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FRIDAY, SEPTEMBER 5.

1919.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed "to determine the lowest prices or rates which may be paid to any skilled persons employed in the process, trade or business of—

(a) a brassfounder or brassfinisher, or in the process, trade or business of a brassfounder or brassfinisher or any electrical apparatus or machinery or parts thereof;

(b) a mechanical engineer, including—

- (1) a patternmaker,
- (2) an iron and brass turner,
- (3) a fitter,
- (4) a blacksmith,
- (5) a coppersmith.

(6) a planer,
(7) a slotter,
(8) a borer,
(9) a milling machiner.'

'has made the following Determination :—

(1) That on the 23rd September, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a) BRASSWORKERS' SECTION.

(3) **TIME OF BEGINNING AND ENDING WORK.**—That the time of beginning and ending work shall be:—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	12.15 p.m. on the day on which the half-holiday is usually observed.
7.30 a.m. ..	5.30 p.m. on the other working days of the week.

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

(a) Outside the hours fixed in Clause (3)
(b) Within the hours fixed in Clause (3) in excess of 48 hours in any week } Time and a half.

(5) ALLOWANCES.—

(1) All persons employed (a) outside employer's works on old work,
(b) inside employer's works on old dirty work,
shall be paid 1½d. per hour extra.

(2) Persons employed on work away from the centre. The "centre" meaning the factory or the employee's residence, whichever is the nearer to the work, shall receive:—

(a) The fares necessarily expended in going to and fro.

(b) Payment at rates in clause (2) for time occupied in travelling during the usual working hours of the factory.

(c) Payment at time and a half, calculated on the rates in clause (2), for all extra time (over and above the time usually occupied in travelling between the factory and the employee's residence) occupied in travelling before or after the usual working hours of the factory.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(7) **PIECE-WORK.**—The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(8)

(b) ENGINEERS' SECTION.

Apprentices or Improvers.		Other Employees.	
	Wages per week of 48 hours.	Wages per week of 48 hours.	
1st year ..	9s. 0d.	ADULTS (INCLUDING REPAIRERS).	
2nd ..	13s. 6d.		
3rd ..	17s. 6d.		
4th ..	22s. 0d.		
5th ..	30s. 0d.		
6th ..	41s. 6d.		
PROPORTION BY ANY EMPLOYER.			
<i>Apprentices.</i>			
Two apprentices to every five or fraction of five workers receiving not less than 69s. per week of 48 hours.			
<i>Improvers.</i>			
One improver to every five or fraction of five workers receiving not less than 69s. per week of 48 hours.			
		Patternmakers ..	94s. 106s.
		Blacksmiths ..	86s. 98s.
		"Oliver" smiths ..	86s. 98s.
		Drop-hammer smiths ..	86s. 98s.
		Coppersmiths ..	86s. 98s.
		Fitters ..	86s. 98s.
		Turners, iron or brass ..	86s. 98s.
		Spring-makers or fitters ..	86s. 98s.
		Borers ..	86s. 98s.
		Slotters ..	86s. 98s.
		Planers (except rail or plate-edge planers) ..	86s. 98s.
		Planers—rail and plate-edge ..	72s. 84s.
		Shapers (machines exceeding 14-in. stroke and double-headed machines) ..	86s. 98s.
		Shapers (machines up to and including 14-in. stroke) ..	72s. 84s.
		Universal millers ..	86s. 98s.
		Persons using precision tools in operating grinding machines ..	86s. 98s.
		Plain millers ..	72s. 84s.
		Gear cutters ..	72s. 84s.
		Machine hands making bolts and nuts ..	72s. 84s.
		Lappers, grinders wet or dry ..	72s. 84s.
		Persons working shearing, slotting, nibbing, or buckling machines in connexion with the manufacture of springs ..	69s. 81s.
		Persons working stud lathes, centring, screwing, or drilling-machines ..	69s. 81s.
		The following additional rates shall be paid to persons working—	
		(a) where the artificial temperature is 130° F. or over ..	
		(b) where the artificial temperature is 115° F. or over ..	
			2s. per hour
			1s. ..

(9) **SHIFTS.**—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows:—

		DAY SHIFT.	
		Time of beginning.	Time of ending.
Monday to Friday ..	..	7.30 a.m.	5.15 p.m.
Saturday ..	..	7.30 a.m.	12 noon
		NIGHT SHIFT.	
Monday to Thursday ..	..	8 p.m.	6 a.m. on the following day
Friday ..	..	8 p.m.	6.30 a.m. on Saturday

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half calculated on the rates fixed for the Day shift.

(10) **ALLOWANCES.**—

(1) All persons employed (a) outside employer's works on old work,
(b) inside employer's works on old dirty work,
shall be paid 1½d. per hour extra.

(2) Persons employed on work away from the centre. The "centre" meaning the factory or the employee's residence, whichever is the nearer to the work, shall receive:—

(a) The fares necessarily expended in going to and fro.

(b) Payment at rates in clause (8), for time occupied in travelling during the usual working hours of the factory.

(c) Payment at time and a half, calculated at the rates in clause (8), for all extra time (over and above the time usually occupied in travelling between the factory and the employee's residence) occupied in travelling before or after the usual working hours of the factory.

(11) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(12) **PIECE-WORK.**—The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

Melbourne, 29th August, 1919.

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