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GOVERNMENT GAZETTE.

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THURSDAY, JUNE 8.

[1939

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS BOARD.

This Determination applies to the following parts of Victoria, namely:—

- (a) The Metropolitan District and the Geelong District as defined in the *Factories and Shops Act 1928* (No. 3677), such portions of the City of Sandringham as are not within the said Metropolitan District, the Cities of Ballarat, Bendigo, Chelsea, Mildura, and Warrnambool; the towns of Hamilton and Horsham; the Boroughs of Castlemaine, Clunes, Colac, Eaglehawk, Echuca, Maryborough, Sebastopol, Portland, Shepparton, Stawell, Wangaratta, and Wonthaggi; and such portion of the area vested in or under the control of the State Electricity Commission as is within a radius of one mile and a half of the Yallourn Post Office; and
- (b) the shires or portions of the shires (if any) set forth below in the column opposite the name of the shire:—

Name of Shire.	Shire or Portion of the Shire to which Determination is to be Applicable.
Bacchus Marsh .. ..	The Township of Bacchus Marsh
Bairnsdale .. ..	Such portion as is within a radius of 2 miles of the Bairnsdale Post Office
Beechworth .. ..	The Township of Beechworth
Benalla .. ..	The Central Riding
Charlton .. ..	The Township of Charlton
Colac .. ..	Such portion as is within a radius of 2 miles of the Colac Post Office
Dimboola .. ..	The Township of Dimboola and the Township of Jeparit
Ferntree Gully .. ..	Such portion as is within a radius of 1 mile of the Belgrave Post Office
Flinders .. ..	Such portion as is within a radius of 2½ miles of the Dromana Show Grounds
Frankston and Hastings .. ..	The Township of Frankston
Glenside .. ..	Such portion as is within a radius of 2 miles of the Casterton Post Office
Hampden .. ..	The Township of Terang; also such portion of Shire as is within a radius of 2 miles of the Camperdown Post Office
Kilmore .. ..	Such portion as is within a radius of 1 mile of the Kilmore Post Office
Korumburra .. ..	Such portion as is within a radius of 1 mile of the Korumburra Post Office
Kyneton .. ..	The Township of Kyneton
Lowan .. ..	The Township of Nhill
Maffra .. ..	The Township of Maffra
Mildura .. ..	The Township of Merbein
Seymour .. ..	The Township of Seymour
Swan Hill .. ..	The Township of Swan Hill
Warracknabeal .. ..	The Township of Warracknabeal
Werribee .. ..	Such portion as is within a radius of 3 miles of the Werribee Post Office
Woorayl .. ..	The Township of Leongatha

Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Treasury Gardens, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest price 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 5th June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)  
Wages Per Week of 44 Hours.

Experience.	Commencing Age—					
	15 Years or Under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
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 0	38 6	58 0	..
5th " " " " " " " "	29 0	30 6	33 0	46 6	..	..
6th " " " " " " " "	31 6	35 0	36 6	58 6	..	..
7th " " " " " " " "	36 0	38 6	44 0	..	..	..
8th " " " " " " " "	39 6	46 0	55 6	..	..	..
9th " " " " " " " "	47 0	57 6	..	..	..	..
10th " " " " " " " "	58 6	..	..	..	..	..

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

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 96s. per week of 44 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 44 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.	
	s. d.	s. d.	
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 44 Hours.

	s. d.
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein .. .. .	109 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge .. .. .	104 0
Pastrycooks, ornamentors, ornamental workers, crumpet or muffin bakers .. .. .	96 0
All other males .. .. .	81 0
Females engaged in general work .. .. .	41 6
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work .. .. .	2 7

(3) WEEKLY HOURS.—The number of hours to constitute a week's work shall be forty-four (44).

(4) TERMS OF EMPLOYMENT.—Employees, other than casual employees, who work less than 44 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

- (5) 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.                                 |  |

(6) TIME OF BEGINNING AND ENDING WORK:—

On Monday to Saturday (inclusive) .. .. .	Time of Beginning.	Time of Ending.
	6 a.m.	7 p.m.

(7) OVERTIME:—

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

- |  |  |  |
|--|--|--|
| (a) Monday, Tuesday, and Wednesday between the hours of 11 p.m. and 6 a.m. on the following day. | During the first 44 hours of such work in any week | Apprentices, Improvers, and Juvenile Workers 1½d. per hour in addition to ordinary rates.<br>All Other Persons, 2½d. per hour in addition to ordinary rates. |
| (b) Thursday between the hours of 10 p.m. and 6 a.m. of the following day.                       |  |  |
| (c) Friday between the hours of 7 p.m. and 6 a.m. of the following day.                          |  |  |
- Thereafter .. .. . Time and a half.
- (d) Double Time rates shall apply for all work done between the hours of 7 p.m. and 11 p.m. on Monday, Tuesday and Wednesday and between the hours of 7 p.m. and 10 p.m. on Thursday.

Within the hours fixed as the times of beginning and ending work, in excess of 44 hours in any week—

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

- (8) **SHIFTS.**—There shall be a ten (10) hour interval between shifts.
- (9) **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.
- (10) **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 Day; 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.
- (11) **SUNDAY WORK.**—No person shall be employed on Sunday before 12 midnight with the following exceptions—
- (a) Making fermented doughs;
  - (b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 10s. for this work
- (12) **TIME BOOK.**—The correct times of beginning and ending work shall be recorded daily in a proper book or 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.
- (13) **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.
- (14) **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.
- (15) **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.
- (16) **FEMALE EMPLOYEES.**—No female of any age (other than a packer) shall be employed prior to 6 a.m.
- (17) **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.
- (18) **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.

E. G. WILLIAMS, Acting Secretary.

Melbourne, 9th May, 1939.

