

[1807]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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No. 64.]

MONDAY, MAY 30.

[1927.

Factories and Shops Acts.

DETERMINATION OF THE FACTORY ENGINE-DRIVERS BOARD.

NOTES.—(A) This Determination on the 1st June, 1927 applied to the whole of the State of Victoria.

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine-drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

(a) a boiler cleaner;

(b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

(1) That on the 1st June, 1927, the last previous Determination shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES.		Per Week of 48 Hours.		PROPORTION (by any employer).	
		s.	d.	<i>Apprentices</i>	
1st year's experience	42 0	One apprentice to every three or fraction of three workers receiving not less than the rates fixed in this Determination for "All others."	
2nd year's experience	51 0		
3rd year's experience	63 0	<i>Improvers.</i>	
				One improver to every three workers receiving not less than the rates fixed in this Determination for "All others."	

OTHER EMPLOYEES.

	Wages per Week of 48 Hours.			
	Within 5 miles of the principal Post Offices at Ballarat and Bendigo respectively; and within 5 miles of the Castlemaine, Eaglehawk, and Sebastopol Post Offices.	Within 5 miles of the Warrambool Post Office.	Within 15 miles of the Mildura Post Office.	All other Parts of Victoria.
	s. d.	s. d.	s. d.	s. d.
Drivers of navvies or drag line excavators (steam, electric, or oil)—				
(a) Where one driver only is employed	114 9	117 6	129 3	122 0
(b) Leading driver where two or more drivers are employed ..	114 9	117 6	129 3	122 0
(c) Second driver or rackman	102 9	105 6	117 3	110 0
Locomotive engine-drivers	99 9	102 6	114 3	107 0
Drivers of winches on log-haulers on timber mills	93 9	96 6	108 3	101 0
Drivers of winches exceeding two 8" diameter cylinders on tramways	93 9	96 6	108 3	101 0
All other winch-drivers	90 9	93 6	105 3	98 0
Crane-drivers on lofty cranes or hoists	102 9	105 6	117 3	110 0
Drivers on all other cranes or hoists (steam or electric)	93 9	96 6	108 3	101 0
Traction or road-roller engine-drivers (steam or oil)	96 9	99 6	111 3	104 0
Drivers of steam wagons	96 9	99 6	111 3	104 0
Drivers of internal combustion engines of—				
Over 50 h.p.	93 9	96 6	108 3	101 0
50 h.p. and under	90 9	93 6	105 3	98 0
Engine-drivers not provided for above—				
First class	93 9	96 6	108 3	101 0
Second class	90 9	93 6	105 3	98 0
Third class	90 9	93 6	105 3	98 0
Firemen attending—				
One boiler or one suction-gas generator	83 3	86 0	97 9	90 6
Two boilers or two suction-gas generators	87 9	90 6	102 3	95 0
Three or more boilers or generators	90 9	93 6	105 3	98 0
Boilers or generators developing 1,000 i.h.p. in the aggregate ..	90 9	93 6	105 3	98 0
Locomotive firemen	90 9	93 6	105 3	98 0
Greasers, Engine-cleaners, or Trimmers	83 3	86 0	97 9	90 6
Boiler-cleaners	83 3	86 0	97 9	90 6
All others	80 3	83 0	94 9	87 6

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involved the highest rate of wages above provided.

(3) EXTRA RATES—

	Per Day extra.
	s. d.
Engine-drivers of locomotive engines if they sometimes or always carry passengers	1 0
Engine-drivers attending to engines with condenser attached	0 6
Engine-drivers or firemen who also attend to refrigerating compressor	0 6
Engine-drivers or firemen who also attend to and are in charge of electric generator or dynamo (other than a dynamo for merely lighting the works)	1 0
Engine-drivers or firemen who are also in charge of plant	1 0
Firemen.—Where two or more firemen are employed on one shift, one fireman shall be the leading fireman and shall be paid	1 0
Boiler Cleaner.—Any person engaged inside the gas or water space of any boiler, flue or economizer in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate	6d. per hour extra

(4) DEFINITIONS.—Engine-driver or fireman in charge of plant means the driver or fireman invested with superintendence or responsibility when two or more drivers or two or more firemen are employed at the plant at one time, or when the driver or fireman being the only person of his class employed on the plant does the general repair work of the plant in addition to the work of engine driving or firing but not when he merely assists the fitter or engineer to do such work.

An engine-driver or fireman shall be deemed to be in charge of an Electric Generator or Dynamo if under the instructions of his employer or his immediate responsible officer he performs any of the duties of oiling or cleaning or attending to the commutators, brushes, fuses, or switches of same.

Lofty cranes or hoists means any crane or hoist, the driving platform of which is situated more than 25 feet above the level of the ground.

First-class engine-driver means a driver of a steam stationary engine or engines having a single cylinder with a bore exceeding 12 inches in diameter, or having singly or together two or more cylinders, the sum of the areas of whose bores exceeds the area of a circle 12 inches in diameter.

Second-class engine-driver means a driver of a steam stationary engine or engines having a single cylinder with a bore which does not exceed 12 inches in diameter or having singly or together two or more cylinders, the sum of the areas of whose bores does not exceed the area of a circle 12 inches in diameter.

Third-class engine-driver means a driver of a steam stationary engine or engines having a single cylinder with a bore which does not exceed 6 inches in diameter or having singly or together two or more cylinders, the sum of the areas of whose bores does not exceed the area of a circle 6 inches in diameter.

A trimmer shall mean any person employed in supplying fuel to the fireman, either from storage bin or from stocks on the premises, or in assisting the fireman in clearing the ash-pit.

(5) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included except in the case of country saw mills, in which case each engine-driver or fireman shall be allowed the following time at ordinary rates for preparing and closing down engines or for raising steam and banking fires on boilers when he performs such duties—

- (a) if such engine-driver or fireman be resident on the mill site, one hour per day;
- (b) where such engine-driver or fireman resides away from the mill site, one hour and a half per day.

(6) SUNDAYS AND HOLIDAYS.—That time and a half shall be the special rate for all work done on Sundays, and double time shall be the special rate for all work done on the undermentioned public holidays:—Christmas Day; Boxing Day; New Year's Day; Foundation Day; Good Friday; Easter Monday; Eight Hours Day; and King's Birthday—or such other days not less than eight as the employer may prescribe for the employees, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

D. GRANT,
Chairman.
H. N. JONES,
Secretary.

[1809]



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No. 65.]

MONDAY, MAY 30.

[1927.

Factories and Shops Acts.

DETERMINATION OF THE PAINT AND COLOUR BOARD.

NOTE.—This Determination on the 4th June, 1927, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in the trade of preparing any kind of paint, varnish, enamel, or colour, either wet or dry," has made the following Determination, namely:—

(1) That on the 4th June, 1927, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
	Wages per week of 48 Hours.		i.e., females under 21 years of age (other than apprentices or improvers) employed filling, weighing, labelling, or spotting tins or cartons or painting lids.		Wages per week of 48 Hours.	
	Males. s. d.	Females. s. d.				
Under 16 years of age ..	19 0	19 0			<i>Males—</i> Over 21 years of age, without previous experience at the trade— 1st six months 85 0 All others 89 0 <i>Females</i> 49 0	
16 years of age	24 0	24 0				
17 " "	29 0	29 0				
18 " "	39 0	34 0				
19 " "	49 0	39 0				
20 " "	63 9	44 0				
PROPORTION (IN ANY PLACE).						
<i>Apprentices.</i>						
One male apprentice and one female apprentice to every three or fraction of three workers receiving not less than the minimum wage.						
An Indenture of Apprenticeship prescribed by the Board was approved on 31.5.23.						
<i>Improvers.</i>						
One male improver to every three or fraction of three workers, and two female improvers to each worker of the same sex receiving not less than the minimum wage.						
			Wages per week of 48 Hours.			
			s. d.			
			1st year's experience .. 19 0			
			2nd " " .. 24 0			
			3rd " " .. 29 0			
			4th " " .. 34 0			
			5th " " .. 39 0			
			6th " " .. 44 0			

(3) OVERTIME.—Any employee 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 half.

(4) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, Boxing Day, and New Year's Day, but if any day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) TIME RATES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 24 hours be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

D. GRANT,
Chairman.

H. N. JONES,
Secretary.

Melbourne, 18th May, 1927.

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No. 65.—7458.

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 data security and the need for strong cybersecurity measures to protect sensitive information.

4. The fourth part of the document discusses the importance of continuous improvement and innovation. It encourages organizations to regularly review their processes and procedures to identify areas for improvement and to embrace new technologies and practices. This section also highlights the importance of fostering a culture of innovation and learning within the organization.

5. The fifth part of the document discusses the importance of ethical conduct and corporate social responsibility. It emphasizes the need for organizations to adhere to high ethical standards and to be transparent in their operations. This section also touches upon the importance of contributing to the community and the environment through various social responsibility initiatives.

6. The sixth part of the document discusses the importance of talent management and development. It outlines strategies for attracting, retaining, and developing top talent. This section also highlights the importance of providing ongoing training and development opportunities for employees to ensure they remain competitive in the market.

7. The seventh part of the document discusses the importance of financial management and budgeting. It provides guidance on how to develop a realistic budget and how to monitor and control expenses. This section also touches upon the importance of maintaining a strong financial position to ensure the organization's long-term sustainability.

8. The eighth part of the document discusses the importance of legal and regulatory compliance. It outlines the key legal and regulatory requirements that organizations must adhere to and provides guidance on how to ensure compliance. This section also highlights the importance of staying up-to-date on changes in the legal and regulatory landscape.

9. The ninth part of the document discusses the importance of crisis management and business continuity planning. It outlines the steps organizations should take to prepare for and respond to various types of crises. This section also touches upon the importance of having a clear business continuity plan in place to ensure the organization can continue to operate during and after a crisis.

10. The tenth part of the document discusses the importance of strategic planning and execution. It outlines the process of developing a clear and actionable strategy and provides guidance on how to execute that strategy effectively. This section also highlights the importance of regularly reviewing and adjusting the strategy as needed to respond to changing market conditions.