



# VICTORIA GOVERNMENT GAZETTE

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MONDAY, AUGUST 14.

[1911.]

Factories and Shops Acts.

## DETERMINATION OF THE AGRICULTURAL IMPLEMENTS 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 a maker of—

- (a) agricultural machinery or implements ;
- (b) parts of agricultural machinery or implements ;
- (c) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills ; or
- (d) in assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those specified above,

has made the following Determination, namely :—

1. That the previous Determination of this Board is hereby amended, and such amendments shall come into force and be operative on and after the 7th day of August, 1911. The Determination and amendments are printed hereunder.

2. That the lowest rates of wages to be paid to the following classes of persons shall be :—

### ADULTS—WAGES.

|   |                            |
|---|----------------------------|
| Blacksmiths ... ..  | 6Cs. per week of 48 hours. |
| Fitters (other than those engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers) ... | 60s. " "                   |
| Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers) ...                   | 54s. " "                   |
| Turners ... ..  | 60s. " "                   |
| Blacksmiths' strikers ... ..  | 48s. " "                   |
| Malleable iron annealers ... ..   | 48s. " "                   |
| Machinists, iron (other than fitters and turners) and including bulldozer men and grinders ...  | 54s. " "                   |
| Drillers ... ..   | 48s. " "                   |
| Belt cutters ... ..   | 48s. " "                   |
| Pattern makers ... ..   | 66s. " "                   |
| Wheelwrights ... ..   | 60s. " "                   |
| Carpenters (including timber markers) ...   | 60s. " "                   |
| Machinists, wood (excepting those working shaping machine, or Boulton's carver or boring or mortising machine, or crosscut-saw) ...                                     | 57s. " "                   |
| Men working shaping machine or Boulton's carver... ..   | 60s. " "                   |
| Men working boring machine, mortising machine, or cross-cut saw ... ..  | 48s. " "                   |

ADULTS—WAGES—*continued.*

|  |          |                       |
|--|----------|-----------------------|
| Pullers-out, men in charge of cranes, paint mixers, and men in charge of stores  | ... 48s. | per week of 48 hours. |
| Crane attendants, attendants at paint mills, timber stackers, persons dismantling implements, and storemen under man in charge | ... 45s. | " "                   |
| Timber yardsmen  | ... 48s. | " "                   |
| Painters—writers and liners  | ... 60s. | " "                   |
| Painters—brush hands   | ... 51s. | " "                   |
| Engine-drivers driving 1st class engines   | ... 55s. | " *                   |
| Engine-drivers driving 2nd class engines   | ... 51s. | " *                   |
| Engine-driving combined with other work  | ... 60s. | " *                   |
| Labourers  | ... 45s. | " "                   |
| Sheet-iron workers   | ... 54s. | " "                   |
| Assemblers   | ... 48s. | " "                   |

3. An assembler shall mean any adult person employed in putting together any of the classes or kinds of machinery or implements as aforesaid which have been previously fitted or so standardized as to require no fitting; but shall not include any adult person employed in cutting or shaping the material of which such machinery or implements are composed.

PROPORTION OF APPRENTICES.

4. That the number of apprentices who may be employed within any factory or shop or place shall be—

One apprentice to every two or fraction of two workers receiving not less than the minimum wage of 4s. per week of 48 hours, or earning at piece-work not less than that amount.

PROPORTION OF IMPROVERS.

5. That the number of improvers who may be employed within any factory or shop or place shall be—

One improver to the first four adults, or fraction thereof, receiving not less than 5s. per week of 48 hours, and thereafter one improver to every four additional such adults.

RATES OF WAGES OF APPRENTICES OR IMPROVERS.

6. That the lowest prices or rates of payment payable to apprentices or improvers shall be—

|                               |        |      |                       |
|-------------------------------|--------|------|-----------------------|
| For the 1st year's experience | ... .. | 8s.  | per week of 48 hours. |
| 2nd                           | "      | 12s. | " "                   |
| 3rd                           | "      | 16s. | " "                   |
| 4th                           | "      | 20s. | " "                   |
| 5th                           | "      | 24s. | " "                   |
| 6th                           | "      | 30s. | " "                   |
| 7th                           | "      | 36s. | " "                   |

And thereafter the minimum wage.

JUVENILE OR YOUNG WORKERS.

7. That juvenile or young workers shall comprise the following, viz. :—

- (a) Those engaged in the bolt and nut making department, screwing, tapping, finishing, pointing, heating, and cutting off bolts;
- (b) Those engaged in holding up for sheet-iron workers or fitters;
- (c) Those engaged crushing and wheeling coke;
- (d) Those engaged striking for apprentices to the blacksmithing trade;
- (e) Those engaged working friction drilling machines, drilling holes up to and inclusive of  $\frac{7}{16}$  in. diameter.

RATES OF WAGES.

8. That the lowest prices or rates of payment payable to juvenile or young workers shall be—

|                            |        |      |                       |
|----------------------------|--------|------|-----------------------|
| Under 15 years of age      | ... .. | 12s. | per week of 48 hours. |
| From 15 to 16 years of age | ... .. | 15s. | " "                   |
| 16 to 17                   | "      | 18s. | " "                   |
| 17 to 18                   | "      | 21s. | " "                   |
| 18 to 19                   | "      | 24s. | " "                   |
| 19 to 20                   | "      | 30s. | " "                   |
| 20 to 21                   | "      | 36s. | " "                   |

OVERTIME.

9. That if any person works beyond the maximum number of 48 hours per week, he shall be paid overtime at the rate of time and a quarter.

10. That the time expended by engine-drivers before or after the specified time for beginning or ceasing work in lighting-up, banking-up, or raking-out fires, and attending to boiler and engine, up to one hour per day, shall not be regarded as overtime.

\* Exclusive of time occupied in lighting-up and banking-up, or raking-out fires and attending to boiler and engine, up to one hour per day.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

11. That the special prices or rates of payment payable to any person or persons or classes of persons employed in the process, trade, or business as aforesaid for all work done on—

(a) Sundays ;

(b) On the undermentioned public holidays (that is to say) :—

(1) Christmas Day,

(2) New Year's Day,

(3) 21st April,

(4) Good Friday,

} Or such other day as may be observed as a Public Holiday in lieu thereof ;

shall be one and three-quarter times the minimum price or rate fixed by this Determination.

## PIECE-WORK.

12. The Board determines, under the provisions of sub-sections (1) and (2) of section 98 of the *Factories and Shops Act 1905, No. 1975*, that any employer may fix and pay piece-work rates to any person or persons or classes of persons employed in the process, trade, or business as aforesaid, provided that such employer shall base such piece-work prices or rates on the earnings of an average worker working under like conditions ; and such piece-work prices or rates shall be fixed so that an average worker can earn not less than the minimum wage fixed for the department in which such worker is employed.

Dated at Melbourne the 3rd day of July, 1911.

FRANCIS REDDIN,  
Chairman.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It is essential for the company to keep a detailed log of all sales and purchases to ensure that the financial statements are correct and up-to-date. This will help in identifying trends and making informed decisions about the future of the business.

In addition, it is important to regularly review the accounts payable and receivable to ensure that all bills are paid on time and that all invoices are properly processed. This will help in maintaining good relationships with suppliers and customers, which is crucial for the long-term success of the business.

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