



VICTORIA GOVERNMENT GAZETTE.

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[1914.]

Factories and Shops Acts.

DETERMINATION OF THE BRICK 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 in the process, trade, or business of brickmaking (including clay-digging) has made the following Determination, namely:—

NOTE.—On 21st February, 1911, the powers of the Brick Trade Board were extended, so that it might fix 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 sand, lime, or cement brickmaking.

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 11th day of March, 1914. The Determination and amendments are printed hereunder:—

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

Burners .. .. .	..	1s. 3d. per hour, or 75s. per week of 60 hours		
Machine drivers or machine riggers .. .. .	..	1s. 2d.	59s. 6d.	51
Wet pan attendants .. .. .	..	1s.	51s.	51
Dry pan attendants who do not haul .. .. .	..	1s. 1½d.	57s. 4½d.	51
Crusher attendants who do not haul .. .. .	..	1s. 1½d.	57s. 4½d.	51
Crusher or dry pan attendants who also haul .. .. .	..	1s. 3d.	63s. 9d.	51
Drawers .. .. .	..	1s. 4½d.	65s.	48
Setters .. .. .	..	1s. 3½d.	61s.	48
Facemen working in a clayhole 25 feet or less in depth where explosives are not used .. .. .	..	1s. 2½d.	57s.	48
All other facemen .. .. .	..	1s. 3½d.	61s.	48
Clayholemen, hand moulders, lime grinders, lime crushers, sand and lime mixers, or silomen .. .. .	..	1s. 1½d.	54s.	48
Men taking off from sand-brick machines .. .. .	..	1s. 1d.	52s.	48
Wheelers of green bricks or truckers .. .. .	..	1s. 0½d.	50s.	48
Loftmen, men clearing waste from brick machines, sand elevator feeders, sand pitmen, or yardmen .. .. .	..	1s.	48s.	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).

APPRENTICES AND IMPROVERS—continued.

“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 the wages and number of apprentices and improvers shall be—

Wages per week of 48 hours.			Number.
	Apprentices.	Improvers.	
1st year's experience	15s.		<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving at wages rates or piece-work prices not less than 48s. per week of 48 hours.</p>
2nd „ „	20s.		
3rd „ „	25s.		
14 years of age		15s.	<p><i>Improvers.</i> One improver to every eight or fraction of eight employes receiving at wages rates or piece-work prices not less than 48s. per week of 48 hours.</p>
15 „ „		16s.	
16 „ „		18s.	
17 „ „		20s.	
18 „ „		29s.	
19 „ „		35s.	
20 „ „		38s.	

TIME OF BEGINNING AND ENDING WORK.

(4) That the time of beginning and ending work for any persons *except burners, machine drivers, machine riggers, and pan or crusher attendants* shall be as follows, namely:—

Time of beginning.	Time of ending.
7 a.m.	1 p.m. on Saturdays (or the day on which the half-holiday is locally observed).
7 a.m.	5.30 p.m. on each of the other five working days of the week.

OVERTIME.

(5) That the following rate shall be paid for all work done by:—

(a) Any person (other than a *burner, machine driver, machine rigger, or pan or crusher attendant*)—

- (1) Outside the hours fixed in Clause 4
 - (2) Within the hours fixed in Clause 4, in excess of 48 hours in any week
- } Time and a half.

(b) Any machine driver, machine rigger, or pan or crusher attendant—

In excess of 51 hours in any week Time and a half

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(6) That time and three-quarters shall be the special rate of payment payable—

(a) To any person (other than a *burner*) for all work done on—

Sundays,

(b) To any person for all work done on the undermentioned public holidays (that is to say):—

- New Year's Day,
- Foundation Day (26th January),
- Eight Hours Day (21st April),
- Good Friday,
- Easter Monday,
- Christmas Day,
- and Boxing 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.

PIECE-WORK.

(7) That the lowest piece-work prices to be paid shall be:—

	Ordinary Bricks, Per 1,000.	Radial or Culvert or Bull-nose Bricks, per 1,000.
	s. d.	s. d.
Drawing and stacking where wheeled from outside wall of kiln at the wicket from which the bricks are drawn—		
Not more than 26 yards	1 5½	1 8½
26 to 36 yards	1 9½	2 0½
36 to 46 yards	1 11½	2 2½
Over 46 yards	2 5½	2 8½
Drawing and loading on railway trucks—		
Wheeling on level surface	2 6½	2 9
Wheeling on up-grade planks	2 9½	3 0

Special bricks not enumerated above to be drawn at same rate as ordinary bricks, and left on barrows outside of wicket.

	Per 1,000 Bricks.	
	s.	d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks	9	0
.. .. . in sheds	7	6
.. .. . from bowling stool and placing on grass hacks (where material is placed on the table)	6	6
.. .. . from bowling stool in sheds (where material is placed on the table)	6	0
.. .. . fancy bricks and offbearing to hacks or in sheds	9	0
.. .. . from bowling stool	8	0
Setting	1	4½
Trucking	1	1

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(8) The Board determines under the provisions of Section 144 of the *Factories and Shops Acts 1912* that any employer may fix and pay piece-work prices to any person employed as a clayholeman, machine driver, machine rigger, or wheeler of green bricks, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

Dated at Melbourne this 20th day of February, 1914.

F. C. MASON, J.P.,
Chairman.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for the integrity of the financial system and for the ability to detect and prevent fraud. The text notes that without reliable records, it would be difficult to verify the accuracy of financial statements and to identify any irregularities.

2. The second part of the document focuses on the role of internal controls in ensuring the accuracy and reliability of financial information. It describes how internal controls are designed to prevent errors and to detect any unauthorized transactions. The text highlights that internal controls are a key component of an organization's risk management strategy and are essential for maintaining the trust of investors and other stakeholders.

3. The third part of the document discusses the importance of transparency and disclosure in financial reporting. It notes that providing clear and concise information about an organization's financial performance is crucial for making informed investment decisions. The text emphasizes that transparency is also essential for maintaining the integrity of the financial system and for preventing fraud.

4. The fourth part of the document discusses the role of external audits in ensuring the accuracy and reliability of financial information. It describes how external audits are conducted by independent auditors who provide an objective assessment of an organization's financial statements. The text notes that external audits are a key component of an organization's risk management strategy and are essential for maintaining the trust of investors and other stakeholders.

5. The fifth part of the document discusses the importance of ethical behavior in financial reporting. It notes that financial reporting is a highly sensitive area and that it is essential for all participants to act ethically and to provide accurate and reliable information. The text emphasizes that ethical behavior is essential for maintaining the integrity of the financial system and for preventing fraud.

6. The sixth part of the document discusses the role of regulatory bodies in ensuring the accuracy and reliability of financial information. It describes how regulatory bodies are responsible for developing and enforcing rules and standards that govern financial reporting. The text notes that regulatory bodies are essential for maintaining the integrity of the financial system and for preventing fraud.

7. The seventh part of the document discusses the importance of ongoing monitoring and evaluation of financial reporting processes. It notes that financial reporting is a dynamic process and that it is essential to regularly review and update internal controls and other reporting mechanisms. The text emphasizes that ongoing monitoring and evaluation are essential for maintaining the accuracy and reliability of financial information.

8. The eighth part of the document discusses the role of technology in financial reporting. It notes that technology has revolutionized financial reporting and that it is essential for organizations to embrace new technologies to improve the accuracy and reliability of their financial information. The text emphasizes that technology is essential for maintaining the integrity of the financial system and for preventing fraud.

9. The ninth part of the document discusses the importance of education and training in financial reporting. It notes that financial reporting is a complex field and that it is essential for all participants to receive appropriate education and training. The text emphasizes that education and training are essential for maintaining the accuracy and reliability of financial information.

10. The tenth part of the document discusses the role of the public in financial reporting. It notes that the public has a right to know about an organization's financial performance and that it is essential for organizations to provide clear and concise information. The text emphasizes that the public is essential for maintaining the integrity of the financial system and for preventing fraud.