



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 16.

[1925.]

Factories and Shops Acts.

DETERMINATION OF THE HORSEHAIR BOARD.

NOTE.—This Determination on the 30th November, 1925, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair for trade or sale,” has made the following Determination, namely:—

NOTE.—On the 16th June, 1913, the powers of the Horsehair Board were extended to enable it to deal with rates for cowhair or pighair.

(1) That on the 30th November, 1925, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices.			Improvers.			Other Employees.		
WAGES.			WAGES.			WAGES.		
		Per week of 48 hours.			Per week of 48 hours.			Per week of 48 hours.
1st year	..	24s.	1st year	..	24s.	Hand Spinners	..	101s.
2nd „	..	30s.	2nd „	..	36s.	Machine Spinners—	..	91s.
3rd „	..	36s.	3rd „	..	60s.	1st year	..	97s.
4th „	..	45s.	4th „	..	71s. 6d.	2nd „	..	101s.
5th „	..	60s.				And thereafter	..	101s.
						Drafters	..	101s.
						Wet hacklers	..	101s.
						Teasers and tail pullers	..	91s.
						All others	..	87s.
NUMBER (by any employer).			NUMBER (by any employer).					
One apprentice to every three or fraction of three workers receiving not less than 87s. per week of 48 hours.			One improver to every five or fraction of five workers receiving not less than 87s. per week of 48 hours.					

(3) OVERTIME.—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 half.

(4) SPECIAL RATES.—All work done on Sundays, Good Friday, 21st April (Eight Hours Day), and Christmas Day, shall be paid for at the rate of double time, and for all work done on New Year's Day, 26th January (Foundation Day), Easter Saturday, Easter Monday, and Boxing Day, the rate of payment shall be time and a half, but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.

PIECE-WORK.

(5) That the lowest piece-work prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be—

Mixing, spinning, and curling hair	..	..	..	..	..	11s. 3d. per 100 lb.
Curling and spinning hair	..	..	..	..	..	9s. 6d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	..	..	..	..	..	9d. per lb.
Under 18 inches in length	..	..	..	..	..	1s. 7d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	..	..	..	..	..	10d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	..	..	..	..	..	1s. 5d. per lb.
Wet hackling and drafting cowhair	..	..	..	..	..	1s. 3d. per lb.
Drafting cowhair (already wet hackled)	..	..	..	..	..	1s. per lb.
Pulling—taking long count	..	..	..	..	..	3d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	..	..	..	..	..	15s. per 100 lb.
(including mane hair and mane hair knots)	..	..	..	..	..	20s. per 100 lb.
„ „ mane hair	..	..	..	..	..	30s. per 100 lb.
„ „ cowhair	..	..	..	..	..	21s. 3d. per 100 lb.
Sorting horsehair	..	..	..	..	..	1s. per 100 lb. extra

Employer to supply all tools and material.

D. GRANT,
Chairman.

A. G. ALLEN,
Secretary.

Melbourne, 9th November, 1925.

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 financial matters. The text outlines various methods for organizing and storing records, including digital databases and physical filing systems. It also mentions the need for regular audits and reviews to ensure the integrity and accuracy of the data.

2. The second part of the document focuses on the role of technology in modern record-keeping. It highlights the benefits of using cloud-based storage solutions, which offer scalability, security, and easy access from multiple locations. The text also discusses the importance of implementing robust security measures to protect sensitive information from unauthorized access and data breaches. Additionally, it mentions the use of automation tools to streamline repetitive tasks and reduce the risk of human error.

3. The third part of the document addresses the legal and regulatory requirements for record-keeping. It notes that different industries and jurisdictions have specific rules regarding the retention and disposal of records. The text provides a general overview of these requirements, emphasizing the need for compliance to avoid legal penalties and reputational damage. It also mentions the importance of staying up-to-date with changes in regulations and seeking professional advice when necessary.

4. The fourth part of the document discusses the importance of training and education for staff involved in record-keeping. It emphasizes that well-trained personnel are crucial for ensuring the accuracy and consistency of the records. The text outlines various training programs and workshops that can be implemented to enhance the skills and knowledge of the staff. It also mentions the importance of fostering a culture of accountability and responsibility, where each employee understands their role in maintaining accurate records.

5. The fifth part of the document concludes by summarizing the key points discussed and reiterating the importance of effective record-keeping. It emphasizes that proper record-keeping is not just a administrative task, but a fundamental aspect of good business practice. The text encourages organizations to invest in the necessary resources and infrastructure to ensure that their records are accurate, secure, and easily accessible. It also mentions the importance of regular communication and collaboration between different departments to ensure that all records are properly maintained and updated.