



# VICTORIA GOVERNMENT GAZETTE

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[1913.

Factories and Shops Acts.

## DETERMINATION OF THE COUNTRY FLOUR 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 (other than persons subject to the Determination of the Flour Board) employed in the process, trade, or business of a flour-miller 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 1st day of September, 1913.
2. That the lowest rate of wages to be paid to the following persons shall be :—

Class of Persons.	In Mills where the Output of Flour per hour is—					
	Not exceeding 1,500 lbs.	More than 1,500 lbs. and not more than 3,000 lbs.	More than 3,000 lbs. and not more than 4,000 lbs.	More than 4,000 lbs and not more than 5,000 lbs.	More than 5,000 lbs. and not more than 6,000 lbs.	More than 6,000 lbs.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
Shift Millers ...	60s.	60s.	65s.	65s.	70s.	70s.
Purifiers, Silkmen, or Top Men	48s.	48s.	48s.	50s.	50s.	52s. 6d.
Head Storemen, i.e., storemen to whom any superintendence is given by the employer ...	51s.	51s.	51s.	52s.	56s.	56s.
Head Millers ...	...	...	...	...	70s. per week of 48 hours	...
Millwrights ...	...	...	...	...	66s. "	"
Smuttermen ...	...	...	...	...	51s. "	"
Men engaged in taking off mill products	...	...	...	...	48s. "	"
Storehands ...	...	...	...	...	48s. "	"

Wheat Carriers ... ..	72s. per week of 48 hours.
Engine-drivers driving other than steam engines—	
When the engine is less than 150 H.P. ... ..	57s. " "
When the engine is 150 H.P. or more ... ..	60s. " "
All other adult employes ... ..	48s. " "
Persons under 21 years of age (not being apprentices or improvers)	
employed as—	
Sweepers or Bag Branders' Assistants ... ..	22s. 6d. " "
Truckers or Assistants at general work ... ..	30s. " "
Youths assisting in filling, sewing, weighing, or trucking	
not more than 2,500 lbs. of flour, bran or pollard	
per hour ... ..	40s. " "

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.
	Apprentices.	Improvers.	
APPRENTICES.			
1st year ... ..	10s.		One apprentice to every three or fraction of three workers receiving not less than 48s. per week of 48 hours.
2nd " ... ..	15s.		
3rd " ... ..	20s.		
4th " ... ..	25s.		
5th " ... ..	30s.		
IMPROVERS.			
Under 16 years of age ... ..		14s.	One improver to every four or fraction of four workers receiving not less than 48s. per week of 48 hours.
16 years of age ... ..		17s. 6d.	
17 " " ... ..		22s. 6d.	
18 " " ... ..		28s.	
19 " " ... ..		35s.	
20 " " ... ..		42s.	

TIME OF BEGINNING AND ENDING WORK.

4. That the time of beginning and ending work of any person engaged in the mill store shall be :—

Time of beginning—	Time of ending—
7.30 a.m. ... ..	12 noon on Saturday and
7.30 a.m. ... ..	6 p.m. on the other working days of the week.

OVERTIME.

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

(a) By any person engaged in the mill store—

For all work done outside the hours fixed in Clause 4,

For work done between 6 p.m. and 8 p.m. on any of the ordinary working days of the week ;	} Time and a quarter.
For work done between 12 noon and 2 p.m. on Saturday ;	
For work done between 8 p.m. and 7.30 a.m. on any of the ordinary working days of the week ;	} Time and a half.
For work done after 2 p.m. on Saturday	

OVERTIME—*continued.*

For all work done within the hours fixed in Clause 4, in excess of 48 hours in any week—

First 10 hours	...	...	...	...	Time and a quarter.
Thereafter	..	...	...	...	Time and a half.

(b) *By any other person.*

For all work done in excess of 48 hours in any week—

First 10 hours	...	...	...	...	Time and a quarter.
Thereafter	...	...	...	...	Time and a half.

## SPECIAL RATES.

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

Sunday ;  
 Good Friday ;  
 Easter Saturday ;  
 Easter Monday ;  
 Christmas Day ;  
 Boxing Day ;  
 New Year's Day ;

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.

E. NOTLEY MOORE,

Chairman.

Melbourne, 22nd July, 1913.

## Factories and Shops Acts.

## DETERMINATION OF THE WHOLESALE GROCERS 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 business of a wholesale grocer, including a seller of tea, has made the following Determination, namely :—

NOTE.—On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

1. That the previous Determination of this Board is hereby amended, and such amendments shall come into force and be operative on and after the 15th day of September, 1913.

The Determination and amendments are printed hereunder.

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

Storeman in charge of 10 or more storemen	..	..	80s. per week of 48 hours.
Storeman in charge of 6, 7, 8, or 9 storemen	..	..	70s. " " "
Storeman in charge of 1, 2, 3, 4, or 5 storemen	..	..	60s. " " "
Storeman in charge of one or more flats or departments in which he is the only storeman employed	..	..	55s. " "
Adult storemen or cellarmen, without previous experience as such, and commencing work as storemen or cellarmen at 21 years of age or over—			
For the 1st six months' experience as storemen or cellarmen	..	..	40s. " "
For the 2nd six months' experience as storemen or cellarmen	..	..	45s. " "
and thereafter	..	..	48s. " "
Cellarman in charge employed in testing, blending, reducing, or fining wines or spirits	..	..	70s. " "
Salesmen	..	..	50s. " "
Packers in charge of 10 or more persons	..	..	70s. " "
Packers in charge of 6, 7, 8, or 9 persons	..	..	60s. " "
Packers in charge of 1, 2, 3, 4, or 5 persons	..	..	50s. " "
All others	..	..	48s. " "

### 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 and Improvers.	
1st year .. .. .	10s.	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 48s. per week of 48 hours.
2nd " " " " " "	15s.	
3rd " " " " " "	20s.	
4th " " " " " "	25s.	IMPROVERS. One improver to every two or fraction of two workers receiving not less than 48s. per week of 48 hours.
5th " " " " " "	32s. 6d.	
6th " " " " " "	40s.	

### 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 half.

### CASUAL LABOUR.

5. 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.

6. That time and a half shall be the special rate for all work done on—

Sunday,  
26th January (Foundation Day),  
Good Friday,  
Easter Monday,  
21st April (Eight Hours Day),  
King's Birthday,  
Christmas Day,  
Boxing Day,  
New Year's Day;

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.

F. H. BOLTON, J.P.,  
Chairman.

Melbourne, 12th August, 1913.

### Factories and Shops Acts.

### DETERMINATION OF THE LIFT 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, business, or occupation of Lift Attendant has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force, and be operative on and after the first day of September, 1913.

The Determination and amendments are printed hereunder.

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

- (a) Lift Attendants who are employed in lifts in hotels,  
clubs, coffee palaces, restaurants, or hospitals .. 45s. per week of 58 hours  
(b) All other Lift Attendants .. .. . 48s. per week of 50 hours

\* Inserted in lieu of the Determination published in the Gazette of 5th August, 1913, pp. 3411-12.

## APPRENTICES AND IMPROVERS.

(3) "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 by any employer

shall be as shown in the following table :—

Experience during—	WAGES.			Proportionate Number.
	Apprentices.	Improvers—		
		In hotels, clubs, coffee palaces, restaurants, and hospitals.	All others.	
1st year	Per week of 58 hours. 25s.	Per week of 58 hours. 25s.	Per week of 50 hours. 25s.	One apprentice to two or fraction of two workers receiving the minimum wage. One improver to every two workers receiving the minimum wage.
2nd year	27s. 6d.	27s. 6d.	30s.	
3rd year	30s.	30s.	35s.	

## 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 half.

## SPECIAL RATES.

(5) That the special rates of payment to Lift Attendants for all work done in connexion with a lift on the undermentioned public holidays shall be as follows :—

(a) *Lift Attendants employed in lifts in hotels, clubs, coffee palaces, restaurants, and hospitals—*

Good Friday, Easter Monday, New Year's Day, Eight Hours Day, King's Birthday, Christmas Day, and Boxing Day,	} Time and a half ;
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(b) *All other Lift Attendants—*

Sundays, Good Friday, Christmas Day,	} Double time ;
26th January, Easter Monday, Eight Hours Day, King's Birthday, Boxing Day, New Year's Day,	} 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.

F. W. MISCAMBLE,

Chairman.

Melbourne, 30th July, 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 45s. per week of 48 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.

\* Inserted in lieu of the Determination published on page 3489 of Gazette No. 123, on 9th August, 1913.

## 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 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.

## 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.

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

SECOND SCHEDULE—continued.

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.

<i>Example—</i>	London Liverpool Manchester Birmingham	32, Hungerford wharf 52, Henry-street 37, Brown-street 26, Bull-street
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THREE COLUMNS.—Three justifications or arrangements with or without headings to take the charge of one-half extra.

<i>Example—</i>	Marlborough Indian Queen Medway Maid of Judah	Melbourne Melbourne Melbourne Sydney	May 10 May 27 April 18 May 11
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FOUR COLUMNS.—Four or more justifications or arrangements with or without headings or rules to be charged double.

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

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.