



# VICTORIA GOVERNMENT GAZETTE

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Factories and Shops Acts.

## DETERMINATION OF THE TANNERS 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 the process, trade, or business of a tanner, currier, or leather-dresser other than a tanner of sheepskins, has made the following Determination, namely:—

(1) That the previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 20th day of January, 1912.

The Determination and amendments are printed hereunder.

(2) That the lowest rates of wages to be paid to the following classes of persons (other than persons employed on a night shift) who are employed in the process, trade, or business of a tanner, currier, or leather-dresser other than a tanner of sheepskins shall be—

Slicker whiteners or slicker skivers, or knife whiteners or shavers, or persons in charge of band-splitting machines .. .. .	57s.	per week of 48 hours
Fleshers or persons working fleshing machines .. .. .	54s.	" "
Jiggers or grainers of bookbinding leathers or furniture leathers .. .. .	52s.	" "
Rollers or strikers .. .. .	50s.	" "
Machine shavers .. .. .	50s.	" "
Scudders, or unhairers, or stoners, or punchers, or persons working at unhairing or scudding machines, or table hands or hand perchers, or persons not otherwise provided for finishing fancy leather .. .. .	49s.	" "
Persons employed at japanning or enamelling leather or at ovens used for japanning or enamelling leather .. .. .	49s.	" "
Persons not otherwise provided for, working at any machines used for preparing fancy leather .. .. .	47s.	" "
Limejobbers, tanspitmen, shedsmen, persons employed at hydraulic presses, or vats, or persons boiling down fleshings or rendering down tallow, and persons not otherwise provided for .. .. .	45s.	" "
Strainers (other than apprentices or improvers)—		
14 years, but not over 15 .. .. .	10s.	" "
15 " " " 16 .. .. .	14s.	" "
16 " " " 17 .. .. .	19s.	" "
17 " " " 18 .. .. .	21s. 6d.	" "

## APPRENTICES.

## NUMBER.

(3) That the number of apprentices who may be employed within any factory or work-room or shop or place shall be one apprentice to every three persons or fraction of three persons employed in the process, trade, or business of a tanner, currier, or leather-dresser other than a tanner of sheepskins, and receiving not less than 45s. per week of 48 hours.

## IMPROVERS.

## NUMBER.

(4) That the number of improvers who may be employed in any factory or work-room or shop or place shall be one improver to every three employes or fraction thereof receiving not less than the minimum wage of 45s. per week, provided that the total number of apprentices and improvers shall not exceed by more than one the proportion of one apprentice or one improver to every three such employes or fraction thereof if the total number of such employes be nine or less; and shall not exceed by more than two the proportion of one apprentice or one improver to every three such employes or fraction thereof if the total number of such employes be greater than nine and not more than eighteen; and so on, namely, one improver in excess for each additional nine or fraction of nine employes receiving not less than the minimum wage of 45s. per week.

## APPRENTICES OR IMPROVERS.

## WAGES.

(5) That the lowest prices or rates of payment payable to apprentices or improvers employed in the process, trade, or business of a tanner, currier, or leather-dresser other than a tanner of sheepskins shall be the following:—

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

## TIMES OF BEGINNING AND ENDING WORK.

(6) That the times of beginning and of ending work (except in the case of men working on night shifts) in any factory or work-room, shop, or place shall be—

Time of Beginning.	Time of Ending.
7.30 a.m.	.. 5.15 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.
And 7.30 a.m.	.. 12 noon on Saturday.

## OVERTIME.

(7) That the wages price or rate that shall be paid to any employe (other than an employe working on a night shift) who works in the process, trade, or business of a tanner, currier, or leather-dresser other than a tanner of sheepskins for any time in excess of 48 hours in the week, or before or after the times specified for beginning and ending work on each day, shall be as follows, namely:—

(a) In weeks in which two Public Holidays occur or in which a Public Holiday occurs on a Saturday, or on a Monday, or in which Melbourne Cup Day occurs, the rate shall be—

For the first two hours in excess of 48 hours for the week—Time and a quarter for each hour or fraction of an hour.

For the next two hours—Time and a half for each hour or fraction of an hour; and thereafter double time for each hour or fraction of an hour.

(b) In all other weeks—

For two hours before the time specified for beginning or after the time specified for ending work—Time and a quarter for each hour or fraction of an hour.

For the third and fourth hours before the time specified for beginning or after the time specified for ending work—Time and a half for each hour or fraction of an hour.

For any earlier time of beginning or any later time of ending work—Double time for each hour or fraction of an hour.

(c) If within the hours specified in this Determination as the times of beginning and of ending work any employe works for any time in excess of 48 hours per week, he shall be paid at the rate of time and a quarter for the extra time so worked.

## WAGES AND OVERTIME FOR NIGHT SHIFTS.

(8) Where more than one shift is worked in the day of 24 hours, the lowest rates of wages for employes beginning work after the usual time of ceasing work for the day shall be one and a quarter times the lowest wages rates fixed for the same class of day workers by this Determination, and employes working on a night shift for any time in excess of 48 hours per week shall be paid for such extra time at the rate of time and a half for every hour or fraction of an hour.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(9) That the special price or rate of payment payable to any person for all work done on—

(a) Sundays ;

(b) On the undermentioned Public Holidays (that is to say) :—

Good Friday ;  
Easter Monday ;  
Eight Hours Day,  
Christmas Day,  
Boxing Day,  
New Year's Day,

} Or such other day as may be observed as a Public Holiday in lieu thereof.

shall be at the rate of time and a half.

CHARLES A. TOPP,  
Chairman.

Melbourne, 19th December, 1911.

## Factories and Shops Acts.

## DETERMINATION OF CARRIAGE 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 connected with or incidental to the manufacturing, making, or repairing of—(a) Carriages, carts, and other vehicles (other than perambulators), or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tyres, rims, hubs, or spokes ; (b) Motor car bodies, or any part or parts thereof, such as the hoods or cushions ; (c) Tram cars, or any part or parts thereof, such as ironwork or bodies, cushions, springs, axles, wheels, tyres, rims, hubs, or spokes, has made the following Determination, viz. :—

1. That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 27th day of January, 1912. The Determination and amendments are printed hereunder.

## ADULT PERSONS.—WAGES.

2. That the lowest prices or rates of payment payable to the following classes of persons shall be—

## CARRIAGE AND MOTOR BUILDING.

Bodymakers, smiths, wheelwrights, wheelers, painters, trimmers ..	60s.	per week of 48 hours.
Vycemen .. .. .	45s.	„ 48 „
Smiths' strikers and labourers .. .. .	42s.	„ 48 „

## SPRING MAKING AND SPRING FITTING.

Spring fitters .. .. .	60s.	per week of 48 hours.
Spiral spring makers, other than coil spring machine operators ..	60s.	„ 48 „
Coachsmiths .. .. .	60s.	„ 48 „
Operators engaged on elliptic heading machines .. .. .	56s.	„ 48 „
Operators engaged in making spring eyes .. .. .	54s.	„ 48 „
Shearing machinists engaged in cutting up steel .. .. .	45s.	„ 48 „
Machinists engaged in operating, drawing out, slotting, and nibbing machines .. .. .	45s.	„ 48 „
Operators engaged on eye-rolling machines .. .. .	45s.	„ 48 „
Operators engaged on coiling machines for spiral springs .. .. .	45s.	„ 48 „
Finishers on emery wheels .. .. .	45s.	„ 48 „
Smiths' strikers, steam-hammer drivers, and labourers (over 21 years of age) .. .. .	45s.	„ 48 „

WHEEL MAKING.

Persons employed in spoke fitting, spoke driving, putting on rims and felloes, cleaning off and dressing rims and felloes, operating buzz planer, planing machine, band saw, champering machine, tenoning machine, boring machine, mortising machine, circular saw, or any other machines .. .. .	60s.	per week of 48 hours.
Labourers engaged on same description of work as juvenile workers in wheel making .. .. .	45s.	" 48 "

AXLE MAKING.

Blacksmiths .. .. .	60s.	per week of 48 hours.
Face plate workers and screw cutting turners .. .. .	54s.	" 48 "
Centre turners .. .. .	45s.	" 48 "
Smiths' strikers, steam-hammer drivers, labourers (over 21 years of age) .. .. .	45s.	" 48 "

TRAM CAR BUILDING.

Patternmakers .. .. .	72s.	per week of 48 hours.
Grip-fitters .. .. .	66s.	" 48 "
Turners .. .. .	66s.	" 48 "
Fitters .. .. .	66s.	" 48 "
Blacksmiths .. .. .	66s.	" 48 "
Coppersmiths .. .. .	66s.	" 48 "
Woodmen .. .. .	63s.	" 48 "
Signwriters and grainers .. .. .	63s.	" 48 "
Shedmen (day and night) .. .. .	60s.	" 48 "
Pitmen .. .. .	60s.	" 48 "
Painters .. .. .	60s.	" 48 "
Wood machinists .. .. .	60s.	" 48 "
Persons working boring machines .. .. .	60s.	" 48 "
Persons working Universal milling machines .. .. .	60s.	" 48 "
Machinists, including slotters, planers, and grinders .. .. .	60s.	" 48 "
Persons working shaping machines (14 inch stock and under) .. .. .	60s.	" 48 "
Persons working plain milling machines .. .. .	54s.	" 48 "
Persons working gear-cutter machines .. .. .	54s.	" 48 "
Gear painters .. .. .	54s.	" 48 "
Blacksmiths' strikers .. .. .	48s.	" 48 "
Brass-polishers .. .. .	48s.	" 48 "
Persons working drilling machines, screwing machines, emery wheels, saws, shears and punching machines (working in iron) .. .. .	48s.	" 48 "
Labourers .. .. .	45s.	" 48 "

APPRENTICES.

MALES.

Number.

3. That the number of apprentices who may be employed shall be one apprentice to every one worker receiving not less than 42s. per week of 48 hours.

WAGES.

4. That the lowest prices or rates of payment payable to apprentices shall be—
- Apprentices (other than apprentices to spring making, spring fitting, and tram car building—
- |                                       |         |                       |
|---------------------------------------|---------|-----------------------|
| For the 1st year's experience .. .. . | 5s.     | per week of 48 hours. |
| " 2nd " " " " .. .. .                 | 7s. 6d. | " 48 "                |
| " 3rd " " " " " .. .. .               | 10s.    | " 48 "                |
| " 4th " " " " " .. .. .               | 15s.    | " 48 "                |
| " 5th " " " " " .. .. .               | 20s.    | " 48 "                |
- Apprentices to spring making and spring fitting—
- |                               |          |                       |
|-------------------------------|----------|-----------------------|
| 1st year's experience .. .. . | 7s. 6d.  | per week of 48 hours. |
| 2nd " " " " " .. .. .         | 10s.     | " 48 "                |
| 3rd " " " " " .. .. .         | 12s. 6d. | " 48 "                |
| 4th " " " " " .. .. .         | 17s. 6d. | " 48 "                |
| 5th " " " " " .. .. .         | 22s. 6d. | " 48 "                |
- Apprentices to tram car building—
- |                               |         |                       |
|-------------------------------|---------|-----------------------|
| 1st year's experience .. .. . | 7s. 6d. | per week of 48 hours. |
| 2nd " " " " " .. .. .         | 10s.    | " 48 "                |
| 3rd " " " " " .. .. .         | 15s.    | " 48 "                |
| 4th " " " " " .. .. .         | 20s.    | " 48 "                |
| 5th " " " " " .. .. .         | 25s.    | " 48 "                |

## IMPROVERS.

## MALES.

## Number.

5. That the number of improvers who may be employed shall be one to two, two to four, three to six, and thereafter one to every six additional workers receiving not less than 60s. per week of 48 hours.

## IMPROVERS.—WAGES.

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

## (1) Improvers (other than improvers at spring making, spring fitting, and tram car building)—

For 1st year's experience	..	..	..	12s. 6d. per week of 48 hours.
„ 2nd „ „	..	..	..	15s. „ 48 „
„ 3rd „ „	..	..	..	17s. 6d. „ 48 „
„ 4th „ „	..	..	..	22s. 6d. „ 48 „
„ 5th „ „	..	..	..	27s. 6d. „ 48 „
„ 6th „ „	..	..	..	32s. 6d. „ 48 „
„ 7th „ „	..	..	..	45s. „ 48 „
and thereafter the minimum wage of	..	..	..	60s. „ 48 „

## (2) Improvers at spring making and spring fitting—

For 1st year's experience	..	..	..	12s. 6d. per week of 48 hours.
„ 2nd „ „	..	..	..	15s. „ 48 „
„ 3rd „ „	..	..	..	17s. 6d. „ 48 „
„ 4th „ „	..	..	..	22s. 6d. „ 48 „
„ 5th „ „	..	..	..	27s. 6d. „ 48 „
„ 6th „ „	..	..	..	35s. „ 48 „
„ 7th „ „	..	..	..	48s. „ 48 „
and thereafter the minimum wage of	..	..	..	60s. „ 48 „

## (3) Improvers at tram car building—

That the lowest prices or rates payable to improvers shall be as follow :—

Under 15 years of age	..	..	..	12s. 6d. per week of 48 hours.
15-16 years of age	..	..	..	15s. „ 48 „
16-17 „	..	..	..	17s. 6d. „ 48 „
17-18 „	..	..	..	22s. 6d. „ 48 „
18-19 „	..	..	..	27s. 6d. „ 48 „
19-20 „	..	..	..	35s. „ 48 „
20-21 „	..	..	..	45s. „ 48 „

## JUVENILE WORKERS.

## SPRING MAKING AND SPRING FITTING.

7. (1) The lowest prices or rates of payment payable to juvenile workers engaged in spring making and spring fitting shall be as follows :—

- (a) Juvenile workers, meaning persons other than apprentices or improvers, under 21 years of age, engaged in striking, steam and cushion hammer driving, screwing up bolts and clips, stripping old springs, putting springs together or taking same asunder, cleaning and oiling springs and machinery, blowing bellows, drilling and screwing, assisting vyceman, cleaning old ironwork, smudging springs, operating tyre rolling machines, heating and attending spring furnaces, pinching in springs and racking steel, assisting stokers, running messages, or cleaning up shop—

1st year's experience	..	..	..	12s. 6d. per week of 48 hours.
2nd „ „	..	..	..	15s. „ 48 „
3rd „ „	..	..	..	20s. „ 48 „
4th „ „	..	..	..	25s. „ 48 „
5th „ „	..	..	..	30s. „ 48 „

- (b) Juvenile workers, meaning persons other than apprentices or improvers, under 21 years of age, engaged in operating shears for cutting up steel, drawing out, slotting, and nibbing machines, eye rolling machines, or coiling machines—

1st year's experience	..	..	..	12s. 6d. per week of 48 hours.
2nd „ „	..	..	..	17s. 6d. „ 48 „
3rd „ „	..	..	..	22s. 6d. „ 48 „
4th „ „	..	..	..	30s. „ 48 „
5th „ „	..	..	..	37s. 6d. „ 48 „

AXLE MAKING.

(2) The lowest prices or rates of payment payable to juvenile workers, meaning thereby persons other than apprentices or improvers under 21 years of age, engaged in drilling, tapping, boring, and cleaning up axle boxes, filing and polishing, roughing collars, screwing up nuts and chipping off ends, grooving, assisting blacksmith, assisting turners, working steam and cushion hammer, striking, cleaning up axle wrenches, cleaning axle boxes and replacing on arm, cleaning axle collets, cleaning up axle nuts or caps, cleaning up shop, messes, or tying up axles, shall be—

1st year's experience	..	..	..	..	10s.	per week of 48 hours.
2nd "	"	"	"	"	12s. 6d.	" 48 "
3rd "	"	"	"	"	17s. 6d.	" 48 "
4th "	"	"	"	"	22s. 6d.	" 48 "
5th "	"	"	"	"	30s.	" 48 "

WHEEL MAKING.

(3) The lowest prices or rates of payment payable juvenile workers, meaning thereby persons (other than apprentices or improvers, under 21 years of age) engaged in rasping, filing, scraping, sandpapering, making dowells, cutting wedges, cleaning glue off spokes, packing flanges, stripping old work, cleaning and oiling machinery, packing and unpacking material, running messes, or cleaning up shop, shall be—

1st year's experience	..	..	..	..	12s. 6d.	per week of 48 hours.
2nd "	"	"	"	"	15s.	" 48 "
3rd "	"	"	"	"	20s.	" 48 "
4th "	"	"	"	"	25s.	" 48 "
5th "	"	"	"	"	30s.	" 48 "

OTHER WORK.

(4) That the lowest prices or rates of payment payable to juvenile workers, other than those above mentioned, shall be—

1st six month's experience	..	..	..	..	5s.	per week of 48 hours.
2nd "	"	"	"	"	7s. 6d.	" 48 "
2nd year's	"	"	"	"	10s.	" 48 "
3rd "	"	"	"	"	15s.	" 48 "
4th "	"	"	"	"	20s.	" 48 "
5th "	"	"	"	"	27s. 6d.	" 48 "

A juvenile worker to whom the last-mentioned prices or rates are to be paid is a person other than an apprentice or improver, under 21 years of age, engaged in any one or more of the following classes of work:—Priming, filling up, rubbing down, grinding paint, sandpapering, cleaning paint pots, washing down vehicles, taking off and putting on wheels, cleaning plated work, washering wheels, screwing up bolts and clips, cutting wedges, stripping old work, cleaning and oiling machinery, blowing bellows, striking, drilling and screwing, assisting vyceman, cleaning old ironwork, smudging springs, bending tyres, heating tyre furnace, assisting at putting on tyres, running messes, teasing hair and fibre, cleaning and oiling up leather work, or cleaning up shop.

FEMALES.

8. That the lowest prices or rates payable to adult females engaged in doing general machine sewing, and hand sewing cushions, shall be 25s. per week of 48 hours.

JUVENILE WORKERS (FEMALES).

9. That the lowest prices or rates payable to female juvenile workers, meaning thereby females other than apprentices or improvers, under 21 years of age, engaged in doing general machine sewing, and hand sewing cushions, shall be—

1st year's experience	..	..	..	..	10s.	per week of 48 hours.
2nd "	"	"	"	"	12s. 6d.	" 48 "
3rd "	"	"	"	"	15s.	" 48 "
4th "	"	"	"	"	20s.	" 48 "

OVERTIME.

10. That the following rates shall be paid for work done during the times specified hereunder, viz:—

- (a) For work done outside the times of beginning and ending work, as specified in Clause 11 ... Time and a quarter.
- (b) For work done within the times of beginning and ending work, as specified in Clause 11, in excess of forty-eight hours in any one week ... Time and a quarter.

## TIME OF BEGINNING AND ENDING WORK.

11. That the time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
7.30 a.m. .. ..	5.15 p.m. on each of five days in the week.
And 7.30 a.m. .. ..	12 noon on Saturday or on the day the weekly half-holiday is observed in lieu thereof.

Provided that Clause 10 and this clause shall not apply to night or day shedmen, who shall, however, be entitled to be paid for all time worked in excess of 48 hours in any one week at the rate of time and a quarter.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

12. That the special price or rate payable to any person for all work done on—

- (a) Sundays,  
Good Friday,  
Easter Monday.
- (b) Christmas Day,  
Boxing Day,  
New Year's Day,  
21st April,
- } or such other day as may be observed as a public holiday in lieu thereof,

shall be at the rate of double time.

Provided that this clause shall not apply to night or day shedmen.

Dated at Melbourne the 20th day of December, 1911.

L. F. S. ROBINSON,  
Chairman.

## Factories and Shops Acts.

## DETERMINATION OF THE HARDWARE 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 wheresoever employed in the business of a seller of goods usually sold by ironmongers, including—

- (a) furnishing household, plumbers', or builders' ironmongery ;  
(b) gas fittings, stoves, or tools ;

(being a business usually or frequently carried on in a shop), has made the following Determination, namely :—

- (1) That this Determination shall come into force on the 1st day of January, 1912.

## WAGES.

- (2) That the lowest rates of wages to be paid to the following persons whether male or female shall be :—

## SHOP HANDS.

Departmental managers, having five or more employés under their control .. .. .	90s.	per week of 50 hours.
Departmental managers having four or a less number of employés under their control .. .. .	80s.	" "
Departmental managers without any employés under their control .. .. .	80s.	" "
Branch managers .. .. .	80s.	" "
Outside salesmen .. .. .	70s.	" "
Senior assistants between 25 and 55 years of age .. .. .	60s.	" "
Senior assistants between 55 and 60 years of age .. .. .	55s.	" "
Senior assistants over 60 years of age .. .. .	45s.	" "
Junior assistants—		
21 years of age .. .. .	40s.	" "
22 " .. .. .	45s.	" "
23 " .. .. .	50s.	" "
24 " .. .. .	55s.	" "

## APPRENTICES OR IMPROVERS.

15 years of age .. .. .	7s. 6d. per week of 50 hours.
16 " .. .. .	10s. " "
17 " .. .. .	15s. " "
18 " .. .. .	20s. " "
19 " .. .. .	25s. " "
20 " .. .. .	30s. " "

and thereafter the rates prescribed for junior assistants.

**PACKERS, STOREMEN, ETC.**

Persons (other than apprentices or improvers) employed in the parcels office, or as storemen, packers, porters, yardmen, or messengers—

15 years of age	..	..	..	..	7s. 6d. per week of 50 hours.
16	..	..	..	..	10s. " "
17	..	..	..	..	12s. 6d. " "
18	..	..	..	..	17s. 6d. " "
19	..	..	..	..	22s. 6d. " "
20	..	..	..	..	27s. 6d. " "
21	..	..	..	..	32s. 6d. " "
22	..	..	..	..	37s. 6d. " "
23	..	..	..	..	42s. 6d. " "
24	..	and over	..	..	47s. 6d. " "

**APPRENTICES.**

**NUMBER.**

(3) That the number of apprentices who may be employed shall be one apprentice to every three workers or fraction of three workers employed in any shop or place, and receiving not less than the minimum wage of 32s. 6d. per week of 50 hours.

**IMPROVERS.**

**NUMBER.**

(4) That the number of improvers who may be employed shall be—

1 improver to 1 worker	receiving not less than 60s. per week of 50 hours.
2 improvers to 2 workers,	" " " "
3 " 3, 4, or 5 workers,	" " " "
4 " 6 or 7 "	" " " "
5 " 8 "	" " " "
6 " 9 or 10 "	" " " "
7 " 11 "	" " " "
8 " 12 "	" " " "

and thereafter 2 improvers to each additional 3 workers receiving not less than 60s. per week of 50 hours.

**OVERTIME.**

(5) That any employé wheresoever employed, who works in any week for any time in excess of 50 hours as fixed by this Determination, shall be paid for such extra time at the wages rate of time and a half.

**CASUAL LABOUR.**

(6) That any person employed for less than one week shall be paid at the rate of time and a half, but no such payment shall in any case exceed the ordinary weekly wage as fixed by this Determination.

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

(7) That the special price or rate of payment payable to any person for all work done on—

(a) Sundays ;

(b) On the undermentioned public holidays, or such other days as may be observed as public holidays in lieu thereof—

- 26th January,
- Good Friday,
- Easter Monday,
- 21st April,
- King's Birthday,
- Christmas Day,
- Boxing Day,
- New Year's Day,
- and

Cup Day in places where it has been proclaimed a public holiday

shall be at the rate of time and a half.

**DEFINITIONS.**

(8) "Departmental manager" shall mean a person having the control or superintendence of a department, under the proprietor or general manager, in any shop, store, or universal providing establishment, where, in addition to hardware, other merchandise, such as drapery, groceries, furniture, or timber is sold.

"Branch manager" shall mean a person for the time being intrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employé who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

L. F. S. ROBINSON,

Chairman.

Dated at Melbourne, this 24th day of October, 1911.