



(3) HOURS.—Forty-four hours shall constitute an ordinary week's work.

(4) DEFINITIONS.—Insulation work means work done where charcoal, pumice, or other recognized insulating material is used, but does not include the handling of malthoid or the making of ice chests and insulated doors or any such work as is ordinarily done in a factory.

(5) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7 a.m. ..	12 noon on Saturdays or on the day on which the half-holiday is locally observed.
7 a.m. ..	5 p.m. on other working days.

(6) OVERTIME.—(a) All work done outside the hours of beginning and ending work (excepting in cases where shifts are worked outside the times fixed in Clause 5) shall be paid for as follows:—

	On Saturdays or the Day on which the half-holiday is locally observed.	On other Days.
Between midnight and 6 a.m. .. .. .	Double time .. .. .	Double time
„ 6 a.m. and 7 a.m. .. .. .	Time and a half .. .. .	Time and a half
„ 12 noon and 2 p.m. .. .. .	Time and a half .. .. .	.. .. .
„ 2 p.m. and midnight .. .. .	Double time .. .. .	.. .. .
„ 5 p.m. and 7 p.m. .. .. .	.. .. .	Time and a half
„ 7 p.m. and midnight .. .. .	.. .. .	Double time

(b) All work done within the times of beginning and ending work in any week in excess of the number of hours determined for a week's work shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(c) When shifts are worked outside the hours specified in Clause 5 of this Determination, payment shall be made at the rate of time and a half on the rates set forth in Clause 2 hereof for the first eight hours of duty, and double time thereafter.

(d) Any employee who is called upon to work overtime for over two hours without receiving notice of such overtime on the previous day shall be paid an allowance of Two shillings for a meal, or shall be supplied by the employer with a reasonable meal in lieu thereof.

(7) TRAVELLING TIME AND FARES.—Where an employee is actually employed in a shop, and he is sent from the shop to a job, he shall be paid for such time as he is travelling from the shop to the job, together with all fares necessarily incurred.

Where an employee goes direct from his home to the job, he shall be paid all fares necessarily incurred in travelling to and returning from a job above 4d. a day. Provided that an employee who is regularly employed in a shop, and who is required to work on a job outside the shop, shall be paid the extra fares which he necessarily incurs in going to the job.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

In cases where an employee completes his work during the night-time after trams and other public conveyances have ceased running, the employer shall provide a conveyance to take the employee home, or shall pay to such employee the equivalent in money.

(8) DISTANT JOBS.—Where an employee is sent a distance to work for an employer, which necessitates his being away from home for the night, he shall be paid 6s. per day for the first seven days and 30s. a week thereafter in addition to his regular wages. The employer shall also provide free transport for the employee's tools.

(9) PUBLIC HOLIDAYS AND SUNDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 26th day of January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, the 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate only shall be payable for work done on the day so substituted. Provided that the Metropolitan Gas Company shall have the right to substitute King's Birthday for Easter Saturday.

(10) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work), who have not been summarily dismissed for misconduct or incompetence, or who have not voluntarily left their work, shall be paid at the rate of 3d. per hour extra.

(11) TOOLS AND APPLIANCES.—If any employee is required to provide any of the following tools:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowel plates, tamels, hand and thumb screws, spanners and soldering irons, 6d. per hour, in addition to the ordinary rates fixed by the Determination, shall be paid by the employer.

(12) PAYMENT OF WAGES.—All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

(13) PAYMENT WHEN ENGAGED BUT NOT EMPLOYED.—When notice is given to an employee by an employer, or his responsible representative, to present himself for work and he attends where so directed, and his services are not required, such employee shall be paid Five shillings (5s.) in addition to any expenses necessarily incurred in travelling to and from the job.

(14) GRINDING TOOLS.—When an employee is discharged he shall be allowed one and a half hours for grinding tools, or shall receive one and a half hours' pay in lieu thereof, the employer to provide a suitable grindstone on any job where such grindstone is reasonably necessary for the use of the carpenters and joiners with power (hand or driven) for turning same. This clause shall only apply to employees, whose tools are in good order, when commencing work for any employer.

(15) BOILING WATER.—Employers shall provide on all jobs boiling water ready at meal time where it is necessary.

(16) FIRST-AID CHEST.—The employer shall keep on all jobs and workshops a proper supply of first-aid material where necessary.

(17) POSTING OF NOTICES.—No employer shall prevent or obstruct any representative of the employees at any time from posting a copy of this Determination, or any notice not exceeding fourteen inches by nine, in a suitable place on any job or in any shop.

(18) PAYMENT FOR CLOTHES SPOILED.—In the event of employees whilst in the service of an employer having their clothes or tools spoilt by acid, sulphur, or other deleterious substances, they shall be recompensed by the employer to the value of the loss sustained, and in the event of any disagreement as to the amount the value of such loss shall be assessed by a Board of Reference. Such Board to be constituted by the Secretary of Labour, approved of by this Wages Board.

SAMUEL MAUGER,  
Chairman.

T. HOTCHIN,  
Secretary.

Melbourne, 17th August, 1928.



**VICTORIA**

**GOVERNMENT GAZETTE.**

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[1928.

Factories and Shops Acts.

**DETERMINATION OF THE FACTORY ENGINE-DRIVERS BOARD.**

NOTES.—(A) This Determination on the 1st September, 1928, applied to the whole of the State of Victoria.

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine-drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

(a) a boiler cleaner;

(b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

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 wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

(1) That on the 1st September, 1928, the last previous Determination shall be revoked and replaced by this Determination.

(2)

**APPRENTICES OR IMPROVERS.**

WAGES.		Per Week of 48 Hours.		PROPORTION (by any employer).	
		s.	d.	<i>Apprentices.</i>	
1st year's experience	.. ..	..	..	One apprentice to every three or fraction of three workers receiving not less than the rates fixed in this Determination for "All others."	
2nd year's experience	.. ..	..	..		
3rd year's experience	.. ..	..	..		
		..	..	<i>Improvers.</i>	
		..	..	One improver to every three workers receiving not less than the rates fixed in this Determination for "All others."	

OTHER EMPLOYEES.

	Wages per Week of 48 Hours.			
	Within 5 miles of the principal Post Offices at Ballarat and Bendigo respectively; and within 6 miles of the Castlemaine, Eaglehawk, and Sebastopol Post Offices.	Within 5 miles of the Warramboul Post Office.	Within 16 miles of the Mildura Post Office.	All other Parts of Victoria.
	s. d.	s. d.	s. d.	s. d.
Drivers of navvies or drag line excavators (steam, electric, or oil)—				
(a) Where one driver only is employed .. .. .	114 9	117 6	129 3	122 0
(b) Leading driver where two or more drivers are employed .. .. .	114 9	117 6	129 3	122 0
(c) Second driver or rickman .. .. .	102 9	105 6	117 3	110 0
Locomotive engine-drivers .. .. .	99 9	102 6	114 3	107 0
Drivers of winches on log-haulers on timber mills .. .. .	93 9	96 6	108 3	101 0
Drivers of winches exceeding two 8" diameter cylinders on tramways .. .. .	93 9	96 6	108 3	101 0
All other winch-drivers .. .. .	90 9	93 6	105 3	98 0
Crane-drivers on lofty cranes or hoists .. .. .	102 9	105 6	117 3	110 0
Drivers on all other cranes or hoists (steam or electric) .. .. .	93 9	96 6	108 3	101 0
Traction or road-roller engine-drivers (steam or oil) .. .. .	96 9	99 6	111 3	104 0
Drivers of steam wagons .. .. .	96 9	99 6	111 3	104 0
Drivers of internal combustion engines of—				
Over 50 h.p. capacity .. .. .	93 9	96 6	108 3	101 0
50 h.p. capacity and under .. .. .	90 9	96 6	105 3	98 0
Engine-drivers not provided for above—				
First class .. .. .	93 9	96 6	108 3	101 0
Second class .. .. .	90 9	93 6	105 3	98 0
Third class .. .. .	90 9	93 6	105 3	98 0
Firemen attending—				
One boiler or one suction-gas generator .. .. .	83 3	86 0	97 9	90 6
Two boilers or two suction-gas generators .. .. .	87 9	90 6	102 3	95 0
Three or more boilers or generators .. .. .	90 9	93 6	105 3	98 0
Boilers or generators developing 1,000 i.h.p. in the aggregate .. .. .	90 9	93 6	105 3	98 0
Locomotive firemen .. .. .	90 9	93 6	105 3	98 0
Greasers, Engine-cleaners, or Trimmers .. .. .	83 3	86 0	97 9	90 6
Boiler-cleaners .. .. .	83 3	86 0	97 9	90 6
All others .. .. .	80 3	83 0	94 9	87 6

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involved the highest rate of wages above provided.

(3) EXTRA RATES—

	Per Day extra.
	s. d.
Engine-drivers of locomotive engines if they sometimes or always carry passengers .. .. .	1 0
Engine-drivers attending to engines with condenser attached .. .. .	0 6
Engine-drivers or firemen who also attend to refrigerating compressor .. .. .	3 6
Engine-drivers or firemen who also attend to and are in charge of electric generator or dynamo (other than a dynamo for merely lighting the works) .. .. .	1 0
Engine-drivers or firemen who are also in charge of plant .. .. .	1 0
Firemen.—Where two or more firemen are employed on one shift, one fireman shall be the leading fireman and shall be paid .. .. .	0
Boiler Cleaner.—Any person engaged inside the gas or water space of any boiler, flue or economizer in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate .. .. .	6d. per hour extra

(4) DEFINITIONS.—Engine-driver or fireman in charge of plant means the driver or fireman invested with superintendence or responsibility when two or more drivers or two or more firemen are employed at the plant at one time, or when the driver or fireman being the only person of his class employed on the plant does the general repair work of the plant in addition to the work of engines driving or firing but not when he merely assists the fitter or engineer to do such work.

An engine-driver or fireman shall be deemed to be in charge of an Electric Generator or Dynamo if under the instructions of his employer or his immediate responsible officer he performs any of the duties of oiling or cleaning or attending to the commutators, brushes, fuses, or switches of same.

Lofty cranes or hoists means any crane or hoist, the driving platform of which is situated more than 25 feet above the level of the ground.

First-class engine-driver means a driver of a steam stationary engine or engines having a single cylinder with a bore exceeding 12 inches in diameter, or having singly or together two or more cylinders, the sum of the areas of whose bores exceeds the area of a circle 12 inches in diameter.

Second-class engine-driver means a driver of a steam stationary engine or engines having a single cylinder with a bore which does not exceed 12 inches in diameter or having singly or together two or more cylinders, the sum of the areas of whose bores does not exceed the area of a circle 12 inches in diameter.

Third-class engine-driver means a driver of a steam stationary engine or engines having a single cylinder with a bore which does not exceed 6 inches in diameter or having singly or together two or more cylinders, the sum of the areas of whose bores does not exceed the area of a circle 6 inches in diameter.

A trimmer shall mean any person employed in supplying fuel to the fireman, either from storage bin or from stocks on the premises, or in assisting the fireman in clearing the ash-pit.

(5) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included except in the case of country saw mills, in which case each engine-driver or fireman shall be allowed the following time at ordinary rates for preparing and closing down engines or for raising steam and banking fires on boilers when he performs such duties—

- (a) if such engine-driver or fireman be resident on the mill site, one hour per day;
- (b) where such engine-driver or fireman resides away from the mill site, one hour and a half per day.

(6) SUNDAYS AND HOLIDAYS.—That time and a half shall be the special rate for all work done on Sundays, and double time shall be the special rate for all work done on the undermentioned public holidays:—Christmas Day; Boxing Day; New Year's Day; Foundation Day; Good Friday; Easter Monday; Eight Hours Day; and King's Birthday—or such other days not less than 7 days as the employer may prescribe for the employees; 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.

D. GRANT,  
Chairman.

H. N. JONES,  
Secretary.

Melbourne, 13th August, 1928.