



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 229]

FRIDAY, DECEMBER 22.

[1933

MINING NOTICE.

EXPLORATION SYNDICATE NO LIABILITY.

NOTICE is hereby given that an Extraordinary General Meeting of Exploration Syndicate No Liability will be held at the office of Messrs. Arthur Robinson and Co., solicitors, 377 Little Collins-street, Melbourne, on Friday, the fifth day of January, 1934, at Three o'clock in the afternoon, for the purpose of considering resolutions (1) Giving the directors authority in relation to borrowing money on behalf of the company and giving security over the company's property and in relation to letting any mine or claim on tribute or contracting to work land on tribute; and (2) Altering rules 69, 71, and 72 of the rules of the company as regards share qualification of directors.

Dated this twentieth day of December, One thousand nine hundred and thirty-three.

By order,

R. V. WILSON, Manager.

Arthur Robinson and Co., solicitors, 377 Little Collins-street,
Melbourne. 4811

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

No. 230]

SATURDAY, DECEMBER 23.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BRICK TRADE BOARD.

NOTE.—(a) This Determination on the 3rd January, 1934, applied to the whole of the State of Victoria.

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "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 sand, lime, or cement brickmaking."

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 process, trade, or business of brickmaking (including clay-digging)" has made the following Determination, namely:—

(1) That on the 3rd January, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.		Per Hour.	Wages per week of 48 hours.	
WAGES.		WAGES.		FIREBRICKS.		s. d.	s. d.	
	Per week of 48 hours.		Per week of 48 hours.	Burners ..		1 6½	73 0	
				Crusher attendants who also haul ..		1 5½	69 6	
				Crusher attendants who do not haul ..		1 4½	67 0	
				Wet pan attendants ..		1 5½	69 6	
				Machine drivers ..		1 4½	67 0	
				Drawers or hand moulders ..		1 6½	72 6	
				Setters ..		1 6½	72 6	
				Facemen working in a clayhole 25 feet or less in depth where explosives are not used ..		1 6	72 0	
				All other facemen ..		1 6½	74 0	
				Offbearers from wire cut machines ..		1 5½	69 6	
				Wheelers of green bricks on inclined plane 2 feet or over in height at the higher end ..		1 5½	68 6	
				Clayhole men (employer to provide tools) ..		1 6	72 0	
				Pressers ..		1 5½	68 6	
				All others ..		1 4½	67 0	
				OTHER BRICKS.				
				Burners ..		1 6½	73 0	
				Machine drivers, machine riggers, or wet pan attendants ..		1 5½	70 0	
				Dry pan attendants who do not haul ..		1 5½	70 0	
				Crusher attendants who do not haul ..		1 5½	68 6	
				Crusher or dry pan attendants who also haul ..		1 6½	74 0	
				Drawers ..		1 7½	77 6	
				Setters ..		1 7½	77 6	
				Facemen working in a clayhole 25 feet or less in depth ..		1 6½	73 0	
				All other facemen ..		1 7½	78 0	
				Clayhole men (employer to provide tools) ..		1 6	72 0	
				Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen ..		1 6½	72 6	
				Offbearers from wire cut machines ..		1 5½	69 6	
				Truckers ..		1 5½	69 6	
				Dampers or kiln cleaners ..		1 5½	71 0	
				Loftmen ..		1 6	72 0	
				All others ..		1 4½	67 0	

PROPORTION (in any factory or place).

One apprentice to every three or fraction of three workers receiving not less than 67s. per week of 48 hours.

An indenture of apprenticeship prescribed by the Board was approved on 6.9.1924.

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine be paid not less than 48s. 3d. per week of 48 hours.

PROPORTION (in any factory or place).

One improver to every eight or fraction of eight employees receiving not less than 67s. per week of 48 hours.

(3) **TIME OF BEGINNING AND ENDING WORK.**—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.

Time of Ending.

7 a.m. ..	12 noon on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	5.30 p.m. on each of the other five working days of the week.

(4) **OVERTIME.**—(a) Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(5) **SUNDAYS AND HOLIDAYS.**—Time and a half shall be the special rate for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day (26th January), Eight Hours Day (21st April), Good Friday, Easter Monday, King's Birthday, Christmas Day, and 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.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(6) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln/at the wicket from which the bricks are drawn is—				
Not more than 26 yards	1 10	2 1	1 8½	1 11½
26 to 36 yards	2 2	2 5	2 0½	2 3½
36 to 46 yards	2 4	2 7	2 2½	2 5½
Over 46 yards	2 10	3 1	2 8½	2 11½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	2 11	3 1½	3 2	3 4½
26 to 36 yards	3 3	3 5½	3 6	3 8½
36 to 46 yards	3 5	3 7½	3 8	3 10½
Over 46 yards	3 11	4 1½	4 2	4 4½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets

1s. 8½d. per 1,000 bricks.

	Per 1,000 Bricks.
	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks	10 9
" " " " in sheds	8 11
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	7 3
" " " " from bowling stool in sheds (where material is placed on the table)	6 6
" " " " fancy bricks and offbearing to hacks or in sheds	10 9
" " " " from bowling stool	9 5
Setting	1 9½
Picking blues	20 0

PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(7) The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any 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 rates that are fixed by the Board for such work.

D. BERRIMAN, J.P., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 14th December, 1933.



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No. 231]

SATURDAY, DECEMBER 23.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CLOTHING BOARD.

NOTE.—This Determination on the 8th January, 1934, 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 price or rate which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

(1) That on the 8th January, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

(a) WAGES.

Males.

Tailors.		Employed at Order Tailoring (other than Tailors).		Employed at Ready-made Clothing.	
Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st 6 months	7 6	1st 6 months	10 2	1st 6 months	10 5
2nd "	10 2	2nd "	12 8	2nd "	13 0
3rd "	12 8	3rd "	15 4	3rd "	15 10
4th "	15 4	4th "	17 10	4th "	18 3
5th "	20 3	5th "	20 3	5th "	20 10
6th "	25 6	6th "	25 6	6th "	26 1
7th "	30 5	7th "	32 11	7th "	33 10
8th "	35 4	8th "	40 9	8th "	41 11
9th "	40 9	9th "	45 9	9th "	46 11
10th "	45 9	10th "	51 9	10th "	53 4

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.						Employed at Ready-made Clothing.					
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.				Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.			
		Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.				Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.	
		Experience.	Weekly Wages.	Experience.	Weekly Wages.			Experience.	Weekly Wages.	Experience.	Weekly Wages.
1st 6 months . .	s. d. 19 2	1st 6 months	s. d. 7 3	1st 6 months	s. d. 7 3	1st 6 months	s. d. 19 9	1st 6 months	s. d. 9 0	1st 6 months	s. d. 9 0
2nd „ . .	23 11	2nd „	9 6	2nd „	9 6	2nd „	24 9	2nd „	9 11	2nd „	9 11
3rd „ . .	28 10	3rd „	12 0	3rd „	12 0	3rd „	29 7	3rd „	12 2	3rd „	12 2
4th „ . .	33 4	4th „	14 5	4th „	14 5	4th „	34 3	4th „	14 11	4th „	14 11
		5th „	19 2	5th „	19 2			5th „	19 9	5th „	19 9
		6th „	23 11	6th „	23 11			6th „	24 9	6th „	24 9
		7th „	28 10					7th „	29 7		
		8th „	33 4					8th „	34 3		

And thoreafter the minimum wago or piece-work price.

(b) PROPORTION (in any Factory or place).

(a) *Males.*

Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed	One apprentice to every three or fraction of three journeymen employed.	One apprentice to every three or fraction of three journeymen employed.

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) *Females.*

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

1. Journeymen seam or under pressors	..	..	..	..	..	..	} to be taken together.
Journeymen pressers-off	..	..	..	..	..	..
2. Order trousers table hands	..	..	..	..	..	..	} to be taken together.
Order trousers machinists	..	..	..	..	..	..
3. Stock trousers table hands	..	..	..	..	..	..	} to be taken together.
Stock trousers machinists	..	..	..	..	..	..
4. Order vest table hands	..	..	..	..	..	..	} to be taken together.
Order vest machinists	..	..	..	..	..	..
5. Stock vest table hands	..	..	..	..	..	..	} to be taken together.
Stock vest machinists	..	..	..	..	..	..

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry, and whose engagement of continued employment as an improver is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Any male employed in any group of the industry, or female employed at order tailoring as an improver who, on 3rd February, 1933, is under the age of eighteen years shall, within three months from such date become indentured to the section in which he or she is employed at the date upon which this Determination becomes operative. All time served at the industry by such person before entering into the said indentures shall be deemed part of the period of apprenticeship.

(3) OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Weekly Wages.	
	Males.	Females.
Cutters, namely, persons employed marking-in or cutting out garments	£ s. d. 4 9 3	£ s. d. 4 9 3
Heads of tables, namely, persons in charge of four or more persons employed as table hands	4 2 6	2 7 3
Trimmers, namely, persons employed marking or cutting out linings or trimmings	4 0 3	4 0 3
Fitters-up, namely, persons employed fitting up garments	4 0 3	4 0 3
Tailors, namely, males employed making or altering any part of a garment	4 0 3	..
Machinists, namely, males employed machining any part of a garment	4 0 3	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	4 0 3	4 0 3
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	3 6 9	3 6 9
All other under-pressers, namely, persons employed under-pressing on all garments other than coats	3 5 4	3 5 4
Seam pressers, namely, persons employed pressing seams on all garments	3 5 4	3 5 4
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	3 6 9	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	4 0 3
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	2 5 0
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 0 1
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	2 0 1
Hand sewers of buttons .. .. .	..	1 15 7
Persons not otherwise provided for	3 4 0	1 15 7

(b) READY-MADE CLOTHING.

	Weekly Wages.	
	Males.	Females.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments	£ s. d. 4 5 3	£ s. d. 4 5 3
Heads of tables, namely, persons in charge of four or more persons employed as table hands	4 4 0	2 6 0
Trimmers, namely, persons employed marking or cutting out linings or trimmings	4 2 6	4 2 6
Fitters-up, namely, persons employed fitting-up garments	4 2 6	4 2 6
Tailors, namely, males employed making or altering any part of a garment	4 2 6	..
Machinists, namely, males employed machining any part of a garment	4 2 6	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam or under-pressing of the garment which the worker is making	4 2 6	4 2 6
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making	3 9 0	3 9 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making	3 7 8	3 7 8
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making	3 7 8	3 7 8
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	3 7 8	1 17 5
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	4 2 6
Females employed putting in sleeves, stitching on pockets, or stitching edges inside or outside of all kinds of overcoats for adults (i.e., men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	4 2 6
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions .. .. .	..	2 3 9
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	1 19 2
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests .. .. .	..	1 19 2
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	1 18 4
Vest table hands, namely, females employed making or altering any part of all descriptions of vests .. .. .	..	1 18 4
Hand sewers of buttons, or thread cutters, or ticket sewers .. .. .	..	1 16 6
Persons not otherwise provided for	3 6 3	1 16 6

DEFINITIONS, AND CLASSIFICATIONS OF EMPLOYEES.

- A journeyman is a male person, other than an apprentice or improver
- A journeywoman is a female person other than an apprentice or improver
- (i) Who has served the term of experience prescribed by this Determination; or
- (ii) Who has attained the age of twenty-one years; or
- (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

Order work shall include any of the following classes of work :—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

After 3rd February, 1933, no person shall be employed in the industry, except as provided in the following classifications, viz. :—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Apprentice.
- (d) Male person who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (e) Female person, employed at order tailoring, who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (f) Female improver employed at ready made clothing.
- (g) Female improver who has attained the age of 18 years, but is without previous experience at the trade.

(5) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours :—Time of beginning, 8 a.m. ; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m. ; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

(6) OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows :—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.
- (2) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 83, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or three hours on the day of the week on which the half-holiday is usually observed.

- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
- (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
- (d) No employee under the age of sixteen years shall be employed overtime.

(7) MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.
- (b) No work shall be performed during such meal time.

(8) TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed :—

- (a) Until after the termination of six months from the coming into operation of this Determination, the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
- (b) The task rate in respect of all garments, or parts of garments, or other articles or parts of articles, shall be determined in the manner following :—
 - (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed ; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours or their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(9) HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(10)

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or to lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeymen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer, on any day during any week, shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision, the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period, at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeymen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but, when such breakdown or stoppage occurs, the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by the Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(11)

TEMPORARY WORK.

Any presser-off employed in any week as a temporary employee for less than thirty hours (exclusive of overtime), shall be paid as follows:—

(a) If on weekly wages—the ordinary time rate plus 33½ per cent.

(b) If on piece-work—the ordinary piece-work price plus 33½ per cent.

(12)

OUTSIDE WORKERS.

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3677) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been registered with the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) Every such outside worker shall be paid the piece-work prices prescribed by this Determination.

(c) Every outside worker shall be provided, free of charge, with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory or workshop shall keep a record book, which shall contain a correct account written in ink as follows :—

- (i) The name and full address of the outside worker.
- (ii) The number of articles and description of work given out.
- (iii) The price paid for such work.
- (iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(13)

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book :—

- (a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee ;
- (b) shall be kept correctly entered up in ink ; and
- (c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the work ends.

(2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Piece-work.*—No person shall be employed on piece-work unless a piece-work price is prescribed by this Determination, but when the employer imposes a task rate upon the employees for the weekly wage, the task conditions set out herein shall govern the fixation of the task.

(d) *Waiting for Work—Piece-workers.*—Piece-workers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.

(e) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(f) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(14)

PIECE-WORK PRICES.

The minimum prices to be paid for the classes of work hereinafter referred to when performed on piece-work by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out, with the following exceptions :—

- (i) Each piece-work price prescribed for order tailoring shall be decreased by the deduction of 25 per centum of such price.
- (ii) Each piece-work price prescribed for ready-made clothing shall be decreased by the deduction of 23 per centum of such price.

ORDER TAILORING.

Sac Coat.

Preamble.—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each scye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; handmade buttonholes, buttons sewn on by hand.

	Males. s. d.	Females. s. d.
Standard starting price—by machine	35 1	21 2
When a worker does his or her own machining, add to the above price	1 11	1 4
When any of the undermentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.		
One pair of cuts	0 6	0 4
Seaming on facings	1 11	1 4
Seaming side seams	1 0	0 8
Shoulder seams	1 0	0 8
Seaming sleeves in	1 0	0 8
Seaming back seam	1 0	0 8
Two outside pockets	1 11	1 4
Stitching edges, one row	3 10	2 8
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Covering collar	0 6	0 4
Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.		

EXTRAS.

Sac coat (not provided for in the preamble).

Unless machine is specially mentioned, such extras are by hand.

If any extra is done by machine, charge half hand price.

OVER SIZES—HAND OR MACHINE.

Double-breasted coat	3 10	2 8
If 48 inches or over from hole to button when finished (chest measurement)	3 10	2 8
If double-breasted lapel collar or single-breasted coat	1 11	1 4

POCKETS.

Flap pocket, mouth raised and stitched and stitched in facing	1 0	0 8
Flap or welts on, in, or outside patch pockets, each	1 0	0 8
Flaps not provided for, each	1 0	0 8
Outside breast pocket	2 10	2 0
Inside breast pocket	1 11	1 4
Ticket pocket, in or out, without flap	1 11	1 4
Each hole and button on pocket flap	0 6	0 4
Patch pocket, plain, without flap or welt, lined, unlined, each	2 10	2 0
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each	1 11	1 4

SLEEVES.

Vent at hand, with stitching around	1 5	1 0
Cuffs formed without stitching around	1 0	0 8
Cuffs formed with stitching around	1 11	1 4
Each hole and button in sleeve hand	0 6	0 4
False cuffs	1 0	0 8
False cuffs, if filled up	1 11	1 4
Gauntlet or bishop cuffs	3 10	2 8
Half-gauntlet cuffs	2 5	1 8
Wristlet or elastic cuffs	3 10	2 8
Plain row or gold or silver tracing braid around cuffs, each	1 0	0 8
Curls of lace, if crimped by workmen, each	1 11	1 4
Gold or silver lace around cuff, each row	1 11	1 4
Canvas through cuffs	1 0	0 8

VENTS.

Back vent, not exceeding 10 inches in length	1 11	1 4
Back vent, over 10 inches up to 13 inches	2 10	2 0
Back vent, over 13 inches	3 10	2 8
Vent, with morning coat tack, extra	0 6	0 4
Back seam, single taped	1 0	0 8
Back seam, double taped	1 11	1 4
Back seam, felled or stitched inside in any manner	1 0	0 8
Side vents, each	1 0	0 8

STITCHING EDGES AND SEAMS.

Binding edges	4 9	3 4
Flat braiding on sac coats, same as morning coats		
Second row of stitching on edges, sac coat	3 10	2 8
Second row of stitching on all coats	3 10	2 8
Second row of stitching on all coats, if machined for the maker	Nil.	Nil.
Second row of stitching on all coats, if machined by the maker	0 6	0 4
Second row of stitching on bottom of all coats	1 11	1 4
Second row of stitching on bottom of all coats, if machined for the maker	Nil.	Nil.
Second row of stitching on bottom of all coats, if machined by the maker	0 6	0 4
Single-stitched and raised seams on sac coat	5 7	4 0
Double-stitched raised seams on sac coat	9 3	6 8
Single-stitched raised seams by machine	2 10	2 0
Double-stitched raised seams, machined by maker	4 3	3 0
Strapped seams, for every 3 inches or part thereof	0 4	0 3
Binding edge, one side by hand, one side by machine	1 11	1 4
Edges of sac coat pricked by hand	5 7	4 0
Felled edges	3 10	2 8

See previous note (14) (i) and (ii) re reduction of above prices.

			Males. s. d.		Females. s. d.
<i>Unlined Sac Coats.</i>					
If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand .. .. .	..	..	1 11	..	1 4
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound .. .. .	..	..	3 10	..	2 8
If lining at bottom of coat is not felled, but stitched and left open .. .. .	..	..	0 6	..	0 4
<i>WADDING AND PADDING.</i>					
Double canvas through shoulders in all coats by hand .. .. .	..	..	1 0	..	0 8
Double canvas through shoulders, sewn together by hand, and breast formed .. .. .	..	..	1 11	..	1 4
Double canvas through shoulders, sewn together by machine, and breast formed .. .. .	..	..	1 0	..	0 8
Shoulder or back pad, not exceeding six plies .. .. .	..	..	1 0	..	0 8
Built shoulders, cloth, canvas, &c. .. .. .	..	..	1 11	..	1 4
Yankee or formed shoulders, with puffs .. .. .	..	..	4 9	..	3 4
Each extra pair of puffs in facing after first pair .. .. .	..	..	0 6	..	0 4
Wings, by hand, per pair .. .. .	..	..	1 0	..	0 8
Flannel seamed in with lining, by hand .. .. .	..	..	1 0	..	0 8
Interlining body and back with flannel .. .. .	..	..	1 0	..	0 8
<i>HAIRLOTH THROUGH SHOULDERS.</i>					
If 4 inches below level of scye, with padding .. .. .	..	..	1 0	..	0 8
If continued to waist with padding .. .. .	..	..	1 11	..	1 4
If continued to full length of coat .. .. .	..	..	3 10	..	2 8
<i>BUTTON-HOLES AND BUTTONS.</i>					
22 line or over or vest holes, per dozen .. .. .	..	..	—	..	1 11
30 line or over or coat holes, per dozen .. .. .	..	..	—	..	2 8
36 line or over or coat holes, per dozen .. .. .	..	..	—	..	3 3
45 line or over or coat holes, per dozen .. .. .	..	..	—	..	3 8
Covered buttons, per dozen .. .. .	..	..	—	..	1 5
Eyelet holes, per dozen .. .. .	..	..	—	..	1 0
Sewing on buttons, per dozen .. .. .	..	..	—	..	0 8
<i>SILK FACINGS.</i>					
Full size, with material or domette underneath .. .. .	..	..	5 7	..	5 7
Full size, without material or domette underneath .. .. .	..	..	2 10	..	2 10
Small silk facing on turn, not exceeding 12 inches in length .. .. .	..	..	1 11	..	1 11
<i>BASTES.</i>					
Skeleton baste—					
With single-basted seams and one sleeve .. .. .	..	..	1 11	..	1 4
Single-basted seams, one sleeve and collar .. .. .	..	..	2 5	..	1 8
Single-basted seams, two sleeves and collar .. .. .	..	..	2 10	..	2 0
With lapped seams, and one sleeve .. .. .	..	..	2 10	..	2 0
With lapped seams, one sleeve and collar .. .. .	..	..	3 5	..	2 4
With lapped seams, two sleeves and collar .. .. .	..	..	3 10	..	2 8
Full baste, including wadding, padding, facings, seams pressed open .. .. .	..	..	5 7	..	4 0
Forward try-on, including basting in two sleeves and collar when foreparts are made up .. .. .	..	..	1 11	..	1 4
<i>Dress Lounge.</i>					
Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.					
Standard starting price—By machine .. .. .	..	..	33 8	..	33 8
For silk facings and other extras, see sac coat.					
<i>Norfolk Jacket.</i>					
Preamble—Same as fixed for sac coats.					
Standard starting price—By machine .. .. .	..	..	35 1	..	21 2
Hand work, see sac coat.					
<i>EXTRAS.</i>					
Plaits, seamed and pressed over, single stitched, each .. .. .	..	..	1 11	..	1 4
Plaits, seamed and pressed over, double stitched, each .. .. .	..	..	2 10	..	2 0
Belt, single stitched .. .. .	..	..	3 10	..	2 8
Belt, double stitched .. .. .	..	..	5 7	..	4 0
Cartridge pockets, all round belt .. .. .	..	..	2 10	..	2 0
Sleeves plaited or gathered into band at wrist, with two holes and buttons .. .. .	..	..	3 10	..	2 8
If yoked back and front .. .. .	..	..	3 10	..	2 8
If yoked at front only .. .. .	..	..	1 11	..	1 4
If yoked at back only .. .. .	..	..	1 11	..	1 4
If scalloped yokes at back and front .. .. .	..	..	4 8	..	3 4
If scalloped yokes at back only .. .. .	..	..	2 10	..	2 0
If scalloped yoke at front only .. .. .	..	..	2 10	..	2 0
Basting plaits or belt in skeleton baste, each .. .. .	..	..	0 6	..	0 4
Belt across back .. .. .	..	..	1 11	..	1 4
For other extras, see sac coat.					
<i>Special Jackets.</i>					
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton linen, duck, crash (white or coloured), or similar material—					
Preamble—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.					
Standard starting price—By machine .. .. .	..	..	28 6	..	18 6
Corded edges .. .. .	..	..	3 10	..	2 8
For other extras and hand work, see sac coat.					
<i>Chesterfield or Single-breasted Overcoat.</i>					
Preamble—Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each scye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.					
Standard starting price—By machine .. .. .	..	..	40 9	..	25 6
When a worker does his or her own machining add to the above price .. .. .	..	..	2 10	..	2 0
When any of the undermentioned parts are done by hand, on a machine-made coat, such part or parts shall be charged as an extra .. .. .	..	..		..
One pair of cuts .. .. .	..	..	0 6	..	0 3
Seaming on facings .. .. .	..	..	2 10	..	2 0
Seaming side seams .. .. .	..	..	1 11	..	1 4

See previous note (14) (i) and (ii) re reduction of above prices.

	Males.	Females.
	s. d.	s. d.
Seaming shoulder seams	1 0	0 8
Seaming sleeves in	1 5	1 0
Seaming back seam	1 5	1 0
Two outside pockets	1 11	1 4
Stitching edges, one row	4 9	3 4
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Seaming on outside collar	0 6	0 4

EXTRAS.

Extras, chesterfields (if not provided for in the preamble).
Unless machine is specially mentioned, the following extras are by hand.
If any extras are done by machine, charge half-hand price.

OVER SIZES.

If 52 inches or over from hole to button when finished (chest measurement)	3 10	2 8
Each additional 3 inches or part thereof, over 45 inches in length	1 0	0 8
Raised seams, whole coat, by hand	8 5	6 0
Raised seams, whole coat, by machine	3 10	2 8
Edges, when pricked by hand	9 5	6 8
Edges, each extra row of stitching by hand	4 9	3 4
Felled edges	5 7	4 0

BASTES.

Skeleton baste—		
With single-basted seams and one sleeve	2 10	2 0
With single-basted seams, one sleeve and collar	3 4	2 4
With single-basted seams, two sleeves and collar	3 10	2 8
With lapped seams and one sleeve	3 10	2 8
With lapped seams, one sleeve and collar	4 3	3 0
With lapped seams, two sleeves and collar	4 9	3 4

TABS AND BELTS.

Tab, with hole and button, by hand	1 11	1 4
Tab, with hole and button, by machine	1 0	1 0
Belt, one hole, two buttons, by hand	4 9	3 4
Belt, one hole, two buttons, by machine	2 10	2 0
Collar tab (swivel or otherwise), two holes and buttons, by hand	2 5	1 8
Collar tab (swivel or otherwise), two holes and buttons, by machine	1 5	1 0

LOOPS.

By hand, each	1 0	0 8
By machine, each	0 4½	0 3

FLYS AND VENTS.

Fly in front of coat, by hand	3 10	2 8
Fly in front of coat, by machine	1 11	1 4
Fly in back of coat, by hand	3 10	2 8
Fly in back of coat, by machine	1 11	1 4
Fly in front of cape	1 11	1 4

VENTS.

Vents at side, under 6 inches, long, faced, or unfaced, each	1 0	0 8
Back vent, not exceeding 10 inches in length	1 11	1 4
Back vent, over 10 inches in length, up to 13 inches	2 10	2 0
Back vent, over 13 inches	3 10	2 8
Vent, with morning coat tack	0 6	0 4
Back seam, single taped	1 5	1 0
Back seam, double taped	2 5	1 8
Back seam, felled or stitched inside in any manner	1 5	1 0

SILK FACINGS.

Full size, with material or domette underneath	7 6	5 4
Without material or domette underneath	3 10	2 8
Small silk facing on turn, not exceeding 12 inches	1 11	1 4

SEAMS.

Strapped seams by machine	7 6	5 4
For other extras to seams, see extras on sac coat.		
For all other extras, see extras on other garments.		

Frock and Dress Coats.

Preamble.—Double-breasted, two plain pockets, and one inside breast pocket jetted; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each scye; all linings felled; holes and buttons; label and hanger.

Standard starting price—by machine	52 8	—
Dress coat with silk roll collar, to count as plain coat.		
When a worker does his or her own machining, add to the above price	2 10	—
When any one of the undermentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra.		
One pair cuts	0 6	—
Under-arm seams	0 6	—
Waist seams	1 0	—
Lapel seams	1 0	—
Side seams	1 0	—
Shoulder seams	1 0	—
Plait pockets (two)	1 11	—
One inside breast pocket	1 0	—
Stitching edges	3 10	—
Making sleeves and sleeve linings	2 10	—
Seaming on outside collar	0 6	—
Joining coats	1 0	—
Seaming sleeves	1 0	—

See previous note (14) (i) and (ii) re reduction of above prices.

	Males.		Females.	
	s.	d.	s.	d.
EXTRAS.				
Extras, frock and dress coats (if not provided for in the preamble).				
If machine is not specially mentioned, all extras are by hand.				
If any extra is by machine, charge half hand price.				
Binding edges	5	7	..	—
Edges turned and felled or stoated	3	10	..	—
Braid laid flat on one side	5	7	..	—
Braid laid flat, double to waist	7	6	..	—
Braid laid flat, continued to full length	11	3	..	—
Braid laid flat, if back-stitched, extra	3	10	..	—
Galloon or binding, felled one side, and back-stitched the other	7	6	..	—
Cord on edge	5	7	..	—
Quilted back lining, in $\frac{1}{2}$ inch, half way down	3	10	..	—
Quilted sides in $\frac{1}{2}$ inch, half way down	3	10	..	—
Quilted sides in $\frac{1}{2}$ inch, half way down	7	6	..	—
Quilted back linings in $\frac{1}{2}$ inch, half way down	7	6	..	—
Plain side edges, with three buttons	1	11	..	—
Plain side edges, with one button	1	0	..	—
Flaps in waist	2	10	..	—
Flannel seamed in with sleeve lining	1	0	..	—
Back and body interlined with flannel	1	11	..	—
Plaits, felled down from outside, per pair	1	0	..	—
Pockets across skirts, welt or jetted, each	1	11	..	—
Pocket across skirt, plain, under flap, per pair	1	11	..	—
Silk facings on front of breast, without domette	3	10	..	—
Silk facings on breast, with domette or other material underneath	4	9	..	—
Full silk facing, without domette or other material underneath	4	3	..	—
Full silk facing, with domette or other material underneath	5	7	..	—
BASTES.				
Skeleton baste—				
Single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	8	..	—
With single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	10	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Full baste, including wadding, padding, facings, and seams pressed open	7	6	..	—
Forward try-on	2	10	..	—
For other extras, see sac coat.				
Frock Overcoat.				
By machine	52	8	..	—
Preamble—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.				
Morning Coat.				
Preamble—Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pocket tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each eye, all linings felled, holes and buttons by hand, label and hanger.				
Standard starting price, by machine	41	0	..	—
When a worker does his or her own machining, add to the above price	2	10	..	—
For all hand work, see frock and dress coats.				
EXTRAS.				
Extras, morning coat (if not provided for in the preamble).				
All extras are by hand, if machine is not specially mentioned.				
If any extra is done by machine, charge half hand price.				
For all extras on morning coat, see sac, frock, or dress coats.				
BASTES.				
With single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	4	..	—
Single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	4	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Forward try-on	1	11	..	—
Full baste to include wadding, padding, facings and seams pressed open	6	7	..	—
POCKETS, ETC.				
On shooting coats—				
Hare pocket	2	10	..	—
Bag	3	10	..	—
Gun pieces	1	11	..	—
Inverness Cape.				
Preamble—Two pockets, four holes in front and three in cape (unlined).				
Standard starting price, by machine	35	1	..	19 10
When a worker does his or her own machining, add to the above price	1	11	..	1 4
For all hand work, see chosterfields				
EXTRAS.				
Extras, on inverness cape—				
If 52 inches or over from hole to button when finished (chest measurement)	3	10	..	2 8
If garment be lined	5	7	..	4 0
Each additional 3 inches or part thereof over 45 inches in length	1	0	..	0 8
SEAMS.				
Raised seams, whole coat, by hand	8	5	..	6 0
Raised seams, whole coat, by machine	4	3	..	3 0

See previous note (14) (i) and (ii) re reduction of above prices.

								Males. s. d.	Females. s. d.
EDGES.									
Binding edge by hand .. .. .	..	..	..	..	..	..	..	5 7	4 0
Binding edge, one side by hand, one side by machine .. .. .	..	..	..	..	..	..	..	3 10	2 8
Corded edges, by hand .. .. .	..	..	..	..	..	..	..	7 6	5 4
Edges, when pricked by hand .. .. .	..	..	..	..	..	..	..	9 5	6 8
Edges, extra row of stitching by hand .. .. .	..	..	..	..	..	..	..	4 9	3 4
Felled edges .. .. .	..	..	..	..	..	..	..	5 7	4 0

BASTES.									
Skeleton baste—									
With single-basted seams, one sleeve .. .. .	..	..	..	..	..	..	..	2 10	2 0
With single-basted seams, one sleeve and collar .. .. .	..	..	..	..	..	..	..	3 4	2 4
With single-basted seams, two sleeves and collar .. .. .	..	..	..	..	..	..	..	3 10	2 3
With lapped seams, and one sleeve .. .. .	..	..	..	..	..	..	..	3 10	2 8
With lapped seams, one sleeve and collar .. .. .	..	..	..	..	..	..	..	4 3	3 0
With lapped seams, two sleeves and collar .. .. .	..	..	..	..	..	..	..	4 9	3 4
Tab, with hole and button, by hand .. .. .	..	..	..	..	..	..	..	1 11	1 4
Tab, with hole and button, by machine .. .. .	..	..	..	..	..	..	..	1 0	0 8
Belt, one hole, two buttons, by hand .. .. .	..	..	..	..	..	..	..	4 9	3 4
Belt, one hole, two buttons, by machine .. .. .	..	..	..	..	..	..	..	2 10	2 0
Collar, tab (swivel or otherwise), two holes, and buttons, by hand .. .. .	..	..	..	..	..	..	..	2 5	1 8
Collar, tab (swivel or otherwise), two holes, and buttons, by machine .. .. .	..	..	..	..	..	..	..	1 11	1 4
Loops, by hand, each .. .. .	..	..	..	..	..	..	..	1 0	0 8
Loops, by machine, each .. .. .	..	..	..	..	..	..	..	0 4	0 3

FLYS AND VENTS.									
Fly in front of coat, by hand .. .. .	..	..	..	..	..	..	..	3 10	2 8
Fly in back of coat, by hand .. .. .	..	..	..	..	..	..	..	3 10	2 8
Fly in front of coat, by machine .. .. .	..	..	..	..	..	..	..	1 11	1 4
Fly in back of coat, by machine .. .. .	..	..	..	..	..	..	..	1 11	1 4
Fly front in cape .. .. .	..	..	..	..	..	..	..	1 11	1 4
Vents at side, under 6 inches long, faced or unfaced, each .. .. .	..	..	..	..	..	..	..	1 0	0 8

Cassocks.

Standard starting price—By hand and by machine, as follows:—

Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand .. .. .	..	..	..	..	..	..	..	42 1	26 5
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine .. .. .	..	..	..	..	..	..	..	31 11	20 0
Cassocks made from other material, less than above price .. .. .	..	..	..	..	..	..	..	3 10	2 8
Long cassocks of silk or thin cloth, by hand .. .. .	..	..	..	..	..	..	..	43 1	26 5
Long cassocks of silk or thin cloth, by machine .. .. .	..	..	..	..	..	..	..	34 8	21 6
Long cassocks made from other material, less than above price .. .. .	..	..	..	..	..	..	..	3 10	2 8

EXTRAS.

Extras on cassocks.									
Ten holes and buttons on long cassock .. .. .	..	..	..	..	..	..	..	3 10	2 8
Belt, plaited .. .. .	..	..	..	..	..	..	..	7 6	5 4
Belt, plaited, with cloth ends .. .. .	..	..	..	..	..	..	..	8 5	6 0

Gowns.

	Males.		Females.	
	By Hand.	By Machine.	By Hand.	By Machine.
	s. d.	s. d.	s. d.	s. d.
Clergyman's gown, bishop's sleeves, silk	77 3	70 2	48 6	44 0
Clergyman's gown, bishop's sleeves, lustre or alpaca	70 2	63 2	44 0	39 8
Clergyman's gown, silk	73 8	66 8	46 3	41 10
Clergyman's gown, geneva, lustre, or alpaca	66 8	59 8	41 10	37 6
Barrister's gown, silk	73 8	66 8	46 3	41 10
Barrister's gown, alpaca or similar material	66 8	59 8	41 10	37 6
Student's or precentor's gown, silk	56 2	49 2	35 3	30 10
Student's or precentor's gown, other material	52 8	45 7	33 0	28 8

LIVERIES.

Coachman's Frock.

Preamble.—Single breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plaits, wadding flesh basted in and lined throughout.

Standard starting price—By machine, males, 44s. 11d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

For hand work and extras, see frock and dress coats.

Groom's Frock.

Preamble.—Single breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket; raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.

Standard starting price—By machine, males, 44s. 11d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

For hand work and extras, see frock and dress coats.

Footman's Coat.

Preamble.—Double breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh basted in, and lined throughout.

Standard starting price—By machine, males, 47s. 9d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

For hand work and extras, see frock and dress coats.

See previous note (14) (i) and (ii) reduction of above prices.

Footman's Dress Coatee.

Preamble.—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.

Standard starting price—By machine, males, 47s. 9d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

For hand work and extras, see frock and dress coats.

Coachman's Frock Greatcoat.

Preamble.—Double breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.

Standard starting price—By machine, males, 50s. 7d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

	Males.	
	s.	d.
EXTRAS.		
Extras on servant's greatcoat.		
Edges, double stitched, raw, extra	5	7
Seams raised and single stitched ..	5	7
Seams raised and double stitched ..	11	3
Seams raised and stitched, if prepared by the maker only ..	3	10
Single cape, sewn in with collar ..	1	5
Single cape, with band and holes and buttons ..	2	10
Single cape, lined, extra ..	2	1
Each additional real or sham cape ..	2	10

EXTRAS ON LIVERY COATS.		
Edges stoated and stitched ..	2	10
Edges piped with cloth, without flaps ..	4	3
Edges piped with cloth, with flaps ..	5	7
Gold, silver, or worsted lace on plain collar ..	2	1
Gold, silver, or worsted lace on collar with snips ..	2	10
Gold, silver, or worsted lace on plain cuffs ..	1	5
Gold, silver, or worsted lace on slash cuffs ..	4	11
Gold, silver, or worsted lace on flaps ..	2	1
Gold, silver all round, pointed or plain flaps ..	2	10
Lace holes on collar, each ..	1	5
Diamond hips ..	2	10
Slash cuffs ..	4	11
Imitation slash cuffs ..	2	1
Corded notch holes ..	0	4½
Notched holes worked with twist, each } ..	0	9
Epaulettes, each ..	0	9
Shoulder knots, each ..	1	5
Pointed flaps, with buttons under, extra ..	0	9

BASTES.

For bastes, see frock and dress coats.

Any part done by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

Military Uniforms.

Military officer's khaki cloth jacket (Commonwealth pattern)

Preamble.—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuts, hanger and label.

Standard starting price, by machine—Males, 52s. 8d.; females, 33s.

For hand work, see sac coat.

Military officers' khaki drill jackets to be 3s. 5d. less than khaki cloth.

Eyelet holes, 3s. 4d. per dozen.

British Warm.

British warm (Commonwealth pattern).

Preamble.—Double breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

For hand work, see chesterfields.

Aviators' Coats.

Aviators' coats (Commonwealth pattern).

Preamble.—Double breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

Military Officer's Greatcoat.

Military officer's greatcoat (Commonwealth pattern).

Preamble.—Double breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab label and hanger.

Standard starting price, by machine—Males, 63s. 2d.; females, 39s. 8d.

For hand work, see chesterfields.

	Males.		Females.	
	s.	d.	s.	d.
EXTRAS.				
Try-on ..	3	10	2	10
Snobs thumbs, each ..	1	0	0	8
Saddle cloth ..	1	11	1	4
Dummy fly ..	1	0	0	8
Gorget patches, sewn on ..	3	10	2	8
Gorget patches, detachable ..	5	7	4	0
Naval shoulder straps, per pair ..	7	6	5	4

See previous note (14) (i) and (ii) re reduction of above prices.

		Males.		Females.	
		s.	d.	s.	d.
DEDUCTIONS.					
Deductions for undersized coats, youths' and boys'.					
Dress lounge, Norfolk jacket, special jackets, and sac coats.					
Youths'—if 38 inches or less from hole to button when finished (chest measurement)	.. ..	3	10	2	8
Boys'—if 34 inches or less from hole to button when finished (chest measurement)	.. ..	7	6	5	4
Chesterfield or single-breasted overcoat and invernoss.					
Youths'—42 inches or less from hole to button when finished (chest measurement)	.. ..	3	10	2	8
Boys'—38 inches or less from hole to button when finished (chest measurement)	.. ..	7	6	5	4
Other deductions on coats (if same be comprised in the preamble).					
If without hair cloth or substitute for hair cloth	.. ..	1	5	1	0
If preamble hair cloth be put on by machine	.. ..	1	0	0	8
If fitting-up be done for the maker of the coat	.. ..	1	0	0	8
Each inside breast pocket provided for by the preamble, but not in coat when finished	.. ..	1	0	0	8
Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished	.. ..	1	0	0	8
If lapels be not padded by the maker of the coat	.. ..	0	6	0	4
If inside collar be not padded by the maker of the coat	.. ..	0	6	0	4
If buttonholes be not put in by the maker of the coat	.. ..	1	0	0	8
If front edge buttons be not put on by the maker of the coat	.. ..	0	4½	0	3
If label be not put on by the maker of the coat	.. ..	0	3	0	1½
If no cuts or darts in coat	.. ..	0	4½	0	3
If inside collar be put on by machine	.. ..	0	6	0	4

		Males.		Females.	
		s.	d.	s.	d.
ALTERATIONS AND REPAIRS.					
Coats—					
Collar—					
Off .. ..	.. ..	3	2½	2	0
Part off .. ..	.. ..	2	1	1	4
Off and shortened .. ..	.. ..	4	3	2	8
Recovering collar .. ..	.. ..	4	3	2	8
New collar .. ..	.. ..	8	5	5	4
Shoulders out .. ..	.. ..	2	1	1	4
Shoulders part out .. ..	.. ..	1	1½	0	8
Side seams out in body coat .. ..	.. ..	4	3	4	3
Side seams, if part out in body coat .. ..	.. ..	3	2	3	2
Plaits out, including pockets .. ..	.. ..	6	4	4	0
Plaits out, no pockets .. ..	.. ..	5	4½	3	4
Across skirts .. ..	.. ..	5	4½	3	4
Shortened or lengthened body coats .. ..	.. ..	2	1	2	1
Lengthened sac coat .. ..	.. ..	3	2	2	0
Lengthened sac coat and facing .. ..	.. ..	5	4½	3	4
Shortened coats .. ..	.. ..	2	1	1	4
New skirts .. ..	.. ..	12	8	7	11
Lapels off .. ..	.. ..	10	6	6	7
Lapels part off .. ..	.. ..	6	4	4	0
New lapels .. ..	.. ..	19	0	11	11
Hollowing back seam .. ..	.. ..	1	1½	0	8
Altering back seam through tack .. ..	.. ..	2	1	1	4
Stumping back of body coat .. ..	.. ..	4	3	4	3
Back right out and through plaits of body coat .. ..	.. ..	14	9	14	9

		Males.		Females.	
		s.	d.	s.	d.
SLEEVES.					
Right out .. ..	.. ..	5	4½	3	4
Right out (machine) .. ..	.. ..	4	3	2	8
Part out .. ..	.. ..	2	8	1	8
Let out or taken in at top when out .. ..	.. ..	1	1½	0	8
Let out or taken in at cuff .. ..	.. ..	2	1	1	4
Shortened or lengthened, plain .. ..	.. ..	2	1	1	4
Lengthened with hand facings .. ..	.. ..	3	2½	2	0
Shortened or lengthened with button cuff .. ..	.. ..	4	3	2	8
Relining body of coat .. ..	.. ..	4	3	2	8

		Males.		Females.	
		s.	d.	s.	d.
ALTERING SIDE SEAMS.					
Of sac, right through .. ..	.. ..	4	3	2	8
Part out .. ..	.. ..	3	2½	2	0
Of sac, if taped .. ..	.. ..	6	4	4	0
Of sac, if taped, part out .. ..	.. ..	4	3	2	8
Of chesterfield, right through .. ..	.. ..	5	4½	3	4
Altering back seam of sac coat only .. ..	.. ..	2	1	1	4
Hollowing back seam of sac coat only .. ..	.. ..	1	1½	0	8
Altering back seam of chesterfield .. ..	.. ..	3	2½	2	0
Hollowing back seam of chesterfield .. ..	.. ..	1	6½	1	0
Front edges off—					
Without holes .. ..	.. ..	6	4	4	0
With holes .. ..	.. ..	8	5	5	4
With fly .. ..	.. ..	12	8	7	11
Back right out of sac coat .. ..	.. ..	8	5	5	4
Back right out of chesterfield .. ..	.. ..	9	6½	5	11

		Males.		Females.	
		s.	d.	s.	d.
ALTERATIONS AND REPAIRS.					
Trousers and Vests.					
Vests—					
Let out or take in side seams .. ..	.. ..	2	1	1	2
Top of back and shoulder seams out .. ..	.. ..	1	1½	0	7
Vest shortened from top or bottom .. ..	.. ..	1	5	0	10½
No collar vest, made one hole and button, lower .. ..	.. ..	2	1	1	2
Roll, step collar, or stand collar vest, made into no collar vest .. ..	.. ..	4	3	2	1
New back and back lining .. ..	.. ..	2	10	1	9
New forepart lining, if back or shoulder not altered .. ..	.. ..	2	1	1	2
Ripping and re-cleaning vest for re-making .. ..	.. ..	2	1	1	2

See previous note (14) (i) and (ii) re reduction of above prices.

						Males. s. d.	Females. s. d.
<i>Trousers.</i>							
Side seams out from pockets through bottom	..	..	..	..	..	3 2½	1 9
Side seams out from top and bottom, with pockets	..	..	..	..	..	6 4	3 6
Leg seam out from fork through bottom	..	..	..	..	..	3 2½	1 9
Seat seam, crutch, and part of leg seam out	..	..	..	..	..	3 2½	1 9
Seat seam only	..	..	..	..	..	1 1½	0 7
Seat seam, with crutch lining off and put on again	..	..	..	..	..	2 1	1 2
Trousers shortened or lengthened	..	..	..	..	..	2 1	1 2
Trousers lengthened and faced	..	..	..	..	..	3 2½	1 9
Trousers, more dress taken out of leg seam and front	..	..	..	..	..	2 1	1 2
Reseating trousers	..	..	..	..	..	3 2½	1 9
Large seat lining to cover seatings	..	..	..	..	..	1 1½	0 7
Ripping and cleaning trousers for re-making	..	..	..	..	..	4 3	2 1
Lowering the waist	..	..	..	..	..	4 3	2 1
Raising the waist	..	..	..	..	..	5 3½	2 11½

Price—
Men's.
s. d.

PRESSING ORDER CLOTHING.

<i>Schedule of Prices—</i>							
Frock and dress, including uniform frock and dress and livery	..	..	..	..	..	..	4 9
S.B. pagets or beanforts	..	..	..	..	..	..	2 4
D.B. pagets or beanforts and all oversizes	..	..	..	..	..	..	2 4
S.B. sac	..	..	..	..	..	..	1 9
B.D. sac, and all oversizes	..	..	..	..	..	..	1 9
Chesterfield	..	..	..	..	..	..	2 4
Usters and centennials	..	..	..	..	..	..	2 10
Covert coats	..	..	..	..	..	..	2 0½
Cassocks	..	..	..	..	..	..	3 5½
Capes	..	..	..	..	..	..	0 7½
S.B. unlined sacs	..	..	..	..	..	..	1 3
D.B. unlined sacs, and all oversizes	..	..	..	..	..	..	1 3
Silk chesters and sacs	..	..	..	..	..	..	1 3
Hollands, white coats, flannel, flannelette, and alpaca	..	..	..	..	..	..	1 3
Denim, dungaree, and canvas	..	..	..	..	..	..	0 9
Eton or stewards' jackets	..	..	..	..	..	..	1 6½
Military overcoats	..	..	..	..	..	..	2 4
Tunics	..	..	..	..	..	..	1 6½
Military jumpers	..	..	..	..	..	..	1 6½

VESTS.

Vests, clerical, dress, white, marcella, white pique, white drill, or similar material	..	..	..	..	..	..	0 10½
Vest, cassock	..	..	..	..	..	..	1 1½
Vest, plain or with collar	..	..	..	..	..	..	0 7½
Stable vest, without sleeves	..	..	..	..	..	..	0 7½
Stable vest, with sleeves	..	..	..	..	..	..	0 9

TROUSERS.

Plain trousers	..	..	..	..	..	..	1 1½
Full fall, including shaping	..	..	..	..	..	..	1 6½
Riding pants, military	..	..	..	..	..	..	1 5
Shaping riding pants, military	..	..	..	..	..	..	0 6
Other riding pants—	..	..	..	..	..	..	..
Including shaping	..	..	..	..	..	..	2 11½
With leggings, including shaping	..	..	..	..	..	..	3 9
K.B. trousers	..	..	..	..	..	..	1 0
Drill, duck, canvas, dungaree, denim, white, and coloured moleskins	..	..	..	..	..	..	0 9
Military trousers	..	..	..	..	..	..	1 1½
Shaping trousers and pants	..	..	..	..	..	..	0 6
Trousers prepared by presser for fitting on	..	..	..	..	..	..	0 6
Trousers, strapped	..	..	..	..	..	..	2 0½
Cuff bottoms on trousers	..	..	..	..	..	..	0 1½

Males.
s. d.

Females.
s. d.

EMPLOYEES DOING THEIR OWN MACHINING.

Sac coat, dress lounge, norfolk jacket, special jackets	..	..	..	..	..	1 11	1 4
Chesterfield, or single-breasted overcoat	..	..	..	..	..	2 10	2 0
Frock and dress coats	..	..	..	..	..	2 10	—
Frock coats of all descriptions and greatcoats	..	..	..	..	..	2 10	—
Morning and pagot coats	..	..	..	..	..	2 10	—
Capes	..	..	..	..	..	0 6	0 4
Plain vest, or with collar	..	..	..	..	..	—	0 8
Stable vest	..	..	..	..	..	—	1 0
Trousers and pants	..	..	..	..	..	—	0 8½
Trousers strapped	..	..	..	..	..	—	1 1
Whole falls	..	..	..	..	..	—	0 10½
K.B. trousers	..	..	..	..	..	—	0 9
Youths', one-quarter less than men's.	..	..	..	..	..	..	..
Boys', one-third less than men's.	..	..	..	..	..	..	..

SPECIAL NOTICE.

PRESSING OFF.

Should any garment be pressed off for a female, no deduction shall be made.

Should a female press off any garment, such shall be an extra, and she shall be paid the prices provided herein (see order pressing schedule).

Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.

All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.

Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.

Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

See previous note (14) (i) and (ii) re reduction of above prices.

VEST (ORDINARY).

Preamble—Fitting up, four pockets, welts, all edges, buttons, and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.

Standard starting price, by machine—females, 7s. 11d.

Garment to be pressed off for female.

If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.

When the maker does her own machining, 8d. extra.

HAND WORK ON VESTS.

When any of the undermentioned parts are done by hand on a machine-made vest, such shall be extra as follows :—

	Females.
	s. d.
Seaming on facings	1 0
Stitching edges	1 4
Putting in pockets, each	0 8
Making back straps	0 8
Making back	0 8
Sewing in back	1 0

EXTRAS.

Extra on vests—

Pockets—

By hand, outside	1 4
By machine, outside	0 8
Hand, inside, including hole and button	1 4
Machine, inside, including hole and button	0 8
Flaps on pockets, each flap	0 4

Edges—

Bound by hand	2 8
Bound, one edge hand, one edge machine	1 4
Flat braiding, three stitching by hand	3 4
Corded edges, by hand	2 8
Tracing braid, each row	1 4
Piped edges, seamed by machine	1 4
Each row of stitching on edges, by hand	1 4
Felled edges	1 4
Pricked edges, each row	2 8
Fly in front of vest, by hand, lined or unlined	2 0
Fly in front of vest, by machine	1 4
Eyelet holes, per dozen	0 8
Eyelet holes, with open facing	1 4
Puffs in back	0 8
Vents in side	0 8

Sleeves, unlined and faced, felled, or covert seams—

By hand	5 4
By machine	2 8
Interlining back with flannel	0 8
Skirts at waist	1 4
Seal skins or imitation skins, extra	2 8

Collars—

Step collar, lined or unlined, in two pieces or otherwise on S.B. vest	1 1
All other collars on S.B. vest, lined or unlined	0 8
Collar on D.B. vest, lined or unlined	1 4
Cuts in vest	0 4

Bastes—

Skeleton baste	0 8
Forward baste	0 8
Skeleton baste with facings and linings basted in	1 4
Basting on tabs and buttons	0 4

Over-size vests—

Men's vests, 46 inches and over (chest measurement) from hole to button	0 8
Double-breasted vest, extra to single	1 4

DEDUCTIONS.

Youths' vests, 36 inches and under (chest measurement) from hole to button, less than men's	0 8
Boy's vest, 32 inches and under (chest measurement) from hole to button, less than men's	2 0
If fitting up is not done by the maker	0 4

DRESS VEST.

Preamble—To pockets, remainder same as preamble for ordinary vests.

Standard starting price—All machine, females, 9s. 3d.

EXTRAS.

Roll collar on dress vest	1 4
Hand work, extra and deductions, same as ordinary vest.	

PLAIN CLERICAL VEST.

Preamble—With large or small breast; eight holes and buttons outside, and two buttons inside; one row of stitching or bound by machine.

Standard starting price—By machine, females, 9s. 3d.

Double-breasted clerical vest, 2s. extra.

Hand work, extras and deduction, same as ordinary vest.

TROUSERS.

Ordinary Trousers—

Preamble—Fitting up; two pockets, one strap and buckle; or three loops, button holes; buttons; leather or heel stays; all seams pressed, hand tacks throughout; waist bands; seat and catch linings felled; back linens if necessary.

Standard starting price—By machine, females, 7s. 11d.

Garment to be pressed off for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the worker does her own machining, 9d. extra.

See previous note (14) (i) and (ii) re reduction of above prices.

HAND WORK ON ORDINARY TROUSERS.

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra, as follows:—

										Females.
										s. d.
Seaming half-side seams	..	..	..	..	..	..	..	..	..	1 0
Seaming side seams right through	..	..	..	..	..	..	..	..	..	2 0
Seaming half-leg seams	..	..	..	..	..	..	..	..	..	0 8
Seaming leg-seams right through	..	..	..	..	..	..	..	..	..	1 4
Seaming seat seams	..	..	..	..	..	..	..	..	..	0 8
Seaming bands on	..	..	..	..	..	..	..	..	..	0 8
Stitching around waist	..	..	..	..	..	..	..	..	..	0 8
Making fly and seaming lining on front	..	..	..	..	..	..	..	..	..	0 8
Stitching fly in	..	..	..	..	..	..	..	..	..	0 4
Stitching front of fly	..	..	..	..	..	..	..	..	..	0 4
Button catch	..	..	..	..	..	..	..	..	..	0 8
Pockets	..	..	..	..	..	..	..	..	..	0 8
Making strap and buckle	..	..	..	..	..	..	..	..	..	0 8
										Females.
										By
										Hand.
										s. d.
										By
										Machine.
										s. d.
EXTRAS.										
Extras, ordinary trousers—										
Pockets—										
Fob pockets, each	..	..	..	..	..	..	..	..	..	1 0
Side or cross pockets, each pocket	..	..	..	..	..	..	..	..	..	1 0
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets, each	..	..	..	..	..	..	..	..	..	1 4
French bearer	..	..	..	..	..	..	..	..	..	1 4
SEAMS.										
Raised or overlaid side seams, if prepared by maker	..	..	..	..	..	..	..	..	..	2 0
Raised or overlaid side seams, if not prepared by maker, no extra.	..	..	..	..	..	..	..	..	..	0 8
Lapped seams	..	..	..	..	..	..	..	..	..	1 4
Braid down side seam, silk or worsted	..	..	..	..	..	..	..	..	..	2 8
Gold or silver braid down side seam	..	..	..	..	..	..	..	..	..	6 7
Stripe scarlet cloth down side seams sewn on	..	..	..	..	..	..	..	..	..	2 8
Stripe scarlet cloth down side seams felled on	..	..	..	..	..	..	..	..	..	5 4
Stripe gold or silver lace down side seam	..	..	..	..	..	..	..	..	..	6 7
Stripe gold or silver lace down side seam felled or stitched on	..	..	..	..	..	..	..	..	..	10 7
Stripe gold or silver lace down side seams, pricked on	..	..	..	..	..	..	..	..	..	11 11
Seams, serged top side only	..	..	..	..	..	..	..	..	..	0 8
Seams, serged top and under	..	..	..	..	..	..	..	..	..	1 4
Leg seams, felled each side	..	..	..	..	..	..	..	..	..	1 4
Side seams, felled each side	..	..	..	..	..	..	..	..	..	1 4
Leg seams, turned down and felled	..	..	..	..	..	..	..	..	..	0 8
Seat seams, turned over and felled	..	..	..	..	..	..	..	..	..	0 8
All seams piped	..	..	..	..	..	..	..	..	..	3 4
BOTTOMS.										
Bottoms faced up 9 inches with tweed, canvas, or other material	..	..	..	..	..	..	..	..	..	2 0
Bottom buttons, with stays inside	..	..	..	..	..	..	..	..	..	0 8
Bottom buttons, with stays outside	..	..	..	..	..	..	..	..	..	1 4
Round or taped bottoms, two fellings	..	..	..	..	..	..	..	..	..	1 4
Cuff bottoms	..	..	..	..	..	..	..	..	..	0 8
Cuff bottoms, sewn on or with one row extra felling	..	..	..	..	..	..	..	..	..	1 0
Leathers all round bottom	..	..	..	..	..	..	..	..	..	1 4
STRAPS, LOOPS, AND BELTS.										
Strap and buckle, if eased from hip	..	..	..	..	..	..	..	..	..	2 8
Leather belt sewn on	..	..	..	..	..	..	..	..	..	2 0
Leather belt sewn on, if eased in flannel	..	..	..	..	..	..	..	..	..	2 8
Strap and buckle (additional)	..	..	..	..	..	..	..	..	..	1 4
Sewing on machine-made strap and buckle	..	..	..	..	..	..	..	..	..	0 4
Leather tabs for chains	..	..	..	..	..	..	..	..	..	2 0
Loops, if additional to strap	..	..	..	..	..	..	..	..	..	0 8
LINING TROUSERS.										
Cotton lined	..	..	..	..	..	..	..	..	..	2 0
Cotton lining, if interlined with domette	..	..	..	..	..	..	..	..	..	3 4
Cotton lining, after trousers are finished	..	..	..	..	..	..	..	..	..	4 0
Large seat lining, over 6 inches by 5, extra	..	..	..	..	..	..	..	..	..	0 8
Flannel or silk lining	..	..	..	..	..	..	..	..	..	3 4
Chamois lining to knees	..	..	..	..	..	..	..	..	..	5 4
Chamois lining to bottom	..	..	..	..	..	..	..	..	..	6 7
Knees, lined	..	..	..	..	..	..	..	..	..	1 4
STITCHING AND PUFFS.										
Puff in hand	..	..	..	..	..	..	..	..	..	1 4
Stitching by hand across top of trousers	..	..	..	..	..	..	..	..	..	1 1
Full fall, trousers, extra	..	..	..	..	..	..	..	..	..	2 11
Split fall, trousers, extra	..	..	..	..	..	..	..	..	..	2 11
BASTING TROUSERS.										
Try-on trousers, full baste	..	..	..	..	..	..	..	..	..	2 8
Basting leg seams, seat seams, and bottoms	..	..	..	..	..	..	..	..	..	1 4
Basting seat seam and bottoms	..	..	..	..	..	..	..	..	..	0 8
Basting seat only	..	..	..	..	..	..	..	..	..	0 4
Basting bottoms only	..	..	..	..	..	..	..	..	..	0 4

See previous note (14) (i) and (ii) re reduction of above prices.

		Females.
		s. d.
<i>Oversizes.</i>		
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra	.. .. .	0 8
Men's trousers, over 48 inches, from hole to button, extra	.. .. .	1 4
<i>Deductions.</i>		
<i>Undersizes—</i>		
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class	.. .. .	0 8
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class	.. .. .	1 4
Fitting up	.. .. .	0 4
Leathers or heel stays	.. .. .	0 8
Button holes, per pair of trousers	.. .. .	0 7
Buttons, sewing, per pair	.. .. .	0 7
Evening dress trousers	.. .. .
Standard starting price, by machine—females, 9s. 3d.		
For hand work and extras, see ordinary trousers.		
<i>BREECHES.</i>		
Preamble—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.		
Standard starting price, by machine—females, 15s. 2d.		
Garment to be pressed off and shrunk for female, without deduction.		
If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.		
When the maker does her own machining to breeches, extra 9d.		
For items done by hand, see trousers.		
		Females.
		s. d.
<i>EXTRAS.</i>		
<i>Extras on Breeches.</i>		
Continuations, by hand, with four holes and buttons or eyelet holes	.. .. .	5 4
Continuations, by machine, with four holes and buttons or eyelet holes	.. .. .	2 8
Sewing or felling down leg seams	.. .. .	1 4
Garter, with buckle, by hand, per pair	.. .. .	2 0
Garter, with buckle, by machine, per pair	.. .. .	1 4
Knees lined	.. .. .	0 8
Each hole and button in frog mouth	.. .. .	0 4
Cuts under knee in breeches, if taped right across, per pair	.. .. .	0 8
<i>Strapping.</i>		
Knee strapped, felled and stitched, or double stitched, by hand	.. .. .	4 0
Knees strapped, felled and stitched, or double stitched, by machine	.. .. .	2 0
Each row of diagonal stitching, per row, by hand	.. .. .	0 4
Seats strapped, not over 6 inches from centre, by hand	.. .. .	2 8
Ditto, by machine	.. .. .	1 4
Seat strapped to knee, half way up seat seam, by hand	.. .. .	5 4
Seat strapped to knee, half way up seat seam, by machine	.. .. .	2 8
Strapping from fork to calf, new trousers	.. .. .	5 4
Ditto, by machine	.. .. .	2 8
Trouser strapping to be paid same as breeches.		
<i>RIDING PANTS.</i>		
Preamble—Two pockets, straps or loops, one eyelet hole, with strings.		
Standard starting price, by machine—females, 9s. 3d.		
Hand work, extras and deductions, same as ordinary trousers.		
<i>CYCLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS.</i>		
Preamble—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.		
Standard starting price—By machine, females, 9s. 3d.		
Garment to be pressed off and shrunk for female.		
If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.		
When the maker does her own machining, extra 9d.		
All other hand work, extras and deductions, as per breeches and trousers.		
<i>SHOOTING OR RIDING LEGGINGS.</i>		
Preamble—With eight holes and buttons, swelled edges.		
Standard starting price, females—by hand, 9s. 3d.; by machine, 7s. 3d.		
		Females.
		s. d.
<i>EXTRAS.</i>		
Tongues	.. .. .	1 4
Double stitched seams, by hand	.. .. .	1 4
Double stitched edges, by hand	.. .. .	1 4
Strap and buckle, at top, per pair	.. .. .	0 8
Leather for stirrup in front	.. .. .	1 4
Fly, by hand	.. .. .	2 8
Fly, by machine	.. .. .	1 4
<i>SHORT GAITERS OR SPATS.</i>		
Preamble—With five holes and buttons, swelled edges.		
By hand	.. .. .	7 3
By machine	.. .. .	5 4
Double stitched seams and edges	.. .. .	1 4

See previous note (14) (i) and (ii) re reduction of above prices.

		Females. s. d.
BASTING BEECHES.		
Skeleton baste		1 4
BASTING LEGGINGS.		
Basting one legging with fly and buttons, edges not turned in		0 8
		Per dozen. s. d.
READY-MADE CLOTHING.		
PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.		
Men's.		
Chesters—		
S.B., lined		6 4
S.B., unlined		7 1½
D.B., lined		7 1½
D.B., unlined		7 4½
Extras for capes on chesters		0 10½
Extras for yokes and plaits on chesters		0 10½
Where chesters are 36 inches and under in length, deduct		0 10½
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets)		9 1
S.B. sac suits (without separation)		8 5½
Motor coats, S.B., washing material		6 4
Motor coats, D.B.		7 3
Motor cycle coats, washing material		5 2
S.B. sac coats, lined		4 7½
COATS, SAC, S.B.		
Unlined, drill or duck (flax or linen)		5 2
Unlined, all other cotton material		4 4½
Alpaca or Sicilian		4 4½
Silk		4 9
Jumper, denim or dungarees		3 10½
Norfolk or sport		6 11
Football jackets		3 10½
COATS.		
Sac, D.B.		5 7
Frock coats of all descriptions		6 11
Beauforts or pagets		6 11
VESTS.		
S.B. plain		1 11
S.B., with collar		2 0½
D.B.		2 1
Stable, with back		2 7
Stable, with back and sleeves		3 1
Cloth edging on vest, extra		0 6
TROUSERS.		
Ordinary		2 1
Cotton Tweed—		
Less than 14 dozen, in line		2 1
If 14 dozen or more in line		1 11
Mole		1 11
Linen, drill, canvas or duck		2 5½
Denim or dungaree		1 6½
Denim or dungaree, with double seats or knees		1 9½
Denim or dungaree, bib, and brace		2 1
Cotton washing materials		1 9½
K.B.		1 9½
Football, K.B.		1 3½
Bicycle, K.B.		2 1
Dress taken out of trousers		0 4½
Hip pocket cut in trousers		0 4½
Combination, denim or dungaree		3 10½
Youths'.		
DESCRIPTION.		
Chesters		5 2
Chesters, with capes or yokes and plaits		5 7
Suits, sac		6 11
Coats, sac, all material		3 9
Vests		1 5
Cloth edging on vests		0 4½
TROUSERS.		
Denim or dungaree		1 3½
Denim or dungaree, with double seats or knees		1 6½
Mole		1 8
Any other material		1 9½
Dress taken out of trousers		0 3
Hip pocket cut in trousers		0 3
Jackets, football		3 5½

See previous note (14) (i) and (ii) re reduction of above prices.

Juniors'.

Description.	Sizes 00 to 12.		Sizes 13 and over.	
	Cotton Washing Material. Per dozen.	Other Material. Per dozen.	Cotton Washing Material. Per dozen.	Other Material. Per dozen.
Suits.				
Fancy, 3 garments	s. d. 4 11	s. d. 5 2	s. d. 5 5	s. d. 5 7
Plain, 3 garments	5 2	5 5	5 7	5 10
Plain, 2 garments	3 7½	3 10½	4 0	4 3
Two garments, with belts, plaits, and yokes	4 3	4 6	4 9	4 11
Sailor, K.B.	3 4	3 5½	3 7½	3 9
Tunic, when right and left foreparts are cut separately	4 10½	5 0½	5 2	5 6½
Tunic, with pocket let in one forepart (foreparts cut together)	4 4½	4 7½	4 10½	5 0½
Tunic, without separation of foreparts	3 6	3 9	3 10½	4 1½
Trousers, K.B.	1 0	1 0	1 1½	1 1½
Chesters	3 7½	3 10½	4 11	5 2
Capes, extra	0 6	0 6	0 6	0 6
Yokes and plaits, extra	0 6	0 6	0 6	0 6

SPECIAL CONDITIONS, STOCK CUTTERS.

DEDUCTIONS APPLYING TO ALL GARMENTS.

Machine.

If work cut for cutter by machine—One-fourth off.
 When cutter machines his own work—One-sixth off.
 When cutter machines his own work—
 With an electric cutter—One-fourth off.
 With any other machine—One-fifth off.

Hand-knife.

Stock work cut by hand-knife—One-sixth off.
 Mole work cut by hand-knife—5 per cent. off.

EXTRAS APPLYING TO ALL GARMENTS.

Special Work.
 Singles—Double rate.
 Two thick—One-half extra.
 Three thick—One-quarter extra.
 When a tape or measure is used in altering the size of garments, cut as ready-made, extra on piece-work prices—One-fifth extra.
 When single width material is laid up singly to check the shades—5 per cent. extra on piece-work prices.

PIECE-WORK PRICES FOR PRESSING READY-MADE CLOTHING.

DESCRIPTION—MEN'S AND YOUTHS'		Men's. Per dozen. s. d.	Youths' Per dozen. s. d.
SACS, LINED.			
Worsteds, serge, vicuna, sergette, and faced cloths		11 9	7 8
D.B. tweed, and all over-sizes		10 5	—
S.B. tweed, ordinary sizes (3 to 7)		8 0	6 7
Sacs, unlined—			
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes		8 0	6 7
S.B. worsted, serge, vicuna, faced cloth and sergette		8 0	6 7
Tweed		6 7	4 0
Silk		6 7	4 0
Holland, white flannel, alpaca		8 0	6 7
Denim or dungaree		4 0	3 4
Canvas, flannelette		6 7	4 11
D.B. OVERCOATS.			
Lined		15 6	10 9
Unlined		14 3	9 10
S.B. OVERCOATS.			
Lined		14 3	9 10
Unlined		12 8	8 11
Silk overcoats		14 3	9 10
Motor coats, washing		12 8	9 7
Shrinking, 1d. per yard.			
VESTS.			
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes		3 6	3 1
Tweed and linen, and flax material		2 5½	2 0
Stable, with sleeves		8 2	—
Stable, without sleeves		4 6	—
Canvas, flannelette		2 1	1 10
TROUSERS.			
Worsted, serge, sergette, vicunas, faced cloth, and riding		5 0	3 6
Full falls		6 1	—
Riding pants and strapped		8 0	—
Riding pants, with leggings		12 9	—
K.B.		4 6	2 5½
White drill and silk, linen or flax materials		5 0	3 9
Dungaree and denim, or cotton washing materials		2 5½	1 11
Canvas, flannelette		3 3	2 3
Tweed, all classes		4 6	3 4

See previous note (14) (i) and (ii) re reduction of above prices.

Juveniles.

	Worsted, Serge, Twill, Sergette, Corkscrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.
JACKETS, K.B.				
Without collar	s. d. 3 1	s. d. 3 6	s. d. 2 5½	s. d. 3 1
With step collar	5 0½	6 7	4 7½	6 1
With Prussian collar	4 0	5 0½	3 6	4 7½
With sailor or fancy collar	4 7½	5 7	4 0	5 0½
With belt and plaits, no collar	3 6	4 7½	3 1	4 0
With belt and plaits and Prussian collar	4 0	5 0½	3 6	4 7½
With belt and plaits, and step collar	5 7	7 0	5 0½	6 7
Vests	2 0½	2 5½	1 8½	2 0½
K.B. trousers	2 0½	2 5½	1 8½	2 0½
S.B. chesters	6 1	7 7½	6 1	7 7½
D.B. chesters and reefers	6 1	7 7½	6 1	7 7½
Riding breeches	6 1	7 7½	6 1	7 7½

Females.
s. d.

FINISHING TROUSERS.

The following prices shall be paid for finishing men's and youths' ready-made trousers :—

Felling bottoms of trousers—

Men's mole or tweed	2 3
Men's worsted	2 8
Youths' moles or tweed	2 0
Youths' worsted	2 4

FELLING BAND LININGS OF TROUSERS.

Men's	2 7
Youths'	2 4
Felling the side of cross pockets, men's, youths', and boys' trousers	0 5½
Felling the side of side pockets, men's, youths', and boys' trousers	0 9½
Putting tacks between buttonholes in fly, and cutting off ends	0 4½
Hook and eye on trousers	1 0
Felling seat linings in trousers	0 8
Fly tacks by hand	0 8
Herring-boning bottoms of trousers	4 0
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice	4 0

TROUSERS.

Buttonholes, if done by hand	4 0
Buttons sewn on by hand	2 5½
Pocket tacks, if done by hand	1 9½
Cross stitching down centre of back linen	0 3½
Cross stitching down sides of back linen	0 3½
Ticket sewn on by hand	0 3½

See previous note (14) (i) and (ii) re reduction of above prices.

A. S. HAUSER, P.M., Chairman.

REX L. CECIL, Secretary.

Melbourne, 4th December, 1933.



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[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS BOARD.

NOTE.—This Determination on the 8th January, 1934, applies to the following parts of Victoria, namely:—The Metropolitan district as defined in the *Factories and Shops Act 1928* (No. 3677), the cities of Ballarat, Bendigo, Geelong, and Warrnambool, the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown 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 a dyer or clothes cleaner, has made the following Determination, namely:—

(1) That on the 8th January, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) (a)

APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.		Female Improvers commencing at the Trade between the ages of 18 and 21 years.		Male Juveniles, Definition Clause (4).	
	Weekly Wages.		Weekly Wages.		Weekly Wages.		Weekly Wages.	
	£	s. d.	£	s. d.	£	s. d.		£ s. d.
1st six months	0	10 2	0	7 3	0	19 2	16 years of age ..	0 15 4
2nd	0	12 8	0	9 6	1	3 11	17 " " ..	1 0 3
3rd	0	15 4	0	12 0	1	8 10	18 " " ..	1 10 5
4th	0	17 10	0	14 5	1	13 4	19 " " ..	2 5 9
5th	1	0 3	0	19 2	..	..	20 " " ..	2 15 10
6th	1	5 6	1	3 11	..	..
7th	1	12 11	1	8 10	..	..
8th	2	0 9	1	13 4	..	..

And thereafter the minimum weekly wage or piece-work price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

Other Persons except Apprentices, Improvers, and Juvenile Workers.

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	4 9 3	4 0 3
Pressers, employed pressing off any part of articles of wearing apparel of all descriptions ..	3 13 0	..
Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine	3 13 0	..
Other dry cleaners	3 9 5	..
All other cleaners, finishers, or spotters	3 6 9	..
Hat blockers employed blocking hats	3 12 1	..
All others	3 4 0	..
<i>Journeywomen.</i>		
Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted or similar material .. .. .	..	3 13 0
Pressers, employed pressing-off any part of male outer garments .. .. .	..	3 13 0
Pressers employed pressing any article using an iron exceeding 9-lb. in weight .. .. .	..	3 13 0
Pressers employed pressing any article using an iron not exceeding 9-lb. in weight .. .. .	..	2 1 0
Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. .. .	..	3 13 0
Other dry cleaners .. .. .	..	1 18 3
Wet cleaners, spotters, glove-cleaners or steamers .. .. .	..	1 18 3
Repairers, employed repairing articles of all descriptions .. .. .	..	2 2 4
Receivers or despatchers .. .. .	..	1 18 3
Feather dressers and hat trimmers .. .. .	..	1 18 3
All others .. .. .	..	1 15 7

(4) DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

A *journeyman* is a male person other than an apprentice or improver or juvenile worker.

A *journeywoman* is a female person other than an apprentice or improver.

- (i) Who has served the term of experience prescribed by this Determination; or
(ii) Who has attained the age of 21 years; or
(iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piece-work.

A *juvenile worker* is a male person under the age of 21 years, other than an apprentice or improver.

(5) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that receivers and despatchers may be required to work on Friday evenings in shops without payment of overtime, on condition that not more than 48 hours per week are worked. Provided further that if the majority of the employees desire to start at 7.30 a.m. the work may begin at 7.30 a.m.

(6) OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(2) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(7) MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

(b) No work shall be performed during such meal time.

(8) TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.

(b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(9)

HOLIDAYS.

- (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.
- (c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.
- (d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(10)

TERMS OF ENGAGEMENT.

- (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.
- (b) All weekly wages shall be paid to the employees in full, with the following exceptions:—
- (1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
 - (2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.
 - (3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.
Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.
Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.
 - (4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.
- (c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.
- (d) *Stoppage of Work or Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.
- (e) *Terminating Employment in Relation to a Holiday.*—Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by the Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.
- (f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(11) **OUTSIDE WORKERS.**

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3877) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been registered with the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) In factories where a task rate is fixed in respect to the same class of work as that given to outside workers, then, in every such case, the rate so fixed shall be the piecework price to be paid to such outside workers. In factories where no such task rate is fixed for the class of work performed by outside workers, then such outside workers shall be paid such piecework price as will enable no outside worker to earn at least 1s. 6d. per hour in the case of a female and 2s. 1d. per hour in the case of a male.

(c) Every outside worker shall be provided, free of charge, with cotton, silk thread and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory or workshop shall keep a record book, which shall contain a correct account written in ink as follows:—

(i) The name and full address of the outside worker.

(ii) The number of articles and description of work given out.

(iii) The price paid for such work.

(iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(12)

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

(a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;

(b) shall be kept correctly entered up in ink; and

(c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(13)

PIECE-WORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piece-work prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory or workshop whether they be improvers, apprentices, or juveniles on piece-work or otherwise.

(b) All piece-workers who are available and ready and willing to work during the ordinary working hours, shall be paid in each week:—In the case of journeymen and journeywomen who at the piece-work prices so fixed are unable to earn the rate for "All others," not less than such rate; and in the case of apprentices or improvers, not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piece-work price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer, or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer, or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piece-work schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the factory where such piece-work is being performed.

A. S. HAUSER, P.M., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 6th December. 1933



VICTORIA GOVERNMENT GAZETTE.

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No. 233]

SATURDAY, DECEMBER 23.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HEADWEAR AND STRAW HAT BOARD.

NOTE.—This Determination on the 8th January, 1934, applied to the Metropolitan District and the Geelong District as defined in the *Factories and Shops Act 1928* (No. 3677), and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, and Warrnambool, 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 persons or classes of persons employed in the trade of—

- (1) making males' or females' hats (including straw hats), caps, or bonnets;
- (2) trimming females' hats (including straw hats), caps, or bonnets—

but not including persons engaged in any work subject to the jurisdiction of the Felt Hatters Board or of the Knitting Trade Board, has made the following Determination, namely:—

(1) That on the 8th January, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a) WAGES.

Experience.	Apprentices or Improvers.		Female Improvers commencing at the Trade between the Ages of 18 and 21 years.
	Males.	Females.	
	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.
1st six months	0 10 5	0 7 3	0 19 2
2nd "	0 12 8	0 9 6	1 3 11
3rd "	0 15 4	0 12 0	1 8 10
4th "	0 17 10	0 14 5	1 13 4
5th "	1 0 3	0 19 2	..
6th "	1 5 6	1 3 11	..
7th "	1 12 11	1 8 10	..
8th "	2 0 9	1 13 4	..

And thereafter the minimum weekly wage or piece-work price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Weekly Wages.	
	Males	Females.
	£ s. d.	£ s. d.
<i>Journeyman.</i>		
Cutters employed marking-in or cutting out articles of headwear	3 18 5	..
Hand or machine blockers or stiffeners employed blocking articles of headwear ..	3 16 2	..
by hand or machine or stiffening articles of headwear	3 16 2	..
Helmet makers employed making, shaping, blocking, and stiffening helmets ..	3 10 4	..
Pressers employed pressing off articles of headwear	3 4 0	..
All others .. ..	..	..
<i>Journeywomen.</i>		
Machinists employed machining any part of articles of headwear .. ..	..	1 18 3
Milliners, table hands or finishers .. ..	..	1 18 3
Adornment workers, employed making any part of an article of adornment ..	..	1 18 3
which shall include badges, crowns, stars, ornament or insignias of office ..	..	..
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. ..	..	1 15 7
All others .. ..	..	1 15 7

(4) DEFINITIONS.

- A journeyman is a male person other than an apprentice or improver
- A journeywoman is a female person other than an apprentice or improver
- (i) Who has served the term of experience prescribed by this Determination; or
- (ii) Who has attained the age of 21 years; or
- (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

(5) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m. on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

(6) OVERTIME.

- (a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—
- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed
- (2) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or three hours on the day of the week on which the half-holiday is usually observed.
- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
- (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
- (d) No employee under the age of sixteen years shall be employed overtime.

(7) MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than 30 minutes be fixed.
- (b) No work shall be performed during such meal time.

(8) TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
- (b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
- (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(9)

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(10)

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeymen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen or female improvers and journeymen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such break-down or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by the Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employer, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(11)

OUTSIDE WORKERS.

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3677) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been registered with the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) In factories where a task rate is fixed in respect to the same class of work as that given to outside workers, then, in every such case, the rate so fixed shall be the piecework price to be paid to such outside workers. In factories where no such task rate is fixed for the class of work performed by outside workers, then such outside workers shall be paid such piecework price as will enable an outside worker to earn at least 1s. 5d. per hour in the case of a female and 2s. 1d. per hour in the case of a male.

(c) Every outside worker shall be provided, free of charge, with cotton, silk thread and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory or workshop shall keep a record book, which shall contain a correct account written in ink as follows:—

(i) The name and full address of the outside worker.

(ii) The number of articles and description of work given out.

(iii) The price paid for such work.

(iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(12)

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book :—

(a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee ;

(b) shall be kept correctly entered up in ink ; and

(c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(13)

PIECE-WORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piece-work prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory or workshop whether they be improvers or apprentices or juveniles on piece-work or otherwise.

(b) All piece-workers who are available and ready and willing to work during the ordinary working hours, shall be paid in each week :—In the case of journeymen and journeywomen who at the piece-work prices so fixed are unable to earn the rate fixed for "All others," not less than such rate ; and in the case of apprentices or improvers, not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piece-work price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner :—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer, or his representative in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer, or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piece-work schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piece-work is being performed.

A. S. HAUSER, P.M., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 5th December, 1933.