



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 136]

THURSDAY, NOVEMBER 13.

[1930

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HAIRDRESSERS BOARD.

NOTE.—(a) This Determination, on the 17th November, 1930, applied to the whole of the State of Victoria.

(b) Section 200 of the *Factories and Shops Act 1928 (No. 3677)* prohibits the acceptance of any consideration, premium, or bonus for engaging an apprentice or improver in connexion with the business of a hairdresser or barber.

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 wheresoever employed in the business of a Hairdresser or Barber, or Wig Maker, or other Workers of Hair," has made the following Determination, namely:—

On the 30th November, 1925, the powers of this Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed at—

- (a) Hair or scalp treatment;
(b) Toilet work.

(1) That on the 17th November, 1930, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.					OTHER EMPLOYEES.	Wages.					
Wages per Week.						Within the Metropolitan District* as defined in the <i>Factories and Shops Acts</i> ; the <i>Cities of Geelong, Sandringham, and Warrnambool</i> ; and the <i>Towns of Geelong West and Newtown and Chilwell</i> .	Elsewhere within the area to which this Determination applies.				
Apprentices.		Improvers.		Per Week of 48 Hours.				Per Week of 48 Hours.			
Males.	Females.	Males.	Females.						s. d.	s. d.	
	s. d.	s. d.	s. d.	s. d.							
1st year	15 0	10 0	} 92 6	55 0	Chairworkers (male or female) in men's hair-dressing saloons ..	100 0	93 0				
2nd	20 0	15 0						} 140 0	140 0		
3rd	30 0	25 0									
4th	40 0	35 0									
5th	50 0	..									
<p>Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.</p> <p style="text-align: center;">PROPORTION (IN ANY SHOP OR PLACE).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every two or fraction of two persons receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One male improver to every fifteen male workers receiving not less than the minimum wage. One female improver to every fifteen persons receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 12th December, 1911.</p>					} 102 0 121 0	} 102 0 121 0					
<p>Ladies' hairdressing saloons only.</p> <p>Males engaged in— Children's haircutting .. Ladies' haircutting .. Making up combings .. All other males ..</p> <p>Females engaged in— Children's haircutting .. Ladies' haircutting .. Attending to electrical curling and waving machines .. Hair work .. All other females ..</p>							102 0	102 0			
							121 0	121 0			
							140 0	140 0			
							78 6	78 6			
					76 0	76 0					
					68 0	68 0					
					61 0	61 0					
					62 0	62 0					
					62 0	62 0					

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of beginning.	Time of ending.		
		On the day upon which the Half-holiday for Shops is observed.	On the usual Late Trading Day.	On the other Working Days of the Week.
(a) For persons engaged solely in hair or scalp treatment, toilet work, or ladies' hairdressing	9 a.m.	1 p.m.	7.30 p.m.	6 p.m.
(b) For other persons	8.30 a.m.	1 p.m.	8 p.m.	7 p.m.

(4) OVERTIME—

By any person { Outside the hours fixed as the times of beginning and ending work }
 { Within the hours fixed as the times of beginning and ending work in excess } Time and two-thirds.
 { of the maximum number of hours fixed as a week's work }

(5) TIME WAGES.—Any person employed 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 number of hours fixed be paid at the ordinary wages rate with an addition of fifty per centum.

(6) ALLOWANCES—

(a) *Within the Metropolitan District as defined in the Factories and Shops Act.*—Every employer whose place of business is outside a radius of 6 miles from the General Post Office, Melbourne, shall pay to each employee who is engaged for less than one week's continuous work the fares necessarily expended by the employee in travelling between his home and the employer's place of business.

(b) *Outside the Metropolitan District as defined in the Factories and Shops Act.*—Every employer shall pay the fares necessarily incurred by an employee in proceeding from his home to employment outside the Metropolitan District, and also the fares necessarily incurred by the employee in returning to his home at the termination of his employment with the employer. Provided that the employer shall not be required to pay the fare to his home of an employee who voluntarily leaves the service of the employer before he has completed a period of three months in such employment.

(7) SPECIAL RATES.—Ten shillings for each hour or for any portion of an hour shall be paid in addition to the ordinary rate for all work done on Sundays, New Year's Day, Eight Hours Day, Good Friday, and Christmas Day, for all work done after 10.30 a.m. on 26th January (Foundation Day), Easter Monday, King's Birthday, and Boxing Day and, within the Metropolitan District as defined in the Factories and Shops Act, for all work done after 12 noon on Melbourne Cup 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.

(8) UNIFORMS.—Any employee who is required by his employer to provide himself with a special uniform shall have refunded to him, by the employer, so much of the cost of same as exceeds 12s. 6d. per uniform. Such uniform shall become the property of the employee. The entire cost of special uniforms shall be borne by the employer where the employee is employed for a period of less than six months. Where changes to special designs in uniforms is required, the employer shall bear the cost of same.

(9) MEAL BREAKS.—Meal breaks of not less than 35 minutes shall be allowed to each employee. Such breaks shall commence between the hours of 11 a.m. and 1.30 p.m., and between the hours of 4.15 p.m. and 7 p.m.

(10) DAY AND LATEST HOUR FOR PAYMENT OF WAGES.—Five o'clock p.m. on Friday shall be the day and latest hour for payment of wages.

(11) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

(12) APPRENTICES AND IMPROVERS ON ELECTRICAL CURLING OR WAVING MACHINES.—Female apprentices and improvers shall assist in operating electrical curling or waving machines only in the presence of a person receiving not less than the minimum wage.

(13) PREMIUMS OR BONUSES.—No person shall, either directly or indirectly, request or permit any other person to pay or give or shall receive from any other person, any premium, bonus, consideration or payment for employing or teaching or purporting to employ or teach such person or any other person any of the callings to which this Determination applies.

H. J. RICHARDSON, Chairman.

W. L. HARRINGTON, Acting Secretary.

Dated at Melbourne, 30th October, 1930.