



VICTORIA GOVERNMENT GAZETTE.

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[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE COUNTRY FUEL AND FODDER 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—

- (a) employed in the business of a hay, corn, or chaff dealer ;
 (b) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke

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 1st day of June, 1916.

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

Firewood Saw-mills, &c.

Benchmen at self-acting benches where only benchman and stacker employed	70s. 6d. per week of 48 hours.
Other benchmen	64s. 6d. " 48 "
Lumpers	64s. 6d. " 48 "
Trolley-men	64s. 6d. " 48 "
Skip loaders	64s. 6d. " 48 "
Truck loaders of wood 4 feet or over	64s. 6d. " 48 "
Waggon or dray loaders	64s. 6d. " 48 "
Wood cutters	58s. 6d. " 48 "
Carters driving one, two, or three horses	58s. 6d. " 54 "
and 2s. extra per week for every additional horse in excess of three.	
All others	52s. 6d. " 48 "
Foreman.—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman and paid	1s. per day above the ordinary rate.
Casual hands, i.e., persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work	3d. per hour extra above the ordinary rate.

Hay, Corn, or Chaff Stores.

'Storemen in charge	64s. 6d. per week of 52 hours.
All others	54s. 6d. " 52 "

Wood, Coal, or Coke Yards.

Yardmen	54s. 6d. per week of 50 hours.
Carters driving one horse	52s. 6d. " 52 "
" two horses	56s. 6d. " 52 "
and 3s. extra per week for every additional horse.	

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 the wages and number of apprentices or improvers shall be—

Wages.	Number.
Under 17 years of age 24s. 6d. per week.	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than 52s. 6d. per week.
17 " 29s. 6d. "	
18 " 34s. 6d. "	
19 " 39s. 6d. "	
20 " 47s. "	
Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.	IMPROVERS. One improver to the first three workers and thereafter one improver to every ten workers receiving not less than 52s. 6d. per week.

OVERTIME.

4. That any employé who in any week works for any time in excess of the hours fixed in this Determination as a week's work shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

5. That time and a half shall be the rate for all work done on—

- Sunday,
- New Year's Day,
- 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 holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.

6. That the lowest piece-work prices to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Firewood Saw-mills, &c.

CUTTING AND STACKING OR CUTTING AND LOADING ON TO WAGGONS	
OR DRAYS—	
Box or ironbark; 6 feet or over	18s. 6d. per truck.
" " 4 feet to 6 feet inclusive	2s. 2d. per ton (50 cubic feet) or 25s per truck (Standard I.) loaded to 5 feet.
" " 2 feet and under 4 feet	4s. per ton (50 cubic feet).
Mixed wood, i.e., all wood other than box, ironbark, or ti-tree, 4 feet to 6 feet inclusive	1s. 11d. " "
Mixed wood, 2 feet and under 4 feet	3s. " "
Stringybark or gum 6 feet or over—	
Where bark has to be removed	16s. 3d. per truck.
Where bark has not to be removed	14s. " "
CUTTING—	
Ti-tree	3s. per ton (50 cubic feet).
LOADING WAGGONS OR DRAYS	
LOADING AND STACKING BLOCKS—	
If taken off ground within 15 feet of rails and placed in Standard I. truck	
TROLLIFYING FROM STACK TO BENCH	4s. 11d. per truck (Standard I.).
TRUCK LOADING—	
5 feet boiler wood	3s. " "
SKIP LOADING—	
7 feet mill wood	4s. 4d. per truck (Standard I.).
STACKING WOOD 6 FEET OR OVER ON END—	
Taken from drays	5s. 5d. per truck (Standard I.).
Taken from waggons	1s. 1d. per truck (Standard I.).
	1s. 4d. " "

PIECE-WORK—*continued.*

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

	Cutting 1 ft. wood.		Cutting 9 in. wood.	
Where four men are employed—				
Benching	2s. 6d.	per truck (Standard I.).	3s. 1½d.	per truck (Standard I.).
Lumping	2s. 2d.	” ”	2s. 10½d.	” ”
Handing up	2s. 2d.	” ”	2s. 10½d.	” ”
Stacking	2s. 2d.	” ”	2s. 10½d.	” ”
Benchman to also sharpen saws.				
Lumper, hander-up, and stacker to also clean up.				
Where three men are employed—				
Benching and handing up ..	3s. 3d.	” ”	4s. 2d.	” ”
Lumping and handing up ..	3s.	” ”	3s. 11d.	” ”
Stacking	2s. 9d.	” ”	3s. 8d.	” ”
Benchman to also sharpen saws.				
Lumper and stacker to also clean up.				
Where two men are employed each	4s. 6d.	” ”	5s. 10½d.	” ”
These men to also sharpen saws and clean up.				

MILLING BY SELF-ACTING BENCH—

Where three men are employed—				
Benching	2s. 9d.	” ”	3s. 7d.	” ”
Lumping	2s. 6d.	” ”	3s. 4d.	” ”
Stacking	2s. 3d.	” ”	3s. 1d.	” ”
Benchman to also sharpen saws.				
Lumper and stacker to also clean up.				
Where two men are employed—				
Benching and lumping .. .	4s.	” ”	5s. 1d.	” ”
Stacking	3s. 6d.	” ”	4s. 11d.	” ”
Benchman to also sharpen saws.				
Stacker to also clean up.				
Where one man is employed ..	7s. 6d.	” ”	10s.	” ”
This man to also sharpen saws and clean up.				

CARTING OVER FIVE MILES—

Driving 1, 2, or 3 horses on a trip over 5 miles each way ..	..	7s. 3d. per trip.
” ” ” ” 6 ” ..	..	8s. 2d. ”
” ” ” ” 7 ” ..	..	10s. 10d. ”

provided that when a trip is over 12 miles each way, in addition to the last-mentioned price, 1s. 1d. shall be payable for each mile or fraction after the twelfth mile.

For each additional horse driven over 5 miles ..	..	3½d. per trip extra.
” ” ” ” 7 ” ..	..	4½d. ” ”

E. NOLEY MOORE, P.M.,
Chairman.

Melbourne, 11th April, 1916.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of public administration and government operations. The text notes that without reliable records, it becomes difficult to track expenditures, assess performance, and ensure that resources are being used effectively.

2. The second part of the document addresses the challenges associated with data collection and analysis. It highlights that while modern technology offers powerful tools for gathering and processing information, the quality and consistency of the data can vary significantly. The document suggests that organizations should invest in training and infrastructure to ensure that data is collected systematically and analyzed using standardized methods. This approach helps to minimize errors and ensures that the insights derived from the data are valid and actionable.

3. The third part of the document focuses on the role of leadership in driving organizational success. It argues that effective leaders are those who can inspire and motivate their teams, set clear goals, and provide the necessary support and resources. The text also discusses the importance of communication, noting that leaders must be able to convey their vision and expectations clearly to all levels of the organization. Furthermore, it emphasizes the need for leaders to be adaptable and responsive to changing circumstances, as the ability to pivot and adjust strategy is crucial in today's fast-paced and uncertain environment.

4. The fourth part of the document explores the concept of innovation and its impact on business and society. It defines innovation as the process of developing new ideas, products, or services that create value. The document notes that innovation is not just about technological advancement but also about finding creative solutions to complex problems. It suggests that organizations should foster a culture of innovation by encouraging experimentation, rewarding risk-taking, and providing opportunities for employees to share their ideas. The text also discusses the ethical implications of innovation, particularly in areas like artificial intelligence and biotechnology, and stresses the importance of ensuring that new technologies are developed and used responsibly.

5. The fifth part of the document discusses the importance of sustainability and social responsibility in the modern business landscape. It defines sustainability as the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs. The document notes that businesses have a responsibility not only to their shareholders but also to the wider community and the environment. It suggests that companies should integrate sustainability into their core business strategy, focusing on reducing their carbon footprint, improving their supply chain practices, and supporting social causes. The text also discusses the benefits of social responsibility, such as enhanced brand reputation, increased employee loyalty, and improved financial performance.

6. The sixth part of the document addresses the issue of diversity and inclusion in the workplace. It defines diversity as the presence of differences among people, including differences in race, ethnicity, gender, age, and background. The document notes that diverse teams are more innovative and productive because they bring different perspectives and experiences to the table. It suggests that organizations should actively work to create an inclusive environment where all employees feel valued and respected. This can be achieved through various measures, such as implementing diversity training, establishing clear policies against discrimination, and promoting open communication and collaboration.

7. The seventh part of the document discusses the importance of customer experience in driving business growth. It defines customer experience as the overall perception and feelings that a customer has when interacting with a company. The document notes that in today's competitive market, providing a superior customer experience is a key differentiator for businesses. It suggests that companies should focus on understanding their customers' needs and preferences, and then design their products, services, and processes to meet those needs effectively. This can involve investing in customer research, improving service quality, and creating personalized experiences for each customer.

8. The eighth part of the document addresses the issue of cybersecurity and data protection. It notes that as businesses increasingly rely on digital technologies, the risk of cyberattacks and data breaches has become a major concern. The document suggests that organizations should implement robust cybersecurity measures, such as firewalls, encryption, and regular security audits, to protect their sensitive information. It also emphasizes the importance of data protection, particularly in light of regulations like the General Data Protection Regulation (GDPR). Companies should ensure that they are transparent about how they collect and use customer data, and that they have appropriate safeguards in place to protect that data from unauthorized access and misuse.

9. The ninth part of the document discusses the importance of continuous learning and development for individuals and organizations. It notes that in a rapidly changing world, the skills and knowledge that are relevant today may become obsolete tomorrow. Therefore, it is essential for individuals to engage in lifelong learning and for organizations to invest in their employees' education and training. The document suggests that this can be done through various means, such as formal education, on-the-job training, and self-directed learning. It also emphasizes the importance of creating a learning culture where employees are encouraged to share their knowledge and learn from each other.

10. The tenth part of the document discusses the importance of resilience and the ability to bounce back from adversity. It notes that life is full of challenges and setbacks, and the ability to overcome these challenges is a key indicator of personal and organizational success. The document suggests that individuals and organizations should build resilience by developing a strong sense of purpose, maintaining a positive outlook, and seeking support from others. It also emphasizes the importance of learning from failure, as setbacks can provide valuable lessons and opportunities for growth. Finally, the document concludes by noting that while the future is uncertain, there is always hope and potential for a better tomorrow if we continue to work hard, stay resilient, and embrace change.