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VICTORIA
GOVERNMENT GAZETTE.

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[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE PRINTERS BOARD.

IN accordance with the provisions of the Factories and Shops Act, 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 previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 1st September, 1916. The Determination and amendments are printed hereunder.

WAGES.

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

Classes of Persons.	Between 8 a.m. and 6 p.m.	Between 6 p.m. and 8 a.m.
	Per Week of 48 Hours.	Per Week of 48 Hours.
IN DAILY NEWSPAPER OFFICES.		
Compositors, sluggers, bulk hands, or makers-up	90 0	100 0
Adults (other than apprentices or improvers), learning composition on slug-casting machines, during three months' probation	90 0	100 0
Readers or reviser:—		
First two years' experience as such	85 0	75 0
Thereafter	85 0	90 0
Male copy-holders—		
First two years' experience as such	52 6	55 0
Thereafter	52 6	60 0

WAGES—continued.

Classes of Persons.	Between 7 a.m. and 6 p.m.	Between 6 p.m. and Midnight.	Between Midnight and 7 a.m.
	Per Week of 42 Hours.	Per Week of 42 Hours.	Per Week of 42 Hours.
IN ANY OTHER PLACE.			
Persons (other than apprentices or improvers) composing:—	s. d.	s. d.	s. d.
On slug-casting machines (including cleaning or remedying defective working of the machine)—			
During first three months' experience	49 0	78 9	94 6
Thereafter	75 3	78 9	94 6
On monotype keyboards—			
During first five months' experience	45 6	78 9	94 6
Thereafter	75 3	78 9	94 6
s. d.			
Compositors, sluggers, bulk hands, makers up, stereotypers, electrotypers, letterpress men, letterpress machinists, or persons in charge of cylinder machines (including time occupied in feeding)	66 0	per week of 48 hours.	
Proof readers or revisers	70 0	" "	
IN ANY PLACE.			
Persons employed on monotype casting machines	52 6 per week of 42 hours.		
Attendants on—			
1 to 3 line-casting machines	52 6 per week of 48 hours.		
4 to 8 " "	60 0	" "	
9 or more " "	70 0	" "	
Lithographers employed on rotary machines, quad-crown and upwards	70 0	" "	
All other lithographers	66 0	" "	
Tin printers	70 0	" "	
Stone polishers	48 0	" "	
Bookbinders or vellum binders for turned-in work (excepting persons only employed on quarter-bound work cut flush turned-in paper sides), marblers, finishers, paper-rulers, blockers (except for blind blocking), guillotine machine cutters, gilders, leather cutters, pocket-book makers, or hand indexers	64 0	" "	
Book-binding forewomen who supervise or are responsible for the work of—			
From 3 to 8 employees	32 6	" "	
" 9 to 20 "	37 6	" "	
Over 20 employees	40 0	" "	
Female sewers or takers-down of letterpress work	28 0	" "	
Female tin plate feeders, carriers, or cleaners off	30 0	" "	
All other adult males	52 6	" "	
All other adult females	26 0	" "	

CASUAL LABOUR.

3. That casual workers (i.e., persons employed as under during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid as indicated:—

	Between 8 a.m. and 6 p.m.	Between 6 p.m. and 8 a.m.
	Per hour.	Per hour.
Copy-holders, in daily newspaper offices	s. d. 1 2	s. d. 1 6
Persons engaged in publishing, in other newspaper offices	1d. an hour in addition to the rates fixed.	

JUVENILE WORKERS.

4. That the lowest rates of payment to persons under 21 years of age (other than apprentices and improvers) shall be :—

Employed as—	Per Week of 48 Hours.				
	Not being more than 18 Years of Age.				Over 18 and under 21 Years of Age.
	1st Year.	2nd Year.	3rd Year.	4th Year.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£. d.</i>
Operators of addressograph machines, feeders (not being persons in charge of cylinder machines), flyers employed on platen or cylinder machines, varnishers, machine bronzers, stone polishers, label punchers, quarter binders, or gluers for quarter-bound work cut flush turned-in paper sides, or all flush work not turned in, packers, or persons preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying, or despatching :—					
Males	10 0	15 0	20 0	25 0	35 0
Females	8 0	12 0	15 0	20 0	26 0
Attendants on line-casting machines, labourers, or roller boys	10 0	15 0	20 0	25 0	35 0
Tin-plate feeders, carriers, or cleaners off :—					
Males	10 0	15 0	20 0	25 0	35 0
Females	9 0	12 0	16 0	20 0	30 0
Copy-holders in daily newspaper offices :—					
Between 8 a.m. and 6 p.m.	24 0	24 0	24 0	24 0	36 0
Between 6 p.m. and 8 a.m.	36 0	36 0	36 0	36 0	48 0
Persons employed on monotype casting machines	15 0	18 0	22 6	25 0	35 0

Classes of Persons.	Per Week of 48 Hours.				
	Years of Age.				
	Under 16.	16 to 17.	17 to 18.	18 to 19.	19 to 21.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Female copy-holders	8 0	10 6	14 0	18 0	23 0
Message boys	9 0	12 6			
Reader boys					
Hand bronzer, when the work occupies in any week—					
Less than 4 hours	Same as male feeder				
4 hours or more	1s. per hour				

APPRENTICES.

“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 2650, section 3).

NOTE.—The Printers’ Board has prescribed a form of apprenticeship agreement. Section 187, Act 2650, requires that the indentures must be in that form.

IMPROVERS.

“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 2650, section 3).

APPRENTICES OR IMPROVERS—*continued.*

5. That the wages and number of apprentices and improvers who may be employed in any factory or place shall be as follow :—

During—	Wages per Week of 48 Hours,*			Number.
	Males.		Females.	
	Apprentices.	Improvers.	Apprentices or Improvers.	
	s. d.	s. d.	s. d.	
1st year ..	8 6	10 6	8 0	<p>APPRENTICES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 52s. 6d. per week of 48 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 26s. per week of 48 hours.</p> <p>MALE IMPROVERS.</p> <p>One male improver to every fifteen journeymen receiving not less than 64s. per week of 48 hours.</p> <p>FEMALE IMPROVERS.</p> <p><i>Bookbinding.</i></p> <p>Two female improvers to every female worker receiving not less than 26s. per week of 48 hours.</p> <p><i>Any other Branch.</i></p> <p>One female improver to every twenty female workers receiving not less than 26s. per week of 48 hours.</p>
2nd „ ..	10 6	12 6	10 6	
3rd „ ..	14 0	16 0	14 0	
4th „ ..	18 0	20 0	18 0	
5th „ ..	23 0	25 0	23 0	
6th „ ..	29 0	31 0	..	
7th „ ..	36 0	38 0	..	

* While employed on hand bronzing, 4d. per hour extra.

TIMES OF BEGINNING AND ENDING WORK.

6. That the times of beginning and ending work (except in daily newspaper offices) for any person (other than those composing on slug-casting machines, or monotype keyboards) shall be :—

Time of Beginning.	Time of Ending.
8 a.m. ..	12.30 p.m. on Saturdays, and 6 p.m. on the other working days of the week.

OVERTIME.

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

In Daily Newspaper Offices.

By any person (except those composing) in excess of the maximum number of hours fixed for a week's work ... Time and one-third.

In any other Place.

Composing on slug-casting machines or monotype keyboards—
In excess of 42 hours in any week Time and one-third.

Any other work—

Within the times of beginning and ending work as specified in Clause (6) in excess of the maximum number of hours fixed for a week's work	} Time and one-third.
Between 6 p.m. and 10 p.m. on any of the ordinary working days of the week	
Later than 12.30 p.m. or earlier than 8 a.m. on Saturday	} Time and a half.
Later than 10 p.m. or earlier than 8 a.m. on any other working day	

SPECIAL RATES.

8. That double time shall be the special rate of payment payable to any person (except those employed in daily newspaper offices) for all work done on—

- (a) Sundays ;
- (b) on the undermentioned public holidays (that is to say) :—
 Good Friday,
 21st day of April,
 Christmas 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.

PIECEWORK PRICES.

9. That the lowest piecework prices payable for the following kinds of work shall be :—

Work.	Where Performed.	Schedule to which Subject.	Between 8 a.m. and 6 p.m. Per 1,000 ens.	Between 6 p.m. and 8 a.m. Per 1,000 ens.
Linotype or monoline work	In daily newspaper offices	Fourth	3d.	3½d.
			Between 7 a.m. and 6 p.m. Per 1,000 ens.	Between 6 p.m. and 7 a.m. Per 1,000 ens.
Linotype or monoline work	In any other place	Second	3½d.	4d.
Monotype composition	In any other place	Third	3d.	3d.
For all kinds of English composition—				
From ruby to pica inclusive	In any other place	First	1s. 2d. per 1,000 ens	
Above pica and below ruby	In any other place	First	1s. 4d. per 1,000 ens	

SCHEDULES REFERRED TO :—

FIRST SCHEDULE

HAND COMPOSITION SCALE.

- All kinds of composition entirely in a foreign language shall be done on time, unless compositors are employed of the same nationality as the language in which the work is composed.
- All kinds of music composition, Greek, Hebrew, or dead languages, shall be done only on time.
- Alterations from copy to be done by the "house," or charged for every line passing through the stick, and all marks in revises not appearing in the first proof to be corrected by the "house."
- All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; where the 26 lower-case letters are less than the 26 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.
- All persons employed on column or tabular matter, with or without headings or rules:—Two columns—two justifications or arrangements to constitute half-measure—1s. 6½d. per 1,000 ens. Three columns—three justifications or arrangements—1s. 9d. per 1,000 ens. Four columns—four or more justifications or arrangements—2s. 4d. per 1,000 ens. In all cases where braces are to be pieced each brace shall constitute a column.
- 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.
- Introductory lines or footnotes attached to table matter not exceeding six lines each to be charged as part of the table.
- 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 take no extra charge; but where there are two columns of such figures brought into the same width, 1s. 6½d. per 1,000 ens; three columns, 1s. 9d. per 1,000 ens; four or more columns, 2s. 4d. 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.
- Run-on matter, such as is shown in Appendix A, and other matter of a similar character causing extra delay and trouble to the compositor, 1s. 6½d. per 1,000 ens.
- Takings composed with ancient spelling, or dialect, 1s. 9d. per 1,000 ens.
- All matter with a border round, whether formed of rules, letters, or otherwise, 2s. 4d. per 1,000 ens.
- Algebraical workings to be charged 2s. 4d. per 1,000 ens; matter interspersed with algebraical signs, 1s. 9d. per 1,000 ens.
- Narrow measures (other than tabular):—Ten ems pica and over, at 1s. 2d. per 1,000 ens; eight ems and under ten, 1s. 5½d. per 1,000 ens; four ems and under eight, 1s. 9d. per 1,000 ens; under four ems, 2s. 4d. per 1,000 ens.
- All lines composed away from the frame, 2s. 4d. per 1,000 ens.

[NOTE.—1s. 5½d. = 1¼; 1s. 6½d. = 1½; 1s. 9d. = 1¾; 2s. 4d. = double.]

SECOND SCHEDULE

LINOTYPE AND MONOLINE WORK.

1. 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, provided that multipliers shall not be less than in Appendix B.
2. All persons employed on column or tabular matter cast on one bar:—Two columns—two justifications or arrangements to constitute half measure—4½d. per 1,000 ens. Three columns—three justifications or arrangements—5½d. per 1,000 ens. Four columns—four or more justifications or arrangements—7d. per 1,000 ens. (The above charges are to be made whether the matter is with or without headings or rules.)
3. Matter requiring two bars to complete one measure (not being tabular matter), 4¾d. per 1,000 ens; three, 5½d. per 1,000 ens; four or more, 7d. per 1,000 ens.
4. All lines cast by the machine shall be charged as full lines except when the vice jaw is reduced, when the full measure will be charged only for the first twenty lines.
5. Run-on figure matter (such as timber and wool sales and similar matter), 4¾d. per 1,000 ens. (See Appendix A for sample.)
6. All matter with a border round, whether formed of rules, letters, or otherwise, 7d. per 1,000 ens.
7. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects), 5½d. per 1,000 ens; and foreign languages, 7d. per 1,000 ens.
8. 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. When double letter matrices are used, matter set on the upper tier amounting to over twenty-five continuous lines shall be charged 5½d. per 1,000, and matter comprising twenty-five lines or under shall be charged 7d. per 1,000.
9. Matter having to be transposed by the operator (*i.e.*, which is not set up in the order in which it appears in copy), 4¾d. per 1,000 ens. Illegible or indistinct copy, 4¾d. per 1,000 ens.
10. All first-proof and revise corrections (marks left undone in the first proof) to be done by the operator. "House" marks to be charged 7d. per 1,000 ens, if done by the operator. All "slugging" to be done by the "house."
11. All matter set from books or copy that will not go on the copy-tray, 4¾d. per 1,000 ens.
12. Alterations from copy in the first proof to be charged at the rate of 7d. per 1,000 ens for every line affected by such alterations. Authors' proofs to be charged at the same rate, but not less than twelve lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or authors' marks on time.
13. Twelve lines of 16-ems pica or less, or their equivalent in wider measure, shall constitute a machine "take" of copy.
14. Matrices coming down wrong channel, transposition of matrices, repeated missing of matrices, matrices repeating of their own accord, space bands transposing, and sunken letters shall constitute machine errors, and shall be charged as "house" marks, provided that the attention of the engineer shall have been called to such defect, and he shall have failed to remedy the matter.
15. Changing or altering mould in linotype machine, 4d.; changing magazine, 4d.; emptying and refilling magazine, 1s. Mergenthaler models Nos. 8 and 9 to be excepted in so far as changing magazine only is concerned.
16. Changing or altering mould in monoline machine, 5d.; changing magazine, 3d.; emptying and refilling magazine, 1s.
17. Slugs of 26-ems pica and over set in 6 point or smaller to be charged ½d. per 1,000 extra; measures of 27-ems pica and over set in type larger than 6 point to be charged ½d. per 1,000 extra.
18. Balance-sheets to be charged not less than one-third extra.

[NOTE.—4¾d. = 1½; 5½d. = 1½; 7d. = double.]

THIRD SCHEDULE

MONOTYPE WORK.

1. 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, provided that the multipliers shall not be less than in Appendix B.
2. All persons employed on column or tabular matter:—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. (The above charges are to be made whether the matter is with or without headings or rules.)
3. All lines cast by the machine shall be charged as full lines.
4. 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.
5. Run-on figure matter (such as timber and wool sales and similar matter), 4d. per 1,000 ens (See Appendix A for sample.)
6. All matter with a border round, whether formed of rules, letters, or otherwise, 6d. per 1,000 ens.

THIRD SCHEDULE—*continued.*MONOTYPE WORK—*continued.*

7. 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.
8. 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.
9. 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.
10. All matter set from books or copy that will not go on the copy-tray, 4d. per 1,000 ens.
11. Alterations from copy in the first proof and authors' proofs shall be done on time.
12. Twenty lines of 16-ems pica or less, or their equivalent in wider measure, shall constitute a machine "take" of copy.

[NOTE.—4d. = 1½; 4½d. = 1½; 6d. = double.]

FOURTH SCHEDULE

LINO TYPE OR MONOLINE WORK IN THE OFFICES OF DAILY (MORNING OR EVENING) NEWSPAPERS, AND WEEKLY OR OTHER NEWSPAPERS CONNECTED THEREWITH.

1. 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 width of the smaller body of the founts to which they belong.
2. All displayed advertisements to be charged at movable piece rate. The "house" shall have the option of composing same on time, the matter afterwards to be charged by the companionship at machine rates.
3. Operators shall complete all "takes" as far as possible on machine, but where such "take" requires type heading, leads, rules, rules to advertisements, whiting, cutting, fitting, or extension of any kind, all such work required to complete "take" shall be done by the "house," and complete "take" as appearing to be charged by the operator.
4. All appearing lines to be charged by the operator.
5. The following are the extra charges to be made for column or tabular matter cast on one bar:—
Two columns—two justifications or arrangements to constitute half measure, one-third extra. Three columns—three justifications or arrangements to take the charge of one-half extra. Four columns—four or more justifications or arrangements to be charged double. (The above charges are to be made whether the matter is with or without headings or rules.)
6. Matter requiring two bars to complete one measure (not being tabular matter) to be charged one-third extra; three, one-half extra; four or more, double.
7. If two-column matter requires two bars, it shall be charged one and a half; three-column matter, requiring three bars or over, double. All such matter, where necessary, to be cut, fitted, and made up by "house."
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, and matter of a similar nature, take no extra charge; but where there are two columns of such figures brought into the same width, one-third extra to be charged; three columns, one-half; four or more columns, double. In all other matter which requires casting off to ascertain the 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.
9. Run-on figure matter (such as timber and wool sales and similar matter) to be charged one-third extra. (See Appendix "A.")
10. All matter with a border round, whether formed of rules, letters, or otherwise, to be charged double if set on machine.
11. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects) to be charged one-half extra, and foreign languages double for each line.
12. All block headings, let-in or other blocks in news or advertisements shall be charged by the operator. In permanently illustrated papers the "house" shall be entitled to all blocks, &c., except in advertisements, blocks in which shall be charged by the operator.
13. 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.
14. 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.
15. Matter having to be transposed by the operator (*i.e.*, which is not set up in the order in which it appears in copy) shall be charged one-third extra. Illegible or indistinct copy, is to be charged one-third extra.
16. Introductory lines or footnotes attached to table matter not exceeding six lines each to be charged as part of the table.
17. All first-proof and revise corrections (marks left undone in the first proof) to be done by the operator. "House" marks to be charged double if done by the operator. All "slugging" to be done by the "house."
18. All matter set from books or copy that will not go on the copy-tray to be charged one-third extra.

FOURTH SCHEDULE—continued.

LINOTYPE OR MONOLINE WORK IN THE OFFICES OF DAILY (MORNING OR EVENING) NEWSPAPERS, AND WEEKLY OR OTHER NEWSPAPERS CONNECTED THEREWITH—continued.

19. Alterations from copy in the first proof to be charged at the rate of two lines for every line affected by such alterations. Authors' proofs to be charged at the same rate, but not less than 12 lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or author's marks on time.
20. Standing advertisements are the property of the employer until they are given out for distribution. Alterations in standing advertisements must be charged at the rate of two lines for each line "set." Where such alterations affect more than half the length of the advertisement, if under 12 inches, and three-fourths if above 12 inches, the whole to be given out as ordinary copy. All extensions to standing advertisements, whether by "leading" or "whiting out," to be charged in lines by the operators.
21. All advertisements set in larger type than the standard shall be charged by depth according to the standard type of the advertisement column.
22. Twelve lines of 13-ems pica or less, or their equivalent in wider measure, to constitute a machine "take" of copy, provided that the copy given out at any one time, whether referring to different articles or not, shall constitute one "take."
23. That matrices coming down wrong channel, repeated transpositions of matrices, repeated missing of matrices, matrices repeating of their own accord, space hands transposing, and sunken letters shall constitute machine errors, and shall be charged as "house" marks, provided that the attention of the engineer shall have been called to such defect, and he shall have failed to remedy the matter.
24. Piece workers called on time shall be paid the ordinary time rate—minimum charge, one hour.
25. Persons called for extraordinary or second editions shall receive 3s. in addition to ordinary time rates.
26. Operators kept waiting for copy shall charge at the rate of 1s. 6d. per hour. Standing time to be charged as follows:—Eight minutes, a quarter of an hour; 25 minutes, half-an-hour; 35 minutes, three-quarters of an hour; 50 minutes, one hour.
27. All stoppages of five minutes and upwards, including change of magazines, to be cumulative; and are to be charged at ordinary time rate, provided the machine stoppage is not caused by the fault of the operator.

APPENDIX A.

Run-on matter of the following description takes a charge of one-third extra.—

Ex Oriana, City of Adelaide, and Beltana.—Crystal Brook—48 geese at 8d.; 32 at 9d., 4 grease lambs at 6d., 4 grease pieces at 5d., 12 bellies at 5d. Mul—25 grease cross bred at 8d. Mulloorina—10 at 6d., 1 do., CN over YP 2 do.—all at 4d.; 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 1d.; PL 2 do. 2d.; JW over BARRINDILKE, 1 locks; on Q Kt 2, P on Q R 2, P on Q Kt 2, P on K Kt 2, P on K R 2, P on K B 2, P on Q B 3, P on Q 4. Black (Mr. Charlick) —K on K Kt sq. R on K B 2, Kt on Q B 3, Pawns on Q R 2, Q Kt 2, £1 15s.; sec. 57, 216a., do., £3; sec. 58, 193a., do., £2 15s.; sec. 59, 210a.; do., £2 15s.; sec. 60, 185a., do., £2 10s.; sec. 61, 235a., do., £2 5s.; sec. 62, 235a., do., £4 15s.; sec. 66, 163a., do., £2 5s.; sec. 67, 151a., do., £2. SECTIONS 89, 40, 91, 92, 89, 99, 100, 101, 102, 154, 156, 199, 200, 201, 206, 207, 208, 217, 218, 246, 247, 248, 263, 264, 304, 163, 164, 146, 161, 162, 165, 166, 166, 197, 198, 221, 222, 87, 302, 303, 309, 318, 84, 97, 157; Ballarat Bank, b. £8. Band and Albion Consols, b. 79s. 6d., s. 80s., sales 79s., 79s. 6d. Berry Consols, b. £12 1s., s. £12 2s., sales £12, £12 1s. Berry Consols Extended, s. 20s. Berry No. 1, b. 71s., s. 72s., sales, 69s. 6d., 70s., 72s. Black Horse United, s. 24s. Messrs. G. and T. have sold, at their rooms, Collins-street, the undermentioned timber at various prices:—118,256 ft. Tasmanian hardwood, 3 x 1, 4 x 1, 5 x 1, 6 x 1, 3 x 2, 4 x 2, 5 x 2, 6 x 2, 8 x 2, 9 x 2, 3 x 3, 4 x 3, 5 x 3, 6 x 3, 7 x 3, 8 x 3, 9 x 3, 10 x 3, 12 x 3, 14 x 3, 16 x 6; 2,000 ft. Kauri, 2 x 6, 3 x 6, 4 x 6, 5 x 6; and 10,000 ft. T. and G. flooring boards, 6 x 2, 6 x 1.

APPENDIX B.

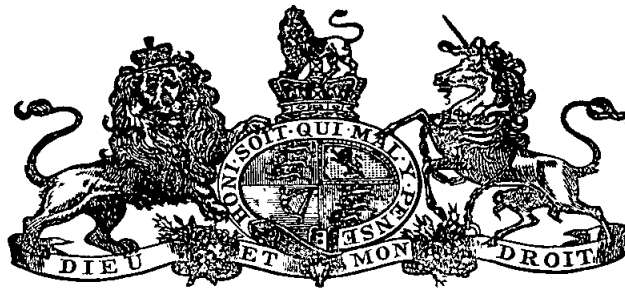
LINOTYPE MULTIPLES.

Measure. 12 ems and under	Nonp. or 6 pt.	Brev. or 8 pt.	L. P. or 10 pt.	8. Pica or 11 pt.	Pica or 12 pt.
13	52	40	40	—	—
14	52	40	40	—	—
15	56	43	40	—	—
16	60	47	40	—	—
17	64	50	42	40	42
18	68	53	45	40	—
19	72	56	48	41	42
20	76	59	50	43	—
21	80	62	53	47	42
22	84	65	55	49	42
23	88	68	58	51	44
24	92	71	60	53	—
25	96	74	64	55	48
26	—	77	66	58	—
27	—	80	69	60	52
28	—	83	71	63	—
29	—	86	74	65	56
30	—	89	77	67	—
	—	92	80	70	60

L. F. S. ROBINSON,
Chairman.

Melbourne, 27th July, 1916.

[2971]



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, AUGUST 8.

[1916.]

Factories and Shops Act 1915.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 maker of—

- (a) agricultural machinery or implements ;
- (b) parts of agricultural machinery or implements ;
- (c) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills ; or
- (d) in assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those specified above,

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 first day of September, 1916. The Determination and amendments are printed hereunder.

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

ADULTS—WAGES.

Belt cutters	...	...	...	55s.	per week of 48 hours.
Blacksmiths	...	...	...	64s.	" "
Blacksmiths' strikers	...	...	...	55s.	" "
Bulldozer men	...	...	...	61s.	" "
Carpenters	...	...	...	64s.	" "
Drillers	...	...	...	55s.	" "
Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers	...	...	...	58s.	" "
Other fitters	...	...	...	64s.	" "
Grinders	...	...	...	58s.	" "
Malleable iron annealers	...	...	...	55s.	" "
Men working wood-shaping machine or Boulton's carver	...	...	...	64s.	" "
Men working boring machine, mortising machine, or cross-cut saw	...	...	...	55s.	" "
Painters—writers and liners	...	...	...	64s.	" "
Painters—brush hands	...	...	...	55s.	" "

ADULTS—WAGES—*continued.*

Pattern makers	70s.	per week of 48 hours
Sheet-iron workers	58s.	" "
Timber markers	64s.	" "
Turners	64s.	" "
Wheelwrights	64s.	" "
Machinists (iron), not provided for above	58s.	" "
Machinists (wood), not provided for above	61s.	" "
Pullers-out, men in charge of cranes, operators of overhead travelling cranes, paint mixers, men in charge of stores, and timber yardsmen	55s.	" "
Crane attendants, attendants at paint mills, timber stackers, persons dismantling implements, storemen under man in charge, and labourers	52s.	" "
Assemblers	55s.	" "

3. An assembler shall mean any adult person employed in putting together any of the classes or kinds of machinery or implements as aforesaid which have been previously fitted or so standardized as to require no fitting; but shall not include any adult person employed in cutting or shaping the material of which such machinery or implements are composed.

APPRENTICES AND IMPROVERS.

"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 2650, Section 3.)

"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 2650, Section 3.)

4. That—

- (a) The lowest rates which may be paid to an apprentice or improver; and
- (b) The proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table:—

Wages per week of 48 hours.		Apprentices and Improvers.	Proportionate Number.
During—			
1st year's experience	10s.	<p><i>Apprentices.</i> One apprentice to every two or fraction of two workers receiving not less than the minimum wage of 52s. per week of 48 hours, or earning at piece-work not less than that amount.</p> <p><i>Improvers.</i> One improver to the first four or fraction of four adults, receiving not less than 58s. per week of 48 hours, and thereafter one improver to every four additional such adults.</p>	
2nd "	14s.		
3rd "	18s.		
4th "	22s.		
5th "	28s.		
6th "	34s.		
7th "	40s.		

JUVENILE WORKERS.

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

- (a) Screwing, tapping, fining, pointing, heating, and cutting off bolts in the bolt and nut making department,
- (b) Holding up for sheet-iron workers or fitters,
- (c) Crushing and wheeling coke,
- (d) Striking for apprentices to blacksmithing,
- (e) Working friction drilling machines, drilling holes up to and inclusive of $\frac{7}{16}$ in. diameter,

shall be:—

14 years of age	14s.	per week of 48 hours.
15 "	17s.	" "
16 "	20s.	" "
17 "	24s.	" "
18 "	28s.	" "
19 "	35s.	" "
20 "	42s.	" "

OVERTIME.

6. That any employee 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 quarter.

SUNDAYS AND PUBLIC HOLIDAYS.

7. That time and three-quarters shall be the special rate for all work done on—
Sundays,
Christmas Day,
New Year's Day,
21st April (Eight Hours Day),
Good Friday,

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

PIECE-WORK.

8. The Board determines under the provisions of Section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, 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.

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

Dated at Melbourne this 3rd day of August, 1916.

