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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE PAPER BAG TRADE 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 either inside or outside a factory or work-room in the process, trade, or business of a maker of paper bags, has made the following Determination, namely:—

- (1) That all previous Determinations of the Board shall be cancelled and annulled from the date on which this Determination comes into force and is operative.
- (2) That the lowest prices or rates of payment payable to any person or persons or classes of persons employed in the process, trade, or business of a maker of paper bags shall be:—

(3)

WAGES.

Guillotine Cutters	50s. per week of 48 hours
Machinists in charge of paper-bag machines without printing attachment	55s. " "
Machinists in charge of paper-bag machines with printing attachment	56s. " "
Females with over four years' experience at the trade	18s. " "

(Provided that such females as are employed in the manufacture of hand-made Bags shall be paid only at the piecework rates fixed by the Determination for this class of work.)

IMPROVERS.

MALE.

That the lowest price or rate payable to male improvers engaged in the process, trade, or business of a maker of paper bags shall be :—

1st year's experience at the trade, 8s. per week of 48 hours.			
2nd	"	"	10s. " "
3rd	"	"	15s. " "
4th	"	"	20s. " "
5th	"	"	25s. " "
6th	"	"	30s. " "
7th	"	"	35s. " "

And thereafter the minimum wage fixed by the Board.

FEMALE.

1st year's experience at the trade, 7s. per week of 48 hours.			
2nd	"	"	8s. 6d. " "
3rd	"	"	11s. 6d. " "
4th	"	"	14s. " "

and after the fourth year, 18s. per week of 48 hours, or piece-work rate, provided that improvers employed in the manufacture of hand-made bags shall be paid only at the piece-work rates fixed by the Determination for this class of work.

APPRENTICES.

MALE.

That the lowest price or rate payable to male apprentices engaged in the process, trade, or business of a maker of paper bags shall be :—

1st year's experience at the trade, 6s. per week of 48 hours.			
2nd	"	"	8s. " "
3rd	"	"	10s. " "
4th	"	"	12s. 6d. " "
5th	"	"	17s. 6d. " "
6th	"	"	22s. 6d. " "
7th	"	"	28s. " "

And thereafter the minimum wage fixed by the Board.

FEMALE.

1st year's experience at the trade 7s. per week of 48 hours.			
2nd	"	"	8s. 6d. " "
3rd	"	"	11s. 6d. " "
4th	"	"	14s. " "

and after the fourth year, 18s. per week of 48 hours, or piece-work rate, provided that apprentices employed in the manufacture of hand-made bags shall be paid only at the piece-work rates fixed by the Determination for this class of work.

IMPROVERS.—NUMBER.

MALE.

(4) That the number of male improvers who may be employed shall be one improver to each male adult receiving not less than 50s. per week of 48 hours.

FEMALE.

That the number of female improvers who may be employed shall be :—

Two female improvers to each female employed, receiving not less than 18s. per week of 48 hours, or the piece-work rates.

APPRENTICES.—NUMBER.

MALE.

That the number of male apprentices who may be employed shall be one apprentice to two male adults or fraction thereof receiving not less than 50s. per week of 48 hours.

FEMALE.

That the number of female apprentices who may be employed shall be one apprentice to two females or fraction thereof employed and receiving not less than 18s. per week of 48 hours or the piece-work rates.

OVERTIME.

(5) (a) That any male person over the age of sixteen years (other than apprentices or improvers) employed in the process, trade, or business of a maker of paper bags who works for any time in excess of the maximum number of 48 hours per week, shall be paid for such extra time at one and a third times the minimum rate fixed by the Board.

(b) That any male apprentice or improver, over the age of sixteen years, employed in the process, trade, or business of a maker of paper bags, who works for any time in excess of the maximum number of 48 hours per week, shall be paid for such extra time the following rates in addition to the ordinary rates of pay:—

1st year, 3d. per hour;

2nd year, 4d. per hour;

3rd year, 5d. per hour;

4th year, 6d. per hour;

and after the fourth year, one and a third times the minimum rate fixed by the Board.

PIECE-WORK.

(6) That the lowest piece-work prices or rates to be paid to persons for doing work of the kinds specified in the following Schedule shall be the prices or rates fixed by such Schedule in respect of such work.

SCHEDULE.—HAND-MADE BAGS.

Description.	Pasting, per 1,000 Bags.	Folding, Creasing, and Laying, per 1,000 Bags.	Knocking up per 1,000 Bags.
Bonnet or hat bags—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Size from 300 square inches to 370 square inches	0 10	0 6	0 3½
Size over 370 " " 440 " "	0 10	0 7	0 4½
Size over 440 to 540 square inches	1 1	1 0	0 4½
Coin bags made from thin paper, up to 40-lb. Imperial—Size up to 45 square inches	0 6	0 2½	0 1½
Coin bags, made from thick paper, size up to 45 square inches	0 7½	0 3	0 1½
Colour bags, made of paper, 70-lb. Royal and over, to hold up to 6 lbs. weight—Size up to 126 square inches	0 8	0 3	0 2½
Fruit and confectionery bags, if made in parts by several operators—			
To hold up to 2 lbs. weight—Size up to 75 square inches	0 5½	0 3	0 1½
To hold over 2 lbs. to 6 lbs. weight—Size over 75 to 155 square inches	0 6½	0 3	0 1½
To hold over 6 lbs. to 8 lbs. weight—Size over 155 to 200 square inches	0 8	0 3	0 1½
To hold over 8 lbs. to 10 lbs. weight—Size over 200 to 225 square inches	0 8½	0 3	0 2
To hold over 10 lbs. to 12 lbs. weight—Size over 225 to 245 square inches	0 9	0 3½	0 3
Confectionery bags if made of glazed paper extra	0 1

Description.	Price Complete.
Fruit and confectionery bags, if made complete without cutting—including bundling—	
Bags to hold up to 2 lbs. weight—Size up to 75 square inches	11d. per 1,000 Bags
Bags to hold over 2 lbs. to 6 lbs. weight—Size over 75 to 155 square inches	1s. " "
Bags to hold over 6 lbs. to 8 lbs. weight—Size over 155 to 200 square inches	1s. 1½d. " "
Bags to hold over 8 lbs. to 10 lbs. weight—Size over 200 to 225 square inches	1s. 2½d. " "
Bags to hold over 10 lbs. to 12 lbs. weight—Size over 225 to 245 square inches	1s. 4½d. " "
Confectionery bags if made of glazed paper extra	1d. " "

PIECE-WORK—continued.

SCHEDULE—continued.

Description.	Pasting, per 1,000 Bags.	Folding, Creasing, and Laying, per 1,000 Bags.	Knocking up per 1,000 Bags.
	s. d.	s. d.	s. d.
Glove bags—Size up to 48 square inches	0 6½	0 3	0 1
Pottle bags (confectionery)—Size up to 32 square inches ..	0 5	0 2½	0 1
Pottle bags (florists')—			
Size up to 45 square inches	0 5½	0 2½	0 1
Size over 45 to 61 square inches	0 6	0 2½	0 1
Size over 61 to 109 square inches	0 7½	0 2½	0 1
Seed bags—			
Thick paper—Size up to 125 square inches	0 7½	0 3	0 3
Thin paper—Up to 125 square inches	0 7	0 3	0 3
Over 125 square inches and up to 225 square inches, any paper	0 10	0 3	0 3
Sugar bags made from grey or brown heavy paper—			
To hold up to 3 lbs. weight—Size up to 85 square inches	0 6	0 3	0 2½
To hold over 3 lbs. to 6 lbs. weight—Size over 85 to 126 square inches	0 7	0 3	0 2½
To hold over 6 lbs. to 8 lbs. weight—Size over 126 to 170 square inches	0 7	0 3½	0 3
To hold over 8 lbs. to 12 lbs. weight—Size over 170 to 215 square inches	0 8	0 3½	0 3
To hold over 12 lbs. to 16 lbs. weight—Size over 215 to 270 square inches	0 8½	0 4	0 3½
To hold over 16 lbs. to 28 lbs. weight—Size over 270 to 370 square inches	0 11	0 5	0 4
To hold over 28 lbs. to 36 lbs. weight—Size over 370 to 420 square inches	1 1	0 6	0 4
Sugar bags—Standard weight; <i>i.e.</i> , standard weight under Victorian Pure Foods Act—			
To hold up to 3 lbs. weight	0 5½	0 3	0 2½
To hold over 3 lbs. to 6 lbs. weight	0 6½	0 3	0 2½
To hold over 6 lbs. to 8 lbs. weight	0 7	0 3	0 3
To hold over 8 lbs. to 16 lbs. weight	0 7½	0 3	0 3
To hold over 16 lbs. to 20 lbs. weight	0 10	0 4	0 4
To hold over 20 lbs. to 36 lbs. weight	1 0	0 6	0 4
Tea and coffee bags made from cartridge or casing paper—			
To hold up to 2 lbs. weight—Size up to 112 square inches	0 7	0 3	0 2½
To hold over 2 lbs. to 6 lbs. weight—Size over 112 to 240 square inches	0 8	0 3½	0 3
To hold over 6 lbs. to 10 lbs. weight—Size over 240 to 400 square inches	0 10	0 4	0 3½
Tea and coffee bags made from thin paper, to hold up to 2 lbs. weight—Size not more than 112 square inches	0 6	0 3	0 2
Tobacco and cigar bags made of cartridge paper	0 7	0 2	0 1
Tobacco and cigar bags made of same class of paper as fruit and confectionery bags	0 5½	0 2½	0 1
Trimming bags—			
Size up to 155 square inches	0 6½	0 3	0 1
Size from 155 to 220 square inches	0 8	0 3½	0 1½
Umbrella bags to be paid for at the rate of 5d. per hour.			

BLOCK-BOTTOMED SUGAR AND FLOUR BAGS.

- Block-bottomed Sugar and Flour Bags to hold from 5 lbs. to 12 lbs. lined 3s. per 1,000 bags.
- „ Sugar and Flour Bags to hold from 5 lbs. to 12 lbs. unlined 2s. 3d. per 1,000 bags.
- „ Sugar and Flour Bags to hold from 14 lbs. to 24 lbs. lined 4s. per 1,000 bags.
- „ Sugar and Flour Bags to hold from 14 lbs. to 24 lbs. unlined 3s. per 1,000 bags.
- „ Sugar and Flour Bags to hold from 25 lbs. to 36 lbs. lined 4s. 4d. per 1,000 bags.
- „ Sugar and Flour Bags to hold from 25 lbs. to 36 lbs. unlined 3s. 4d. per 1,000 bags.

PIECE-WORK—continued.

SCHEDULE—continued.

BLOCK-BOTTOMED TEA PACKETS.

Description.	Price per 1,000 Packets.
Block-bottomed Tea packets, to hold up to 1 lb. weight, made by treadle, or hand machine, or any other method except by loose-block or plate, or hinged block.	s. d.
Pasting and blocking only—	
Made of crystal paper, lined	2 0
Made of any other paper, lined	1 9
Made of any other paper, unlined	1 5
Folding down	0 6
Laying	0 1
Labelling, per 1,000 labels	0 6
” Tea packets made by loose-block or plate, or by hinged block, complete, including folding down, but without labelling, unlined	3 3
” Tea packets made by loose-block or plate, or by hinged block complete, including folding down, but without labelling, lined	4 3
Labelling, per 1,000 labels	0 6

All other work in connexion with the manufacture of tea packets to be paid for on weekly wages.

BLOCK-BOTTOMED SELF-RAISING FLOUR PACKETS.

Description.	Price per 1,000 Packets, Laying, Fast- ing and Blocking.	Price per 1,000 Folding down.	Labelling, per 1,000 Labels.
	s. d.	s. d.	s. d.
Block-bottomed Self-raising flour packets, to hold 2 lbs. weight, with boards, made by treadle or hand machine, or any other method except by loose-block or plate, or hinged block	1 6	0 5	0 6
” Self-raising flour packets to hold 5 lbs. and 7 lbs. weight, with boards, made by treadle, or hand machine, or any other method except by loose block or plate, or hinged block—			
Unlined	2 3	0 6	0 6
Lined	3 0	0 6	0 6
” Self-raising flour packets, to hold 2 lbs. weight, made by loose-block or plate, or hinged block	2 2	0 5	0 6
” Self-raising flour packets to hold 5 lbs. and 7 lbs. weight—			
Unlined	3 3	0 6	0 6
Lined	4 0	0 6	0 6

PRICE FOR CUTTING PAPER AND STRINGING BAGS BY HAND.

Sugar bags and all other bags cut from paper over 30-lb. Royal—

Size up to 126 square inches	3d. per 1,000 bags
Size over 126 ” and up to 270 square inches	4d. ” ”
” 270 ” ” 420 ”	6d. ” ”
Bonnet or hat bags	4d. ” ”
All other bags not enumerated	2d. ” ”
Stringing bags by hand	0½d. ” ”

(7) 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 rates to any person employed in the process, trade, or business of a maker of paper bags for any articles for which a piece-work rate has not been fixed, 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 Fourpence half-penny (4½d.) per hour, being the wages rate fixed by the Board to be paid to persons other than apprentices or improvers.

(8) All materials used in the manufacture of paper bags, including string, paste, and wrappers, must be provided by the employer free of charge to the maker, in order that piece-work prices or rates payable may be net.

(9) That the above Determination shall come into force from and after the tenth day of March, 1911.

Melbourne, 7th February, 1911.

F. H. BOLTON,
Chairman.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that this is crucial for ensuring the integrity of the financial statements and for providing a clear audit trail.

2. The second part of the document outlines the various methods used to collect and analyze data. It includes a detailed description of the sampling process and the statistical techniques employed to interpret the results.

3. The third part of the document provides a comprehensive overview of the findings from the study. It highlights the key trends and patterns observed in the data and discusses their implications for the organization.

4. The final part of the document offers recommendations for future research and for improving the current processes. It suggests several areas where further investigation is needed and provides practical advice on how to address these issues.