



# VICTORIA GOVERNMENT GAZETTE.

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[1925.]

## Factories and Shops Acts.

### DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

This Determination on the 20th March, 1925, 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, Sandringham, and Warrnambool; the towns of Geelong West and Newtown and Chilwell; and the boroughs of Eaglehawk 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 employed—

- (a) as a Storeman, Packer, or Sorter,
- (b) in assisting a Storeman, Packer, or Sorter,
- (c) as an assembler, collector, or checker of goods in course of receipt or despatch,

but not including any person subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Hotel Employees Board	Printers Board (Provincial)
Agricultural Implements Board	Ice Board	Restaurant Board
Agricultural Implements Board (Country)	Jam Trade Board	Rubber Trade Board
Bedstead Makers Board	Leather Goods Board	Shops Board No. 1 (Boot Dealers)
Biscuit Board	Marine Stores Board	Shops Board No. 9 (Drapers and Men's Clothing)
Boarding Houses Board	Meat Preservers Board	Shops Board No. 12 (Fuel and Fodder)
Brewers Board	Millet Broom Board	Shops Board No. 13 (Fuel and Fodder) (Country)
Butter Board	Nailmakers Board	Shops Board No. 14 (Furniture Dealers)
Candlemakers Board	Paper Board	Shops Board No. 15 (Grocers)
Cardboard Box Trade Board	Paper Bag Trade Board	Shops Board No. 16 (Hardware)
Cigar Trade Board	Pastrycooks Board	Soap and Soda Board
Confectioners Board	Picture Frame Board	Starch Board
Cordage Board	Plate Glass Board	Tea Packing Board
Fellmongers Board	Polish Board	Tinsmiths Board
Flour Board	Pottery-Glazed Board	Wholesale Grocers Board
Flour Board (Country)	Pottery-Glazed (Country) Board	Wireworkers Board
Furniture Board (Wood, Mantelpiece, or Overmantel)	Pottery-Unglazed Board	Woodworkers Board
Glassworkers Board	Pottery-Unglazed (Country) Board	Woodworkers Board (Country)
Grocers Sundries Board	Printers Board	Woolen Trade Board,
Ham and Bacon Board	Printers Board (Country)	

has made the following Determination, namely:—

(1) That on the 20th March, 1925, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.				Number (in any place).
Wages per week.				
		Males.	Females.	
		s. d.	s. d.	
Under 16 years of age ..	..	19 0	19 0	<b>APPRENTICES.</b>
16 to 17 years of age ..	..	25 6	25 6	One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
17 to 18 years of age ..	..	33 6	28 3	<b>MALE IMPROVERS.</b>
18 to 19 years of age ..	..	48 0	33 0	One male improver to every four or fraction of four male workers receiving 85s. 6d. per week.
19 to 20 years of age ..	..	59 6	36 9	<b>FEMALE IMPROVERS.</b>
20 to 21 years of age ..	..	74 3	41 3	Two female improvers to each female worker receiving 48s. 3d. per week.

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

An indenture of apprenticeship prescribed was approved on 24th May, 1923.

OTHER EMPLOYEES.	Males employed in (or on)—						Females employed in—	
	Wharfs, Wharf Sheds, or Customs Railway Sheds.	Potato or Onion Stores.	Lime, Cement, or Fibrous Plaster Stores.	Bulk Paper Stores.	Electrical Goods, Hardware and Machinery Stores.	Any other place (except Bond and Free, Wool, Reed, Skin, Hide, Grain, Tallow, or Oil Stores).	Manufacturing Factories.	Any other place.
	Wages per week of 44 hours. s. d.	Wages per week of 44 hours. s. d.	Wages per week of 44 hours. s. d.	Wages per week of 48 hours. s. d.	Wages per week of 48 hours. s. d.	Wages per week of 48 hours. s. d.	Wages per week of 46 hours. s. d.	Wages per week of 48 hours. s. d.
Storeman, or Male or Female Packer or Sorter in any store, who (notwithstanding he or she 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 .. .. .	102 8	93 3	88 6	93 3	94 9	90 0	50 9	50 9
(b) Supervises or directs the number of persons of the same sex, indicated hereunder, viz. :—								
(a) 1, 2, 3, 4, 5, or 6 such persons .. .. .	102 8	93 3	91 0	95 6	97 0	92 6	54 3	54 3
(b) 7 or more such persons .. .. .	102 8	93 3	105 6	110 0	111 6	107 0	61 9	61 9
Storeman in charge of a bulk store removed from the main place of business .. .. .	..	..	..	..	..	90 0	..	..
Packers of crockery for the country .. .. .	..	..	..	..	..	93 6	..	..
Packers of crockery for the town .. .. .	..	..	..	..	..	85 6	..	..
All adults not otherwise provided for .. .. .	102 8	93 3	85 6	90 0	90 0	85 6	48 8	48 3

- (3) TIMES OF BEGINNING AND ENDING WORK—
- |   | Times of beginning.<br>Not earlier than— | Times of ending.<br>Not later than—  |
|---|--|--|
| On the ordinary working days of the week ..                             | 7 a.m.                                   | 6 p.m.   |
| On Saturday, or the day on which the weekly half-holiday is observed .. | 7 a.m.                                   | 12 noon in bulk paper, bulk lime, or cement stores<br>12.30 p.m. in any other place. |

- (4) OVERTIME.—The following rates shall be paid for all work done :—

Between midnight and 7 a.m. .. .. .	4s. per hour.
At any other time outside the times of beginning and ending work as herein fixed .. .. .	Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week .. .. .	

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or 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 days so substituted.

(6) TIME RATE.—Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the maximum number of hours fixed in this determination be paid at the ordinary wages rate with an addition of fifty per centum.

(7) CASUAL LABOUR.—Casual hands, i.e., persons (other than those in factories or shops or in potato or onion stores, on wharfs, or in wharf sheds or Customs railway sheds) 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 half.

(8) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(9) PIECE-WORK.—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.

H. J. RICHARDSON, J.P.,  
Chairman.

C. W. KINSMAN,  
Secretary.

Dated at Melbourne this 26th day of February, 1925.