



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, OCTOBER 11.

[1937

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS BOARD.

This Determination on the 1st October, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops 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 pastrycook," has made the following Determination, namely:—

(1) That on the 1st October, 1937, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS—MALE OR FEMALE.

Wages Per Week of 48 Hours.

| Experience. | Commencing Age— | | | | | |
|------------------------|--------------------|--------------|--------------|--------------|--------------|--------------|
| | 15 Years or Under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 1st six months | 15 0 | 17 6 | 19 0 | 24 6 | 28 6 | 45 6 |
| 2nd " | 18 6 | 21 0 | 22 6 | 28 6 | 38 6 | 57 0 |
| 3rd " | 22 0 | 24 6 | 26 0 | 33 6 | 48 6 | .. |
| 4th " | 25 6 | 28 0 | 28 6 | 38 6 | 58 0 | .. |
| 5th " | 29 0 | 30 6 | 33 0 | 46 6 | .. | .. |
| 6th " | 31 6 | 35 0 | 36 6 | 56 6 | .. | .. |
| 7th " | 36 0 | 38 6 | 44 0 | .. | .. | .. |
| 8th " | 39 6 | 46 0 | 55 6 | .. | .. | .. |
| 9th " | 47 0 | 57 6 | .. | .. | .. | .. |
| 10th " | 58 6 | .. | .. | .. | .. | .. |

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 93s. per week of 48 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 48 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

| | Persons Engaged in General Work for the Whole of Their Working Time. | | Females Engaged Decorating Christmas and New Year Cakes. |
|-------------------------|--|--------------|--|
| | Males. | Females. | |
| | <i>s. d.</i> | <i>s. d.</i> | |
| 14 years of age | 19 6 | .. | .. |
| 15 " " | 22 0 | 18 0 | 22 0 |
| 16 " " | 25 6 | 20 0 | 25 6 |
| 17 " " | 29 0 | 25 6 | 29 0 |
| 18 " " | 33 0 | 27 0 | 33 6 |
| 19 " " | 37 0 | 29 6 | 38 0 |
| 20 " " | 43 6 | 31 6 | 42 0 |

OTHER EMPLOYEES.
Wages Per Week of 48 Hours.

| | s. | d. |
|---|-----------|----|
| Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein | 106 | 0 |
| Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge | 101 | 0 |
| Pastrycooks, ornamenters, ornamental workers, crumpet or muffin bakers | 93 | 0 |
| All other males | 75 | 0 |
| Females engaged in general work | 33 | 6 |
| | Per hour. | |
| | 2 | 6 |

Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work .. 2 6

(3) TERMS OF EMPLOYMENT.—Employees, other than casual employees, who work less than 48 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(4) That wherever occurring in this Determination, the expression "General Work" shall only include —

| | |
|--|--|
| Bringing fuel to oven. | Emptying tins or trays. |
| Bringing in raw material. | Labelling tins or boxes. |
| Buttering tins. | Packing wedding cakes, other cakes, or pastry. |
| Carrying goods to and from the oven. | Papering hoops. |
| Cleaning bakehouse yard or premises. | Turning hand machines. |
| Cleaning fruit and cutting peel. | Washing of machines. |
| Cleaning pans, tins, tools, or other utensils. | Wrapping cakes or flour. |
| Cracking eggs. | |

(5) TIME OF BEGINNING AND ENDING WORK :—

| | Time of Beginning. | Time of Ending. |
|-----------------------|--------------------|-----------------|
| On Friday | 6 a.m. | 10 p.m. |
| On other days | 6 a.m. | 7 p.m. |

(6) OVERTIME :—

Outside the hours fixed as the times of beginning and ending work—

| | | | |
|--|---|--|---|
| (a) Between the hours of 10 p.m. and 6 a.m. | } | During the first 48 hours of such work in any week | <i>Apprentices, Improvers, and Juvenile Workers,</i> 1½d. per hour in addition to ordinary rates. |
| | | Thereafter | <i>All Other Persons,</i> 2½d. per hour in addition to ordinary rates. |
| (b) Between the hours of 7 p.m. and 10 p.m. (except on Friday) | } | | .. Time and a half. |
| | | | .. Double time. |

Within the hours fixed as the times of beginning and ending work, in excess of 48 hours in any week—

| | |
|---|---------------------|
| (a) During the first six hours of such work | .. Time and a half. |
| (b) Thereafter | .. Double time. |

(7) TERMINATION OF EMPLOYMENT.—Employees who have worked for 28 days or longer shall give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

(8) PUBLIC HOLIDAYS.—That double time shall be the special rate for all work (except making fermented doughs) done on New Year's Day, 26th January (Australia Day), 21st April (Eight Hours Day), Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Bay; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

(9) SUNDAY WORK.—Except in the making of fermented doughs no person shall be employed on Sunday before 10 p.m.

(10) TIME BOOK.—The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means, to be furnished by the employer, such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Pastrycooks Union of Australia.

(11) AUTHORIZED PERSON MAY ENTER FACTORY.—The permanent Secretary-Treasurer of the Pastrycooks Union of Australia, Victorian Branch, shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at the employer's convenience.

(12) MEAL TIME.—A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

(13) REST PERIODS.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(14) FEMALE EMPLOYEES.—No female of any age (other than a packer) shall be employed prior to 6 a.m.

(15) PICNIC DAY.—The third Tuesday in February shall be a holiday and no person shall be employed between 10 p.m. on the Monday immediately preceding and midnight on the holiday.

(16) DETERMINATION TO BE EXHIBITED.—A copy of this Determination shall be posted or hung up in a place where it is easily accessible to the employees.

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

J. B. DEWAN, Secretary.

Melbourne, 16th September 1937.