



VICTORIA GOVERNMENT GAZETTE

Published by Authority

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 60.]

THURSDAY, MARCH 9.

[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE SOAP AND SODA 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) Soap, (b) Washing Soda, 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 7th day of April, 1916. The Determination and amendments are printed hereunder.

WAGES.

2. The lowest rates of wages payable to the undermentioned persons shall be:—

MALES.

Soapmaker	65s.	per week of 48 hours.
Assistant soapmaker	60s.	” ” ”
Soda crystal maker	58s.	” ” ”
Assistant soda crystal maker	53s.	” ” ”
Frame-room, packing-room, or cutting-room foreman	60s.	” ” ”
Milling-room foreman	58s.	” ” ”
Soap cutter working in charge of cutting-room or one or more workmen	60s.	” ” ”
Soap cutter where only one soap cutter is employed	57s. 6d.	” ” ”
Man in charge of power crutcher	55s.	” ” ”
Power stamping machine workers	54s.	” ” ”
All others	53s.	” ” ”

FEMALES.

Females working stamping machines	54s.	per week of 48 hours.
All other females	27s. 6d.	” ” ”

JUVENILE WORKERS.

3. That persons under 21 years of age (other than apprentices or improvers) employed at the undermentioned work shall be paid at the rates shown in the following table:—

	Age.	Males.	Females.
MALES.	14 years	12s. per week of 48 hours	
Wrapping or packing soap or soda, or stamping tablets or bars of soap not greater than 16 ozs. in weight	15 "	15s. " "	15s. per week of 48 hours.
	16 "	18s. " "	16s. " "
	17 "	23s. 6d. " "	18s. " "
	18 "	27s. 6d. " "	21s. " "
	19 "	53s. " "	22s. 6d. " "
	20 "	53s. " "	25s. " "
FEMALES.			
Wrapping or packing soap or soda			

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 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.
Age.	Wage.			
14 years	12s.	One male apprentice to every three or fraction of three male workers receiving not less than 53s. per week of 48 hours One female apprentice to every three or fraction of three female workers receiving not less than 27s. 6d. per week of 48 hours One improver to every five or fraction of five workers receiving not less than 53s. per week of 48 hours.
15 "	15s.	
16 "	18s.	
17 "	23s. 6d.	
18 "	27s. 6d.	
19 "	32s. 6d.	
20 "	37s. 6d.	

CASUAL LABOUR.

5. That any person employed for not more than 24 hours during any week shall be paid at the rate of 1s. 6d. per hour.

OVERTIME.

6. That any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

7. That double time shall be the special rate for all work done on—
Sunday, and

that time and a half shall be the special rate for all work done on—

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

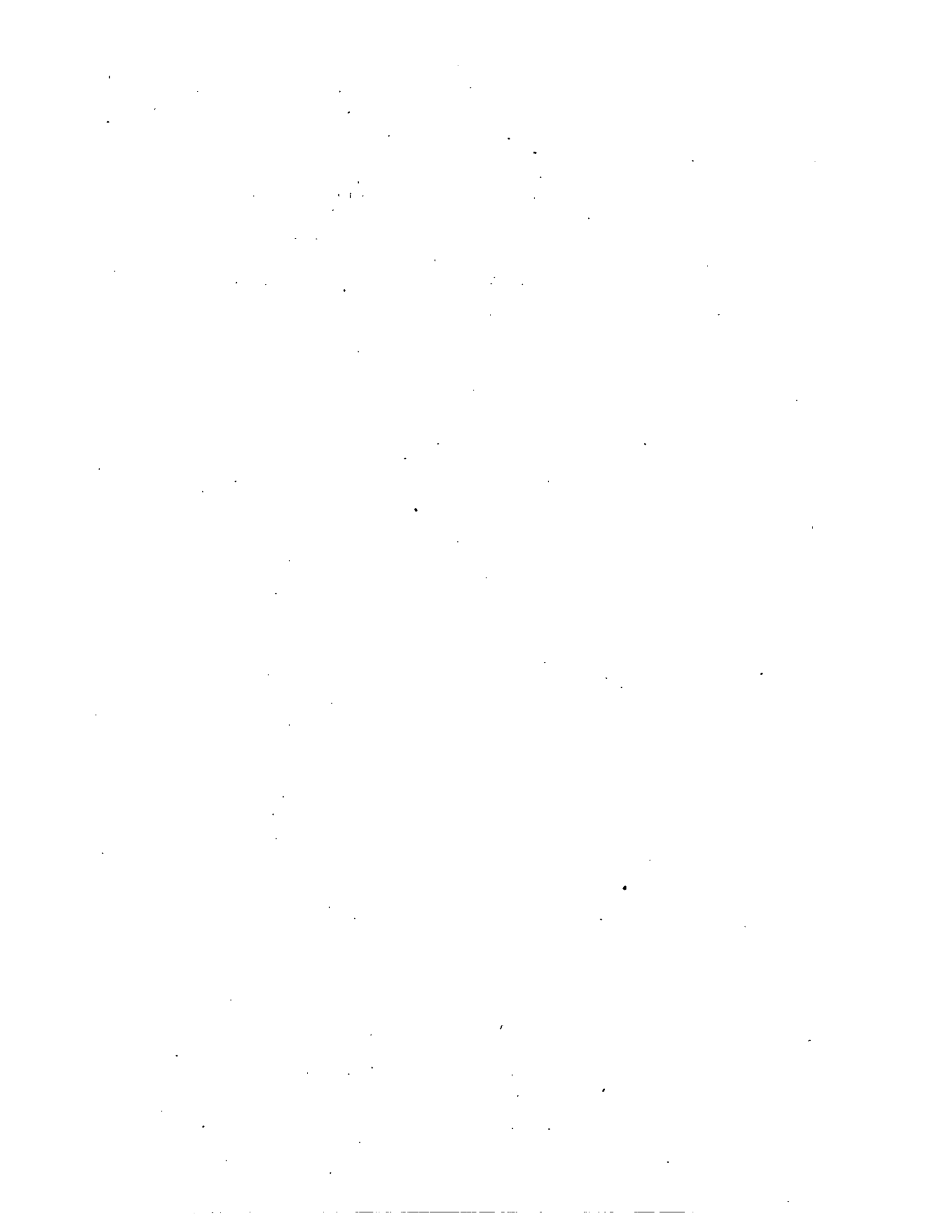
but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

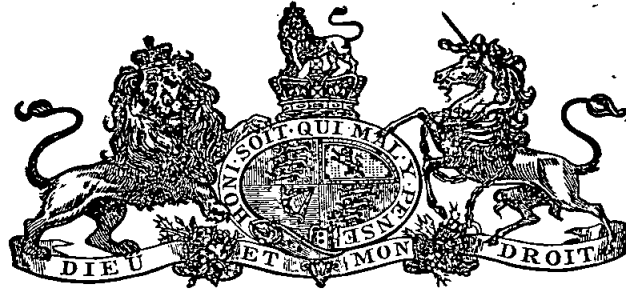
PIECE-WORK.

8. The Board determines, under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act* 1915, that any employer may fix and pay piece-work prices to any person employed in the process, trade, or business of a maker of (a) soap, (b) washing soda, provided that 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 rate fixed by the Board for such work.

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

Dated at Melbourne, the 6th March, 1916.





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 61.]

THURSDAY, MARCH 9.

[1916

Factories and Shops Act 1915.

DETERMINATION OF THE PLASTERERS 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 (other than labourers) wheresoever employed in the process, trade, or business of a plasterer, 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 7th day of April, 1916.

The Determination and amendments are printed hereunder.

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

	Per Hour.	Per Week of
	s. d.	44 hours. £ s. d.
Men employed on underground sewer or tunnel plastering	1 11	or 4 4 4
All other plasterers—		
Engaged upon work distant two miles or less from their centre	1 8½	or 3 15 2
Engaged upon work over two miles and not more than six miles distant from their centre ..	1 9	or 3 17 0
Engaged upon work over six miles and not more than twelve miles distant from their centre ..	1 9½	or 3 18 10
Engaged upon work over twelve miles and not more than twenty miles distant from their centre	1 10	or 4 0 8
Engaged upon work over twenty miles distant from their centre	1 11½	or 4 6 2
Foremen, i.e., employees in charge of work and who issue instructions to those under them shall be paid as above, with 6s. per week additional.		

APPRENTICES AND IMPROVERS.

The Plasterers Board has prescribed a form of apprenticeship agreement. Section 187 requires that the indentures must be in that form.

“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 piecework 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 apprentices or improvers; 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 44 Hours.				Number.
		Apprentices.	Improvers.	
		<i>s. d.</i>	<i>s. d.</i>	
1st year's experience	10 0	..	<p>APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than £3 15s. 2d. per week of 44 hours.</p>
2nd " "	.. ..	15 0	..
3rd " "	.. ..	22 6	..
4th " "	.. ..	30 0	..
5th " "	.. ..	40 0	..
6th " "	.. ..	47 6	..
Under 19 years of age	30 0	<p>IMPROVERS. One improver to the first three workers, and thereafter one to every five additional workers receiving not less than 75s. 2d. per week of 44 hours.</p>
19 years of age	.. ..	..	37 6
20 " "	.. ..	..	45 0

TIME OF BEGINNING AND ENDING WORK.

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

Time of beginning.	Time of ending.
7.45 a.m.	12 noon on Saturdays.
7.45 a.m.	5.15 p.m. on the other working days of the week

Provided this clause shall not apply to underground sewer or tunnel plasterers.

OVERTIME.

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

- (a) Persons employed on underground sewer or tunnel plastering—
For work done in excess of 44 hours in any week .. Time and a quarter.
- (b) Persons employed on any work other than underground sewer or tunnel plastering—
For work done within the hours fixed in Clause 4 in excess of 44 hours in any week Time and a quarter.
- For work done on Saturdays—
Between midnight and 7.45 a.m. Double time.
Between 12 noon and 5 p.m. Time and a half.
Between 5 p.m. and midnight Double time.
- For work done on any other working day—
Between 5.15 p.m. and 10.15 p.m. Time and a half.
Between 10.15 p.m. and 7.45 a.m. Double time.

SUNDAYS AND PUBLIC HOLIDAYS.

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

- Sundays,
- 26th January,
- Good Friday,
- Easter Monday,
- 21st April,
- Christmas Day,
- Boxing Day,
- New Year's Day,

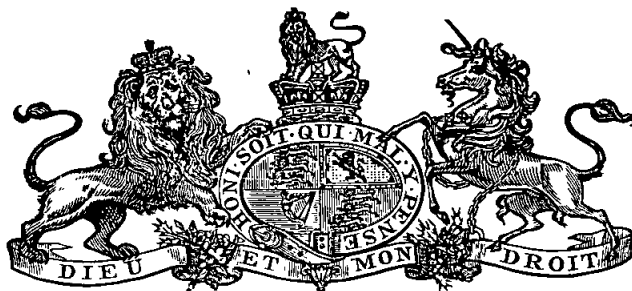
but if any other day be by authority of Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

DEFINITION.

(7) A plasterer's "centre" shall mean the Melbourne General Post Office if the plasterer resides within a radius of twenty miles therefrom, and shall in all other cases mean the chief Post Office of the city, town, or borough in or nearest to which the plasterer resides.

L. F. S. ROBINSON,
Chairman.

Melbourne, 6th March, 1916.



VICTORIA
GOVERNMENT GAZETTE

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 62.

FRIDAY, MARCH, 10.

[1916.

Private Advertisement.

NOTICE is hereby given that the partnership hitherto existing between Ralph Alexander Malcolm Edward and William Thomas Blakeley, bakers, at 84 Charles-street, Footscray, has been dissolved by mutual consent as and from the 21st day of February, 1916.
Dated this 25th day of February, 1916.

RALPH A. M. EDWARD.

Witness to signature of Ralph Alexander Malcolm Edward—F. J. HAMILTON ROWAN, solicitor, Melbourne.

WILLIAM THOMAS BLAKELEY.

Witness to signature of William Thomas Blakeley—F. J. HAMILTON ROWAN. 6331

Mining Notice.

NUGGETTY AJAX GOLD MINING COMPANY
NO LIABILITY.

ALL shares on which a call remains unpaid will be sold by public auction, on Tuesday, 21st March, 1916, at half-past Twelve o'clock p.m., at the Mining Exchange, Ballarat, unless previously redeemed.

J. C. BELL, Manager.

Bath-street, Ballarat.

6330

By Authority: ALBERT J. MULLETT, Government Printer, Melbourne.

1972

10/13/72
10/14/72
10/15/72
10/16/72
10/17/72
10/18/72
10/19/72
10/20/72
10/21/72
10/22/72
10/23/72
10/24/72
10/25/72
10/26/72
10/27/72
10/28/72
10/29/72
10/30/72
10/31/72

150

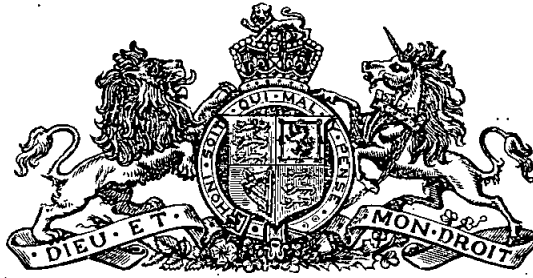
10/1
10/2
10/3

10/4
10/5
10/6

10/7
10/8
10/9

10/10
10/11
10/12
10/13
10/14
10/15
10/16
10/17
10/18
10/19
10/20
10/21
10/22
10/23
10/24
10/25
10/26
10/27
10/28
10/29
10/30
10/31

10/1
10/2
10/3
10/4
10/5
10/6
10/7
10/8
10/9
10/10
10/11
10/12
10/13
10/14
10/15
10/16
10/17
10/18
10/19
10/20
10/21
10/22
10/23
10/24
10/25
10/26
10/27
10/28
10/29
10/30
10/31



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 63.]

FRIDAY, MARCH 10.

[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE BRICK TRADE 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 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 31st day of March, 1916. The Determination and amendments are printed hereunder:—

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

FIREBRICKS.

Burners .. .. .	.. .. .	1s. 3½d. per hour, or 78s. 9d. per week of 60 hours		
Crusher attendants who also haul .. .. .	.. .. .	1s. 3½d. ..	64s. 9½d. ..	51 ..
Wet pan attendants .. .. .	.. .. .	1s. 3½d. ..	64s. 9½d. ..	51 ..
Machine drivers .. .. .	.. .. .	1s. 2½d. ..	60s. 6½d. ..	51 ..
Drawers or hand moulders .. .. .	.. .. .	1s. 4½d. ..	65s. ..	48 ..
Setters .. .. .	.. .. .	1s. 3½d. ..	63s. ..	48 ..
Facemen working in a clayhole 25 feet or less in depth where explosives are not used .. .. .	.. .. .	1s. 3½d. ..	62s. ..	48 ..
All other facemen .. .. .	.. .. .	1s. 4½d. ..	66s. ..	48 ..
Offbearers from wire cut machines .. .. .	.. .. .	1s. 3½d. ..	61s. ..	48 ..
Wheelers of green bricks on inclined plane four feet or over in height at the higher end .. .. .	.. .. .	1s. 2½d. ..	59s. ..	48 ..
Clayhole men or pressers .. .. .	.. .. .	1s. 3d. ..	60s. ..	48 ..
All others .. .. .	.. .. .	1s. 2½d. ..	57s. ..	48 ..

OTHER BRICKS.

Burners	ls. 3½d. per hour, or 77s. 6d. per week of 60 hours			
Machine drivers, machine riggers, or wet pan attendants	ls. 3¼d. ..	64s. 9¼d. ..	51 ..	
Dry pan attendants who do not haul	ls. 2¾d. ..	62s. 8¼d. ..	51 ..	
Crusher attendants who do not haul	ls. 2¾d. ..	62s. 8¼d. ..	51 ..	
Crusher or dry pan attendants who also haul	ls. 4¼d. ..	69s. 0¼d. ..	51 ..	
Drawers	ls. 5½d. ..	70s. ..	48 ..	
Setters	ls. 4½d. ..	66s. ..	48 ..	
Facemen working in a clayhole 25 feet or less in depth where explosives are not used	ls. 3¼d. ..	63s. ..	48 ..	
All other facemen	ls. 4¼d. ..	67s. ..	48 ..	
Clayholemen, hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen	ls. 3d. ..	60s. ..	48 ..	
All others	ls. 2¼d. ..	57s. ..	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 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 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 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 in any factory or place,

shall be as shown in the following table:—

Wages per week of 48 hours.				Number.
	Apprentices.	Improvers.		
1st year's experience	15s.		<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 57s. per week of 48 hours.	
2nd " "	20s.			
3rd " "	25s.			
14 years of age		15s.	<i>Improvers.</i> One improver to every eight or fraction of eight employees receiving not less than 57s. per week of 48 hours.	
15 " "		16s.		
16 " "		18s.		
17 " "		20s.		
18 " "		29s.		
19 " "		37s.		
20 " "		40s.		

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.

7 a.m.

7 a.m.

Time of ending.

1 p.m. on Saturdays (or the day on which the half-holiday is locally observed).

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 PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(7) That the lowest piece-work prices to be paid for bricks other than firebricks shall be:—

	Ordinary Bricks, Per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—		
Not more than 26 yards	1 7	1 10
26 to 36 yards	1 11	2 2
36 to 46 yards	2 1	2 4
Over 46 yards	2 7	2 10
Drawing and loading on railway trucks—		
Wheeling on level surface	2 8	2 10½
Wheeling on up-grade planks	2 11	3 1½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets 1s. 7d. per 1,000 bricks

	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 9
.. .. . in sheds	8 2
.. .. . from bowling stool and placing on grass hacks (where material is placed on the table)	7 1
.. .. . from bowling stool in sheds (where material is placed on the table)	6 6½
.. .. . fancy bricks and offbearing to hacks or in sheds	9 9
.. .. . from bowling stool	8 8½
Setting	1 6

PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(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 in firebrick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, 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 7th day of March, 1916.

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

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent data collection procedures and the use of advanced analytical techniques to derive meaningful insights from the data.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and processing, thereby improving efficiency and reducing the risk of errors.

4. The fourth part of the document addresses the challenges associated with data management, such as data quality, security, and privacy. It provides strategies to mitigate these risks and ensure that the data remains reliable and secure throughout its lifecycle.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It stresses the importance of a data-driven approach in decision-making and the need for ongoing monitoring and evaluation to ensure the effectiveness of the data management processes.