



*Factories and Shops Acts.*

DETERMINATION OF THE PRINTERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special 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 printing, including bookbinding, has made the following Determination, namely:—

That the previous Determination made by the Board, dated the 27th September, 1906, be cancelled and annulled from and after the date upon which this Determination comes into force.

PART I.—INTRODUCTORY.

1. In the construction and for the purposes of this Determination "The Metropolitan District" shall mean the Metropolitan District as defined in section 21 of Act No. 2008.  
"Outside the Metropolitan District" shall mean in any place (to which this Determination applies) other than any place within the Metropolitan District.
2. Part II.—Divisions 1-3 of this Determination, and the schedules referred to therein, shall apply to work done within the Metropolitan District.
3. Part III.—Divisions 4-5 of this Determination, and the schedules referred to therein, shall apply to work done outside the Metropolitan District.
4. Part IV. of this Determination shall, except where otherwise provided therein, apply to every city and town, and to work done within such city or town, and to such other places as this Determination may be applied by the Governor in Council.
5. Parts V. and VI. of this Determination shall apply to every city and town, and to work done within such city or town, and to such other places as this Determination may be applied by the Governor in Council.
6. As regards feeders only, experience on printing machines shall be regarded as experience on paper-ruling machines and *vice versa*.

PART II.—PRINTING DONE WITHIN THE METROPOLITAN DISTRICT.

DIVISION 1.—LETTER-PRESS PRINTING.

1. That the lowest prices or rates of payment payable to compositors shall be 1s. 3d. per hour, or £3 for a maximum number of 48 hours per week.
  2. That the lowest prices or rates of payment payable to letter-press machinists, and persons in charge of cylinder machines (including time occupied in feeding) of double-royal size and over, or any size two-colour, two-revolution, or perfecting machines, and for all three-colour process work, shall be 1s. 3d. per hour, or £3 for a maximum number of 48 hours per week; and for double-demy size and smaller (excepting three-colour process work) 1s. 2d. per hour, or £2 16s. for a maximum number of 48 hours per week.
  3. That the lowest prices or rates of payment payable to stereotypers shall be 1s. 3d. per hour, or £3 for a maximum number of 48 hours per week.
  4. That the lowest prices or rates of payment payable to proof readers shall be 1s. 4d. per hour, or £3 4s. for a maximum number of 48 hours per week.
  5. That the lowest prices or rates of payment payable to compositors (other than linotype, mono-line, and monotype operators), letter-press machinists, and proof readers employed for not more than 36 hours per week shall be for work done between 6 p.m. and 10 p.m. one and a third times the rate fixed by the Board for such persons, and (irrespective of the number of hours worked) for all work done between 10 p.m. and 6 a.m., one and a half times the rate fixed by the Board for such persons.
  6. That the lowest piece-work prices or rates of payment, except as otherwise provided in the First Schedule to this Determination, payable to males and females for piece-work done in conformity with and subject to the provisions contained in the First Schedule to this Determination shall be 1s. 1d. per 1,000 ens for all kinds of English composition, from ruby to pica inclusive; and 2d. extra per 1,000 ens for all above pica and below ruby.
  7. Overtime.—That the wages price or rate which shall be paid to proof readers, compositors, letter-press machinists, persons in charge of cylinder machines (including time occupied in feeding), and stereotypers, over the age of sixteen years, for overtime work in excess of the maximum number of 48 hours shall be one and a third times the minimum rate fixed by the Board for such persons respectively.
  8. That the lowest prices or rates of payment payable to the following male persons (not being apprentices or improvers), viz., feeders (not being persons in charge of cylinder machines) and flyers employed on platen or cylinder machines, machine varnishers, machine bronzers, hand varnishers, and roller boys shall be—
 

During 1st year's experience	}	Not being more than 18 years of age	7s. for a maximum number of 48 hours per week.
" 2nd " "			10s. " "
" 3rd " "			13s. 6d. " "
" 4th " "			17s. 6d. " "
Over 18 and under 21 years of age ...			25s. " "
- and after 21 years of age a minimum wage of 36s. for a maximum number of 48 hours per week.

9. That the lowest prices or rates of payment payable to the following female persons (not being apprentices or improvers), viz., feeders (not being persons in charge of cylinder machines) and flyers employed on platen or cylinder machines, machine varnishers, machine bronzers, hand varnishers, tin-plate carriers and cleaners-off shall be—

During 1st year's experience	$\left. \begin{array}{l} \text{Not being} \\ \text{more than} \\ \text{18 years} \\ \text{of age} \end{array} \right\}$	5s. for a maximum number of 48 hours per week.
" 2nd " "		7s. 6d. " " "
" 3rd " "		10s. " " "
" 4th " "		15s. " " "

and after 4 years' experience or on attaining 18 years of age a minimum wage of 20s. for a maximum number of 48 hours per week.

10. That the lowest prices or rates of payment payable to the following male persons (not being apprentices or improvers), viz., tin-plate carriers and cleaners-off, shall be—

During 1st year's experience	$\left. \begin{array}{l} \text{Not being} \\ \text{more than} \\ \text{18 years} \\ \text{of age} \end{array} \right\}$	6s. for a maximum number of 48 hours per week.
" 2nd " "		7s. " " "
" 3rd " "		10s. " " "
" 4th " "		13s. 6d. " " "
" 5th " "		17s. 6d. " " "

Over 18 and under 21 years of age ... 25s. " " "

and after 21 years of age a minimum wage of 36s. for a maximum number of 48 hours per week.

11. That the lowest prices or rates of payment payable to male or female hand bronzers (not being apprentices or improvers) for work done under 4 hours per week shall be the same as those fixed for male feeders, and after 4 hours per week shall be 6d. per hour, and in the case of apprentices or improvers 3d. per hour, in addition to the rates fixed for such apprentices or improvers in Part IV. of this Determination.

12. That the lowest prices or rates of payment payable to message boys (not being apprentices or improvers) shall be as follows:—

Under 16 years of age	... 6s. for a maximum number of 48 hours per week.
16 years of age and over	... 8s. " " "

13. That the lowest prices or rates of payment payable to reader boys (not being apprentices or improvers) shall be the rates fixed for apprentices in clause 1, Part IV., of this Determination.

14. That the lowest prices or rates of payment payable to any person (not being an apprentice or improver) engaged in the process, trade, or business of printing, and not otherwise provided for in this Determination, shall be the same as those fixed for feeders, male and female respectively.

15. Overtime.—That the wages price or rate which shall be paid to the following male persons (not being apprentices or improvers), viz., feeders (not being persons in charge of cylinder machines), flyers, machine varnishers, machine bronzers, hand varnishers, hand bronzers, cleaners-off, tin-plate carriers, roller boys, and message boys, over the age of sixteen years, for any time in excess of the maximum number of 48 hours fixed by the Board, shall be—1st year, 3d.; 2nd year, 4d.; 3rd year, 5d.; 4th year, 6d. per hour; and after the fourth year one and a third times the minimum rate fixed by the Board for such persons; and to male persons receiving not less than 25s. per week one and a third times the rate fixed by the Board for such persons.

#### DIVISION 2.—LINOTYPE AND MONOLINE WORK.

1. That the lowest prices or rates of payment, except as otherwise provided in the Second Schedule to this Determination, payable for linotype or monoline work, including time occupied in cleaning or remedying defective working of the machine, done between 7 a.m. and 12 o'clock midnight shall be 1s. 8d. per hour, or £3 10s. for a maximum number of 42 hours per week, and for work done between 12 o'clock midnight and 7 a.m. 2s. per hour, or £4 4s. for a maximum number of 42 hours per week.

2. That during a period of three months' probation the lowest prices or rates of payment payable to probationers for linotype or monoline work in jobbing offices shall be 1s. 2d. per hour, or £2 9s. for a maximum number of 42 hours per week.

3. That the lowest piece-work prices or rates of payment, except as otherwise provided in the Second Schedule to this Determination, payable for linotype or monoline work done in conformity with and subject to the provisions contained in the Second Schedule to this Determination, shall be 3½d. per 1,000 ens for work done between 7 a.m. and 12 o'clock midnight, and for work done between 12 o'clock midnight and 7 a.m. 4d. per 1,000 ens.

4. Overtime.—That the wages price or rate which shall be paid to any person over the age of sixteen years for linotype or monoline work, who works in excess of the maximum number of 42 hours, shall be one and a third times the minimum rate fixed by the Board for such person.

#### DIVISION 3.—MONOTYPE MACHINES.

1. That the lowest prices or rates of payment, except as otherwise provided in the Third Schedule to this Determination, payable to persons employed on monotype keyboards between 7 a.m. and 12 o'clock midnight shall be 1s. 6d. per hour, or £3 3s. for a maximum number of 42 hours per week, and for work done between 12 o'clock midnight and 7 a.m. 1s. 10d. per hour or £3 17s. for a maximum number of 42 hours per week.

2. That during a period of five months' probation the lowest prices or rates payable to probationers for work on monotype keyboards shall be 1s. 1d. per hour, or £2 5s. 6d. for a maximum number of 42 hours per week.

3. That the lowest prices or rates of payment payable to persons employed on monotype casting machines between 7 a.m. and 12 o'clock midnight shall be—

During 1st year's experience,	4d. per hour, or 14s. for a maximum number of 42 hours per week.
" 2nd " " "	5d. " 17s. 6d. " " " " "
" 3rd " " "	6d. " 21s. " " " " "
" 4th " " "	" " " " " "

and until attaining the age

of 21 years ...	7d. " 24s. 6d. " " " " "
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and thereafter a minimum wage of 1s. 1d. per hour, or £2 5s. 6d. for a maximum number of 42 hours per week, and for work done between 12 o'clock midnight and 7 a.m. one third extra.

4. That the lowest price or rate of payment for piece-work payable for monotype composition shall be 3d. per 1,000 ens.

5. Overtime.—That the wages price or rate which shall be paid to any person over the age of sixteen years for work on a monotype keyboard or monotype casting machine, worked in excess of the maximum number of 42 hours per week, shall be one and a third times the minimum rate fixed by the Board for such persons.

**HOLIDAYS—SPECIAL RATES FOR.**

That the wages price or rate which shall be paid to all persons for whom a time rate has been fixed (other than those employed on newspapers published daily) under Part II., Divisions 1, 2, and 3, of this Determination, for all work done on Sundays, Christmas Day, Good Friday, and Eight Hours Day, shall be double the minimum rate fixed by the Board for such persons.

**PART III.—PRINTING DONE OUTSIDE THE METROPOLITAN DISTRICT.**

**DIVISION 4.—LETTER-PRESS PRINTING.**

1. That the lowest prices or rates of payment payable to compositors shall be 1s. 2d. per hour or £2 16s. for a maximum number of 48 hours per week.

2. That the lowest prices or rates of payment payable to letter-press machinists, and persons in charge of cylinder machines (including time occupied in feeding) of double-royal size and over, or any size two-colour, two-revolution, or perfecting machines, and for all three-colour process work shall be 1s. 2d. per hour, or £2 16s. for a maximum number of 48 hours per week; and for double-demy size and smaller (excepting three-colour process work) 1s. 1d. per hour, or £2 12s. for a maximum number of 48 hours per week.

3. That the lowest prices or rates of payment payable to stereotypers shall be 1s. 2d. per hour, or £2 16s. for a maximum number of 48 hours per week.

4. That the lowest prices or rates of payment payable to proof readers shall be 1s. 3d. per hour, or £3 for a maximum number of 48 hours per week.

5. That the lowest prices or rates of payment payable to compositors (other than linotype or monoline operators), letter-press machinists, and proof readers employed for not more than 36 hours per week shall be for work done between 6 p.m. and 10 p.m. one and a third times the rate fixed by the Board for such persons, and (irrespective of the number of hours worked) for all work done between 10 p.m. and 6 a.m., one and a half times the rate fixed by the Board for such persons.

6. That the lowest piece-work prices or rates of payment, except as otherwise provided in the Fourth Schedule to this Determination, payable to males and females for piece-work done in conformity with, and subject to the provisions contained in, the Fourth Schedule to this Determination, shall be 1s. per 1,000 ens for all kinds of English composition, from ruby to pica inclusive; and 2d. extra per 1,000 ens for all above pica and below ruby.

7. Overtime.—That the wages price or rate which shall be paid to proof readers, compositors, letter-press machinists, persons in charge of cylinder machines (including time occupied in feeding), and stereotypers, over the age of sixteen years, for overtime work in excess of the maximum number of 48 hours, shall be one and a third times the minimum rate fixed by the Board for such persons respectively.

8. That the lowest prices or rates of payment payable to the following male persons (not being apprentices or improvers), viz., feeders (not being persons in charge of cylinder machines) and flyers employed on platen or cylinder machines, machine varnishers, machine bronzers, hand varnishers, and roller boys, shall be—

During 1st year's experience	{ Not being more than 18 years of age }	6s. 6d. for a maximum number of 48 hours per week.
" 2nd " "		9s. " " "
" 3rd " "		12s. " " "
" 4th " "		16s. " " "
Over 18 and under 21 years of age ...		22s. 6d. " " "

and after 21 years of age a minimum wage of 36s. for a maximum number of 48 hours per week.

9. That the lowest prices or rates of payment payable to the following female persons (not being apprentices or improvers), viz., feeders (not being persons in charge of cylinder machines) and flyers employed on platen or cylinder machines, machine varnishers, machine bronzers, hand varnishers, tin-plate carriers and cleaners off shall be—

During 1st year's experience	{ Not being more than 18 years of age }	5s. for a maximum number of 48 hours per week.
" 2nd " "		7s. 6d. " " "
" 3rd " "		10s. " " "
" 4th " "		15s. " " "

and after 4 years' experience or on attaining 18 years of age a minimum wage of 20s. for a maximum number of 48 hours per week.

10. That the lowest prices or rates of payment payable to the following male persons (not being apprentices or improvers), viz., tin-plate carriers and cleaners-off, shall be—

During 1st year's experience	} Not being more than 18 years of age	6s. for a maximum number of 48 hours per week.		
" 2nd "		6s. 6d.	"	"
" 3rd "		9s.	"	"
" 4th "		12s.	"	"
" 5th "		16s.	"	"
Over 18 and under 21 years of age		22s. 6d.	"	"

and after 21 years of age a minimum wage of 36s. for a maximum number of 48 hours per week.

11. That the lowest prices or rates of payment payable to male or female hand bronzers (not being apprentices or improvers) for work done under 4 hours per week shall be the same as those fixed for male feeders, and after 4 hours per week shall be 6d. per hour, and in the case of apprentices or improvers 3d. per hour in addition to the rates fixed for such apprentices or improvers in Part IV. of this Determination.

12. That the lowest prices or rates of payment payable to message boys (not being apprentices or improvers) shall be as follows:—

Under 16 years of age	6s. for a maximum number of 48 hours per week.
16 years of age and over	8s. " " "

13. That the lowest prices or rates of payment payable to reader boys (not being apprentices or improvers) shall be the rates fixed for apprentices in clause 1, Part IV., of this Determination.

14. That the lowest prices or rates of payment payable to any person (not being an apprentice or improver) engaged in the process, trade, or business of printing and not otherwise provided for in the Determination shall be the same as feeders, male and female respectively.

15. Overtime.—That the wages price or rate which shall be paid to the following male persons (not being apprentices or improvers), viz., feeders (not being persons in charge of cylinder machines), flyers, machine varnishers, machine bronzers, hand varnishers, hand bronzers, tin-plate carriers, cleaners-off, roller boys, and message boys, over the age of sixteen years, for any time in excess of the maximum number of 48 hours fixed by the Board, shall be—1st year, 3d.; 2nd year, 4d.; 3rd year, 5d.; 4th year, 6d. per hour; and after the fourth year one and a third times the minimum rate fixed by the Board for such persons; and to male persons, receiving not less than 25s. per week, one and a third times the rate fixed for such persons.

**DIVISION 5.—LINOTYPE AND MONOLINE WORK.**

1. That the lowest prices or rates of payment, except as otherwise provided in the Fifth Schedule to this Determination, payable for linotype or monoline work, including time occupied in cleaning or remedying defective working of the machine, shall be 1s. 6d. per hour, or £3 3s. for a maximum number of 42 hours per week.

2. That during a period of three months' probation the lowest prices or rates of payment payable to probationers for linotype or monoline work in jobbing offices shall be 1s. 1d. per hour, or £2 5s. 6d. for a maximum number of 42 hours per week.

3. That the lowest piece-work prices or rates of payment, except as otherwise provided in the Fifth Schedule to this Determination, payable for linotype or monoline work done in conformity with, and subject to the provisions of the Fifth Schedule to this Determination, shall be 3¼d. per 1,000 ens.

4. Overtime.—That the wages price or rate which shall be paid to any person over the age of sixteen years for linotype or monoline work, who works in excess of the maximum number of 42 hours, shall be one and a third times the minimum rate fixed by the Board for such person.

**HOLIDAYS—SPECIAL RATES FOR.**

That the wages price or rate which shall be paid to all persons for whom a time rate has been fixed (other than those employed on newspapers published daily) under Part III., Divisions 4 and 5, of this Determination, for all work done on Sundays, Christmas Day, Good Friday, and Eight Hours Day, shall be double the minimum rate fixed by the Board for such persons.

**PART IV.—MALE AND FEMALE APPRENTICES AND IMPROVERS.**

*Male and Female Apprentices.*

1. Wages of male and female apprentices.—That the lowest prices or rates of payment payable to male or female apprentices employed in the process, trade, or business of a compositor or letter-press machinist, excepting linotype, monoline, or monotype work, shall be as follows:—

1st year	6s.	for a maximum number of 48 hours per week
2nd "	8s.	" "
3rd "	10s.	" "
4th "	12s. 6d.	" "
5th "	17s. 6d.	" "
6th "	22s. 6d.	" "
7th "	28s.	" "

and after the seventh year, the minimum prices or rates of payment prescribed by this Determination for compositors or letter-press machinists within and without the metropolitan district respectively.

2. Overtime—Male Apprentices.—That the price or rate of wages which shall be paid to male apprentices (excepting linotype, monoline, and monotype apprentices) over sixteen years of age for time worked in excess of the maximum number of 48 hours fixed by the Board shall be—1st year, 3d.; 2nd year, 4d.; 3rd year, 5d.; 4th year, 6d.; 5th year, 7d.; 6th year, 8d.; 7th year, 9d. per hour.

*Male and Female Improvers.*

3. Number of male and female improvers.—That the number or proportionate number of male or female improvers who may be employed within any factory, or work-room, or shop, or place, shall be one improver to every five persons permanently employed on day work for six months in the process, trade, or business of a compositor receiving not less than £3 per week, or a letter-press machinist receiving not less than 56s. per week within the metropolitan district, and a compositor receiving not less than 56s. or a letter-press machinist not less than 52s. per week outside the metropolitan district.

4. Wages of male and female improvers.—That the lowest prices or rates of payment payable to male or female improvers employed in the process, trade, or business of a compositor or letter-press machinist, excepting linotype, monoline, or monotype work, shall be as follows:—

1st year	...	...	...	8s.	for a maximum number of 48 hours per week.
2nd "	...	...	...	10s.	" "
3rd "	...	...	...	15s.	" "
4th "	...	...	...	20s.	" "
5th "	...	...	...	25s.	" "
6th "	...	...	...	30s.	" "
7th "	...	...	...	35s.	" "

and after the seventh year, the minimum prices or rates of payment prescribed by this Determination for compositors or letter-press machinists within and without the metropolitan district respectively.

5. Overtime—Male Improvers.—That the price or rate of wages which shall be paid to male improvers over sixteen years of age for time worked in excess of the maximum number of 48 hours fixed by the Board shall be one and a third times the minimum rates fixed by the Board for such persons.

*Apprentices and Improvers.*

6. That the lowest prices or rates of payment payable to male and female apprentices or improvers while employed on linotype, monoline, or monotype machines or keyboards during the first six years of their apprenticeship or improvership shall be 1s. 3d. per hour, or £3 for a maximum number of 48 hours per week, and during the seventh year of their apprenticeship or improvership 7d. per hour or 28s. for a maximum number of 48 hours per week.

7. Overtime.—That the price or rate of wages which shall be paid to male apprentices or improvers over sixteen years of age for linotype, monoline, or monotype work done in excess of the maximum number of 48 hours, fixed by the Board, shall be one and a third times the minimum rates fixed by the Board for such persons respectively.

8. That the wages price or rate which shall be paid to all persons for whom a time rate has been fixed (other than those employed on newspapers published daily) under Part IV. of this Determination, for all work done on Sundays, Christmas Day, Good Friday, and Eight Hours Day, shall be double the minimum rate fixed by the Board for such persons.

## FIRST SCHEDULE

(Within the Metropolitan District).

## HAND COMPOSITION SCALE.

1. All casual hands when called on shall be paid 10s. for eight hours or any fraction of eight hours, or 8s. 8d. for 8,000 or any fraction of 8,000 ens.

2. All kinds of composition entirely in a foreign language shall be done on time, unless compositors are employed of the same nationality as the language in which the work is composed.

3. All kinds of music composition, Greek, Hebrew, or dead languages, shall be done only on time.

4. Alterations from copy to be done by the "house," or charged for every line passing through the stick, and all marks in revises not appearing in the first proof to be corrected by the "house."

5. All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; where the 26 lower-case letters are less than the 26 en quads the cast up shall be by the lower-case letters; a thick space to be considered as an en quad in width. Em and en quads, or whatever may be used at the beginning or end of lines, to be reckoned in the width. Bastard founts to be cast up to the width of the smaller body of the founts to which they belong.

6. All persons employed on column or tabular matter, with or without headings or rules:—Two columns—two justifications or arrangements to constitute half-measure—1s. 5½d. per 1,000 ens. Three columns—three justifications or arrangements—1s. 7½d. per 1,000 ens. Four columns—four or more justifications or arrangements—2s. 2d. per 1,000 ens. In all cases where braces are to be pieced each brace shall constitute a column.

7. Tabular or column matter with headings in smaller type than the body is to be cast up at the relative value of the two bodies.

8. Introductory lines or footnotes attached to table matter not exceeding six lines each to be charged as part of the table.

9. Matter consisting of subscribers' names, with the sums of money run out to the end of the line names of horses, with st. and lb. run out; measurements of land, with acres, roods, and perches run out take no extra charge; but where there are two columns of such figures brought into the same width, 1s. 5½d. per 1,000 ens; three columns, 1s. 7½d. per 1,000 ens; four or more columns, 2s. 2d. per 1,000 ens. In all matter which requires casting-off to ascertain proper widths for the purpose of ranging (whether such matter consists of words or figures) each width or ranging shall be considered a column—with or without rules or headings.

10. Run-on matter, such as is shown in Appendix A, and other matter of a similar character causing extra delay and trouble to the compositor, 1s. 5½d. per 1,000 ens.
11. Takings composed with ancient spelling, or dialect, 1s. 7½d. per 1,000 ens.
12. All matter with a border round, whether formed of rules, letters, or otherwise, 2s. 2d. per 1,000 ens.
13. Algebraical workings to be charged 2s. 2d. per 1,000 ens; matter interspersed with algebraical signs, 1s. 7½d. per 1,000 ens.
14. Narrow measures (other than tabular):—Ten ems pica and over, at 1s. 1d. per 1,000 ens; eight ems and under ten, 1s. 4¼d. per 1,000 ens; four ems and under eight, 1s. 7½d. per 1,000 ens; under four ems, 2s. 2d. per 1,000 ens.
15. All lines composed away from the frame, 2s. 2d. per 1,000 ens.

[NOTE.—1s. 4¼d. = 1½; 1s. 5½d. = 1½; 1s. 7½d. = 1½; 2s. 2d. = double.]

## SECOND SCHEDULE

(Within the Metropolitan District.)

### LINOTYPE AND MONOLINE WORK.

1. All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; a thick space over to be considered as an en quad in width. Em and en quads, or whatever may be used at the beginning or end of lines, to be reckoned in the width. Bastard founts to be cast up to the width of the smaller body of the founts to which they belong.
2. All persons employed on column or tabular matter cast on one bar:—Two columns—two justifications or arrangements to constitute half measure—4¾d. per 1,000 ens. Three columns—three justifications or arrangements—5¼d. per 1,000 ens. Four columns—four or more justifications or arrangements—7d. per 1,000 ens. (The above charges are to be made whether the matter is with or without headings or rules.)
3. Matter requiring two bars to complete one measure (not being tabular matter), 4¾d. per 1,000 ens; three, 5¼d. per 1,000 ens; four or more, 7d. per 1,000 ens.
4. All lines cast by the machine shall be charged as full lines.
5. Matter in all types up to brevier inclusive set to measure under 12 ems pica, 4¾d. per 1,000 ens; under 9 ems pica, 5¼d. per 1,000 ens. All types above brevier set to less than 13 ems pica to be charged by brevier multiple.
6. Run-on figure matter (such as timber and wool sales and similar matter), 4¾d. per 1,000 ens. (See Appendix A for sample.)
7. All matter with a border round, whether formed of rules, letters, or otherwise, 7d. per 1,000 ens.
8. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects), 5¼d. per 1,000 ens; and foreign languages, 7d. per 1,000 ens.
9. One line extra shall be charged for each word of small caps, italic, clarendon, fed in by hand, but where such words are set on the keyboard one line extra shall be charged for each line containing such words, excepting small caps, which shall be charged one line extra for each word.
10. Matter having to be transposed by the operator (*i.e.* which is not set up in the order in which it appears in copy), 4¾d. per 1,000 ens. Illegible or indistinct copy, being unfair, 4¾d. per 1,000 ens.
11. All first-proof and revise corrections (marks left undone in the first proof) to be done by the operator. "House" marks to be charged 7d. per 1,000 ens, if done by the operator. All "slugging" to be done by the "house."
12. All matter set from books or copy that will not go on the copy-tray, 4¾d. per 1,000 ens.
13. Alterations from copy in the first proof to be charged at the rate of 7d. per 1,000 ens for every line affected by such alterations. Authors' proofs to be charged at the same rate, but not less than twelve lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or authors' marks on time.
14. Alterations from copy in the first proof to be charged in measures under 12 ems, 9½d. per 1,000 ens. Under 9 ems measure, 10¼d. per 1,000 ens. Authors' proofs to be charged at the same rate, but not less than twelve lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or authors' marks on time.
15. Twelve lines of 16-ems pica or less, or their equivalent in wider measure, shall constitute a machine "take" of copy.
16. Matrices coming down wrong channel, transposition of matrices, repeated missing of matrices, matrices repeating of their own accord, space bands transposing, and sunken letters shall constitute machine errors, and shall be charged as "house" marks. Provided that the attention of the engineer shall have been called to such defect, and he shall have failed to remedy the matter.
17. Changing or altering mould in linotype machine, 4d.; changing magazine, 4d.; emptying and refilling magazine, 1s.
18. Changing or altering mould in monoline machine, 5d.; changing magazine, 3d.; emptying and refilling magazine, 1s.

[NOTE.—4¾d. = 1½; 5¼d. = 1½; 7d. = double.]

THIRD SCHEDULE  
(Within the Metropolitan District).  
MONOTYPE WORK.

1. All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; a thick space over to be considered as an en quad in width. Em and en quads, or whatever may be used at the beginning or end of lines, to be reckoned in the width. Bastard founts to be cast up to the width of the smaller body of the founts to which they belong.
2. All persons employed on column or tabular matter:—Two columns—two justifications or arrangements to constitute half measure—4d. per 1,000 ens. Three columns—three justifications or arrangements—4½d. per 1,000 ens. Four columns—four or more justifications or arrangements—6d. per 1,000 ens. (The above charges are to be made whether the matter is with or without headings or rules.)
3. All lines cast by the machine shall be charged as full lines.
4. Matter in all types up to brevier inclusive set to measure under 12 ems pica, 4d. per 1,000 ens; under 9 ems pica, 4½d. per 1,000 ens. All types above brevier set to less than 13 ems pica to be charged by brevier multiple.
5. Run-on figure matter (such as timber and wool sales and similar matter), 4d. per 1,000 ens (See Appendix A for sample.)
6. All matter with a border round, whether formed of rules, letters, or otherwise, 6d. per 1,000 ens.
7. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects), 4½d. per 1,000 ens; and foreign languages, 6d. per 1,000 ens.
8. Matter having to be transposed by the operator (*i.e.*, which is not set up in the order in which it appears in copy), 4d. per 1,000 ens. Illegible or indistinct copy, being unfair, 4d. per 1,000 ens.
9. All first-proof and revise corrections (marks left undone in the first proof) to be done by the operator. "House" marks to be charged 6d. per 1,000 ens, if done by the operator.
10. All matter set from books or copy that will not go on the copy-tray, 4d. per 1,000 ens.
11. Alterations from copy in the first proof and authors' proofs shall be done on time.
12. Twenty lines of 16-ems pica or less, or their equivalent in wider measure, shall constitute a machine "take" of copy.

[NOTE.—4d. = 1½; 4½d. = 1½; 6d. = double.]

FOURTH SCHEDULE  
(Outside the Metropolitan District).  
HAND COMPOSITION SCALE.

1. All casual hands when called on shall be paid 9s. 3d. for eight hours or any fraction of eight hours, or 8s. for 8,000 or any fraction of 8,000 ens.
2. All kinds of composition entirely in a foreign language shall be done on time, unless compositors are employed of the same nationality as the language in which the work is composed.
3. All kinds of music composition, Greek, Hebrew, or dead languages, shall be done only on time.
4. Alterations from copy to be done by the "house," or charged for every line passing through the stick, and all marks in revises not appearing in the first proof to be corrected by the "house."
5. All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; where the twenty-six lower-case letters are less than the twenty-six en quads the cast up shall be by the lower-case letters; a thick space to be considered as an en quad in width. Em and en quads, or whatever may be used at the beginning or end of lines, to be reckoned in the width. Bastard founts to be cast up to the width of the smaller body of the founts to which they belong.
6. All persons employed on column or tabular matter, with or without headings or rules:—Two columns—two justifications or arrangements to constitute half-measure—1s. 4d. per 1,000 ens. Three columns—three justifications or arrangements—1s. 6d. per 1,000 ens. Four columns—four or more justifications or arrangements—2s. per 1,000 ens. In all cases where braces are to be pieced each brace shall constitute a column.
7. Tabular or column matter with headings in smaller type than the body is to be cast up at the relative value of the two bodies.
8. Introductory lines or footnotes attached to table matter not exceeding six lines each to be charged as part of the table.
9. Matter consisting of subscribers' names, with the sums of money run out to the end of the line; names of horses, with st. and lb. run out; measurements of land, with acres, roods, and perches run out take no extra charge; but where there are two columns of such figures brought into the same width, 1s. 4d. per 1,000 ens; three columns, 1s. 6d. per 1,000 ens; four or more columns, 2s. per 1,000 ens. In all matter which requires casting-off to ascertain proper widths for the purpose of ranging (whether such matter consists of words or figures) each width or ranging shall be considered a column— with or without rules or headings.
10. Run-on matter, such as is shown in Appendix A, and other matter of a similar character, causing extra delay and trouble to the compositor, 1s. 4d. per 1,000 ens.
11. Takings composed with ancient spelling, or dialect, 1s. 6d. per 1,000 ens.
12. All matter with a border round, whether formed of rules, letters, or otherwise, 2s. per 1,000 ens.
13. Algebraical workings to be charged 2s. per 1,000 ens; matter interspersed with algebraical signs, 1s. 6d. per 1,000 ens.
14. Narrow measures (other than tabular):—Ten ems pica and over, at 1s. per 1,000 ens; eight ems and under ten, 1s. 3d. per 1,000 ens; four ems and under eight, 1s. 6d. per 1,000 ens; under four ems, 2s. per 1,000 ens.
15. All lines composed away from the frame, 2s. per 1,000 ens.

NOTE.—1s. 3d. = 1½; 1s. 4d. = 1½; 1s. 6d. = 1½; 2s. = double.]



## FIFTH SCHEDULE

(Outside the Metropolitan District).

## LINO TYPE AND MONOLINE SCALE:

1. All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; a thick space over to be considered as an en quad in width. Em and en quads, or whatever may be used at the beginning or end of lines, to be reckoned in the width. Bastard founts to be cast up to the width of the smaller body of the founts to which they belong.

2. All persons employed on column or tabular matter cast on one bar:—Two columns—two justifications or arrangements to constitute half measure— $4\frac{1}{2}$ d. per 1,000 ens. Three columns—three justifications or arrangements— $4\frac{3}{4}$ d. per 1,000 ens. Four columns—four or more justifications or arrangements— $6\frac{1}{2}$ d. per 1,000 ens. (The above charges are to be made whether the matter is with or without headings or rules.)

3. Matter requiring two bars to complete one measure (not being tabular matter),  $4\frac{1}{2}$ d. per 1,000 ens; three,  $4\frac{3}{4}$ d. per 1,000 ens; four or more,  $6\frac{1}{2}$ d. per 1,000 ens.

4. All lines cast by the machine shall be charged as full lines.

5. Matter in all types up to brevier inclusive set to measure under 12 ems pica,  $4\frac{1}{2}$ d. per 1,000 ens; under 9 ems pica,  $4\frac{3}{4}$ d. per 1,000 ens. All types above brevier set to less than 13 ems pica to be charged by brevier multiple.

6. Run-on figure matter (such as timber and wool sales and similar matter),  $4\frac{1}{2}$ d. per 1,000 ens: (See Appendix A for sample.)

7. All matter with a border round, whether formed of rules, letters, or otherwise,  $6\frac{1}{2}$ d. per 1,000 ens.

8. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects),  $4\frac{1}{2}$ d. per 1,000 ens; and foreign languages,  $6\frac{1}{2}$ d. per 1,000 ens.

9. One line extra shall be charged for each word of small caps, italic, clarendon, fed in by hand, but where such words are set on the keyboard one line extra shall be charged for each line containing such words, excepting small caps, which shall be charged one line extra for each word.

10. Matter having to be transposed by the operator (*i.e.*, which is not set up in the order in which it appears in copy),  $4\frac{1}{2}$ d. per 1,000 ens. Illegible or indistinct copy, being unfair,  $4\frac{1}{2}$ d. per 1,000 ens.

11. All first-proof and revise corrections (marks left undone in the first proof) to be done by the operator. "House" marks to be charged  $6\frac{1}{2}$ d. per 1,000 ens if done by the operator. All "slugging" to be done by the "house."

12. All matter set from books or copy that will not go on the copy-tray,  $4\frac{1}{2}$ d. per 1,000 ens.

13. Alterations from copy in the first proof to be charged at the rate of  $6\frac{1}{2}$ d. per 1,000 ens for every line affected by such alterations. Authors' proofs to be charged at the same rate, but not less than twelve lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or authors' marks on time.

14. Alterations from copy in the first proof to be charged in measures under 12 ems,  $8\frac{3}{4}$ d. per 1,000 ens. Under 9 ems measure,  $9\frac{3}{4}$ d. per 1,000 ens. Authors' proofs to be charged at the same rate, but not less than twelve lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or authors' marks on time.

15. Twelve lines of 16 ems pica or less, or their equivalent in wider measure, shall constitute a machine "take" of copy.

16. Matrices coming down wrong channel, transposition of matrices, repeated missing of matrices, matrices repeating of their own accord, space bands transposing, and sunken letters shall constitute machine errors, and shall be charged as "house" marks. Provided that the attention of the engineer shall have been called to such defect, and he shall have failed to remedy the matter.

17. Changing or altering mould in linotype machine, 4d.; changing magazine, 4d.; emptying and refilling magazine, 1s.

18. Changing or altering mould in monoline machine, 5d.; changing magazine, 3d.; emptying and refilling magazine, 1s.

[NOTE.— $4\frac{1}{2}$ d. =  $1\frac{1}{2}$ ;  $4\frac{3}{4}$ d. =  $1\frac{3}{4}$ ;  $6\frac{1}{2}$ d. = double.]

## APPENDIX A.

Run-on matter of the following description takes a charge of one-third extra:—

Ex Oriana, City of Adelaide, and Beltana.—Crystal Brook—48 geese at 8d., 32 at 9 $\frac{1}{2}$ d., 4 grease lambs at  $6\frac{1}{2}$ d. 4 grease pieces at 5d., 12 bellies at  $5\frac{1}{2}$ d. Mul—25 grease cross bred at 8d. Mulloorina—10 at  $6\frac{1}{2}$ d.

1 do., CN over YP 2 do.—all at  $4\frac{3}{4}$ d.; R in circle, 1 bellies 3d.; AH over N, 1 do., 3d.; TG over A, 1 do. 3d., 1 lamb pieces 2d.; CN over YP, 1 pieces  $1\frac{1}{2}$ d.; PI. 2 do. 2 $\frac{1}{2}$ d.; JW over BARRINDILKE, 1 locks;

on Q Kt, 2 P on Q R 2, P on Q Kt 2, P on K Kt 2, P on K R 2, P on K B 2, P on Q B 3, P on Q 4. Black (Mr. Charlick) —K on K Kt sq. R on K B 2, Kt on Q B 3, Pawns on Q R 2, Q Kt 2,

£1 15s.; sec. 57, 216a., do., £3; sec. 58, 193a., do., £2 15s.; sec. 59, 210a.; do., £2 15s.; sec. 60, 185a., do., £2 10s.; sec. 61, 235a., do., £2 5s.; sec. 62, 235a., do., £4 15s.; sec. 66, 165a., do., £2 5s.; sec. 67, 151a., do., £2.

SECTIONS 89, 40, 91, 92, 89, 99, 100, 101, 102, 154, 156, 199, 200, 201, 206, 207, 208, 217, 218, 246, 247, 248, 263, 264, 304, 163, 164, 146, 161, 162, 165, 166, 166, 197, 198, 221, 222, 87, 302, 308, 309, 318, 84, 97, 157;

Ballarot Bank, b. £8. Band and Albion Consols, b. 79s. 6d., s. 80s., sales 79s., 79s. 6d. Berry Consols, b. £12 1s., s. £12 2s., sales £12, £12 1s. Berry Consols Extended, s. 20s. Berry No. 1, b. 71s., s. 72s., sales, 69s. 6d., 70s., 72s. Black Horse United, s. 24s.

Messrs. G. and T. have sold, at their rooms, Collins-street, the undermentioned timber at various prices:—118,256 ft. Tasmanian hardwood, 3 x 1, 4 x 1, 5 x 1, 6 x 1, 3 x 2, 4 x 2, 5 x 2, 6 x 2, 8 x 2, 9 x 2, 3 x 3, 4 x 3, 5 x 3, 6 x 3, 7 x 3, 8 x 3, 9 x 3, 10 x 3, 12 x 3, 14 x 3, 16 x 6; 2,000 ft. Kauri, 2 x 6, 3 x 6, 4 x 6, 5 x 6; and 10,000 ft. T. and G. flooring boards, 6 x  $\frac{3}{4}$ , 6 x 1.

PART V.—LITHOGRAPHY.

1. That the lowest prices or rates of payment payable to lithographers shall be 1s. 2d. per hour, or 56s. for a maximum number of 48 hours per week.

2. Overtime.—That the wages price or rate which shall be paid to male lithographers (including grainers and stone polishers), over the age of sixteen years, for work in excess of the maximum number of 48 hours shall be one and a third times the minimum wage fixed by the Board for such persons.

3. That the lowest prices or rates of payment payable to the following male persons (not being apprentices or improvers), viz., feeders and flyers employed on lithographic machines, grainers, stone polishers, label punchers, machine varnishers; machine bronzers, hand varnishers, and roller boys, shall be :—

During 1st year's experience	{ Not being more than 18 years of age	7s. for a maximum number of 48 hours per week.
2nd " " "		10s. " " "
" 3rd " " "		13s. 6d. " " "
" 4th " " "		17s. 6d. " " "
Over 18 and under 21 years of age	...	25s. " " "
and after 21 years of age		a minimum wage of 36s. for a maximum number of 48 hours per week.

4. That the lowest prices or rates of payment payable to the following female persons (not being apprentices or improvers), viz., feeders and flyers employed on lithographic machines, label-punchers, machine varnishers, machine bronzers, hand varnishers, tin-plate carriers and cleaners off shall be :—

During 1st year's experience	{ Not being more than 18 years of age	5s. for a maximum number of 48 hours per week...
" 2nd " " "		7s. 6d. " " "
" 3rd " " "		10s. " " "
" 4th " " "		15s. " " "
and after 4 years' experience or on attaining 18 years of age		the minimum wage of 20s. for a maximum number of 48 hours per week.

5. That the lowest prices or rates of payment payable to the following male persons (not being apprentices or improvers), viz., tin-plate carriers, and cleaners-off, shall be :—

During 1st year's experience	{ Not being more than 18 years of age	6s. for a maximum number of 48 hours per week.
" 2nd " " "		7s. " " "
" 3rd " " "		10s. " " "
" 4th " " "		13s. 6d. " " "
" 5th " " "		17s. 6d. " " "
Over 18 and under 21 years of age	...	25s. " " "
and after 21 years of age		a minimum wage of 36s. for a maximum number of 48 hours per week.

6. That the lowest prices or rates of payment payable to male or female hand bronzers (not being apprentices or improvers) for work done under 4 hours per week shall be the same as those fixed for male feeders, and after 4 hours per week shall be 6d. per hour, and in the case of apprentices or improvers, 3d. per hour in addition to the rates fixed for such apprentices or improvers in this Determination.

7. That the lowest prices or rates of payment payable to message boys (not being apprentices or improvers) shall be as follows :—

Under 16 years of age,	6s. for a maximum number of 48 hours per week.
16 years of age and over,	8s. " " "

8. That the lowest prices or rates of payment payable to any person (not being an apprentice or improver) engaged in the process, trade, or business of lithographic printing not otherwise provided for in this Determination shall be the same as those fixed for feeders, male and female respectively.

9. Overtime.—That the wages price or rate which shall be paid to the following male persons (not being apprentices or improvers), viz., feeders, flyers, label punchers, machine varnishers, machine bronzers, hand varnishers, hand bronzers, tin-plate carriers, cleaners-off, roller boys, and message boys over the age of sixteen years for any time in excess of the maximum number of 48 hours fixed by the Board, shall be—1st year, 3d.; 2nd year, 4d.; 3rd year, 5d.; 4th year, 6d. per hour; and after the fourth year, one and a third times the rate fixed by the Board for such persons; and to male persons receiving not less than 25s. per week one and a third times the rate fixed by the Board for such persons.

*Apprentices and Improvers.*

10. Number of male and female improvers.—That the number or proportionate number of male or female improvers who may be employed within any factory, or work-room, or shop, or place, in the process, trade, or business of lithography shall be one improver to every five journeymen permanently employed for six months in the process, trade, or business of a lithographer, and not receiving less than 56s. per week of 48 hours.

11. Wages of male improvers.—That the lowest prices or rates of payment payable to male improvers employed in the process, trade, or business of lithography shall be as follows :—

1st year	...	8s. for a maximum number of 48 hours per week.
2nd "	...	10s. " " "
3rd "	...	15s. " " "
4th "	...	20s. " " "
5th "	...	25s. " " "
6th "	...	30s. " " "
7th "	...	35s. " " "
and after the seventh year		1s. 2d. per hour, or 56s. for a maximum number of 48 hours per week.

12. Wages of male or female apprentices or female improvers.—That the lowest prices or rates of payment payable to male or female apprentices or female improvers who may be employed in the process, trade, or business of lithography shall be as follows :—

1st year	...	...	6s. for a maximum number of 48 hours per week.
2nd "	...	...	8s. " " "
3rd "	...	...	10s. " " "
4th "	...	...	12s. 6d. " " "
5th "	...	...	17s. 6d. " " "
6th "	...	...	22s. 6d. " " "
7th "	...	...	28s. " " "

and after the seventh year 1s. 2d. per hour, or 56s. for a maximum number of 48 hours per week.

13. Overtime—Male Improvers.—That the wages price or rate which shall be paid to male improvers over sixteen years of age employed in the process, trade, or business of lithography for time worked in excess of the maximum number of 48 hours fixed by the Board shall be one and a third times the minimum rates fixed by the Board for such persons.

14. Overtime—Male Apprentices.—That the wages price or rate which shall be paid to male apprentices over sixteen years of age employed in the process, trade, or business of lithography for time worked in excess of the maximum number of 48 hours fixed by the Board shall be—1st year, 3d.; 2nd year, 4d.; 3rd year, 5d.; 4th year, 6d.; 5th year, 7d.; 6th year, 8d.; 7th year, 9d. per hour...

HOLIDAYS—SPECIAL RATES FOR.

15. That the wages price or rate which shall be paid to all persons for whom a time rate has been fixed under Part V. of this Determination, for all work done on Sundays, Christmas Day, Good Friday, and Eight Hours Day, shall be double the minimum rate fixed by the Board for such persons.

PART VI.—BOOKBINDING.

1. That the lowest prices or rates of payment payable to bookbinders and vellum binders for turned in work (excepting persons only employed on quarter-bound work cut flush, turned in paper sides), marblers, finishers, paper rulers, blockers (except for blind blocking), guillotine-machine cutters, gilders, leather cutters, pocket-book makers, and hand indexers shall be 1s. 2d. per hour, or 56s. for a maximum number of 48 hours per week.

2. That the lowest prices or rates of payment payable to female folders, pagers, perforators, staplers, checkers, cloth joint makers, binders of quarter-bound work cut flush turned in paper sides, binders of all flush work not turned in, and machine indexers, shall be 4½d. per hour, or 18s. for a maximum number of 48 hours per week.

3. That the lowest prices or rates of payment payable to female sewers and to takers-down of letter-press work shall be 5d. per hour, or 20s. for a maximum number of 48 hours per week.

4. Overtime.—That the wages price or rate which shall be paid to male bookbinders (including vellum binders for turned in work, marblers, finishers, paper rulers, blockers, guillotine-machine cutters, gilders, leather cutters, pocket-book makers, and hand indexers) over the age of sixteen years for work in excess of the maximum number of 48 hours shall be one and a third times the minimum wage fixed by the Board for such persons.

5. That the lowest prices or rates of payment payable to male feeders (not being apprentices or improvers) employed on ruling machines and to male quarter binders and gluers (not being apprentices or improvers) for quarter-bound work cut flush turned in paper sides, and all flush work not turned in shall be as follows :—

During 1st year's experience	{ Not being more than 18 years of age }	7s. for a maximum number of 48 hours per week.
" 2nd " "		10s. " " "
" 3rd " "		13s. 6d. " " "
" 4th " "		17s. 6d. " " "
Over 18 and under 21 years of age	...	25s. " " "
and after 21 years of age a minimum wage of 36s.		for a maximum number of 48 hours per week.

6. That the lowest prices or rates of payment payable to female feeders (not being apprentices or improvers) employed on ruling machines and to female gluers (not being apprentices or improvers) for quarter-bound work cut flush turned in paper sides, and all flush work not turned in shall be as follows :—

During 1st year's experience	{ Not being more than 18 years of age }	5s. for a maximum number of 48 hours per week.
" 2nd " "		7s. 6d. " " "
" 3rd " "		10s. " " "
" 4th " "		15s. " " "
and after 4 years' experience or on attaining 18 years of age a minimum wage of 20s.		for a maximum number of 48 hours per week.

7. That the lowest prices or rates of payment payable to message boys (not being apprentices or improvers) shall be as follows :—

Under 16 years of age,	6s. for a maximum number of 48 hours per week.
16 years of age and over,	8s. " " "

8. That the lowest prices or rates of payment payable to any person (not being an apprentice or improver) engaged in the process, trade, or business of bookbinding and not otherwise provided for in this Determination shall be the same as those fixed for feeders, male and female respectively.

9. Overtime.—That the wages price or rate which shall be paid to the following male persons (not being apprentices or improvers), viz., feeders, quarter binders, gluers for quarter-bound work cut flush turned-in paper sides, and all flush work not turned in, and message boys over the age of sixteen years for any time in excess of the maximum number of 48 hours fixed by the Board, shall be—1st year, 3d.; 2nd year, 4d.; 3rd year, 5d.; 4th year, 6d. per hour; and after the 4th year, one and a third times the rate fixed by the Board for such persons; and to male persons receiving not less than 25s. per week one and a third times the rate fixed by the Board for such persons.

*Apprentices and Improvers.*

10. Number of male improvers.—That the number or proportionate number of male improvers who may be employed within any factory, or work-room, or shop, or place in the process, trade, or business of bookbinding shall be one improver to every five journeymen permanently employed for six months in the process, trade, or business of bookbinding, and receiving not less than 56s. per week of 48 hours.

11. Wages of male apprentices.—That the lowest prices or rates of payment payable to male apprentices employed in the process, trade, or business of bookbinding shall be as follows :—

1st year	...	...	...	6s. for a maximum number of 48 hours per week.
2nd "	...	...	...	8s. " " "
3rd "	...	...	...	10s. " " "
4th "	...	...	...	12s. 6d. " " "
5th "	...	...	...	17s. 6d. " " "
6th "	...	...	...	22s. 6d. " " "
7th "	...	...	...	28s. " " "

and after the seventh year 1s. 2d. per hour, or 56s. for a maximum number of 48 hours per week.

12. Wages of male improvers.—That the lowest prices or rates of payment payable to male improvers employed in the process, trade, or business of bookbinding shall be as follows :—

1st year	...	...	...	8s. for a maximum number of 48 hours per week.
2nd "	...	...	...	10s. " " "
3rd "	...	...	...	15s. " " "
4th "	...	...	...	20s. " " "
5th "	...	...	...	25s. " " "
6th "	...	...	...	30s. " " "
7th "	...	...	...	35s. " " "

and after the seventh year 1s. 2d. per hour, or 56s. for a maximum number of 48 hours per week.

13. Overtime—Male Apprentices.—That the wages price or rate which shall be paid to male apprentices over the age of sixteen years employed in the process, trade, or business of bookbinding for any time in excess of the maximum number of 48 hours fixed by the Board shall be—1st year, 3d.; 2nd year 4d.; 3rd year, 5d.; 4th year, 6d.; 5th year, 7d.; 6th year, 8d.; 7th year, 9d. per hour.

14. Overtime—Male Improvers.—That the wages price or rate which shall be paid to male improvers over the age of sixteen years employed in the process, trade, or business of bookbinding for any time worked in excess of the maximum number of 48 hours fixed by the Board shall be one and a third times the minimum rates fixed by the Board for such persons.

15. Number of female improvers.—That the number or proportionate number of female improvers who may be employed within any factory, or work-room, or shop, or place, shall be two improvers to every female permanently employed for six months in the process, trade, or business of bookbinding, and receiving not less than the minimum wage of 18s. per week of 48 hours in the case of folders, pagers, perforators, staplers, checkers, machine indexers, cloth joint makers, binders of quarter-bound work cut flush turned in paper sides; and all flush work not turned in, and not less than 20s. per week of 48 hours in the case of sewers and of takers-down of letter-press work.

16. Wages of female apprentices or improvers.—That the lowest prices or rates of payment payable to female apprentices or improvers employed in the process, trade, or business of sewing, folding, paging, perforating, stapling, checking, machine indexing, cloth joint making, binding of quarter-bound work cut flush turned in paper sides and all flush work not turned in, and taking down letter-press work, shall be—

1st year	...	...	...	5s. for a maximum number of 48 hours per week.
2nd "	...	...	...	7s. 6d. " " "
3rd "	...	...	...	10s. " " "
4th "	...	...	...	12s. 6d. " " "
5th "	...	...	...	15s. " " "

and after the fifth year for a maximum number of 48 hours per week a minimum wage of 18s. per week to folders, pagers, perforators, staplers, checkers, machine indexers, cloth joint makers, binders of quarter-bound work cut flush turned in paper sides, and all flush work not turned in; and of 20s. per week to sewers and to takers-down of letter-press work.

**HOLIDAYS—SPECIAL RATES FOR.**

17. That the wages price or rate which shall be paid to all persons for whom a time rate has been fixed under Part VI. of this Determination, for all work done on Sundays, Christmas Day, Good Friday, and Eight Hours Day, shall be double the minimum rate fixed by the Board for such persons.

That this Determination shall come into force on and after the first day of November, 1909.

THOS. W. GAGGIN,

*Chairman.*

Melbourne.  
20th September, 1909.