



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 55]

THURSDAY, MARCH 9.

[1933

*Factories and Shops Act 1928 (No. 3677).*

## DETERMINATION OF THE WHOLESALE GROCERS BOARD.

NOTE.—(a) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

This Determination, on the 20th March, 1933, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages 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 business of a wholesale grocer, including a seller of tea" has made the following Determination, namely:—

(1) That on the 20th March, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.	Wages per week of 48 hours. £ s. d.	ALL OTHER EMPLOYEES.			
		Wages per week of 48 hours.			
		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	Within the cities of Geelong and Geelong West, and the town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	
		£ s. d.	£ s. d.	£ s. d.	
Under 16 years of age .. .. .	0 15 3				
16 years of age .. .. .	1 0 0				
17 " " .. .. .	1 8 0				
18 " " .. .. .	1 17 0				
19 " " .. .. .	2 7 6				
20 " " .. .. .	2 16 6				
<b>PROPORTION (IN ANY PLACE).</b>					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than 68s. per week of 48 hours.					
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.					
<i>Improvers.</i>					
One improver to every three or fraction of three workers receiving not less than 68s. per week of 48 hours.					
		Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits .. .. .	4 1 6	4 3 0	4 5 0
		Packers in charge of—			
		10 or more persons .. .. .	4 1 6	4 3 0	4 5 0
		6, 7, 8, or 9 persons .. .. .	3 14 0	3 15 6	3 18 0
		1, 2, 3, 4, or 5 persons .. .. .	3 12 6	3 14 6	3 16 6
		Storeman in charge of—			
		10 or more storemen .. .. .	4 7 6	4 9 6	4 11 6
		6, 7, 8, or 9 storemen .. .. .	4 1 6	4 3 0	4 5 0
		1, 2, 3, 4, or 5 storemen .. .. .	3 14 0	3 16 6	3 18 0
		Storeman employed singly .. .. .	3 14 0	3 16 6	3 18 0
		All others .. .. .	3 8 0	3 10 0	3 12 6

(3) **TIMES OF BEGINNING AND ENDING WORK—**

Times of beginning. Not earlier than—	Times of Ending. Not later than—	
7.45 a.m. .. .. .	12 noon .. .. .	On Saturday, or the day on which the weekly half-holiday is observed.
7.45 a.m. .. .. .	5.30 p.m. .. .. .	On the other working days of the week.

(4) **OVERTIME.**—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work in any day .. .. .	} First two hours, Time and a half, thereafter, Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week .. .. .	} Time and a half.

(5) **TIME RATE.**—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 24 hours be paid at the ordinary wages rate with an addition of fifty per centum.

(6) **SPECIAL RATES.**—Double time shall be the special rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), King's Birthday, 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, then the special rate shall be payable only for the day so substituted.

(7) **TERMINATION OF EMPLOYMENT.**—Seven days' notice of termination of employment shall be given by either employer or worker.

(8) **PICNIC DAY.**—Double time shall be paid for all work done in the Metropolitan District on the day on which the employees hold their Annual Picnic.

H. J. RICHARDSON, J.P., Chairman.  
W. L. HARRINGTON, Secretary.

Melbourne, 1st March, 1933.

By Authority: H. J. GREEN, Government Printer, Melbourne

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# VICTORIA GOVERNMENT GAZETTE.

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No. 56]

THURSDAY, MARCH 9.

[1933

*Factories and Shops Act 1928 (No. 3677).*

## DETERMINATION OF THE SUGAR REFINERS BOARD.

NOTE.—This Determination on the 9th March, 1933, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)* the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in connexion with the trade of sugar refining," has made the following Determination, namely:—

(1) That on the 9th March, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES	
Wages per Week of 48 Hours.			Wages per Week of 48 Hours.		Wages per Week of 48 Hours.	
Age.	Males.	Females.	Males.	Females.	<i>Adult Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
Under 16 years ..	16 0	16 0	16 0	16 0	Raw Sugar Store—	
16 years ..	21 0	17 6	21 0	17 6	Men unstringing .. .. .	74 0
17 ..	29 6	19 6	29 6	19 6	Men cutting in .. .. .	75 0
18 ..	37 6	23 6	37 6	23 6	Elevator attendant .. .. .	73 0
19 ..	44 6	28 6	44 6	28 6	Wash tank hands .. .. .	70 0
20 ..	52 6	35 0	52 6	35 0	Riggers .. .. .	75 0
					Melting House—	
					Washing fugalman .. .. .	73 6
					Melter attendant .. .. .	70 0
					Mixer .. .. .	70 0
					Carbonatation House—	
					Men on liquor filter presses .. .. .	71 0
					Men on mud .. .. .	71 0
					Leading hand .. .. .	76 0
					Men on gas tank .. .. .	72 0
					Men on crushing and stacking lime .. .. .	70 0
					Man washing and checking filter press sheets .. .. .	70 0
					Char End—	
					Kiln repairers .. .. .	70 0
					Kiln firemen .. .. .	76 0
					Wet charmen .. .. .	76 0
					Char runners .. .. .	76 0
					Pan Floor—	
					1st sugar boilers .. .. .	80 0
					2nd sugar boilers .. .. .	83 0
					Pan attendant, attending triple effect .. .. .	70 0
					Refined sugar fugalmen .. .. .	73 6
					Jelly House—	
					Leading hand .. .. .	73 6
					Jelly fugalman .. .. .	70 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands) .. .. .	73 0
					Iceing mill attendant .. .. .	70 0
					Driers (leading hand) .. .. .	71 0
					Driers (others) .. .. .	69 0
					Automatic scale attendant .. .. .	73 0
					Leading hand packing floor .. .. .	73 0
					Golden Syrup and Treacle Shop—	
					Man packing and weighing (bulk) .. .. .	70 0
					Liquor runners .. .. .	76 0
					Assistants .. .. .	70 0
					All others .. .. .	67 0
					Adult Females .. .. .	36 6

### PROPORTION (IN ANY PLACE).

#### *Males.*

One apprentice and one improver to every three or fraction of three workers receiving not less than 67s. per week of 48 hours.

#### *Females.*

One apprentice and one improver to every three or fraction of three workers receiving not less than 36s. 6d. per week of 48 hours.

(3) **DEFINITION OF JUVENILE WORKERS.**—Persons under 21 years of age (other than apprentices or improvers), employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

(4) **OVERTIME.**—All work done in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(5) **SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS.**—All time worked excepting between 10 p.m. and midnight on Sundays, Christmas Day, and Good Friday shall be paid for at the rate of double time. All time worked, excepting between 10 p.m. and midnight on New Year's Day, 26th January (Australia Day), Easter Monday 21st April (Eight Hours Day), King's Birthday, and Boxing Day, shall be paid for at the rate of time and a half; 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.

(6) **PIECE-WORK.**—The Board determines, under the provisions of Section 150 of the *Factories and Shop, Act* 1928 (No. 3677), that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, 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 that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 22nd February, 1933.



# VICTORIA GOVERNMENT GAZETTE.

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No. 57]

MONDAY, MARCH 13.

[1933

*Factories and Shops Act 1928 (No. 3677).*

## DETERMINATION OF THE COUNTRY PRINTERS BOARD.

NOTE.—This Determination applies to the whole of the State *outside and excepting* the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928 (No. 3677)* and the Order in Council thereunder, and such portion of the City of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the towns of Mildura and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages 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 Determinations of the Printers Board or the Provincial Printers Board) employed in the process, trade, or business of—

- (a) Printing;
- (b) Bookbinding (including making loose sheet covers of any kind);
- (c) Paper ruling;
- (d) Stereotyping or electrotyping;
- (e) Preparing printed matter for sale or distribution;
- (f) Carbonising, }  
Gumming, } Paper, cardboard, or similar materials;  
Varnishing, or }  
Waxing }

but not including any process subject to the jurisdiction of the Stationery Board”—  
has made the following Determination, namely:—

(1) That on the 9th March, 1933, the last previous Determination shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.	
Wages.			Per Week of 44 hours.		Per Week of 44 Hours.
			MALE.	FEMALE.	
1st year's experience .. .. .	..	..	15s. 9d.	15s. 9d.	88s. 3d.
2nd year's experience .. .. .	..	..	20s. 3d.	19s.	Operator of a writer-press, multigraph machine, oneo-type machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular .. .. . 88s. 3d.  Females of more than five years' experience employed in connexion with bookbinding, stationery, and printing, or as copyholder, embosser, numberer, feeder .. 41s. 9d. Other adult males .. .. . 77s. 6d. Other adult females .. .. . 34s. 9d.
3rd year's experience .. .. .	..	..	24s. 9d.	23s.	
4th year's experience .. .. .	..	..	33s. 9d.	27s.	
5th year's experience .. .. .	..	..	42s. 9d.	37s. 9d.	
6th year's experience .. .. .	..	..	60s. 9d.	..	
<b>PROPORTION (by any employer).</b>					
<i>Apprentices.</i>					
One male apprentice to every three or fraction of three male workers receiving not less than 77s. 6d. per week of 44 hours.					
One female apprentice to every three or fraction of three female workers receiving not less than 34s. 9d. per week of 44 hours.					
<i>Improvers.</i>					
One male improver to every three male journeymen employees receiving not less than 77s. 6d. per week of 44 hours.					
One female improver to every female worker receiving not less than 34s. 9d. per week of 44 hours.					

	Time of Beginning not earlier than—	Time of Ending not later than—
(3) TIME OF BEGINNING AND ENDING WORK	8 a.m.	12.30 p.m. on Saturdays or local half-holidays.
	8 a.m.	10 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rates shall be paid for all work done:—

Outside the hours fixed in Clause 3  
 Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work } Time and a third.

(5) LEAVE OF ABSENCE.—(a) Every employee shall be entitled to and be allowed six working days' leave and six public holidays on full pay in respect of each completed period of twelve calendar months' service, such six working days to be six consecutive working days or otherwise as agreed upon by the employer and employee, and the six public holidays to be either public or local holidays as agreed upon by the employer and employee.

(b) In this Determination, "Public Holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, Christmas Day, Boxing Day, Australia Day (26th January), King's Birthday, or Anzac Day, together with such district or local holidays as may be observed in the district or place in which an employee works.

(c) An employee, for his own purposes, and with the consent of the employer, may elect to take off an equivalent number of days in lieu of and substitution for one or more of the public holidays to which this clause entitles him.

(d) Service, for the purpose of this clause, shall commence—

(i) In the case of an employee to whom annual leave has accrued since the ninth day of March, 1933, from the date on which such leave accrued due.

(ii) In the case of employees engaged after the ninth day of March, 1933, from the date of commencement of service.

In cases coming within paragraph (i) the employee shall be entitled to the leave which has so accrued, to be taken as soon as can conveniently be arranged.

(e) The period of six consecutive working days shall include public holidays occurring within the period, but shall not include Sunday occurring within the period or Good Friday or Christmas Day.

(f) Such leave shall be taken at such time as the employer deems convenient, but within three months of such holidays becoming due. The employer may, at his option, allow an employee to take such annual leave before the completion of such twelve calendar months' service.

(g) If the employment shall be terminated after any annual leave shall become due, and the annual leave not have been taken, the employee shall be entitled to the payment of two weeks' wages in lieu thereof, the wages to be calculated as of the date when the leave accrued due.

(h) If during any twelve months of his service the employment of an employee who has been employed for more than three calendar months is terminated, such employee shall be paid the proportion of two weeks' wages which the period of employment bears to twelve calendar months. For the purpose of this clause, "the period of employment" shall mean the period commencing with his first employment or upon the expiration of any twelve months of his employment.

(i) The wages payable to a piece-worker under this clause shall be the wages fixed for a machine compositor on time-work.

(j) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for holidays prescribed by this Determination.

(k) If during any twelve months of his service an employee entitled under this clause to six public holidays on full pay has not been allowed at least six public holidays, he shall be paid, if a time-worker, an ordinary day's pay, or, if a piece-worker, an ordinary day's pay for a time-work machine compositor, in respect of each public holiday (not exceeding in all the number of six) on which he has been required to work, notwithstanding that for the week including such public holiday he has been paid his full weekly wage or piece-work rate, as the case may be, and such amount may be claimed and recovered after the expiration of such twelve months.

(l) If in any twelve months of his service an employee entitled under this clause to leave on full pay for six working days other than public or local holidays has not been allowed such leave, he shall be paid for such days, if a time-worker, at the full rate of payment, or if a piece-worker, at the rate for a time-work machine compositor, notwithstanding that in respect of such days he has already received his wages or piece-work payment, as the case may be, without deduction, and such amount may be claimed and recovered after the expiration of such twelve months.

(6) PIECE-WORK PRICES.—The lowest piece-work prices payable for machine composition shall be:—

5½d. per thousand ems when done on day shift.

All piece-work shall be done subject to the provisions of this Determination and of the following 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 ems quads; a thick space over to be considered as an em quad in width. Em and em 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 C.

4. All persons employed on column or tabular matter cast on one bar:—Two columns—two justifications or arrangements to constitute half measure—rate and one third. Three columns—three justifications or arrangements—rate and a half. Four columns—four or more justifications or arrangements—double rate. 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), rate and one third; three, rate and a half; four or more, double rate.

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, rate and one third; under 9 ems pica, rate and a half. 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, double rate.

10. Matter of and above four lines composed in other than ordinary English (e.g., dialects), rate and a half; and foreign languages double rate per 1,000 ems.

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), rate and one third. Illegible or indistinct copy, rate and one third. 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 double rate 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 9d. per 1,000 ems 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, 1s. 1½d. per 1,000 ems. Under 9 ems measure, 1s. 2½d. 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.

Provided that the weekly earnings of piece-work machine compositors shall be computed by—

- (a) applying the prices or amounts set out in this determination;
- (b) deducting 16s. from the amount so earned; and
- (c) from the amount then remaining deducting 10 per cent.

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.

<i>Example—</i>	{	London	32, Hungerford wharf
		Liverpool	52, Henry-street
		Manchester	37, Brown-street
		Birmingham	28, Bull-street

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

<i>Example—</i>	{	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.

<i>Example—</i>	{	F. Taylor	D. MacIse, 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 6½d. Mul—25 grease crossbred at 8d. Mulloorina—10 at 6½d.

*Example—* 1 do., CN over YP 2 do.—all at 4½d., 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 BARRINDLEE, 1 locks.

APPENDIX C.

LINE TYPE MULTIPLIERS.

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

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Chairman.

Melbourne, 22nd February, 1933.

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