



VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Act 1915.

(Country Printers Board.)

IN THE COURT OF INDUSTRIAL APPEALS.

In the matter of the *Factories and Shops Act 1915*

and

In the matter of the DETERMINATION OF THE COUNTRY PRINTERS BOARD, being a 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 Printers Board) employed in the process, trade, or business of—

- (a) Printing (including Bookbinding);
- (b) Stereotyping;
- (c) Preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying, or despatching.

THURSDAY, the 10th day of February, 1916:

Before His Honour Mr. Justice Hodges and Messrs. Robert James Kewish and George G. Jordan.

THIS reference to review the Determination made on Monday, the 29th day of September, 1913, of the Court of Industrial Appeals (whereby a Determination of the said Special Board, dated the 2nd day of August, 1913, was amended by making the said Determination of the Court in lieu thereof), coming on for hearing before this Court this day; This Court doth Order and Determine that the said Determination of the Court and the Board be amended by making the following Determination in lieu thereof:—

1. That this Determination shall come into force on the 13th day of March, 1916.

WAGES.

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

Machine compositors operating linotype, monoline, or barotype machines (including cleaning or remedying defective working of the machine)	70s. per week of 42 hours.
Machine compositors operating any other machine (including cleaning or remedying defective working of the machine)	65s. " "
Adults learning machine composition; during a probationary period of three months, i.e., 504 hours actually worked on the machine	51s. " "
All other adult workers	54s. per week of 48 hours.

APPRENTICES AND IMPROVERS.

"Apprentice" means any person under twenty-one 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.)

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	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.
2nd "	..	..	..	10 0
3rd "	..	..	..	12 6
4th "	..	..	..	15 0
5th "	..	..	..	17 6
6th "	..	..	..	22 6
7th "	..	..	..	27 6
					IMPROVERS. One improver to every two journeymen employes receiving not less than 54s. per week of 48 hours.

TIME OF BEGINNING AND ENDING WORK.

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

Time of beginning not earlier than—	Time of ending not later than—
8 a.m.	12.30 p.m. on the day on which the local half-holiday is observed.
8 a.m.	10 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)
 - (b) Within the hours fixed in Clause (4) in excess of the maximum number of hours fixed by this Determination for a week's work
- } Time and a third.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be 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.

PIECE-WORK PRICES.

7. 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, 1s. per 1,000 ens.
 For all kinds of machine composition in the English language, 3½d. 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 in revises 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 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.

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—1s. 6d. per 1,000 ens. Three columns—three justifications or arrangements—1s. 6d. per 1,000 ens. Four columns—four or more justifications or arrangements—2s. 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, 1s. 4d. per 1,000 ens; three columns, 1s. 6d. per 1,000 ens; four or more columns, 2s. 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 A.*

9. Takings composed with ancient spelling, or dialect, 2s. 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 2s. per 1,000 ens; matter interspersed with algebraical signs, 1s. 6d. per 1,000 ens.

12. Narrow measures (other than tabular):—Ten ems pica and over, 1s. per 1,000 ens; eight ems and under ten, 1s. 3d. per 1,000 ens; four ems and under eight, 1s. 6d. per 1,000 ens; under four ems, 2s. per 1,000 ens.

(NOTE.—1s. 3d. = $1\frac{1}{2}$; 1s. 4d. = $1\frac{1}{3}$; 1s. 6d. = $1\frac{1}{2}$; 2s. = double.)

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— $4\frac{1}{2}$ d. per 1,000 ens. Three columns—three justifications or arrangements— $4\frac{3}{4}$ d. per 1,000 ens. Four columns—four or more justifications or arrangements— $6\frac{1}{2}$ d. 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), $4\frac{1}{2}$ d. per 1,000 ens; three, $4\frac{3}{4}$ d. per 1,000 ens; four or more, $6\frac{1}{2}$ d. 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, $4\frac{1}{2}$ d. per 1,000 ens; under 9 ems pica, $4\frac{3}{4}$ d. per 1,000 ens. All types above brevier set to less than 13 ems pica to be charged by brevier multiple.

9. All matter with a border round, whether formed of rules, letters, or otherwise, $6\frac{1}{2}$ d. per 1,000 ens.

10. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects), $4\frac{3}{4}$ d. per 1,000 ens; and foreign languages, $6\frac{1}{2}$ d. 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), $4\frac{1}{2}$ d. per 1,000 ens. Illegible or indistinct copy, $4\frac{1}{2}$ d. 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 $6\frac{1}{2}$ d. 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 $6\frac{1}{2}$ d. per 1,000 ens for every line affected by such alterations. Author's proofs to be charged at the same rate. The "house" shall be entitled to correct all revises or author's marks on time.

15. Alterations from copy in the first proof to be charged in measures under 12 ems, 8½d. per 1,000 ems. Under 9 ems measure, 9½d. per 1,000 ems. Author's proofs to be charged at the same rate. The "house" shall be entitled to correct all revises or author's marks on time.

(NOTE.—4½d. = 1½; 4¾d. = 1½; 6½d. = 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.

Example—

{	London	32, Hungerford wharf
{	Liverpool	52, Henry-street
{	Manchester	37, Brown-street
{	Birmingham	26, Bull-street

THREE COLUMNS.—Three justifications or arrangements with or without headings to take the charge of one-half extra.

Example—

{	Marlborough	Melbourne	May 10
{	Indian Queen	Melbourne	May 27
{	Medway	Melbourne	April 18
{	Maid of Judah	Sydney	May 11

FOUR COLUMNS.—Four or more justifications or arrangements with or without headings or rules—to be charged double.

Example—

{	F. Taylor	D. Maclise, R.A.	Dewint	Pyne
{	C. Fielding	Pickersgill, A.R.A.	Hunt	S. Prout
{	D. Cox, sen.	D. Roberts, R.A.	Leitch	J. Lewis
{	J. D. Harding	C. Stanfield, R.A.	Nash	P. Frith

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. Mulloona 10 at 6½d.

Example— 1 do., CN over YP 2 do.—all at 4¾d., 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.

By the Court,

E. E. O'GRADY,
Registrar.