single-hand, i.e., a person who is in charge of a bakehouse or workroom with no pastrycook, ornamenter, or ornamental worker under his or her charge	66s. " "
Pastrycooks, ornamenters, or ornamental workers ..	60s. " "
Persons engaged for the whole of their working time in the delivery and sale of pastry	55s. " 52 hours
Persons engaged for over 40 hours in the week in the delivery of pastry and also in general work	50s. " "
Persons engaged in the delivery of pastry for less than 40 hours and in general work	48s. " "
Persons engaged solely in the delivery of pastry	50s. " "
All other males	45s. " "
Females engaged in general work	25s. " 48 hours

JUVENILE WORKERS.

3. That the lowest rates payable to persons under 21 years of age (other than apprentices and improvers) shall be:—

Males engaged in the delivery of pastry for not more than 30 hours per week and in general work—

16 years of age and under	20s. per week of 52 hours.
17 years of age	22s. 6d. " "
18 " "	25s. " "
19 " "	30s. " "
20 " "	35s. " "

WAGES—JUVENILE WORKERS—*continued.*

Persons engaged in general work for the whole of their working time:—

	Males.		Females.	
	Per week of 48 hours.		Per week of 48 hours.	
14 years of age	12s. 6d.			
15 " "	15s.		12s. 6d.	
	Per week of 52 hours.			
16 " "	17s. 6d.		14s.	
17 " "	20s.		16s.	
18 " "	22s. 6d.		18s.	
19 " "	25s.		20s.	
20 " "	30s.		21s.	

Females engaged decorating Christmas and New Year cakes—

15 years of age	15s. per week of 48 hours.
16 " "	17s. 6d. " "
17 " "	20s. " "
18 " "	22s. 6d. " "
19 " "	25s. " "
20 " "	27s. 6d. " "

4. That, wherever occurring in this Determination, the expression "General Work" shall include—

- Bringing fuel to oven.
- Bringing in raw material.
- Buttering tins.
- Carrying goods to and from the oven.
- Cleaning bakehouse yard or premises.
- Cleaning fruit and cutting peel.
- Cleaning pans, tins, tools, or other utensils.
- Cracking eggs.
- Emptying tins or trays.
- Labelling tins or boxes.
- Packing wedding cakes, other cakes, or pastry.
- Papering hoops.
- Turning hand machines.
- Washing of machines.
- Wrapping cakes or flour.

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.)

NOTE.—The Pastrycooks Board has prescribed a form of apprenticeship agreement. Section 187 requires that the indentures must be in that form.

"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.)

5. 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, shop, or place

shall be as shown in the following table:—

Wages per Week of 48 Hours.		Apprentices and Improvers.	Proportionate Number.
During—			
1st six months' experience	10s.		<i>Apprentices.</i> One apprentice to every two or fraction of two workers receiving not less than 60s. per week of 48 hours.
2nd " "	12s. 6d.		
3rd " "	15s.		
4th " "	17s. 6d.		
5th " "	20s.		
6th " "	22s. 6d.		<i>Improvers.</i> One improver to the first three adults receiving not less than 60s. per week of 48 hours, and thereafter one improver to every four additional such adults.
7th " "	25s.		
8th " "	27s. 6d.		
9th " "	32s. 6d.		
10th " "	40s.		

OVERTIME.

6. 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 third.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS

7. That all work (except making fermented doughs) done on Sundays before 7 p.m. shall be paid for at double rates, and that time and a third shall be the special rate for all work done on—

New Year's Day,
26th January (Foundation Day),
Eight Hours Day,
Good Friday,
Easter Monday,
Christmas Day,
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.

Dated at Melbourne the 18th day of December, 1916.

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



The page contains a large amount of extremely faint and illegible text, likely bleed-through from the reverse side of the paper. The text is scattered across the page and is not readable.