



# VICTORIA GOVERNMENT GAZETTE.

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No. 2]

FRIDAY, JANUARY 3.

[1936

Factories and Shops Acts.

## 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 Acts 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, West, Mildura, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 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,
- Varnishing, or } Paper, cardboard, or similar materials;
- Waxing

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

(1) That on the 6th January 1936, the last previous Determination shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
Wages.				Wages.			
				Per Week of 44 Hours.			
				MALE.	FEMALE.		
1st year's experience ..	..	..	..	15s. 9d.	15s. 9d.	..	96s.
2nd year's experience ..	..	..	..	20s. 3d.	19s.	..	
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.	..	..	
Proportion (by any employer).							
Apprentices.							
One male apprentice to every three or fraction of three male workers receiving not less than 84s. per week of 44 hours.							
One female apprentice to every three or fraction of three female workers receiving not less than 37s. 6d. per week of 44 hours.							
Improvers.							
One male improver to every three male journeymen employees receiving not less than 84s. per week of 44 hours.							
One female improver to every female worker receiving not less than 37s. 6d. per week of 44 hours.							
Machine compositors .. .. . 96s.							
Operator of a writer-press, multigraph machine, roneo-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 .. .. . 96s.							
Females of more than five years' experience employed in connexion with bookbinding, stationery, and printing, or as copyholder, embosser, numberer, feeder .. 45s. 6d.							
Other adult males .. .. . 84s.							
Other adult females .. .. . 37s. 6d.							

(3) TIME OF BEGINNING AND ENDING WORK	Time of Beginning not earlier than—		Time of Ending not later than—	
	..	..	..	..
	..	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 day 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 ens 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 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, 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 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), 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 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, 1s. 1½d. per 1,000 ens. Under 9 ems measure, 1s. 2½d. per 1,000 ens. 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 1s. from the amount so earned.

#### 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	26, 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. 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 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 BARRINDIKE, 1 looks.

#### APPENDIX C.

##### LINOTYPE 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						
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	41	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  
Secretary.

Melbourne, 13th December, 1935.





# VICTORIA GOVERNMENT GAZETTE.

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No. 3]

WEDNESDAY, JANUARY 8.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE PAPER BAG TRADE BOARD.

NOTE.—This Determination applied on the 26th December, 1935, to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts 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 town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 person or persons or classes of persons employed either inside or outside a factory or work room in the process, trade, or business of a maker of paper-bags," has made the following Determination, namely:—

(1) That on the 26th December, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.					Other Employees.				
WAGES.					WAGES.				
					Males.				

## JUVENILE WORKERS.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) who, if males, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 68s. per week, or who, if females, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 36s. 6d. per week.

		Wages per week of 44 hours.						
		Under 15 Years of Age.	15 to 16 Years.	16 to 17 Years.	17 to 18 Years.	18 to 19 Years.	19 to 20 Years.	20 to 21 Years.
Males	.. .. .	s. d. 15 0	s. d. 19 0	s. d. 23 6	s. d. 32 0	s. d. 40 6	s. d. 49 0	s. d. 57 6
		1st Year's Experience.	2nd Year's Experience.	3rd Year's Experience.	4th Year's Experience.	5th Year's Experience.	After Five Years' Experience.	
Females	.. .. .	s. d. 15 0	s. d. 18 0	s. d. 21 6	s. d. 25 6	s. d. 33 6	Minimum adult wage for the particular class of work	

"Experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination, duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned by her to any subsequent employer within seven days of her engagement.

A juvenile worker, working on a night shift, shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.

Each department employing junior labour (male or female) must employ at least one adult employee continuously, and such employee shall receive at least the appropriate adult minimum wage, and not more than two male juniors shall be employed to each adult male employee permanently employed in each department.

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be as follows:—

Day shift .. .. . 44 hours.  
Night shift .. .. . 44 ..

(4) SHIFTS:—

Day shift—

The hours of duty shall not exceed eight hours on Monday to Friday inclusive, and four hours on Saturday, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and 12 noon on Saturdays.

Night shift—

(a) Night shift (i.e., work, other than overtime work, performed between 6 p.m. and 8 a.m.) must be worked within ten hours a night on Monday to Friday inclusive.

(b) The hours of duty on night shift or unusual shift shall be arranged between each particular employer and the employees.

(c) A female employee or an employee under seventeen years of age shall not perform night shift work.

(d) When the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such day.

The daily working hours of each office shall be conspicuously displayed in the work-room.

(5) FIVE-DAY WEEK.—When the employer desires to work the ordinary working hours in a five-day week, he may do so provided that the majority of his employees consent in writing.

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

(i) In excess of or outside the hours in clause (3) or (4):—

(a) On Saturday after 12 noon .. .. .

(b) Any other time—

First three hours .. .. .

Thereafter .. .. .

(ii) On the sixth day or night, where the hours of the ordinary working week are worked within five days or five nights .. .. .

Time-workers.

Piece-workers.

Double time .. .. .

Double rate .. .. .

Time and a half .. .. .

Rate and a half .. .. .

Double time .. .. .

Double rate .. .. .

Double time .. .. .

Double rate .. .. .

(b) Where an employee is called upon to work overtime in excess of one hour after the usual finishing time of any shift, such employee shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given during the previous shift, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(c) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours, after the sixth shift, shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(d) No improver or juvenile worker under seventeen years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clause (5).

(e) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(f) An employer shall not require or permit an employee to work overtime, or on night shift in connexion with power-driven machinery, unless he works in company with at least one other person.

(g) One hour's time at the least, in addition to the actual time worked, or the time the employee is required to stand by for work, shall be paid for as a "call" to any employee brought in to do any other work not in the ordinary working hours, such to be paid for at the rate of time and a half, or rate and a half, except on Saturday afternoon and Sunday, when double time or double rate shall be paid.

(h) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(7) EMPLOYEE MISSING USUAL CONVEYANCE.—Whenever the finishing time of any worker working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

(8) TERMS OF EMPLOYMENT.—(a) No employee shall be employed other than as a weekly time-work employee, or a weekly piece-work employee, or a temporary time-work employee, or a temporary piece-work employee.

(b) A weekly time-work employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.



(15) *Meal Hour.*—(a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) When employees are required to work during a period covering a usual meal hour, they shall be paid overtime rates for the work performed by them during such meal hour, and, in addition, such employee shall be allowed time for a meal.

(16) *Work not to be taken off Employer's Premises.*—No work shall be taken off the employer's premises to be executed by any employee.

(17) *Time Book.*—Each employer shall keep a time and wages book, written up in ink, showing the name of each employee, and his occupation, the hours worked each day or night, and the wages and allowances paid each week.

(18) *Definitions.*—A weekly time-work employee is an employee who is engaged by the week and employed on time-work.

A weekly piece-work employee is an employee who is engaged by the week and employed on piece-work.

A temporary employee is any employee other than a weekly employee.

(19) *Piece-work prices.*—That the weekly earnings of female piece-workers shall be computed by—

(i) applying the prices or amounts set out in this Determination;

(ii) adding 10 per cent.; and

(iii) deducting 10s. from the amount so earned.

(a) When an employee is employed on piece-work to perform any of the functions or duties for which a wages rate is fixed by this Determination and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated that an average worker may earn at such piece-work rate, if employed during the hours fixed for work for wage earners, a sum equal to such wage rate with the addition of 12½ per cent., and such piece-work rate shall be posted in the factory.

(b) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(c) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time-work for the class of work on which the employee is usually employed.

(d) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no unnecessary time will be lost. The employee shall be provided with a book in which the employee is to enter the work done by such employee, which work is to be priced by the employer, and the book returned to the employee. Glue, paste, and all other essentials shall be provided by the employer in proper condition, to permit of the work being facilitated, and such materials shall be of good average quality.

(e) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than such employee's average hourly earnings, the average to be calculated on the earnings of the four preceding full weeks.

(20)\* *PIECE-WORK PRICES.*—That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

#### BLOCK-BOTTOMED SUGAR AND FLOUR BAGS, HAND-MADE.

Block-bottomed Sugar and Flour Bags to hold from 5 lbs. to 12 lbs., lined, 6s. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 5 lbs. to 12 lbs., unlined, 4s. 7d. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 14 lbs. to 24 lbs., lined, 8s. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 14 lbs. to 24 lbs., unlined, 6s. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 25 lbs. to 36 lbs., lined, 8s. 8d. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 25 lbs. to 36 lbs., unlined, 6s. 8d. per 1,000 bags.	

#### BLOCK-BOTTOMED TEA, COFFEE, OR COCOA PACKETS.

	Price per 1,000 Packets.
Packets, to hold up to 1 lb. weight, made by treadle, or hand machine, or any other method except by fixed block, loose-block, or plate, or hinged block.	s. d.
Pasting and blocking only—	
Made of crystal paper, lined .. .. .	4 0
Made of any other paper, lined .. .. .	3 5
Made of any other paper, unlined .. .. .	2 10
Folding down .. .. .	1 6
Laying .. .. .	0 3
Labelling, per 1,000 labels .. .. .	1 8
„ Packets made by fixed block, loose-block, or plate, or by hinged block, complete, including folding down, but without labelling, unlined .. .. .	6 4½
„ Packets made by fixed block, loose-block, or plate, or by hinged block complete, including folding down, but without labelling, lined .. .. .	8 4
Labelling, per 1,000 labels .. .. .	1 8

All other work in connexion with the manufacture of tea, coffee, or cocoa packets to be paid for on weekly wages.

\* See Clause (19) for method of computation.



BLOCK-BOTTOMED SELF-RAISING FLOUR PACKETS.		Price per 1,000 Packets, Laying, Past- ing, and Blocking.	Price per 1,000 Folding down.	Labelling, per 1,000 Labels.
		s. d.	s. d.	s. d.
Block-bottomed:	Self-raising flour packets, to hold 2 lbs. weight, with boards, made by treadle or hand machine, or any other method except by fixed block, loose-block, or plate, or hinged block ..	3 0	1 4	1 8
"	Self-raising flour packets to hold 5 lbs. to 7 lbs. weight, with boards, made by treadle or hand machine, or any other method except by fixed block, loose-block, or plate, or hinged block—			
	Unlined ..	4 4	1 6	1 8
	Lined ..	6 0	1 6	1 8
"	Self-raising flour packets, to hold 2 lbs. weight, made by fixed block, loose-block, or plate, or hinged block	4 3	1 4	1 8
"	Self-raising flour packets to hold 5 lbs. to 7 lbs. weight—			
	Unlined, fixed block, loose-block, or plate, or hinged block ..	6 1	1 6	1 8
	Lined, fixed block, loose-block, or plate, or hinged block ..	8 0	1 6	1 8

SUGAR BAGS, delivered at Packers' tables.—Weighing, packing (in not less than 14 lb. parcels) and labelling parcels.

Block Bottoms, 1 lb. to 3 lbs. inclusive	...	...	3½d. per cwt.
" " 4 lbs. and upwards	...	...	3d. "
Flats, 1 lb. to 3 lbs. inclusive	...	...	3d. "
" 4 lbs. and upwards	...	...	3d. "

SUGAR BAGS.—Overlooking, unsticking and mending.

Flat or Block Bottom (1 and 2 and 3 lbs. in size)	...	...	7d. "
" " (4 lbs. and upwards)	...	...	5d. "

HAND-MADE BAGS.		Pasting, per 1,000 Bags.	Folding, Creasing, and Laying, per 1,000 Bags.	Knocking up, per 1,000 Bags.
		s. d.	s. d.	s. d.
Bonnet or hat bags—				
	Size from 300 square inches to 370 square inches ..	1 9	1 0	0 7½
	Size over 370 " " 440 " "	1 9	1 2	0 9½
	Size over 440 to 540 square inches ..	2 5	2 0	0 9½
Coin bags, made from thin paper, up to 40-lb. Imperial—				
	Size up to 45 square inches ..	1 1	0 4½	0 3½
Coin bags, made from thick paper, size up to 45 square inches		1 4	0 5½	0 3½
Colour bags, made of paper, 70-lb. Royal and over, to hold up to 6 lbs. weight—Size up to 126 square inches ..		1 4	0 6	0 4½
Fruit and confectionery bags, if made in parts by several operators—				
	To hold up to 2 lbs. weight—Size up to 75 square inches	1 0	0 6	0 3½
	To hold over 2 lbs. to 6 lbs. weight—Size over 75 to 155 square inches ..	1 2	0 6	0 3½
	To hold over 6 lbs. to 8 lbs. weight—Size over 155 to 200 square inches ..	1 4	0 6	0 3½
	To hold over 8 lbs. to 10 lbs. weight—Size over 200 to 225 square inches ..	1 5	0 6	0 4
	To hold over 10 lbs. to 12 lbs. weight—Size over 225 to 245 square inches ..	1 7	0 7	0 6
	Confectionery bags if made of glazed paper, extra ..	0 1		
Fruit and confectionery bags, if made complete without cutting—including stringing in hundreds and bundling—				
	Bags to hold up to 2 lbs. weight—Size up to 75 square inches ..			2s. 0d. per 1,000 bags
	Bags to hold over 2 lbs. to 6 lbs. weight—Size over 75 to 155 square inches ..			2s. 2d. "
	Bags to hold over 6 lbs. to 8 lbs. weight—Size over 155 to 200 square inches ..			2s. 4d. "
	Bags to hold over 8 lbs. to 10 lbs. weight—Size over 200 to 225 square inches ..			2s. 11d. "
	Bags to hold over 10 lbs. to 12 lbs. weight—Size over 225 to 245 square inches ..			2s. 11d. "
	Confectionery bags if made of glazed paper, extra ..			1d. "

Price Complete.

See Clause (19) for method of computation.

HAND-MADE BAGS— <i>continued</i> .	Pasting, per 1,000 Bags.	Folding, Creasing, and Laying, per 1,000 Bags.	Knocking up, per 1,000 Bags.
	s. d.	s. d.	s. d.
Glove bags—Size up to 48 square inches .. ..	1 2	0 6	0 3½
Pottle bags (confectionery)—Size up to 32 square inches ..	0 11½	0 5	0 2½
Pottle bags (florists')—			
Size up to 45 square inches .. ..	1 0	0 5	0 2½
Size over 45 to 61 square inches .. ..	1 0½	0 5	0 2½
Size over 61 to 109 square inches .. ..	1 4	0 5	0 2½
Seed bags—			
Paper—Size up to 125 square inches .. ..	1 4	0 5½	0 4
Over 45 lbs. weight Imperial.			
Paper—Up to 125 square inches .. ..	1 3	0 5½	0 4
Not over 45 lbs. weight Imperial.			
Over 125 square inches and up to 225 square inches, any paper .. ..	1 9	0 5½	0 4
Sugar bags made from grey or brown heavy paper—			
To hold up to 3 lbs. weight—Size up to 85 square inches	1 0½	0 5½	0 4½
To hold over 3 lbs. to 6 lbs. weight—Size over 85 to 126 square inches .. ..	1 2	0 5½	0 4½
To hold over 6 lbs. to 8 lbs. weight—Size over 126 to 170 square inches .. ..	1 2	0 7½	0 6
To hold over 8 lbs. to 12 lbs. weight—Size over 170 to 215 square inches .. ..	1 4	0 7½	0 6
To hold over 12 lbs. to 14 lbs. weight—Size over 215 to 235 square inches .. ..	1 5	0 8	0 7
To hold over 14 lbs. to 20 lbs. weight—Size over 235 to 290 square inches .. ..	2 0	0 8½	0 8
To hold over 20 lbs. to 36 lbs. weight—Size over 290 to 420 square inches .. ..	2 4	1 0	0 8
Sugar bags—Standard weight, i.e., standard weight under Victorian Pure Foods Act—			
To hold up to 3 lbs. weight—Size up to 85 square inches	1 0	0 6	0 4½
To hold over 3 lbs. to 6 lbs. weight—Size over 85 to 126 square inches .. ..	1 1	0 6	0 4½
To hold over 6 lbs. to 8 lbs. weight—Size over 126 to 170 square inches .. ..	1 2	0 6	0 6
To hold over 8 lbs. to 12 lbs. weight—Size over 170 to 215 square inches .. ..	1 4	0 6	0 6
To hold over 12 lbs. to 14 lbs. weight—Size over 215 to 235 square inches .. ..	1 5	0 6	0 6
To hold over 14 lbs. to 20 lbs. weight—Size over 235 to 290 square inches .. ..	1 8½	0 8	0 8
To hold over 20 lbs. to 36 lbs. weight—Size over 290 to 420 square inches .. ..	2 0½	1 0	0 8
Tea and coffee bags made from cartridge or casing paper—			
To hold up to 2 lbs. weight—Size up to 112 square inches	1 3	0 6	0 4½
To hold over 2 lbs. to 6 lbs. weight—Size over 112 to 240 square inches .. ..	1 4	0 7	0 5½
To hold over 6 lbs. to 10 lbs. weight—Size over 240 to 400 square inches .. ..	1 8½	0 8	0 6
Tea and coffee bags made from thin paper, to hold up to 2 lbs. weight—Size not more than 112 square inches .. ..	1 0½	0 6	0 4
Tobacco and cigar bags made of cartridge paper—Imperial, not heavier than 60 lbs., 500 sheet .. ..	1 2	0 6	0 3½
Tobacco and cigar bags made of cartridge paper—Imperial, heavier than 60 lbs. .. ..	1 4	0 6	0 4
Tobacco and cigar bags made of same class of paper as fruit and confectionery bags .. ..	1 0	0 6	0 3½
Tobacco and cigar bags made of mill glazed sulphite— Imperial, 50 lbs., 480 sheet .. ..	1 4	0 6	0 4½
Trimming bags—			
Size up to 155 square inches .. ..	1 1½	0 6	0 3½
Size from 155 to 220 square inches .. ..	1 4	0 7	0 3½
Photo. bags made of crystal paper, plain or embossed, two sides pasted .. ..	2 6	1 3	0 4½
Photo. bags made of mill glaze brown, two sides pasted ..	2 0	1 0	0 4½

See Clause (19) for method of computation.

## PRICE FOR CUTTING PAPER AND STRINGING BAGS BY HAND.

Sugar bags and all other bags cut from paper over 30-lb. Royal—

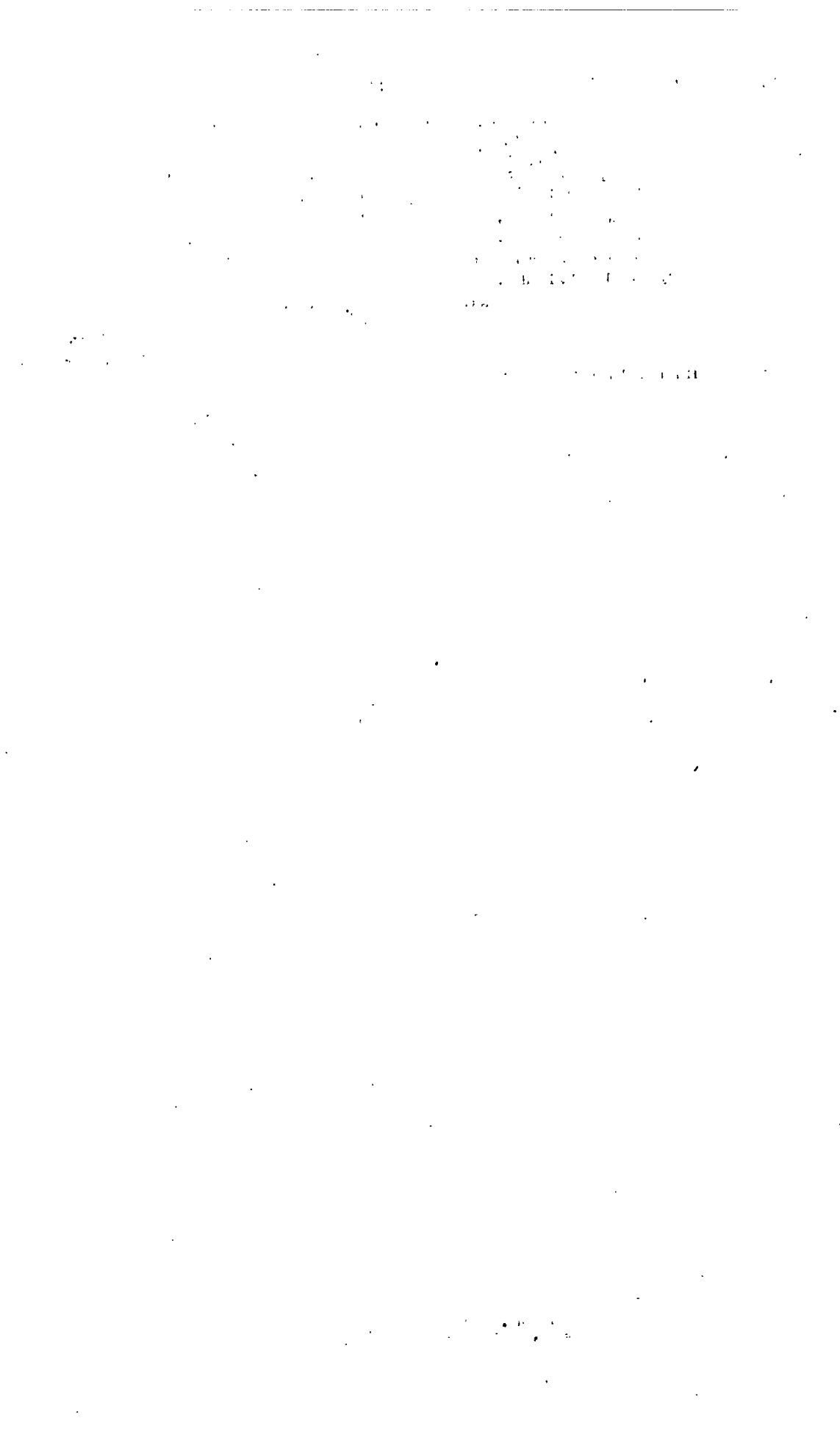
Size up to 126 square inches .. .. .	6d. per 1,000 bags
Size over 126 .. and up to 270 square inches ..	8d. „ „
„ 270 .. „ 420 ..	1s. „ „
Bonnet or hat bags .. .. .	8d. „ „
All other bags not enumerated .. .. .	4d. „ „
Stringing bags by hand .. .. .	0 $\frac{3}{4}$ d. „ „

See Clause (19) for method of computation.

W. W. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 11th December, 1935.





# VICTORIA GOVERNMENT GAZETTE.

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No. 4]

WEDNESDAY, JANUARY 8.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE PRINTERS BOARD.

**NOTE.**—(a) This Determination, on the 26th December, 1935, applied to the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the City of Sandringham as is not included in the said District.

(b) The following Printing Trades were proclaimed on 27th February, 1929, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan District:—

1. Hand composition.
2. Hand and machine composition, and attending and adjusting slug-casting and type-casting machines.
3. Bookbinding or guillotine machine operating.
4. Paper ruling.
5. Edge gilding.
6. Letter-press printing.
7. Lithographic printing.
8. Stereotyping or electrotyping.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Treasury Gardens, Melbourne. (Price 3d.)

**I**N 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 trade 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,  
Varnishing, or  
Waxing

} Paper, cardboard, or similar materials;

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

(1) That on the 26th December, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) **ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)**—

### APPRENTICES AND IMPROVERS.

Weekly Wage.			Proportion (in any Place).	
—	Males.	Females.	APPRENTICES.	
	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	
1st year .. ..	15 0	15 0	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
2nd year .. ..	19 0	18 0	<i>Females.</i>	
3rd year .. ..	23 6	21 6	One female apprentice to every three or fraction of three female workers receiving not less than 44s. 6d. per week of 44 hours.	
4th year .. ..	32 0	25 6		
5th year .. ..	40 6	33 6		
6th year .. ..	57 6	..		

An apprentice or improver working on a night shift shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.			<b>IMPROVERS.</b>	
			<i>Males.</i>	
			One male improver to every fifteen journeymen receiving not less than 92s. per week of 44 hours.	
			<i>Females.</i>	
			One female improver to every twenty female workers receiving not less than 44s. 6d. per week of 44 hours.	

## JUVENILE WORKERS.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) who, if males, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 83s. per week, or who, if females, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 46s. 6d. per week.

	Weekly Wage.						
	Under 15 Years of Age.	15 to 16 Years.	16 to 17 Years.	17 to 18 Years.	18 to 19 Years.	19 to 20 Years.	20 to 21 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males .. .. .	15 0	19 0	23 6	32 0	40 6	49 0	57 6
	1st Year's Experience.	2nd Year's Experience.	3rd Year's Experience.	4th Year's Experience.	5th Year's Experience.	After Five Years' Experience.	
Females .. .. .	15 0	18 0	21 6	25 6	33 6	The appropriate adult Minimum Wage.	

"Experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee on leaving or being discharged from her employment shall be entitled to a certificate stating the date when such employment began and the date of its termination, duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

A juvenile worker, working on a night shift, shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.

Each Department employing Junior labour (male or female) must employ at least one adult employee continuously, and such employee shall receive at least the appropriate adult minimum wage, and not more than two male Juniors shall be employed to each adult male employee permanently employed in each Department.

No employer shall employ any person under the age of 21 years at any class of work the rate of wages for which is provided in Table A hereunder unless such person is an apprentice or an improver.

## OTHER EMPLOYEES.

Other Employees.	Weekly Wage, Day Shift.
TABLE A.	
Males.	
1. Machine compositor, i.e., a person operating any class of composing or slug-casting machine keyboards, or monotype keyboard (including time occupied in cleaning the machine or remedying defective working of machine) ..	104 0
2. Probationary machine compositor:—	
(a) For a first period of six months' probation .. .. .	92 0
(b) For a second period of six months' probation .. .. .	98 0
(c) Thereafter .. .. .	104 0
Provided that any probationary machine compositor who, during the second six months of his period of probation, attains an efficiency of 7,000 ems per hour over a maximum period of four hours, on plain matter, corrected, of not less than thirteen ems measure, in six-point type, shall be paid the rate fixed for a machine compositor.	
3. Proof reader or reviser .. .. .	98 0
4. Working mechanic in charge of a slug-casting or type-casting machine .. .. .	92 0
5. Hand compositor, slugger, bulk hand, stone hand, electrotypist, stereotypist, or letterpress machinist .. .. .	92 0
6. Operator of a writer-press, multigraph machine, monotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like .. .. .	92 0
7. Rotary machinist .. .. .	92 0
8. Machinist working a flat-bed machine working from a reel .. .. .	92 0
9. Lithographic machinist, including lithographic tin printer, lithographic transferrer, or pressman .. .. .	92 0
10. Bookbinder (except an employee engaged solely in the work of folding, numbering, perforating, or sewing, or binding all cut flush work not turned in, or binding quarter-bound work cut flush turned in paper sides) .. .. .	92 0
11. Marbler .. .. .	92 0
12. Hand indexer .. .. .	92 0
13. Blocker, except an employee engaged solely on the work of blind blocking .. .. .	92 0
14. Finisher .. .. .	92 0
15. Pocket-book maker .. .. .	92 0
16. Person engaged in sawing or rolling books .. .. .	92 0
17. Loose sheet cover maker .. .. .	92 0
18. Leather cutter .. .. .	92 0
19. Paper ruler, i.e., a person in charge of any ruling machine, or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine .. .. .	92 0
20. Guillotine machine operator .. .. .	92 0

## TABLE B.

## Males.

1. Rotary machinist's assistant, i.e., a person who assists the machinist in the care and control of the machine, and the proper printing of the paper .. .. .	83 0
2. Stone or plate preparer .. .. .	76 0
3. Ink grinder .. .. .	72 0
4. Person employed edge staining, board cutting, bevelling, blind blocking, or cutting material (except leather) solely and continuously .. .. .	80 0
5. Person employed carbonising, gumming, varnishing, or waxing .. .. .	72 0
6. Die cutter .. .. .	80 0
7. Cutter from reel or slitter .. .. .	76 0
8. Storeman, packer, or despatcher .. .. .	74 0
9. All other adult males .. .. .	68 0

NOTE.—An adult male employee working on a night shift shall be paid 2s. extra for such shift, but if he works on a night shift for one week he shall be paid 12s. extra for such week.

## OTHER EMPLOYEES—continued.

Other Employees.		Weekly Wage, Day Shift.
<b>TABLE C.</b>		
<i>Females.</i>		
1. Operator of a writer-press, multigraph machine, roneotype 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 ..		92 0
2. An employee in charge of or who supervises, directs, or is responsible for the work of—		
(a) From three to eight employees (both inclusive) .. .. .		48 6
(b) From nine to fifteen employees (both inclusive) .. .. .		54 6
(c) Over fifteen employees .. .. .		60 6
<b>TABLE D.</b>		
<i>Females.</i>		
1. Head packer .. .. .		46 6
2. Bookbinder, that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in—		
(a) When engaged on work which exceeds 1½ inches in thickness of back, and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled, or otherwise held together ..		45 6
(b) When engaged on work which does not exceed both the measurements above mentioned ..		44 6
3. Employee of more than five years' experience at the trade employed on any one or more of the following operations:— Hand sewing, machine sewing, taking-down of letterpress work, folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise colouring the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) ..		44 6
4. Employee of more than five years' experience at the trade employed in connexion with printing .. .. .		44 6
5. Copyholder .. .. .		44 6
6. Numberer .. .. .		44 6
7. Feeder employed on—		
Letterpress or lithographic printing machine .. .. .		43 6
Varnishing machine .. .. .		43 6
Waxing machine .. .. .		43 6
Folding machine .. .. .		43 6
8. Female employees not otherwise specified .. .. .		36 6

Provided that any female employed on work which is specifically named or described in Tables A or B, but is not specifically named or described in Tables C or D, shall be paid the rate prescribed for males when performing such work.

## (3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be as follows:—

Day shift .. .. . 44 hours.

Night shift—

    Machine compositors .. .. . 42 hours.

    All others .. .. . 44 hours.

## (4) SHIFTS:—

Day shift—

The hours of duty shall not exceed eight hours on Monday to Friday inclusive, and four hours on Saturday, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and 12 noon on Saturdays. Provided that the time of starting work of the linotype mechanic or other male person who attends to arrange the heating of linotype or like metal pots may be 7.30 a.m.

Night shift—

(a) Night shift (i.e., work, other than overtime work, performed between 6 p.m. and 8 a.m.) must be worked within ten hours a night on Monday to Friday inclusive.

(b) The hours of duty on night shift or unusual shift shall be arranged between each particular employer and the employees.

(c) A female employee or an employee under seventeen years of age shall not perform night shift work.

(d) When the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such day.

The daily working hours of each office shall be conspicuously displayed in the work-room.

(5) FIVE-DAY WEEK.—When the employer desires to work the ordinary working hours in a five-day week, he may do so provided that the majority of his employees consent in writing.

## (6) OVERTIME.—(a) The following rates shall be paid for all work done:—

(i) In excess of or outside the hours fixed in clause (3) or (4)—

(a) On Saturday after 12 noon .. .. .	Time-workers.	Piece-workers.
	Double time	Double rate

(b) Any other time—

First three hours .. .. .	Time and a half	Rate and a half
---------------------------	-----------------	-----------------

Thereafter .. .. .	Double time	Double rate
--------------------	-------------	-------------

(ii) On the sixth day or night, where the hours of the ordinary working week are worked within five days or five nights .. .. . Double time .. Double rate.

(b) Where an employee is called upon to work overtime in excess of one hour after the usual finishing time of any shift, such employee shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given during the previous shift, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(c) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours, after the sixth shift, shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(d) No improver or juvenile worker under seventeen years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clause (5).

(e) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(f) An employer shall not require or permit an employee to work overtime, or on night shift in connexion with power-driven machinery, unless he works in company with at least one other person.

(g) One hour's time at the least, in addition to the actual time worked, or the time the employee is required to stand by for work, shall be paid for as a "call" to any employee brought in to do any other work not in the ordinary working hours, such to be paid for at the rate of time and a half, or rate and a half, except on Saturday afternoon and Sunday, when double time or double rate shall be paid.

(h) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(7) **EMPLOYER MISSING USUAL CONVEYANCE.**—Whenever the finishing time of any worker working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

(8) **TERMS OF EMPLOYMENT.**—(a) No employee shall be employed other than as a weekly time-work employee, or a weekly piece-work employee, or a temporary time-work employee, or a temporary piece-work employee.

(b) A weekly time-work employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) Any weekly time-work employee not attending for duty will lose his pay for the actual time lost, unless he produces or forwards, within 28 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than six days in each year. Such year begins on the 1st day of July each year. An employee is to be entitled to not more than six days' payment in any year under this clause, notwithstanding that he may be employed by different employers.

(d) The following conditions apply to the employment of a weekly piece-worker:—

(i) On each working day or night of the week the weekly piece-worker shall present himself for employment, at the usual time for beginning work at the place of business of the employer, unless informed by the employer that his attendance on any day or any night is not required.

(ii) If the weekly piece-worker begins work on any such day or any night he shall receive not less than four hours' continuous employment, or be paid for such four hours at his average weekly earnings, calculated on the earnings of the four preceding full weeks, or if he shall not have worked four full weeks then on the average earnings for the period during which he has worked.

(iii) A weekly piece-worker shall be allotted in any working week sufficient piece-work to enable such piece-worker to earn at least 68s. If such work is not provided in any week, and in such week the piece-worker complies with the provisions of sub-clause (i) of this clause, and faithfully performs all work provided for him during that week at his usual rate of speed, he shall be paid such amount at the least and this notwithstanding that any public holiday or holidays occur in such week.

(iv) For a period or periods making in the aggregate not more than the hours of an ordinary week's work for a time-worker in any year such weekly piece-worker will be excused for not presenting himself for employment at the proper time and place, and such non-attendance shall not disentitle such piece-worker to the provisions of this Determination to the payment of the amount of 68s. for any week in which such absence occurs, if such weekly piece-worker within 28 hours of the commencement of such absence produces or forwards to the employer evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence. The year begins on the 1st day of July each year. A weekly piece-worker shall be entitled to take the benefits of this clause in respect of not more than the hours of the ordinary week's work for a time-worker during any such year, notwithstanding that he may be employed by different employers. In any calculation of the hours lost by an employee under this clause in any week only such hours shall be counted as were paid for by the employer to make up 68s., notwithstanding that the period of absence in such week may have exceeded the hours paid for as aforesaid.

(v) In respect of each public holiday, prescribed by this Determination, which occurs in any week, and in which the weekly piece-worker is not required to work by the employer, there shall be added to the aggregate earnings of the weekly adult piece-worker, during that week, the sum of 11s. 4d.

(e) The employment of a weekly time-work or piece-work employee may be terminated by a week's notice on either side, and such notice may be given at any time during any week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike, or through any breakdown of machinery or any stoppage of work from any cause for which the employer cannot be held responsible.

(f) Where a weekly piece-work employee gives or receives a week's notice of the termination of his employment, he shall, during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's service be terminated during the course of a week he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within twenty-four hours thereafter.

(9) **Temporary Work.**—(a) Temporary employees, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of twelve and one-half per cent.

(b) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(c) If a temporary employee commences duty or be directed to attend for duty and actually attends, such employee, if a time-worker, shall be paid at the rate herein provided and for six hours (either day or night) at the least, except in the case of machine compositors, who shall be paid for four hours at the least, and if a piece-worker, shall be given four hours' work at the least, or paid for four hours at the appropriate rate for a time-worker.

(10) **MIXED FUNCTIONS.**—Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

(11) **Special Rates.**—All work done on Sunday shall be paid for at double time or double rate, and for all work done on any holiday mentioned in clause (12) the following shall be paid:—

Time-work employees .. .. .	Ordinary rate in addition to the weekly wage.
Piece-workers .. .. .	Double rate.

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

(12) **Holidays.**—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day.

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

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(13) **Pay Day.**—An employee shall be paid on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.



(14) *Rest Interval for Females.*—There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Friday inclusive, in each week for each female employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

(15) *Meal Hour.*—(a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) When employees are required to work during a period covering a usual meal hour, they shall be paid overtime rates for the work performed by them during such meal hour, and, in addition, such employee shall be allowed time for a meal.

(16) *Work not to be taken off Employer's Premises.*—No work shall be taken off the employer's premises to be executed by any employee.

(17) *Probationers on Slug-casting or Type-casting Machines.*—No employee shall be employed as a probationer on the keyboard of a slug-casting or type-casting machine unless he is a compositor who has served a full term of apprenticeship or is an apprentice who has served four years' apprenticeship as a compositor.

(18) *Bronzing or Dusting Off.*—(a) Any person employed in bronzing by hand or dusting-off by hand shall be paid 6d. an hour, in addition to any other money payable under this Determination.

(b) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.

(19) *Females not to Wash-up Machines.*—Females shall not be required or permitted to wash-up or clean printing machines.

(20) *Time Book.*—Each employer shall keep a time and wages book, written up in ink, showing the name of each employee, and his occupation, the hours worked each day or night, and the wages and allowances paid each week.

(21) *Definitions.*—A weekly time-work employee is an employee who is engaged by the week and employed on time-work. A weekly piece-work employee is an employee who is engaged by the week and employed on piece-work. A temporary employee is any employee other than a weekly employee.

(22) *Piece-work Prices.*—A schedule of piece-work prices has been fixed by the Board.

5d. per thousand ems when done on day shift, and  
5½d. " " " " " " " night shift.

Provided that the weekly earnings of piecework machine compositors shall be computed by—

- (a) applying the prices or amounts set out in this Determination; and
- (b) deducting 18s. from the amount so earned.

All piece-work shall be done subject to the provisions of this Determination and of the following Schedule:—

#### SCHEDULE.

##### 1. *Cast-up and Minimum Multiplier.*

The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this Schedule shall be observed. A fraction of an "en" if more than 5, shall count an en for the machine compositor, and if less shall not be counted. If it is 5, it shall count alternately for the house and the machine compositor.

##### 2. *Large Type.*

Matter 13 ems and under 13 ems measure, composed in 10-point type, shall be charged ½d. per thousand ems extra, and all types above 10-point in size shall be charged ½d. per thousand ems extra.

##### 3. *Bordered Matter.*

Matter having a machine-set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

##### 4. *Dialects, &c.*

Matter set in dialectic English or in illiterate spelling, where such matter is of 4 lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid at rate and a half.

##### 5. *Foreign Languages.*

Matter set in any language other than English shall be paid for at double rate.

##### 6. *"Take" of Copy.*

Twelve lines of 16 ems measure, or their equivalent in wider measures, shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles, shall constitute one "take."

##### 7. *Top and Bottom Rules.*

The top and bottom rules of tables shall be paid for as distinct lines when set by the operator, but cross rules in the body of a table, when set by the machine compositor, are reckoned in the depth.

##### 8. *Column or Tabular Matter.*

Column or tabular matter cast on one bar shall be charged:—Two columns (two justifications or arrangements), rate and a third; three columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the operator shall have the option to set the matter at a time rate to be fixed on his average hourly earnings, calculated on the earnings of the four preceding full weeks whilst employed as a machine compositor.

##### 9. *Headings.*

Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

##### 10. *Small Caps, Italics, or Sorts not on Keyboard.*

For small capitals, italic, clarendon, or other faces and sorts of type not on the keyboard but fed in by hand, one line extra shall be allowed for each word of six letters or less and two lines extra for each word of more than six letters.

Where intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, excepting small capitals, which shall be paid one line extra for each word. When double-letter matrices are used, and matter is set on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter up to twenty-five continuous lines shall be paid at rate and a half, and all matter beyond twenty-five continuous lines shall be paid at rate and a quarter.

##### 11. *Run-on Lists and Similar Matter.*

Run-on subscription lists, share lists, land sales, wool sales, show-prize lists, cargo lists, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which are figures only), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results and similar matter, shall be paid for at rate and a half. University and other school lists and examination results, consisting of figures only, lottery results consisting of figures only, and other run-on figure matter consisting of figures only, shall be paid for at double rate.

**12. Lendered Matter.**

All leadered matter, if leaders are ranged, and other leadered matter of 20 ems measure or over, shall be paid for at rate and a third.

**13. Indented Matter.**

All matter set to thirteen ems measure or less in 8 point or over, indented one or more ems each end or two ems or over on one end, shall be paid for at rate and a half.

**14. House Marks—Author's Proofs.**

Alterations from copy to the first proof shall be paid for at double rate. House marks or author's proofs shall be paid for at double rate, but 12 lines shall be the minimum charge. New matter or additions to copy to be paid for at the ordinary rate if exceeding 12 consecutive lines. The "House" shall be entitled to correct all author's proofs or revises on time.

**15. Correction of Proofs on Time.**

The house may at any time in its discretion correct proofs on time and deduct from the operator the number of lines requiring alteration. The machine compositor is to have the opportunity of seeing proofs containing any corrections charged against him.

**16. Slugging, &c.**

The insertion of all display or corrected slugs, cutting, fitting or whiting shall be done by the house.

**17. White Lines, &c., Inserted by the House.**

The machine compositor shall not be paid for white lines, leads or other matter, inserted by the house except when such white lines are part of a "take."

**18. Two or More Bars to be Laid Out by the House.**

Where matter is set on two or more bars it shall be laid out by the house, but the machine compositor shall be responsible for any mistake made by him.

**19. Arranged by House with Extra Charge.**

Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

**20. Full Lines.**

Each line cast by the machine shall be paid for as a full line, except when the vice jaw is reduced, when the full measure will be charged for the first twenty lines only.

**21. Copy too big for Tray.**

All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray, shall be paid for at rate and a third.

**22. Bad or Indistinct Copy.**

Bad or indistinct copy, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and a third.

**23. Contractions—Extra Charge.**

Where the machine compositor has to make contractions he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as St. for street, Rd. for road, Co. for Company, Ltd. for Limited, lb. for pound, oz. for ounce, &c. Further, this provision does not apply to work done on a directory or a telephone list.

**24. Defective Machines.**

The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift, or some responsible person is present, his attention is called to the defect, and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was, or should reasonably have been observed by him.

**25. Lower Magazine.**

Where a machine compositor sets from a lower magazine from which the matrices assemble down a chute, he may at his option do such work at the time rates for a machine compositor.

**26. Time-work.**

A machine compositor, who may be temporarily required to do hand work on any day on which he is employed as a machine compositor, shall be paid therefor not less than the time rate for a machine compositor.

**27. Waiting Time.**

Waiting time shall be paid for at the time rate for a machine compositor. All stoppages shall be cumulative, and shall be charged as waiting time provided that such stoppages have not been caused by the fault of the machine compositor.

**28. Changing Magazine.**

For changing magazine or mould in any slug-casting machine, the machine compositor shall be paid 5d., and for emptying or refilling magazine 1s. 3d. In the case of a multi-magazine machine, or a machine of similar design, he shall be paid 1d. for each change, and 1d. for each return where the change and return of magazine is made by manipulation of handle or lever.

**29. Attending and Adjusting.**

On any shift a machine compositor on piece-work attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a piece-worker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

**30. Long Measure.**

Slugs of 26-ems pica measure and over set in 6-point or smaller type shall be paid three farthings per 1,000 ems in addition to the rate. Measures of 27-ems pica and over set in type larger than 6-point shall be paid three farthings per 1,000 ems in addition to the rate.

**31. Changing Machine or Magazine.**

If a machine is changed by order to a different type, the machine compositor shall not be required to change again to make corrections. Such corrections shall be done on a vacant machine if possible, but when they are done by another machine compositor, at the order of the house, one line shall be charged against the machine compositor who set the matter, and one line against the house for each line re-set.

**32. Instructions.**

Instructions shall be given to the machine compositor with the first "take" in each job.

**33. Catchlines.**

A piece-work machine compositor shall be paid for all catchlines when set by him.

**34. Full Fount of Matrices.**

Each machine shall be provided with at least 25 space bands, and such a fount of matrices as will enable the machine compositor to do his work without delay.

**35. Cross Rules.**

All cross rules when set by the machine compositor, whether in reading or advertisements, shall be paid for as separate lines.

Table of Multipliers.

Pica ems Measure.	Pearl or 5-point.	Agate or 5½-point.	Nonpareil or 6-point.	Minion or 7-point.	Brevier or 8-point.	Bourgeois or 9-point.	Long Primer or 10-point.	Small Pica or 11-point.	Pica or 12-point.	English or 14-point.
6 .. ..	40	40	40	40	40	40	40	40	40	40
7 .. ..	40	40	40	40	40	40	40	40	40	40
8 .. ..	40	40	40	40	40	40	40	40	40	40
9 .. ..	43	40	40	40	40	40	40	40	40	40
10 .. ..	48	44	40	40	40	40	40	40	40	40
11 .. ..	53	48	44	40	40	40	40	40	40	40
12 .. ..	58	52	48	41	40	40	40	40	40	40
13 .. ..	62	57	52	45	40	40	40	40	40	40
14 .. ..	67	61	56	48	42	40	40	40	40	40
15 .. ..	72	65	60	51	45	40	40	40	40	40
16 .. ..	77	70	64	55	48	43	40	40	40	40
17 .. ..	82	74	68	58	51	45	41	40	40	40
18 .. ..	86	79	72	62	54	48	43	40	40	40
19 .. ..	91	83	76	65	57	51	46	41	40	40
20 .. ..	96	87	80	69	60	53	48	44	40	40
21 .. ..	101	92	84	72	63	56	50	46	42	40
22 .. ..	106	96	88	75	66	59	53	48	44	40
23 .. ..	110	100	92	79	69	61	55	50	46	40
24 .. ..	115	105	96	82	72	64	58	52	48	41
25 .. ..	120	109	100	86	75	67	60	55	50	43
26 .. ..	125	113	104	89	78	69	62	57	52	45
27 .. ..	130	118	108	93	81	72	65	59	54	46
28 .. ..	134	122	112	96	84	75	67	61	56	48
29 .. ..	139	127	116	99	87	77	70	63	58	50
30 .. ..	144	131	120	103	90	80	72	65	60	51

W. W. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 11th December, 1935.





# VICTORIA GOVERNMENT GAZETTE

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No. 5]

WEDNESDAY, JANUARY 8.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE PROVINCIAL PRINTERS BOARD.

**NOTE.**—This Determination on the 27th December, 1935, applied to the following parts of Victoria, namely:—The cities of Ballarat, Bendigo, Geelong, Geelong West, Mildura, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

**I**N 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 person employed in the trade 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,  
Varnishing, or  
Waxing

} Paper, cardboard, or similar materials—

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

(1) That on the 27th December, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES AND IMPROVERS.

#### In Daily Newspaper Offices.

Weekly Wage for Males.			Proportion of Apprentices.	Proportion of Improvers.
		<i>s. d.</i>		
1st year	..	15 9	One male apprentice to every three or fraction of three male workers receiving not less than 68s. per week of 44 hours.	One male improver to every fifteen journeymen receiving not less than 92s. per week of 44 hours.
2nd year	..	20 3		
3rd year	..	24 9		
4th year	..	33 9		
5th year	..	42 9		
6th year	..	60 9		
An apprentice or improver working on night shift shall be paid 9d. extra for such shift, and if he works on night shift for one week he shall be paid 4s. 6d. extra for such week.				

#### In Any Other Place.

Weekly Wage.			Proportion of Apprentices.	Proportion of Improvers.
	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>		
1st year	..	15 0	One male apprentice to every three or fraction of three male workers receiving not less than 68s. per week of 44 hours.	One male improver to every fifteen journeymen receiving not less than 92s. per week of 44 hours.
2nd year	..	19 0		
3rd year	..	23 6		
4th year	..	32 0		
5th year	..	40 6		
6th year	..	57 6		
			<i>Females.</i>	<i>Females.</i>
An apprentice or improver working on a night shift shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.			One female apprentice to every three or fraction of three female workers receiving not less than 44s. 6d. per week of 44 hours.	One female improver to every female worker receiving not less than 44s. 6d. per week of 44 hours.



## OTHER EMPLOYEES—continued.

## In Daily Newspaper Offices.

TABLE B.										Weekly Wage Shift.
Males.										s. d.
1. Proof reader's assistant .. .. .	..	..	..	..	..	..	..	..	..	68 0
2. Stereotyper .. .. .	..	..	..	..	..	..	..	..	..	92 0
3. Stereotyper's assistant .. .. .	..	..	..	..	..	..	..	..	..	80 0
4. Rotary machinist or rotary machine minder .. .. .	..	..	..	..	..	..	..	..	..	98 0
5. Rotary machinist's assistant, first class, whose work shall include one or more of the following :—Blanketing, brakeing, controlling, switching, clutching, plating, striking, greasing, and oiling, or ability to take charge temporarily .. .. .	..	..	..	..	..	..	..	..	..	83 0
6. Rotary machinist's assistant, second class, whose work shall include one or more of the following :—Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening .. .. .	..	..	..	..	..	..	..	..	..	74 0
7. Publishing employee .. .. .	..	..	..	..	..	..	..	..	..	77 0
8. Cleaner of slug-casting machine .. .. .	..	..	..	..	..	..	..	..	..	71 0
9. Galley puller .. .. .	..	..	..	..	..	..	..	..	..	71 0
10. Storeman .. .. .	..	..	..	..	..	..	..	..	..	74 0
11. Male employee not otherwise specified .. .. .	..	..	..	..	..	..	..	..	..	68 0

NOTE.—An adult male employee working on a night shift shall be paid 1s. 6d. extra for such shift, but if he works on a night shift for one week he shall be paid 9s. extra for such week.

## In Any Other Place.

TABLE C.										Weekly Wage Day Shift.
Males.										s. d.
1. Machine compositor, i.e., a person operating any class of composing or slug-casting machine keyboard (including time occupied in cleaning the machine or remedying defective working of machine) .. .. .	..	..	..	..	..	..	..	..	..	104 0
2. Probationary machine compositor :—										
(a) For a first period of six months' probation .. .. .	..	..	..	..	..	..	..	..	..	92 0
(b) For a second period of six months' probation .. .. .	..	..	..	..	..	..	..	..	..	98 0
(c) Thereafter .. .. .	..	..	..	..	..	..	..	..	..	104 0
Provided that any probationary machine compositor who, during the second six months of his period of probation, attains an efficiency of 7,000 ems per hour over a maximum period of four hours, on plain matter, corrected, of not less than thirteen ems measure, in six-point type, and who also has the ability to do tabulated and other matter in a workmanlike manner shall be paid the rate fixed for a machine compositor.										
3. Proof reader or reviser .. .. .	..	..	..	..	..	..	..	..	..	98 0
4. Working mechanic in charge of a slug-casting or type-casting machine .. .. .	..	..	..	..	..	..	..	..	..	92 0
5. Hand compositor, slugger, bulk hand, stone hand .. .. .	..	..	..	..	..	..	..	..	..	92 0
6. Electrotyper .. .. .	..	..	..	..	..	..	..	..	..	92 0
7. Stereotyper .. .. .	..	..	..	..	..	..	..	..	..	92 0
8. Letterpress machinist .. .. .	..	..	..	..	..	..	..	..	..	92 0
9. Machinist working a flat-bed machine printing from a reel .. .. .	..	..	..	..	..	..	..	..	..	92 0
10. Operator of a writer press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like .. .. .	..	..	..	..	..	..	..	..	..	92 0
11. Lithographic machinist, including lithographic tin printer, lithographic transferrer or pressman .. .. .	..	..	..	..	..	..	..	..	..	92 0
12. Bookbinder (an employee engaged in the work of folding, numbering, perforating, or sewing or binding all cut flush work not turned in or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate) .. .. .	..	..	..	..	..	..	..	..	..	92 0
13. Marbler .. .. .	..	..	..	..	..	..	..	..	..	92 0
14. Hand indexer .. .. .	..	..	..	..	..	..	..	..	..	92 0
15. Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) .. .. .	..	..	..	..	..	..	..	..	..	92 0
16. Finisher .. .. .	..	..	..	..	..	..	..	..	..	92 0
17. Pocket-book maker .. .. .	..	..	..	..	..	..	..	..	..	92 0
18. Person engaged in sawing or rolling books .. .. .	..	..	..	..	..	..	..	..	..	92 0
19. Loose-sheet cover maker .. .. .	..	..	..	..	..	..	..	..	..	92 0
20. Edge gilder .. .. .	..	..	..	..	..	..	..	..	..	92 0
21. Leather cutter .. .. .	..	..	..	..	..	..	..	..	..	92 0
22. Person employed edge staining, board cutting, bevelling, blind blocking, or cutting material (except leather) solely and continuously .. .. .	..	..	..	..	..	..	..	..	..	80 0
23. Paper ruler, i.e., a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine .. .. .	..	..	..	..	..	..	..	..	..	92 0
24. Guillotine machine operator .. .. .	..	..	..	..	..	..	..	..	..	92 0

## TABLE D.

Males.										s. d.
1. Stone or plate preparer .. .. .	..	..	..	..	..	..	..	..	..	76 0
2. Ink grinder or varnisher .. .. .	..	..	..	..	..	..	..	..	..	72 0
3. Storeman, packer, or despatcher .. .. .	..	..	..	..	..	..	..	..	..	74 0
4. Male employees not otherwise specified .. .. .	..	..	..	..	..	..	..	..	..	68 0

NOTE.—An adult male employee working on a night shift shall be paid 2s. extra for such shift, but if he works on a night shift for one week he shall be paid 12s. extra for such week.

## OTHER EMPLOYEES—continued.

In Any Place.		Weekly Wage Day Shift.
TABLE E.		
Females.		s. d.
1. Operator of a writer press, multigraph machine, roneotype machine, or a similar machine printing from moveable 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 ..		92 0
2. Employee of more than five years' experience employed in connexion with bookbinding or printing, or as copy-holder, numberer, feeder, or as a feeder on letterpress or lithographic printing machine, varnishing machine, waxing machine, folding machine ..		44 6
3. Employee in charge of or who supervises, directs, or is responsible for the work of—		
(a) Up to eight employees ..		48 6
(b) From nine to 15 employees (both inclusive) ..		54 6
Over fifteen employees ..		60 6
4. Female employees not otherwise specified ..		36 6

NOTE.—Where a female is employed to do any work for which a female rate is not prescribed in items 1, 2, or 3 of Table E, but for which a male rate is prescribed, the female shall be paid the rate which is prescribed for the male.

(3) LIMITATION OF EMPLOYMENT OF FEMALES.—A female employee shall not be employed in the mechanical departments of any office, except as a feeder on a letterpress, lithographic, or ruling machine, or as a copy holder, or on an addressograph machine, or on such work as is now usually done by a female in a bookbinding or printing establishment.

(4) NUMBER AND PROPORTION OF STEREOTYPERS' ASSISTANTS.—Not more than one adult stereotyper's assistant shall be employed in any newspaper office for each stereotyper permanently employed. For the purpose of this clause "permanently employed" means continuously employed for a period of not less than six calendar months.

(5) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be as follows:—

Day shift .. .. 44 hours.

Night shift—

Machine compositors .. 42 hours.

All others .. 44 hours.

(6) SHIFTS—

(a) In Daily Newspaper Offices—

Day Shift—

The hours of duty on Monday to Saturday inclusive shall not exceed seven hours twenty minutes a day on any five working days and nine hours on one working day. Such hours shall be worked between 8 a.m. and 6 p.m. provided that when work finishes not later than 12.30 p.m. on Saturday up to eight hours a day may be worked from Monday to Friday inclusive.

Provided further that the time of starting work of the linotype mechanic or other male person who attends to arrange the heating of linotype or like metal pots may be 7.30 a.m.

Night Shift (i.e., work, other than overtime work, performed between 6 p.m. and 8 a.m.)—

The hours of duty on Sunday to Friday inclusive shall not exceed seven hours twenty minutes per night on any five working nights and nine hours on any one working night.

(b) In Any Other Place—

Day shift—

The hours of duty shall not exceed eight hours on Monday to Friday inclusive, and four hours on Saturday, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and 12 noon on Saturday. Provided that by agreement made with the employees the finishing time on Saturday may be extended to not later than 1 p.m., and provided further that the time of starting work of the linotype mechanic or other male person who attends to arrange the heating of linotype or like metal pots may be 7.30 a.m.

Night shift—

Night shift (i.e., work, other than overtime work, performed between 6 p.m. and 8 a.m.) must be worked within ten hours a night on Monday to Friday inclusive.

(c) In Any Place—

The hours of duty on night shift or unusual shift shall be arranged between each particular employer and the employees. A female employee or an employee under seventeen years of age shall not perform night shift work. When the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such day.

The daily working hours of each office shall be conspicuously displayed in the work-room.

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

(i) In excess of or outside the hours fixed in clauses (6) or (7)—

(a) In Daily Newspaper Offices—

On Saturday after the finishing time of an employee .. .. Double time.

On Sunday before the commencing time of an employee .. .. Double time.

At any other time—

First three hours .. .. Time and a half.

Thereafter .. .. Double time.

(b) In Any Other Place—

On Saturday after 12 noon .. .. Double time.

At any other time—

First three hours .. .. Time and a half.

Thereafter .. .. Double time.

(ii) On the sixth day or night, where the hours of the ordinary working week are worked within five days or five nights .. .. Double time.



(b) Where an employee is called upon to work overtime in excess of one hour after the usual finishing time of any shift, such employee shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given during the previous shift, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(c) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours, after the sixth shift, shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(d) No improver or juvenile worker under seventeen years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.

(e) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(f) An employer shall not require or permit an employee to work overtime, or on night shift in connexion with power-driven machinery, unless he works in company with at least one other person.

(g) In a daily newspaper office two hours shall be paid for as a "call" to any employee brought in on any week-day to issue any special edition or do any work not in the ordinary working hours. Such call, together with the time worked, shall be paid for at the rate of time and a half or rate and a half, except on Sundays. On Sundays double time or double rate shall be paid for the call and the time worked with a minimum of two hours. This clause shall only apply when an employee is not notified before he leaves work that he will be required for special duty. In any case where an employee is brought in without notice because of another employee having unexpectedly absented himself from his work the provisions of this clause shall not apply, but the employee so brought in to work shall be paid double time or double rate for the hours worked by him, should such hours be outside his ordinary working hours for that week.

(h) In any other place one hour's time at the least, in addition to the actual time worked, or the time the employee is required to stand by for work, shall be paid for as a "call" to any employee brought in to do any other work not in the ordinary working hours, such to be paid for at the rate of time and a half, or rate and a half, except on Saturday afternoon and Sunday, when double time or double rate shall be paid.

(i) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(8) **TERMS OF EMPLOYMENT.**—(a) No employee shall be employed other than as a weekly time-work employee, or a weekly piece-work employee, or a temporary time-work employee, or a temporary piece-work employee.

(b) A weekly time-work employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee, but such work shall be of a similar class to the work usually performed by such employee.

(c) Any weekly time-work employee not attending for duty will lose his pay for the actual time lost, unless he produces or forwards, within 28 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than six days in each year. Such year begins on the 1st day of July each year. An employee is to be entitled to not more than six days' payment in any year under this clause, notwithstanding that he may be employed by different employers.

(d) The following conditions apply to the employment of a weekly piece-worker:—

(i) On each working day or night of the week the weekly piece-worker shall present himself for employment, at the usual time for beginning work at the place of business of the employer, unless informed by the employer that his attendance on any day or any night is not required, but in any case where an employer has no work for a piece-worker to do on the next following shift he shall so inform the employee prior to his terminating work, and in any such case the employee shall not be obliged to present himself for work on the following shift.

(ii) If the weekly piece-worker begins work on any such day or night he shall (subject to the provisions of part (e) of this clause) receive not less than four hours' continuous employment or be paid for such four hours at the rate prescribed for a machine compositor on time-work.

(iii) Subject to the provisions of part (e) of this clause, a weekly piece-worker shall be guaranteed at least 30 hours' employment in any working week. If such employment is not provided for him in any week, and in such week the piece-worker complies with the provisions of paragraph (i) of this sub-clause, and faithfully performs all work provided for him during that week, he shall be paid for any hours short of this guarantee at the rate prescribed for a machine compositor on time-work, and this notwithstanding that any public holiday or holidays occur in such week.

(iv) For six days in any year such weekly piece-worker will be excused for not presenting himself for employment at the proper time and place, and such non-attendance shall not disentitle such piece-worker to payment for such absence if within 28 hours of the commencement of any such absence he produces or forwards to the employer evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence. The year begins on the 1st day of July each year. A weekly piece-worker shall be entitled to the benefits of this clause in respect of not more than six days during any such year, notwithstanding that he may be employed by different employers.

(v) A piece-worker shall be paid for five hours for each of the six absences provided for in this clause at the rate prescribed for a machine compositor on time-work. An employer shall be entitled to count such five hours in any week in which a piece-worker has been sick to make up the weekly guarantee of hours in any week in which a piece-worker has worked less than 30 hours.

(vi) In respect of each public holiday referred to in clause (11) of this Determination which occurs in any week, and on which the weekly piece-worker is not required to work by the employer, he shall be paid for five hours at the rate prescribed for a machine compositor on time-work.

(e) The employment of a weekly time-work or piece-work employee may be terminated by one week's notice on either side, and such notice may be given at any time during any week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike, or through any breakdown of machinery or any stoppage of work from any cause for which the employer cannot be held responsible.

(f) Where a weekly piece-work employee gives or receives one week's notice of the termination of his employment, he shall, during the one week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's service be terminated during the course of a week he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within twenty-four hours thereafter.

(9) **TEMPORARY WORK.**—(a) Where a temporary employee (i.e., an employee engaged other than as a weekly employee) commences duty or where the employer expressly agrees to employ a temporary employee on any employment, and the temporary employee, in pursuance of such agreement, actually attends for duty, such employee—

(i) If a time-worker engaged in the publishing department, shall be paid for three hours of employment at the least.

(ii) If a time-worker engaged as a machine compositor, shall be paid for four hours at the least.

(iii) If a time-worker engaged in any other work, shall be paid for four hours at the least.

(iv) If a piece-worker, shall be given four hours' work at the least or paid for four hours at the appropriate rate for a time-worker.

(b) The hourly rate for any work for which a weekly rate is proscribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's proscribed working week.

(c) A temporary employee, other than a temporary publishing employee, whether working at piece-work or time-work and working on day shift, shall be paid for such work the piece-work rate or the hourly rate proscribed for such work, with the addition of 10 per cent.

(d) A temporary employee, other than a temporary publishing employee, whether working at piece-work or time-work, and whether working mixed day and night shift, or on work extending to not later than six o'clock Sunday morning, shall be paid for such work the piece-work rate or the hourly rate proscribed for night work, with the addition of 10 per cent.

- (e) A temporary publishing employee, working on day shift, shall be paid for such work the hourly rate of 2s. 1d. per hour.
- (f) A temporary publishing employee, whether working mixed day and night shift, or night shift, shall be paid for such work the hourly rate of 2s. 4d. per hour.
- (10) MIXED FUNCTIONS.—Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.
- (11) LEAVE OF ABSENCE.—(a) Nothing in this clause has reference to absence occasioned by ill health.
- (b) *In a Daily Newspaper Office*—Every employee shall be entitled to and be allowed twelve consecutive working days' leave on full pay in respect of each completed period of twelve calendar months; and
- (c) *In Any Other Place*—Every employee shall be entitled to and be allowed six consecutive working days' leave and six public holidays on full pay in respect of each completed period of twelve calendar months' service.
- (d) 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, Labour 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.
- (e) 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.
- (f) The period of twelve or six (as the case may be) 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.
- (g) 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.
- (h) 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.
- (i) 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.
- (j) The wages payable to a piece-worker under this clause shall be the wages fixed for a machine compositor on time-work.
- (k) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for holidays prescribed by this Determination.
- (l) 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.
- (m) If in any twelve months of his service an employee entitled under this clause to leave on full pay for six or twelve consecutive working days, as the case may be, 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.
- (12) PAY DAY.—An employee shall be paid weekly, and not more than two days' pay may be kept in hand by any employer.
- (13) REST INTERVAL FOR FEMALES.—There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Friday inclusive, in each week for a female employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.
- (14) MEAL HOUR.—(a) In daily newspaper offices the time allowance for meals shall be such as may be mutually arranged between each employer and the employees, but shall not exceed one hour.
- (b) In any other place the minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of his employees may agree to a reduced period, but not less than half an hour.
- (c) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.
- (d) When employees are required to work during a period covering a usual meal period, they shall be paid overtime rates for the work performed by them during such meal period, and, in addition, such employee shall be allowed time for a meal.
- (15) WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.—No work shall be taken off the employer's premises to be executed by any employee.
- (16) PROBATIONERS ON TYPE-CASTING OR SLUG-CASTING MACHINES.—No employee shall be employed as a probationer on the keyboard of a type-casting or slug-casting machine unless he is a compositor who has served a full term of apprenticeship or is an apprentice who has served three years' apprenticeship as a compositor.
- (17) BRONZING OR DUSTING OFF.—(a) Any person employed in bronzing by hand or dusting off by hand shall be paid 6d. an hour in addition to any other money payable under this Determination.
- (b) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing and dusting off for a period not exceeding two hours in any one day, but, except under such conditions, an employer shall not require or permit any female employee to do bronzing or dusting-off work.
- (18) FEMALES NOT TO WASH-UP MACHINES.—Females shall not be required or permitted to wash-up or clean printing machines.
- (19) TIME BOOK.—Each employer shall keep a time and wages book, written up in ink, showing the name of each employee, and his occupation, the hours worked each day or night, and the wages and allowances paid each week.
- (20) DEFINITIONS.—A weekly time-work employee is an employee who is engaged by the week and employed on time-work.  
A weekly piece-work employee is an employee who is engaged by the week and employed on piece-work.  
A temporary employee is any employee other than a weekly employee.  
A daily newspaper office includes every office in which a daily newspaper is printed or published.
- (21) PIECE-WORK.—(a) No work shall be performed by any employee by contract or sub-contract, or other similar system.
- (b) No piece-work shall be performed by an employee other than in respect of work done in connexion with machine composition in daily newspaper offices or in any other newspaper office where four or more slug-casting machines are in use.

The lowest piece-work prices payable for machine composition shall be :—

5½d. per thousand ens when done on day shift, and  
5½d. " " " " night shift.

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 18s. from the amount so earned.

All piece-work shall be done subject to the provisions of this Determination and of the following Schedule :—

#### SCHEDULE.

##### 1. Cast-up and Minimum Multiplier.

(a) The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this Schedule shall be observed. A fraction of an "en" if more than decimal 5, shall count an en for the machine compositor, and if less shall not be counted. If it is decimal 5, it shall count alternately for the house and the machine compositor.

(b) All matter set for advertisements in type larger than 8 point shall carry a minimum multiplier of 45, and, where the type used in the advertisements is larger than the predominant body matter type of the newspaper, it shall also be measured in depth by such predominant body matter type.

##### 2. Piece-work and Time-work Matter.

Matter set in type up to and including 8 point shall be reserved to the piece-work machine compositors. Should such be set on time by the house it shall be charged by the piece-workers as plain matter. Matter set in type larger than 8 point may be set on time by the house. Provided that in any morning daily newspaper office display advertisements (that is advertisements in which there are three or more different sizes of type other than public and Government notices) may be set in their entirety by time-workers.

##### 3. 10-Point and Larger Type.

Matter (other than multiple-bar matter, head lines, display lines, or body matter in advertisements) of 13 ems measure and under composed in 10-point type shall be charged ½d. extra per thousand ens ; all types above 10-point in size shall be charged ¾d. extra per thousand ens.

##### 4. Head Lines and Display Lines.

(a) Head lines to articles when set by the piece-work machine compositor shall be charged according to the depth and multiplier, of the type used in the article to which they belong, with one-third extra for types up to and including 14-point.

(b) Display lines in advertisements larger than body type when set by the piece-work machine compositor shall be charged in accordance with clause 1 (b), with one-third extra for all types up to and including 14-point.

##### 5. Leaving Machine.

When a machine compositor has to leave his machine to work on another machine in connexion with his "take" he shall be entitled to charge twelve lines of body matter of the "take" in addition to the value of the matter set.

##### 6. Bordered Matter.

Matter having a machine-set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

##### 7. Dialects, &c.

Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid for at rate and a half. An unintentional error in spelling is not illiterate spelling within the meaning of this clause.

##### 8. Foreign Languages.

Matter set in any language other than English shall be paid for at double rate.

##### 9. "Take" of Copy.

Twelve lines of 13 ems measure, or their equivalent, shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles shall constitute one "take," and provided further that during the last fifteen minutes of the work done by the machine compositor when finishing prior to the last forme leaving the composing room, the "take" may be reduced to six lines.

##### 10. Top and Bottom Rules.

The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table when set or required to be inserted by the machine compositor are to be reckoned in the depth.

##### 11. Introductory Lines in Tabular Matter.

Introductory lines or foot notes or lines between tabular matter, in any case not exceeding six lines, shall be paid for as part of the table.

##### 12. Column or Tabular Matter.

Column or tabular matter cast on one bar shall be charged :—Two columns (two justifications or arrangements), rate and a third ; three columns, rate and a half ; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at a time rate to be calculated on the weekly machine compositor's rate, with the addition of 12½ per cent.

##### 13. Headings.

Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

##### 14. Run-out Lists, &c.

Matter consisting of subscribers' names with the sums of money run out to the end of the lines, names of horses with "st." and "lb." run out, measurements of land, with acres, roods and perches run out and similar matter, shall carry no extra charge, but where there are two columns of figures in the measure such matter shall be paid for at rate and a half ; and where there are three columns of figures, at double rates. In other matter which requires to be cast-off to ascertain the proper widths of columns, or to be ranged, whether such matter consists of words or figures, each column and each group of ranged matter shall be considered a column, whether with or without rules or headings, and shall be paid for accordingly.

##### 15. Run-on Lists and Similar Matter.

Run-on matter consisting of mixed figures and words, such as subscription lists, share lists, land sales, wool sales, show prize lists, cargo lists, mixed names and figures, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which consist of figures), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results, and similar matter, and also passenger lists, shall be paid for at rate and a third, but lines not containing such run-on matter shall be charged plain. University and other school lists and examination results (consisting of figures), lottery results (consisting of figures), and other run-on figure matter (consisting of figures), shall be paid for at double rate.

##### 16. Leadered Matter.

All leadered matter, if leaders are ranged, shall be paid for at rate and a third.

#### 17. *Small Caps, Italics, or Sorts.*

(a) For small capitals, italic, clarendon, or other faces and sorts of type not on the principal keyboard, but fed in by hand or (except in the case provided for in sub-clauses (d) and (e) of this clause) fed in from an auxiliary keyboard, one line extra shall be allowed for each word of six letters or less, and two lines extra for each word of more than six letters.

(b) Where single lines or intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, except small capitals, which shall be paid one line extra for each word.

(c) One line extra shall be allowed for every two (or fraction of two) two-line initial letters inserted by hand.

(d) One line extra shall be allowed for every three (or fraction of three) two-line initial letters set from an auxiliary keyboard.

(e) One line extra shall be allowed for every five (or fraction of five) two-line letters set from an auxiliary keyboard as display words.

(f) When double-letter matrices are used, and matter is set on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter (excluding head lines and display lines) up to 25 continuous lines shall be paid at rate and a half.

#### 18. *Corrections.*

(a) Alterations from copy to the first proof shall be paid for at double rate. House marks or author's proofs shall be paid for at double rate, but six lines shall be the minimum charge where corrections to single proofs are requested and the machine compositor has not to leave his machine. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines. The house shall be entitled to correct all author's proofs or revises on time.

(b) A machine compositor shall have a reasonable opportunity to correct his own proofs. Should the exigencies of the work require it, proofs may be corrected on time at the discretion of the printer, and the house shall have the right to correct and deduct from the machine compositor the number of lines requiring correction. The machine compositor shall have the opportunity of seeing the proofs containing any corrections charged against him.

(c) When a reader is not employed on any shift, or is employed for a part of a shift only, and proofs, as a consequence, are not available to a machine compositor for correction, the house shall correct such proofs and make no charge against the machine compositor.

(d) It shall be permissible for a machine compositor to arrange with another machine compositor for the correction of his proofs, where such arrangement will not cause delay.

#### 19. *Slugging, &c.*

The insertion of all display or corrected slugs, cutting, fitting or whiting shall be done by the house.

#### 20. *White Lines, &c., Inserted by the House.*

(a) The machine compositor shall not be paid for white lines, leads, rules, or other matter inserted by the house, except where the same are set or required by the house to be inserted as part of a "take."

(b) Matter set on a larger body than the face size shall be charged the face multiple and body size for number of lines.

#### 21. *Multiple-bar Matter to be Laid Out by the House.*

Where matter is set on two or more bars it shall be laid out by the house, but the machine compositor shall be responsible for any mistakes made by him.

#### 22. *Extra Charge for Multiple-bar Matter.*

Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

#### 23. *Full Lines.*

Each line cast by the machine shall be paid for as a full line of the width of the standard column of the paper concerned, provided that each line of wider measure than such standard width shall be charged as a full line of the measure to which the vice-jaw is set.

#### 24. *Copy too big for Tray.*

All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray, shall be paid for at rate and one-third.

#### 25. *Bad or Indistinct Copy.*

Bad or indistinct copy classed as such by the printer and the father of the chapel, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and a third.

#### 26. *Contractions—Extra Charge.*

Where the machine compositor has to make contractions he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as "st." for street, "rd." for road, "Co." for Company, "Ltd." for Limited, "lb." for pound, "oz." for ounce, &c. No extra charge shall be made where occasional contractions appear in the copy and are required to be followed by the machine compositor.

#### 27. *Defective Machines.*

The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift, or some responsible person is present, his attention is called to the defect, and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was, or should reasonably have been, observed by him.

#### 28. *Lower Magazine.*

The piece-work rate for machine composition from any lower magazines from which the matrices assemble down the chute (as in the Mergenthaler Model No. 4), shall be such as may be agreed upon between the printer and the father of the chapel in the establishment concerned; and in default of such agreement the machine compositor may, at his option, work such machine at the time rate for machine compositors.

#### 29. *Time Work.*

A machine compositor who may be temporarily required to do hand work shall be paid therefor not less than the time rate for a machine compositor.

#### 30. *Waiting Time.*

All stoppages of five minutes or more at any one time shall be charged as waiting time, and be paid for at the time rate for a machine compositor, provided that such stoppages have not been caused by the fault of the machine compositor.

#### 31. *Changing Magazines.*

The machine compositor shall be entitled to charge—

(a) Each time he has to remove the mould from the machine and replace it by another or insert a fresh mould or change the measure of a mould, 4d.

(b) Each time he changes the magazine of a machine where such change is not accomplished by the manipulation of handle or lever, 4d.

(c) Each time he changes and returns the magazine of a multi-magazine machine or a machine of a similar design where such change and return of the magazine are made by the manipulation of a handle or lever, 1d.

(d) Each time he empties or refills a magazine, 9d.

(e) Each time he empties and refills a magazine, 1s. 3d.

The machine compositor shall be entitled to make any of the foregoing charges where the work is done by a mechanic while the machine compositor is waiting or assisting.

**32. Supplied Matter.**

Linotype composition supplied to a newspaper office, whether supplied in the form of type, slug, stereotypes, electrotypes, or slugs, shall be charged by the piece-work machine compositors at the prescribed piece-work rates for such class of composition, excepting linotype composition for advertisements supplied to a daily newspaper office from any office outside the area to which this Determination applies.

**33. Long Measure.**

Slugs of 26 ems pica measure and over set in 6-point or smaller type shall be paid  $\frac{1}{2}$ d. per 1,000 ems in addition to the rate.

**34. Alterations in Standing Advertisements.**

Alterations made in standing advertisements shall be charged as "house marks," provided that more than six consecutive lines shall be charged plain with a minimum charge of twelve lines.

**35. Instructions.**

Instructions shall be given to the machine compositor with the first "take" of copy of each article.

**36. Catch Lines.**

All catch lines shall be charged for by the machine compositor when set by him.

**37. Full Fount of Matrices.**

Each machine shall be provided with at least 25 space bands and such a fount of matrices as will enable the machine compositor to do his work without delay.

**38. Repeat Lines of Extra Charge Matter.**

The fifth and subsequent repeat lines of extra charge matter shall be charged plain and repeated by re-casting.

**39. Cumulative Charges.**

Each extra charge under this Schedule shall be computed independently of any other extra charge which the same matter may carry, and on the basis of the same being plain matter. In no cases shall extra charges accumulate beyond the plain rate plus rate and one-half.

**40. Attending and Adjusting.**

On any shift a machine compositor on piece-work attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a piece-worker all mechanical troubles shall be rectified for him without delay, and he shall be paid for all the time he is kept waiting at the time rate for a machine compositor.

**Table of Multipliers.**

Pica ems Measure.	Pearl or 5-point.	Agate or 5½-point.	Nonpareil or 6-point.	Minlon or 7-point.	Brevler or 8-point.	Bourgeois or 9-point.	Long Primer or 10-point.	Small Pica or 11-point.	Pica or 12-point.	English or 14-point.
6 .. ..	40	40	40	40	40	40	40	40	40	40
7 .. ..	40	40	40	40	40	40	40	40	40	40
8 .. ..	40	40	40	40	40	40	40	40	40	40
9 .. ..	43	40	40	40	40	40	40	40	40	40
10 .. ..	48	44	40	40	40	40	40	40	40	40
11 .. ..	53	48	44	40	40	40	40	40	40	40
12 .. ..	58	52	48	41	40	40	40	40	40	40
13 .. ..	62	57	52	45	40	40	40	40	40	40
14 .. ..	67	61	56	48	42	40	40	40	40	40
15 .. ..	72	65	60	51	45	40	40	40	40	40
16 .. ..	77	70	64	55	48	43	40	40	40	40
17 .. ..	82	74	68	58	51	45	41	40	40	40
18 .. ..	86	79	72	62	54	48	43	40	40	40
19 .. ..	91	83	76	65	57	51	46	41	40	40
20 .. ..	96	87	80	69	60	53	48	44	40	40
21 .. ..	101	92	84	72	63	56	50	46	42	40
22 .. ..	106	96	88	75	66	59	53	48	44	40
23 .. ..	110	100	92	79	69	61	55	50	46	40
24 .. ..	115	105	96	82	72	64	58	52	48	41
25 .. ..	120	109	100	85	75	67	60	55	50	43
26 .. ..	125	113	104	89	78	69	62	57	52	45
27 .. ..	130	118	108	93	81	72	65	59	54	46
28 .. ..	134	122	112	96	84	75	67	61	56	48
29 .. ..	139	127	116	99	87	77	70	63	58	50
30 .. ..	144	131	120	103	90	80	72	65	60	51

W. W. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 12th December, 1935.

