



# VICTORIA GOVERNMENT GAZETTE

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## Factories and Shops Acts.

### DETERMINATION OF THE PROCESS ENGRAVERS 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 Process Engraver, has made the following Determination, viz. :—

1. That this Determination shall come into force and be operative on and after the first day of May, 1914.

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

|  |    |    |    |    |                            |
|--|----|----|----|----|----------------------------|
| Operator in charge of the engraving department | .. | .. | .. | .. | 90s. per week of 44 hours. |
| Other operators                                | .. | .. | .. | .. | 65s. " "                   |
| Photo lithographer                             | .. | .. | .. | .. | 70s. " "                   |
| Half-tone fine etcher                          | .. | .. | .. | .. | 70s. " "                   |
| Line etcher                                    | .. | .. | .. | .. | 65s. " "                   |
| Artist   | .. | .. | .. | .. | 65s. " "                   |
| Router   | .. | .. | .. | .. | 55s. " "                   |
| Printer  | .. | .. | .. | .. | 55s. " "                   |
| Mounter  | .. | .. | .. | .. | 45s. " "                   |

### JUVENILE WORKERS.

3. That the lowest rates of payment payable to persons under 21 years of age (other than apprentices or improvers) engaged in the following work, namely :—

- (a) Cleaning,
- (b) Attending on operator,
- (c) Rocking baths, or
- (d) Mounting,

shall be—

|                       |    |    |    |    |                            |
|-----------------------|----|----|----|----|----------------------------|
| 1st year's experience | .. | .. | .. | .. | 10s. per week of 44 hours. |
| 2nd " "               | .. | .. | .. | .. | 15s. " "                   |
| 3rd " "               | .. | .. | .. | .. | 20s. " "                   |
| 4th " "               | .. | .. | .. | .. | 25s. " "                   |
| 5th " "               | .. | .. | .. | .. | 30s. " "                   |

APPRENTICES AND IMPROVERS.

Definition (Act 2386, Section 5.)

“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.

“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.

4. That the wages and number of apprentices and improvers who may be employed within any factory or place shall be—

| Experience. | Wages per week of 44 hours. |              | Number.   |
|-------------|-----------------------------|--------------|---|
|             | Apprentices.                | Improvers.   |   |
|             | <i>s. d.</i>                | <i>s. d.</i> |   |
| 1st year .. | 7 6                         | 20 0         | APPRENTICES.<br>One apprentice to every three or fraction of three workers receiving not less than 45s. per week of 44 hours. |
| 2nd „ ..    | 10 0                        | 25 0         |   |
| 3rd „ ..    | 15 0                        | 32 6         |   |
| 4th „ ..    | 25 0                        | 37 6         | IMPROVERS.<br>One improver to every four or fraction of four employes receiving not less than 55s. per week of 44 hours.      |
| 5th „ ..    | 35 0                        | 47 6         |   |
| 6th „ ..    | 45 0                        | ..           |   |

OVERTIME.

5. That any employé who works for any time in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

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

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

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named Public Holidays, the special rate shall only be payable for work done on the day so substituted.

Dated at Melbourne, the 26th day of March, 1914.

F. H. BOLTON, J.P.,

Chairman.

Factories and Shops Acts.

DETERMINATION OF THE FARRIERS 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 farrier 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 1st day of May, 1914. The Determination and amendments are printed hereunder.

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

- Fireman .. .. . 60s. per week of 48 hours.
- Floorman .. .. . 55s. per week of 48 hours.

Provided that a Floorman working at a fire for more than 12 hours in any one week shall be deemed to be a Fireman and shall be paid accordingly.

## APPRENTICES AND IMPROVERS.

DEFINITION (ACT 2386, SECTION 5).

"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.

"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.

3. That the wages and number of apprentices or improvers who may be employed within any place shall be :—

| Wages per week of 48 hours. |                            | Number.  |
|-----------------------------|----------------------------|--|
| During.                     | Apprentices and Improvers. |  |
| 1st year .. ..              | 12s. 6d.                   | One apprentice and one improver to every three or fraction of three workers receiving not less than 5s. per week of 48 hours |
| 2nd " .. ..                 | 15s. 0d.                   |  |
| 3rd " .. ..                 | 17s. 6d.                   |  |
| 4th " .. ..                 | 25s. 0d.                   |  |
| 5th " .. ..                 | 32s. 6d.                   |  |

## TIMES OF BEGINNING AND ENDING WORK.

4. That the times of beginning and ending work for all persons shall be :—

| Time of beginning. | Time of ending.  |
|--------------------|--|
| 6.30 a.m. .. ..    | 12 noon on the day on which the usual half-holiday is observed |
| 6.30 a.m. .. ..    | 5 p.m. on the other working days of the week.                  |

## OVERTIME.

5. That the following rate shall be paid for all work done :—

|  |              |
|--|--------------|
| (a) Outside the hours fixed in Clause 4 .. .. .                      | Double Time. |
| (b) Within the hours fixed in Clause 4 in excess of 48 hours .. .. . | "            |

## SPECIAL RATES.

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

Sunday,  
26th January (Foundation Day),  
Good Friday,  
Easter Monday,  
21st April (Eight Hours Day),  
3rd June (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.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations.

In the second section, the author outlines the various methods used to collect and analyze data. This includes both primary and secondary research techniques. The primary research involves direct observation and interviews, while secondary research involves analyzing existing data sources.

The third section focuses on the statistical analysis of the collected data. It describes the use of various statistical tests to determine the significance of the findings. The results indicate a strong correlation between the variables being studied, which supports the hypothesis of the research.

Finally, the document concludes with a summary of the key findings and their implications. It suggests that the results of this study can be used to inform business decisions and improve operational efficiency. The author also identifies some limitations of the study and suggests areas for future research.