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TUESDAY, AUGUST 22.

[1911.]

Factories and Shops Acts.

DETERMINATION OF THE DRESSMAKERS BOARD.*

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates of payment to be paid for wholly or partly preparing or manufacturing either inside or outside a factory or workroom, the following articles, that is to say:— Articles of women's, girls', and children's outer clothing or wearing apparel (except indiarubber waterproof garments), such as costumes, dresses, skirts, tea-gowns, wrappers, blouses, jackets, mantles, capes, opera cloaks, and cloaks of every description, has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the first day of September, 1911. The Determination and amendments are printed hereunder:—

(2) That the lowest rates of wages to be paid to the following persons shall be:—

Male Cutters	...	...	...	52s. 6d.	per week of 48 hours
„ Pressers	...	...	...	50s.	„ „
Female Cutters	...	...	...	30s.	„ „
„ Pressers, pressing with irons not over 12 lbs. in weight	...	...	...	25s.	„ „
„ Pressers, pressing with irons over 12 lbs. in weight	...	...	...	50s.	„ „
All other Females except Apprentices and Improvers	...	...	...	21s. 6d.	„ „

APPRENTICES.

MALES.

Number.

(3) That the number of male apprentices who may be employed within any factory or work-room or shop or place shall be two apprentices to each male person employed and receiving not less than 50s. per week of 48 hours.

FEMALES.

That the number of female apprentices who may be employed within any factory or work-room or shop or place shall be one apprentice to every female person employed and receiving not less than 21s. 6d. per week of 48 hours or piece-work rates.

* Inserted in lieu of Determination published on page 4049 of *Gazette* of 5th August, 1911.
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WAGES.

MALES.

That the lowest prices or rates of payment payable to apprentices shall be:—

Apprentices employed at Cutting.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	...	...	13s. 6d.	" "
" 3rd " "	...	...	18s. 6d.	" "
" 4th " "	...	...	25s.	" "
" 5th " "	...	...	30s.	" "
" 6th " "	...	...	40s.	" "

and thereafter the minimum wage.

Apprentices employed at Pressing.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	...	...	15s.	" "
" 3rd " "	...	...	20s.	" "
" 4th " "	...	...	25s.	" "
" 5th " "	...	...	30s.	" "
" 6th " "	...	...	35s. 6d.	" "
" 7th " "	...	...	42s. 6d.	" "

and thereafter the minimum wage.

FEMALES.

Apprentices employed at Cutting.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	10s.	" "
" 3rd " "	...	...	15s.	" "
" 4th " "	...	...	20s.	" "
" 5th " "	...	...	25s.	" "

and thereafter the minimum wage.

Apprentices employed at Pressing with Irons not over 12 lbs. in weight.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	10s.	" "
" 3rd " "	...	...	15s.	" "
" 4th " "	...	...	18s.	" "
" 5th " "	...	...	21s.	" "

and thereafter the minimum wage.

Apprentices pressing with irons over 12 lbs. in weight to be paid same rates as males.

Other Apprentices.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	8s.	" "
" 3rd " "	...	...	11s.	" "
" 4th " "	...	...	14s.	" "
" 5th " "	...	...	17s. 6d.	" "

and thereafter the minimum wage or piece-work rates.

IMPROVERS.

MALE.

Number.

(4) That the number of male improvers who may be employed within any factory or work-room or shop or place shall be two improvers to each person employed, and receiving not less than 50s. per week of 48 hours.

IMPROVERS.

FEMALES.

Number.

That the number of female improvers who may be employed within any factory or work-room or shop or place shall be four improvers to every female person employed, and receiving not less than 21s. 6d. per week of 48 hours or piece-work rates.

WAGES.

MALES.

That the lowest prices or rates of payment payable to improvers shall be:—

Improvers employed at Cutting.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	...	...	13s. 6d.	" "
" 3rd " "	...	...	18s. 6d.	" "
" 4th " "	...	...	25s.	" "
" 5th " "	...	...	30s.	" "
" 6th " "	...	...	40s.	" "

and thereafter the minimum wage.

Improvers employed at Pressing.

For the 1st year's experience	...	...	10s.	per week of 48 hours
" 2nd " "	...	...	15s.	" "
" 3rd " "	...	...	20s.	" "
" 4th " "	...	...	25s.	" "
" 5th " "	...	...	30s.	" "
" 6th " "	...	...	35s. 6d.	" "
" 7th " "	...	...	42s. 6d.	" "

and thereafter the minimum wage.

FEMALES.

Improvers employed at Cutting.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	10s.	" "
" 3rd " "	...	...	15s.	" "
" 4th " "	...	...	20s.	" "
" 5th " "	...	...	25s.	" "

and thereafter the minimum wage.

Improvers employed at Pressing with Irons not over 12 lbs. in weight.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	10s.	" "
" 3rd " "	...	...	15s.	" "
" 4th " "	...	...	18s.	" "
" 5th " "	...	...	21s.	" "

and thereafter the minimum wage.

Improvers pressing with irons over 12 lbs. in weight to be paid same rates as males.

Other Improvers.

For the 1st year's experience	...	...	5s.	per week of 48 hours
" 2nd " "	...	...	8s.	" "
" 3rd " "	...	...	11s.	" "
" 4th " "	...	...	14s.	" "
" 5th " "	...	...	17s. 6d.	" "

and thereafter the minimum wage or piece-work rates.

OVERTIME.

(5) That any male employé over the age of 16 years wheresoever employed who works in any week for any time in excess of 48 hours shall be paid for such extra time at the wages rate of time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

That the special price or rate of payment payable to any person for all work done on the under-mentioned public holidays (that is to say) :—

New Year's Day,
 Good Friday,
 Easter Monday,
 Eight Hours Day (or any day observed in lieu thereof),
 Christmas Day,
 Boxing Day,

shall be at the rate of time and a half.

PIECE-WORK.

(6) The Board determines under the provisions of sub-sections (1) and (2) of Section 98 of the *Factories and Shops Act 1905*, that any employer may fix and pay piece-work prices or rates for wholly or partly preparing or manufacturing articles of women's, girl's, and children's outer clothing or wearing apparel, 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 wages rate fixed by the Board for such work.

NOTE.—Cotton, and all other materials of which garments are composed, must be supplied to the worker by the employer free of charge, in order that piece-work prices or wages rates payable shall be net.

FRANCIS REDDIN,
 Chairman.

27th July, 1911.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

2. The second part of the document focuses on the implementation of robust risk management strategies. It outlines various risk assessment techniques and provides guidance on how to identify, measure, and mitigate potential risks. The text stresses the need for a proactive approach to risk management to protect the organization's assets and reputation.

3. The third part of the document addresses the importance of effective communication and reporting. It discusses the need for clear and concise communication channels and the role of regular reporting in keeping stakeholders informed. This section also touches upon the importance of maintaining accurate financial statements and providing timely updates to management and investors.

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