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VICTORIA GOVERNMENT GAZETTE.

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No. 77]

FRIDAY, JULY 18.

[1930

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE KNITTING TRADE BOARD.

Note.—This Determination on the 22nd July, 1930, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Act, 1928 (No. 3677), the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of knitting or crocheting any article for human wear," has made the following Determination, namely:—

(1) That on the 22nd July, 1930, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Apprentices or Improvers.							Other Employees.		
Wages per Week of 45 Hours.							Wages per Week of 45 Hours.		
MALES.							MALES.		
Experience.	Commencing Age.							Day Shift.	Night Shift.
	15 years or under.	16	17	18	19	20		s. d.	s. d.
1st year ..	s. d. 16 0	s. d. 17 6	s. d. 20 0	s. d. 25 0	s. d. 32 6	s. d. 40 0	Mechanics ..	99 6	109 6
2nd " ..	22 6	27 6	32 6	37 6	45 0	..	Operators of Electric Cutters ..	99 6	109 6
3rd " ..	32 6	37 6	45 0	50 0	..	..	Hand Cutters ..	97 0	107 0
4th " ..	45 0	50 0	60 0	..	..	..	Hand Knitters on Flat Machines ..	96 0	106 0
5th " ..	55 0	60 0	..	..	..	..	Steam Pressers ..	96 0	106 0
6th " ..	67 0	..	..	..	..	..	Machine Knitters ..	94 6	104 6
FEMALES.							Millmen, Scourers, Bleachers, or Shrinkers ..	93 6	103 6
Experience.	Commencing Age.								
	16 years or under.	17	18	19	20	..			
1st year ..	s. d. 15 0	s. d. 17 6	s. d. 20 0	s. d. 25 0	s. d. 30 0	..	Dyehouse Labourers ..	92 6	102 6
2nd " ..	20 0	22 6	27 6	30 0	..	..	Operators of Finishing Machines ..	92 6	102 6
3rd " ..	25 0	30 0	32 6	..	..	..	All others ..	89 6	99 6
4th " ..	32 0	35 0	..	..	..	..	FEMALES.		
5th " ..	40 0	..	..	..	..	..	Operators of Manual Screw Press ..	63 0	..
PROPORTION (within any factory or place).							Linkers, Menders, or Hand Knitters on Flat Machines ..	51 0	..
MALES.							Operators of Electric Cutters ..	51 0	..
Apprentices.							Operators of Steam Presses not otherwise provided for ..	49 6	..
One male apprentice to every three or fraction of three male workers receiving not less than 89s. 6d. per week of 45 hours							Hand Cutters, Seamers, Welters, Overlockers, Flatlockers, Interlockers, Machinists, or Knitters not otherwise provided for ..	49 6	..
Improvers.							Examiners, Folders, Graders, Sorters, Winders, Parcelers, Ironers, Button Sewers, or Eyelet and Button-hole Makers ..	48 6	..
Two male improvers to every male worker receiving not less than 89s. 6d. per week of 45 hours.							All others ..	46 0	..
FEMALES.									
Apprentices.									
One female apprentice to every three or fraction of three female workers receiving not less than 46s. 6d. per week of 45 hours.									
Improvers.									
Two female improvers to each female worker receiving not less than 46s. 6d. per week of 45 hours									
An indenture of apprenticeship prescribed by the Board was approved on 7th January, 1929.									

(3) **Shifts.**—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

	DAY SHIFT.	
	Time of beginning.	Time of ending.
Monday to Friday	7.30 a.m.	6 p.m.
Saturday or the day on which the half-holiday is locally observed	7.30 a.m.	12 noon
	NIGHT SHIFT.	
	5 p.m.	7 a.m. on the following day
On any day		

(b) The higher rate to be paid for each hour or fraction of an hour worked by any time-worker before or after his or her shift shall be time and a half.

(c) Piece-workers shall be paid for overtime 6d. per hour in addition to their ordinary piece-work earnings.

(d) Employees required to work overtime in excess of one hour after their usual finishing time, without being notified on the previous working day or shift of the intention to work overtime, shall be paid 1s. tea money.

(4) **ORDINARY WEEK'S WORK.**—That the number of hours which shall constitute an ordinary week's work shall be 45.(5) **PIECEWORK.**—That—

(a) The lowest piece-work price payable to any outworker for performing any of the undermentioned work, shall be as specified in the following schedule, viz. :—

Description of Work.	Price per Garment.		
	Knitting or Crocheting.	Finishing.	Wholly Making up.
	s. d.	s. d.	s. d.
Pullovers, or Sweaters, or Jumpers, Jacquard	4 0	2 6	6 6
Cardigans or Jackets, Jacquard	4 6	3 0	7 6
Pullovers, or Sweaters, or Jumpers, other than Jacquard	2 0	2 6	4 6
Cardigans or Jackets, other than Jacquard	2 3	3 0	5 3

In the case of garments with a chest measurement not exceeding 32", the above prices may be reduced as follow :—

Knitting or Crocheting	6d. per garment reduction
Finishing	3d. " " "
Wholly making up	9d. " " "

NOTES.—1. The employer shall supply all necessary materials free, and shall not make any charge for delivering or collecting work.

2. (a) Every outworker is required to register with the Chief Inspector of Factories his full name and address.—Act 3677, sec. 203 (1).

(b) Every person who gives out work shall keep a record regarding the same giving certain prescribed particulars, and shall forward to the Secretary for Labour monthly a copy of such record for the preceding month.—Act 3677, sec. 23 (1).

(c) No person shall give out work except to a registered outworker.—Act 3677, sec. 203 (5).

(b) Except as provided in clause (5) (a), the employer may fix piece-work prices, and such piece-work prices shall enable an employee of average capacity to earn at least the time-work wages for the class of work performed, with the addition of 10 per cent.

(c) Piece-workers shall be provided with a book, or its equivalent, in which the employee shall enter particulars regarding the work done. Such work shall be priced by the employer, and the record verified by the employee.

(6) **TERMS OF ENGAGEMENT.**—That—

(a) Employment under this Determination shall be from hour to hour, except that 45 working hours' notice shall be given on either side to finally terminate employment. Such notice may be given at any time.

(b) Any employee under instructions from, or with the consent of the employer, reporting for work at the usual commencing time, shall be given at least a half-day's work, or alternatively, a half-day's pay at the time-work wage fixed for the work concerned.

(c) Nothing in this clause shall prevent an employer dismissing any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for the whole or any part of a day an employee cannot be usefully employed because of any strike, or breakdown of machinery, or any stoppage of work by any cause beyond the employer's control.

(7) **HOLIDAYS.**—That—

(a) All time-work employees may be absent from work without loss of pay on the following days :—Now Year's Day, Foundation Day, Eight Hours Day, Good Friday, Easter Monday, Anzac Day, Christmas Day, Boxing Day. All work done on any of the above days, or Sunday, shall be paid for at the rate of double time.

(b) All piece-work employees shall be paid for the above holidays in the same manner as time-workers—that is, at the time-work wage fixed for the work concerned.

(c) Where an employer terminates the employment of an employee within one week of a day on which any of the above holidays occur, the employee shall be paid for such holiday, providing such employee has been employed by such employer for a period of at least one month immediately prior to such termination of employment.

(d) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday, without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(8) **HOT WATER.**—That employees shall be provided with hot water free of charge.(9) **TOOLS OF TRADE AND SPECIAL CLOTHING.**—That the employer shall supply the following, free of charge :—

(a) All necessary tools of trade :

(b) Materials and appliances required for the cleaning of machinery ;

(c) Rubber aprons, gloves and top boots (where necessary for dye-house work, scouring, or other departments).

W. W. HARRIS,
Chairman.REX L. CRELL,
Secretary.

Melbourne, 7th July, 1930.

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No. 78]

FRIDAY, JULY 18.

[1930

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 14 (FURNITURE DEALERS).

NOTE.—This Determination on the 1st August, 1930, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677), and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), 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 business of a seller of furniture or floor coverings," has made the following Determination, namely:—

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

(2)

Apprentices and Improvers.										Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers) employed in Parcels Office or as Porters or Messengers.		Other Employees.				
Wages per Week of 47 Hours.												Wages per Week of 47 Hours.		Within the Metro- politan District.	Outside the Metro- politan District wherever this Determi- nation applies.	
Experience.	Commencing Age.										Wages per Week of 47 Hours.					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.										
1st year	s. 17	d. 25	d. 30	d. 40	d. 50	d. 55	0	15 years of age	s. d.	Person in charge of a branch shop	s. d.	s. d.				
2nd year	25	35	45	55	60	65	0	or under	17 6	Canvassers, travellers, collectors	108 6	104 6				
3rd year	35	45	55	65	70	75	0	16 years of age	25 0	(who, in addition to their duties						
4th year	45	55	65	0				17 years of age	35 0	of canvassing, travelling, or						
5th year	55	65	0					18 years of age	45 0	collecting, are in any way con-						
6th year	65	0						19 years of age	55 0	connected with the sale of goods),						
And thereafter the minimum wage.								20 years of age	65 0	salesmen, or saleswomen—						
										21 years of age	81 6	79 0				
										22 years of age	91 6	89 0				
										23 years of age or over	108 6	104 6				
PROPORTION (within any shop).																
APPRENTICES.																
One apprentice to every three or fraction of three workers receiving not less than 79s. per week.																
IMPROVERS.																
One improver to every two or fraction of two workers receiving not less than 104s. 6d. per week.																

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(3) 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 23½ hours be paid at the ordinary wages rate with an addition of 50 per centum.

(4) TIMES OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.
Friday	7.45 a.m.	9 p.m.
Saturday	7.45 a.m.	1 p.m.
On the other working days of the week ..	7.45 a.m.	6 p.m.

(5) MEAL INTERVAL.—No employer shall require any employee to take a longer interval than one hour for a meal.

(6) OVERTIME—

Outside the hours fixed in Clause 4

Within the hours fixed in Clause 4 in excess of the number of hours as fixed for an ordinary week's work } Time and a half.

(7) SPECIAL RATE FOR PUBLIC HOLIDAYS.—Double time shall be paid for all work done on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), King's Birthday, Christmas Day, and Boxing Day, or after 12.30 p.m. on Show Day (in localities mentioned in Royal Agricultural Show Act). 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.

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

J. W. RYAN,
Secretary.

Melbourne, 9th July, 1930.