



VICTORIA GOVERNMENT GAZETTE.

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No. 169.]

TUESDAY, AUGUST 31.

[1920.

Factories and Shops Acts.

DETERMINATION OF THE STRAW HAT BOARD.

NOTE.—This Determination, on the 10th September, 1920, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Nowtown and Chilwell, and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages 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 the manufacture of straw hats, has made the following Determination, namely:—

(1) That on the 10th September, 1920, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.	Other Employees.																																																																		
<p>WAGES PER WEEK OF 48 HOURS.</p> <p><i>Males.</i></p> <table> <tr><td>1st year</td><td>s. d.</td></tr> <tr><td>2nd year</td><td>13 6</td></tr> <tr><td>3rd year</td><td>19 0</td></tr> <tr><td>4th year</td><td>32 0</td></tr> <tr><td>5th year</td><td>43 0</td></tr> <tr><td>5th year</td><td>54 0</td></tr> </table> <p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Females.</i></p> <table> <tr><td>1st year—1st 6 months</td><td>s. d.</td></tr> <tr><td>2nd</td><td>11 0</td></tr> <tr><td>2nd year—1st</td><td>14 0</td></tr> <tr><td>2nd</td><td>17 0</td></tr> <tr><td>3rd year—1st</td><td>20 0</td></tr> <tr><td>2nd</td><td>23 0</td></tr> <tr><td>4th year—1st</td><td>26 0</td></tr> <tr><td>2nd</td><td>31 0</td></tr> <tr><td>2nd</td><td>36 0</td></tr> </table> <p>APPRENTICES.</p> <p>PROPORTION (by any employer).</p> <p><i>Males.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 64s. per week of 48 hours.</p> <p><i>Females.</i></p> <p>One female apprentice to each female worker receiving not less than 40s. per week of 44 hours.</p> <p>IMPROVERS.</p> <p>PROPORTION (by any employer).</p> <p><i>Males.</i></p> <p>One improver to every five or fraction of five workers receiving not less than 64s. per week of 48 hours.</p> <p><i>Females.</i></p> <p>Four female improvers to each female worker receiving not less than 40s. per week of 44 hours.</p>	1st year	s. d.	2nd year	13 6	3rd year	19 0	4th year	32 0	5th year	43 0	5th year	54 0	1st year—1st 6 months	s. d.	2nd	11 0	2nd year—1st	14 0	2nd	17 0	3rd year—1st	20 0	2nd	23 0	4th year—1st	26 0	2nd	31 0	2nd	36 0	<p>WAGES PER WEEK OF 48 HOURS.</p> <p>Males under 21 years (other than apprentices or improvers) employed at packing or in assisting dyers or bleachers—</p> <table> <tr><td>1st year's experience</td><td>s. d.</td></tr> <tr><td>2nd</td><td>19 0</td></tr> <tr><td>3rd</td><td>25 0</td></tr> <tr><td>4th</td><td>37 0</td></tr> <tr><td>4th</td><td>50 6</td></tr> </table>	1st year's experience	s. d.	2nd	19 0	3rd	25 0	4th	37 0	4th	50 6	<p>WAGES PER WEEK OF 48 HOURS.</p> <p><i>Males.</i></p> <table> <tr><td>Foremen</td><td>s. d.</td></tr> <tr><td>Hand or machine blockers or stiffeners</td><td>84 0</td></tr> <tr><td>Dyers' or bleachers' assistants</td><td>72 6</td></tr> <tr><td>Packers</td><td>65 0</td></tr> <tr><td>Packers</td><td>64 0</td></tr> </table> <p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Females.</i></p> <table> <tr><td>Machinists</td><td>s. d.</td></tr> <tr><td>Finishers on boaters</td><td>42 6</td></tr> <tr><td>Packers</td><td>40 0</td></tr> <tr><td>Packers</td><td>40 0</td></tr> </table> <p>Females over 21 years of age, other than Apprentices or Improvers, without previous experience at the trade—</p> <table> <tr><td>1st 6 months</td><td>s. d.</td></tr> <tr><td>2nd</td><td>22 6</td></tr> <tr><td>3rd</td><td>27 6</td></tr> <tr><td>3rd</td><td>35 0</td></tr> </table>	Foremen	s. d.	Hand or machine blockers or stiffeners	84 0	Dyers' or bleachers' assistants	72 6	Packers	65 0	Packers	64 0	Machinists	s. d.	Finishers on boaters	42 6	Packers	40 0	Packers	40 0	1st 6 months	s. d.	2nd	22 6	3rd	27 6	3rd	35 0
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TIME OF BEGINNING AND ENDING WORK.

(3) That the time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	12 noon on the day on which the half-holiday is observed, and
7.45 a.m.	6.15 p.m. on the other working days of the week.

OVERTIME.

(4) That the following rate shall be paid for all work done:—

- (a) Outside the hours fixed in Clause 3 } Time and a half.
- (b) Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work }

(5) SPECIAL RATES.—That double time shall be the special rate for all work done on Sunday, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 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.

PIECE-WORK PRICES.

(6) That the lowest piece-work prices payable for the following kinds of work shall be:—

FEMALES.				
<i>Class of Hat.</i>		<i>s.</i>	<i>d.</i>	
Machining Tagel	10-11 pieces	3	0 per dozen	
	12-13 "	3	6 "	
	14-15 "	4	0 "	
	16-17 "	4	6 "	
	18-19 "	5	0 "	
	20-21 "	5	6 "	
	22-23 "	6	0 "	
	24-25 "	6	6 "	
	Machining 3-end Split Mackinaw	10-11 "	3	0 "
		12-13 "	3	6 "
14-15 "		4	0 "	
16-17 "		4	6 "	
18-19 "		5	0 "	
20-21 "		5	6 "	
22-23 "		6	0 "	
Machining Liserie (China Piping 60 yds. pieces) (7-end China Split 60 yds. pieces)	14 "	4	6 "	
	16 "	5	0 "	
	18 "	5	6 "	
	20 "	6	0 "	
	22 "	6	6 "	
	24 "	7	0 "	
	Machining Italian Pedal, 44-45 M/mtres.	12 "	2	0 "
		14 "	2	6 "
16 "		3	0 "	
18 "		3	6 "	
20 "		4	0 "	
22 "		4	6 "	
24 "		5	0 "	
26 "		5	6 "	
Machining all Canton Plaits, 120 yards	28 "	6	0 "	
	30 "	6	6 "	
	4 "	3	0 "	
	5 "	3	6 "	
	6 "	4	0 "	
7 "	4	6 "		
8 "	5	0 "		

The above prices are for plain hats. All gores, undercurls, and over curls to be paid extra.

Machining Boaters	6-6½ m/m China Split	12	9 per dozen
	4-5 " 3-end Mackinaw	9	9 "
	6-7 " Rustic	8	3 "
	8-9 " "	7	9 "
	9-10 " "	7	3 "
	10-11 " "	5	9 "
	13-14 " "	4	9 "
Trimming Boaters—Bon Tons	3	9 "
	Drummed Leathers	3	0 "
	Any description of Leathers not drummed	2	3 "

(7) The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any female person employed at any work for which this Board has not fixed piece-work prices but has fixed a minimum wage, 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.

H. J. RICHARDSON. J.P.,
Chairman.
A. G. ALLEN,
Secretary.

Melbourne, 11th August, 1920.