



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Act 1923 (No. 3677).

DETERMINATION OF THE CORDAGE BOARD.

NOTE.—(a) This Determination on 16th May, 1931, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1923 (No. 3677)*, the Wages 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 rope, twine, cordage, halters, coir mats, or coir matting," has made the following Determination, namely:—

(1) That on the 16th May, 1931, the Determination of the Court of Industrial Appeals, which came into force on the 22nd day of December, 1921, shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours.				Proportionate Number.
	Males.		Females.		
	Day Shift.	Night Shift.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year	17 6	22 6	15 6		One male apprentice to every three or fraction of three male worker employed and receiving not less than 68s. 11d. per week of 48 hours
2nd "	21 0	26 0	17 6		One female apprentice to every three or fraction of three female workers employed and receiving not less than 36s. per week of 48 hours
3rd "	25 0	30 0	21 6		
4th "	33 0	38 0	24 6		
5th "	40 0	45 0	27 5		
6th "	50 0	55 0	31 6		

JUVENILE WORKERS EMPLOYED ON DAY SHIFT.

	Per Week of 48 Hours.		Per Week of 48 Hours.	
			Males.	Females.
Hard Fibre Department.		Other Juvenile Workers.		
		<i>s. d.</i>	<i>s. d.</i>	
Males.	<i>s. d.</i>	Under 16 years of age	18 11	18 0
Hand reelers	58 6	From 16 to 17 years of age	23 11	21 8
Attendants to rope house machine—as for under 2 inches circumference	51 4	„ 17 „ 18 „ „	28 5	25 3
Rappers of clothes lines	50 5	„ 18 „ 19 „ „	33 4	29 3
Persons balling lashing	45 0	„ 19 „ 20 „ „	40 6	33 9
Persons balling binder twine	42 9	„ 20 „ 21 „ „	50 5	38 9
Females.				
All females	36 0			

JUVENILE WORKERS EMPLOYED ON NIGHT SHIFT.

Juvenile workers employed on night shift shall be paid an additional 5s. per week of 48 hours on the rates fixed for such workers on day shift.

OTHER EMPLOYEES.

	Per Week of 48 Hours.	
	Day Shift.	Night Shift.
<i>Adult Males.</i>		
First ropelayer on heavy type 12-hook machine	s. d. 86 11	s. d. 91 11
Ropelayers on heavy type 9-hook machine	82 5	87 8
Machine and spinning foreman	83 3	88 3
Other ropelayers in walks with travellers	78 9	83 9
Rope splicer on driving ropes and springs	76 6	81 6
Storeman	76 1	81 1
Parkers working press (hand or power)	73 5	78 5
Rope house machine making 2 inches up to and including 4 inches	73 5	78 5
Rope house machine making over 4 inches	76 6	81 6
Power heelers or finishers in connexion with heavy type 12-hook machines	72 6	77 6
Feeder of first spreader	72 6	77 6
Traveller driver on heavy type 12-hook machine	71 7	76 7
Damp mixer	71 7	76 7
Feeders of softeners or hatchers	71 7	76 7
Rope and binder twine packers	71 7	76 7
Winders and warpers in tarring department	71 7	76 7
Persons winding oiling and tarring yarn	71 7	76 7
Oilers	71 7	76 7
Belt repairers	71 7	76 7
Makers of rope fenders	71 7	76 7
Makers of pig nets	70 8	75 8
Power reelers or finishers in walk	69 9	74 9
Persons employed lumping hemp flax or twine on a wharf	74 3	79 3
Persons employed packing shop twine	71 7	76 7
Layers of lines or cords in walks	73 10	78 10
Twisters or layers of yarn in walk	70 3	75 3
Makers of fishing lines	70 8	75 8
Hand reelers	69 4	74 4
Mat finishers	70 8	75 8
All other adult males	68 11	73 11
<i>Adult Females.</i>		
Persons employed balling binder twine	38 9	..
Persons employed balling lashing	38 9	..
Persons employed bagging binder twine	37 10	..
Persons feeding breaker cord with clock	38 9	..
Persons feeding spreaders	36 11	..
Persons feeding finisher cords (hemp)	36 11	..
Persons spinning	38 9	..
All other adult females	36 0	..

DEFINITION OF JUVENILE WORKERS.

(3) Persons under 21 years of age (other than apprentices or improvers) employed at the following classes of work:—

Hard Fibre Department.

Males employed at opening hemp (other than manilla); taking away from softener; parting and weighing hemp; balling binder twine; packing binder twine; balling lashing and box-cords; spooling and traverse reeling of binder twine; stencilling bags; swooping or as attendants to the following machines:—At delivery end first spreader feeding and delivery subsequent spreaders; drawing frames; automatic spinners; box-cord machines; laying machines and strand formers; house, horizontal and vertical machine making rope under 2 inches circumference and reelers for same; waste cleaner; light traveller drivers on cords and lines not exceeding 1½ inches circumference; or as winders and reversers; bobbin bank hands; rope walk attendants; twisters of hay lashing; strand forming and laying of box-cords; or lappers, strippers or finishers of clothes lines.

Tow Department.

Females 17 years of age or over employed at delivery end breaker card, or feeding and delivery other cards and drawing machines.

Soft Fibre Department.

Males employed at opening fibre and attendants to softener; making paper cores for spooling; or as attendants delivery end of cards and rovings; dressing machine attendants; scourers; lappers or card laying machine attendants.

Females employed at delivery breaker and finisher cards; drawing frames (feeding and delivery); roving frames (feeding and delivery); doffing, piecing, and spinning; twist and cord frames; reeling and spooling shop twines; balling shop twines; parcelling shop twines; reeling or as lappers.

Cordage Department.

Males employed on winch for drum polishing; at hanking and parcelling plough reins and sash lines; as layers of lines or cords in walks; as twisters and layers of yarn in walk; at making and finishing fish lines; as hand reelers; at opening, plaiting and finishing halters; at making shanks for halters; at weaving webbing for halters; at warping or at splicing and clamping cordage.

Females employed at hanking and parcelling plough reins and sash lines; at making nets from small rope, twine and cord; at hanking, making up, parcelling fish and other lines; at braiding and plaiting; at finishing halters; at making cores for spooling machines; at covering cordages with canvas and paper.

Mat Department.

Males employed as mat makers on hand looms; mat makers on frames; winders; carders; cop winders or plaiters.

Females employed as learners mat making on looms; mat making on frames; or making bordered mats; or as winders, carders, plaiters or cop winders.

(4) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

	Day Shift.	
	Time of Beginning.	Time of Ending.
Monday to Friday	7.30 a.m.	6 p.m.
Saturday	7.30 a.m.	12 noon
	Night Shift.	
Monday to Friday	6 p.m.	6.45 a.m. on the following day

(b) The higher rates to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a quarter for the first two hours, and thereafter time and a half, calculated on the rates fixed for the day shift.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday, New Year's Day, Good Friday, or Christmas Day shall be paid for at the rate of double time, and on 26th day of January, Easter Monday, Eight Hours Day, or Boxing Day 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 holidays, the special rate shall only be payable for work done on the day so substituted.

H. J. RICHARDSON. J.P., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 1st May, 1931.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and the role of the accounting department in ensuring the integrity of the financial statements. It also highlights the need for regular audits and the importance of transparency in financial reporting.

2. The second part of the document focuses on the implementation of internal controls to prevent fraud and ensure the accuracy of financial data. It outlines the key components of a robust internal control system, including segregation of duties, authorization procedures, and regular monitoring and evaluation.

3. The third part of the document addresses the challenges faced by organizations in managing their financial resources effectively. It discusses the importance of budgeting, forecasting, and financial analysis in making informed decisions and optimizing resource allocation.

4. The fourth part of the document explores the role of technology in modern accounting and finance. It highlights the benefits of using accounting software, data analytics, and automation to streamline processes, reduce errors, and improve the efficiency of financial reporting.

5. The fifth part of the document discusses the importance of ethical considerations in financial management. It emphasizes the need for integrity, honesty, and transparency in all financial transactions and the role of the accounting department in ensuring compliance with ethical standards and regulations.

6. The sixth part of the document provides a summary of the key points discussed and offers recommendations for organizations to improve their financial management practices. It stresses the importance of continuous learning, staying up-to-date with the latest trends and technologies, and fostering a culture of accountability and transparency.