



# VICTORIA GOVERNMENT GAZETTE

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[1913.]

Factories and Shops Acts.

## DETERMINATION OF THE COUNTRY PRINTERS BOARD.

**I**N 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, stereotyping, preparing printed matter for sale or distribution (including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying, or despatching), has made the following Determination, namely:—

1. That this Determination shall come into force on the 8th September, 1913.

### WAGES.

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

	s.	d.	
Machine compositors operating linotype, monoline, or barotype machines (including cleaning or remedying defective working of the machine) .. .. .	63	0	per week of 42 hours.
Machine compositors operating any other machine (including cleaning or remedying defective working of the machine) .. .. .	58	0	" 42 "
Adults learning machine composition, during a probationary period of three months, i.e., 504 hours actually worked on the machine .. .. .	42	0	" 42 "
All other adult workers .. .. .	45	0	" 48 "

### APPRENTICES AND IMPROVERS.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship or any person over twenty-one years of age who with the sanction of the Minister is bound by indentures of apprenticeship. (Act 2386, Section 5.)

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers and who is not over twenty-one years of age or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

## 3. That—

- (a) the lowest rates which may be paid to an apprentice or an improver; and  
 (b) the proportionate number of apprentices and improvers who may be employed by any employer

shall be as shown in the following table:—

During—				Wages per week of 48 hours.	Proportionate Number.
				s. d.	
1st year	..	..	..	7 6	One apprentice and one improver to every three or fraction of three workers receiving not less than 50s. per week of 60 hours.
2nd "	..	..	..	10 0	
3rd "	..	..	..	12 6	
4th "	..	..	..	15 0	
5th "	..	..	..	17 6	
6th "	..	..	..	22 6	
7th "	..	..	..	27 6	

## OVERTIME.

4. That any employé who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a quarter.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

5. That the special rate payable for all work done on—

- (a) Sundays; except work done on newspapers which are published on Mondays;  
 (b) On the undermentioned public holidays (that is to say)—

Good Friday,  
 Christmas Day,  
 Boxing Day,

shall be at the rate of double time.

## PIECE-WORK PRICES.

6. That the lowest piece-work prices for all work done in conformity with and subject to the provisions contained in the First and Second Schedules to this Determination shall be:—

For all kinds of hand composition in the English language, 10d. per 1,000 ens.

For all kinds of machine composition in the English language, 3d. per 1,000 ens.

## SCHEDULES REFERRED TO:—

## FIRST SCHEDULE.

## Hand Composition Scale.

1. All kinds of composition entirely in a foreign language shall be done on time, or by the "house," unless compositors are employed of the same nationality as the language in which the work is composed.  
 2. All kinds of music composition, Greek, Hebrew, or dead languages, shall be done on time, or by the "house."

3. 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," or charged for every line passing through the stick.

4. 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.

5. All persons employed on column or tabular matter, with or without headings or rules:—Two columns—two justifications or arrangements to constitute half-measure—13½d. per 1,000 ens. Three columns—three justifications or arrangements—1s. 3d. per 1,000 ens. Four columns—four or more justifications or arrangements—1s. 8d. per 1,000 ens. In all cases where braces are to be pieced each brace shall constitute a column. See Appendix A.

6. 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.

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

8. 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; market reports, and matter of a similar nature take no extra charge; but where there are two columns of such figures brought into the same width, 13½d. per 1,000 ens; three columns, 1s. 3d. per 1,000 ens; four or more columns, 1s. 8d. 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. See Appendix B.

9. Takings composed with ancient spelling, or dialect, 1s. 8d. per 1,000 ens.

10. All matter with a border round, whether formed of rules, letters, or otherwise, 2s. per 1,000 ens.

11. Algebraical workings to be charged 1s. 8d. per 1,000 ens; matter interspersed with algebraical signs, 1s. 3d. per 1,000 ens.

12. Narrow measures (other than tabular):—Ten ems pica and over, 10d. per 1,000 ens; eight ems and under ten, 12½d. per 1,000 ens; four ems and under eight, 1s. 3d. per 1,000 ens; under four ems 1s. 8d. per 1,000 ens.

[NOTE.—12½d.=1½; 13½d.=1½; 1s. 3d.=1½; 1s. 8d.=double.]

## SECOND SCHEDULE.

*Machine Composition Scale.*

1. Machine compositors operating linotype, monoline, or barotype machines shall receive, in addition to the piece-work prices, an allowance of 5s. per week for time occupied in cleaning or remedying defective working of machinery.

2. Machine compositors operating any other line-casting machine shall receive, in addition to the piece-work prices, an allowance of 2s. 6d. per week for time occupied in cleaning or remedying defective working of machinery.

3. 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.

4. All persons employed on column or tabular matter cast on one bar:—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. Not more than three introductory lines attached to table to be charged as part of table. See Appendix A.

5. 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; market reports, and matter of a similar nature take no extra charge. See Appendix B.

6. Matter requiring two bars to complete one measure (not being tabular matter), 4d. per 1,000 ens; three, 4½d. per 1,000 ens; four or more, 6d. per 1,000 ens.

7. All lines cast by the machine shall be charged as full lines, but payment only to be made for lines actually set on the machine.

8. 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.

9. All matter with a border round, whether formed of rules, letters, or otherwise, 6d. per 1,000 ens.

10. 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.

11. 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.

12. 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, 4d. per 1,000 ens. Notice of intention to make extra charge to be given to the proprietor before the matter is set.

13. 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. All "slugging" to be done by the "house."

14. Alterations from copy in the first proof to be charged at the rate of 6d. per 1,000 ens for every line affected by such alterations. Authors' proofs to be charged at the same rate. The "house" shall be entitled to correct all revises or authors' marks on time.

15. Alterations from copy in the first proof to be charged in measures under 12 ems, 8d. per 1,000 ens. Under 9 ems measure, 9d. per 1,000 ens. Authors' proofs to be charged at the same rate. The "house" shall be entitled to correct all revises or authors' marks on time.

[NOTE.—4d.=1½; 4½d.=1½; 6d.=double.]

## APPENDIX A.

## COLUMN OR TABULAR MATTER.

TWO COLUMNS.—Two justifications or arrangements with or without headings or rules, to constitute half measure—one-third extra.

Example—	London	32, Hungerford wharf
	Liverpool	52, Henry-street
	Manchester	37, Brown-street
	Birmingham	26, Bull-street

THREE COLUMNS.—Three justifications or arrangements with or without headings to take the charge of one-half extra.

Example—	Marlborough	Melbourne	May 10
	Indian Queen	Melbourne	May 27
	Medway	Melbourne	April 18
	Maid of Judah	Sydney	May 11

FOUR COLUMNS.—Four or more justifications or arrangements with or without headings or rules to be charged double.

Example—	F. Taylor	D. MacLise, R.A.	Dewint	Pyne
	C. Fielding	Pickersgill, A.R.A.	Hunt	S. Prout
	D. Cox, sen.	D. Roberts, R.A.	Leitch	J. Lewis
	J. D. Harding	C. Stanfield, R.A.	Nash	P. Frith

## APPENDIX B.

Example— Ex Oriana, City of Adelaide, and Beltana—Crystal Brook—grease at 8d., 32 at 9½d., 4 grease lambs at 6½d., 4 grease pieces at 5d., 12 bellies at 5½d. Mul—25 grease crossbred at 8d. Mulloorina—10 at 6½d.

Example— 1 do., CN over YP 2 do.—all at 4½d., 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, 1½d.; PI, 2 do. 2½d.; JW over BARRINDILKE, 1 locks.

VIVIAN TANNER,  
Chairman.

Melbourne, 2nd August, 1913.

## Factories and Shops Acts.

## DETERMINATION OF THE HOTEL EMPLOYÉS 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 a restaurant, coffee-palace, hotel, eating-house, fish shop, or oyster shop, or any premises for which a colonial wine licence or billiard-table licence is in force, or which are occupied as a club, has made the following Determination, namely:—

NOTE.—On the 6th day of June, 1911, the Board's powers were extended to include persons employed in the business of a caterer.

On the 2nd day of September, 1912, the Board's powers were extended to include persons employed in a boardinghouse (with accommodation for twenty or more boarders).

1. That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 1st day of September, 1913. The Determination and amendments are printed hereunder.

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

	With Board and Lodging.	With Board.	Without Board or Lodging.	
£ s. d.	£ s. d.	£ s. d.		
<b>MALES.</b>				
Steward (residential club) .. .. .	3 16 0	4 0 0	4 10 0	Per week of 58 hours
Steward (non-residential club, with three or more employes) .. .. .	2 11 0	2 15 0	3 5 0	" " "
Steward (non-residential club, with less than three employes) .. .. .	1 16 0	2 0 0	2 10 0	" " "
Barman .. .. .	1 16 0	2 0 0	2 10 0	" " "
Billiard marker .. .. .	1 8 6	1 12 6	2 2 6	" " "
Day or night porter .. .. .	1 6 0	1 10 0	2 0 0	" " "
First cook where six or more persons are employed in kitchen .. .. .	2 16 0	3 0 0	3 10 0	" " "
First cook employed alone or where less than six persons are employed in kitchen .. .. .	2 1 0	2 5 0	2 15 0	" " "
Second cook where eight or more persons are employed in kitchen .. .. .	2 1 0	2 5 0	2 15 0	" " "
Second cook where seven, six, five, or four persons are employed in kitchen .. .. .	1 16 0	2 0 0	2 10 0	" " "
Second cook where three or less persons are employed in kitchen .. .. .	1 13 6	1 17 6	2 7 6	" " "
Third cook where eight or more persons are employed in kitchen .. .. .	1 16 0	2 0 0	2 10 0	" " "
Third cook where seven or less persons are employed in kitchen .. .. .	1 13 6	1 17 6	2 7 6	" " "
Vegetable or other cooks .. .. .	1 11 0	1 15 0	2 5 0	" " "
Head waiter .. .. .	1 16 0	2 0 0	2 10 0	" " "
Other waiters .. .. .	1 11 0	1 15 0	2 5 0	" " "
Pantryman or kitchenman .. .. .	1 6 0	1 10 0	2 0 0	" " "
Foreman in fish or oyster shop .. .. .	.. .. .	.. .. .	3 0 0	" " "
All others in fish or oyster shop .. .. .	.. .. .	.. .. .	2 6 0	" " "
Males not otherwise provided for .. .. .	1 1 0	1 5 0	1 15 0	" " "
<b>FEMALES.</b>				
Housekeeper, stewardess, or manageress .. .. .	1 13 6	1 17 6	2 7 6	Per week of 56 hours
Barmaid .. .. .	1 3 6	1 7 6	1 17 6	" " "
Laundress .. .. .	1 1 0	1 5 0	1 15 0	" " "
Housemaid .. .. .	0 16 0	1 0 0	1 10 0	" " "
First cook where six or more persons are employed in kitchen .. .. .	1 8 0	1 12 0	2 2 0	" " "
First cook employed alone or where less than six persons are employed in kitchen .. .. .	0 19 0	1 3 0	1 13 0	" " "
Second cook where eight or more persons are employed in kitchen .. .. .	0 19 0	1 3 0	1 13 0	" " "
Second cook where seven, six, five, or four persons are employed in kitchen .. .. .	0 16 0	1 0 0	1 10 0	" " "
Second cook where three or less persons are employed in kitchen .. .. .	0 15 0	0 18 6	1 8 6	" " "
Third cook where eight or more persons are employed in kitchen .. .. .	0 16 0	1 0 0	1 10 0	" " "
Third cook where seven or less persons are employed in kitchen .. .. .	0 15 0	0 18 6	1 8 6	" " "
Vegetable or other cooks .. .. .	0 15 0	0 17 0	1 7 0	" " "
Head waitress .. .. .	0 16 0	1 0 0	1 10 0	" " "
Other waitress or counter hand .. .. .	0 15 0	0 17 0	1 7 0	" " "
Pantrymaid or kitchenmaid .. .. .	0 15 0	0 16 0	1 6 0	" " "
Females not otherwise provided for .. .. .	0 16 0	1 0 0	1 10 0	" " "
Midday waitress (employed only between 11.40 a.m. and 3 p.m.) .. .. .	.. .. .	.. .. .	0 15 0	Per week of 20 hours

(3)

## APPRENTICES AND IMPROVERS

"Apprentice" means any person under 21 years of age bound by indentures of apprenticeship, or any person over 21 years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2386, Section 5.)

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over 21 years of age, or who being over 21 years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

That—

- (a) The lowest rates which may be paid to an apprentice or an improver; and  
(b) The proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table:—

Wages per week of 58 hours for Males, or 56 hours for Females:		Proportionate Number.
During—	Apprentices and Improvers.	
1st six months' experience ..	10s.	<b>APPRENTICES.</b> One apprentice to every three or fraction of three workers receiving not less than the minimum wage
2nd .. .. .	15s.	
3rd .. .. .	17s. 6d.	
4th .. .. .	20s.	
5th .. .. .	25s.	<b>IMPROVERS.</b> One improver to every four or fraction of four workers receiving not less than the minimum wage
6th .. .. .	30s.	
4th years' experience ..	40s.	

(4) **OVERTIME.**

That any employé who in any week works for any time in excess of the number of hours fixed for a week's work shall be paid for such extra time at time and a half.

(5) **CASUAL LABOUR.**

That casual employés (i.e., persons employed for less than one week's continuous work) shall be paid as follows:—

Males .. .. .	2s. per hour
Females .. .. .	1s. 6d. ..

with a minimum of 5s. per day.

(6) **SUNDAYS AND PUBLIC HOLIDAYS.**

That the special price or rate of payment to any person (other than casual workers) for all work done on—

- (a) Sundays,  
shall be at the rate of time and a quarter.  
(b) On the undermentioned public holidays (that is to say):—  
Good Friday,  
Easter Monday,  
New Year's Day,  
Eight Hours Day (21st April),  
King's Birthday (3rd June),  
Christmas Day, and  
Boxing Day,

shall be at the rate of time and a half.

But if any other day be by Act of Parliament or proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(7) **PIECE-WORK RATES.**

That the lowest piece-work prices to be paid for doing work of the kinds specified in the following Schedule shall be:—

Plucking fowls .. .. .	1½d. each
" ducks .. .. .	2d. "
" turkeys .. .. .	3d. "
" geese .. .. .	3d. "
" teal .. .. .	1½d. "
" black duck .. .. .	1½d. "
" blue wing .. .. .	1½d. "
" mountain duck .. .. .	1½d. "
" pigeons .. .. .	1d. "
" quail .. .. .	1½d. per pair

Dated at Melbourne this 29th day of July, 1913.

VIVIAN TANNER,  
Chairman.

## Factories and Shops Acts.

## DETERMINATION OF THE HORSEHAIR 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 persons employed in the process, trade, business, or occupation of preparing horsehair for trade or sale, has made the following Determination, namely :—

NOTE.—On the 16th June, 1913, the powers of the Horsehair Board were extended to enable it to deal with rates for cowhair or pighair.

1. That this Determination shall come into force and be operative on and after the 6th day of September, 1913.

2. That the lowest rates of payment to the following shall be :—

Curlers .. .. .	60s. per week of 48 hours.
All persons employed in Drafting Department (except Wet Hacklers) .. .. .	50s.     "     "
All others .. .. .	45s.     "     "

## APPRENTICES AND IMPROVERS.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship, or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2386, Section 5.)

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

3. That—

- (a) the lowest rates which may be paid to an apprentice or an improver; and  
(b) the proportionate number of apprentices and improvers who may be employed by any employer

shall be as shown in the following table :—

Wages per week of 48 hours.			Proportionate Number.
During.	Apprentices.	Improvers.	
	s. d.	s. d.	
1st year..	10 0	10 0	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 45s. per week of 48 hours.
2nd " ..	15 0	15 0	
3rd " ..	20 0	25 0	
4th " ..	25 0	32 6	<i>Improvers.</i> One improver to every five or fraction of five workers receiving not less than 45s. per week of 48 hours.
5th " ..	32 6	40 0	
6th " ..	40 0	..	

## OVERTIME.

4. That any employé who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a quarter.

## SPECIAL RATES.

5. That double time shall be the special rate for all work done on—

Sunday,  
Good Friday,  
21st April (Eight Hours' Day),  
Christmas Day;

and that time and a quarter shall be the special rate for all work done on—

New Year's Day;  
26th January (Foundation Day),  
Easter Saturday,  
Easter Monday,  
Boxing Day;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

## PIECE-WORK.

6. That the lowest piece-work prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be—

## SCHEDULE.

Mixing, spinning, and curling hair	..	..	..	..	8s. 4d. per 100 lbs.
Curling and spinning hair	..	..	..	..	6s. per 112 lbs.
Drafting hair	..	..	..	..	7d. per lb.
Pulling—taking long count	..	..	..	..	1½d. per dozen.
Dry hackling	..	..	..	..	6s. per 100 lbs.
Wet hackling	..	..	..	..	10s. 5d. per 100 lbs.
First time drawing	..	..	..	..	9s. 6d. „ „
First time knocking up	..	..	..	..	6s. 5d. „ „
Second time drawing	..	..	..	..	11s. 6d. „ „
Second time knocking up	..	..	..	..	9s. 6d. „ „
Tying up and finishing	..	..	..	..	5s. „ „

N.B.—Employer to supply all tools and material.

WM. TRENCH C. KELLY,  
Chairman.

Melbourne, 6th August, 1913.

