

# VICTORIA

## GOVERNMENT GAZETTE.

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# MONDAY, SEPTEMBER 2.

[1929

## Factories and Shops Acts. DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Note.—(a) This Determination on the 3rd September, 1929, applied to the whole of the State of Victoria, outside and excepting the Shire of Braybrook.

- (b) On 29th November, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any skilled persons employed—
- (1) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe looks (four or more levers), or looks of the same quality;

  (2) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;

  (3) in preparing iron or steel material for reinforcing concrete for building or other purposes.

  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 of any electrical apparatus or machinery or parts thereof:
  - (b) a mechanical engineer, including-
    - a patternmaker,
       an iron and brass turner,
    - (3) a fitter.
- (4) a blacksmith,
- (7) a slotter, (8) a borer,
- (5) a coppersmith,(6) a planer,
- (9) a milling machiner,"

has made the following Determination :-

(1) That on the 3rd September, 1929, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

#### APPRENTICES AND IMPROVERS.

	Wa	ges per Week	of 44 Ho	urs.			
	Bı	BASSWORKE	es' Sect	ion.			
	Appre	ntices and A	fale Imp	rovers.		8.	d.
еаг'в е	xperience					17	6
**	,,			• •		23	0
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. 21	,,		• •			70	0
	**	By Appre cear's experience """ """ """ """ """ """ """ """ "" ""	Brassworker  Apprentices and A car's experience ,, ,, ,, ,,	BRASSWORKERS' SECT  Apprentices and Male Implear's experience	,, ,,	Brassworkers' Section.  Apprentices and Male Improvers.  ear's experience	Beassworkers' Section.  Apprentices and Male Improvers.  ear's experience

#### Female Improvers.

		Commencing Age.											
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	-	8.	đ.	s.	d.	s.	d.		d.	8.	d.		
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3rd "	٠.	24	6	35	0	42	0	Ι,					
4th ,,	٠.	35	0	42	0			Ι,		Ι.			
5th "	٠.	42	0		.			Ι.		١.			
and until years of age				••		•	•		•		•		

		]	engineers'	SECTION	M			
		$A_{2}$	oprentices or	Improv	ers.		s.	d.
let y	ear's	experience	••		••		17	6
2nd	**	**	••	••	••		23	0
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4th		,,	••	••	• •	• •	55	0
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Ap	prent	ices to patte	rnmaking s	hall be	paid 2s.	6d. per	we	ek
<b>anore</b>	each	year.		-				

#### Proportionate Number (by any Employer).

### BRASSWORKERS' SECTION. \* Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 95s. 6d. per week of 44 hours.

#### Improvers.

Two improvers to every four or fraction of four workers receiving not less than 95s. 6d. per week of 44 hours.

#### Engineers' Section.

### Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 98s. 6d. per week of 44 hours.

Excepting in motor garages and places where the work of assembling and repairing motor vehicles is done, the proportion shall be one apprentice to each worker receiving not less than 98s. 6d. per week of 44 hours.

## Improvers.

One improver to every five or fraction of five workers receiving not less than 98s. 6d. per week of 44 hours.

\* An Indenture of Apprenticeship prescribed by the Board was approved on 20th February, 1919.

												Day 8	Shift.						
						-				Wage	per	Wee	k of 44	Hot	drs.	_		. —	
Other Employees.							Within a radius			Within a radius of 20 miles of the						Oth	er D	nrta	
								of 20 miles of G.P.O., Melbourne; Mildura and Gippsland Districts.			Geelong or Warrnambool Districts Post Offices.			Bailarat, Bendigo, or Castlemaine Post Offices.			Other pa of Victor where th Determina applies		
				· · · · · · · · · · · · · · · · · · ·			£	8.	d.	£	8.	d.	£	8.		£	a,		
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fitter or turner Saugemaker or die sinker		••	:	•••		:: }	5	11	6	"	10	v	ľ		•	١	••	•	
Coolsmith		• •		••	••	]	_	1.4	a	<sub>5</sub>	15	0	5	10	6	5	13	- 6	
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litter on water meters	••	••.				h													
Pipe fitter engaged in fitting for carrying air or steam of jointing										ļ.									
Other fitters	. h	••	• •	• •	••	$\cdot \cdot   \cdot  $							İ						
Annealer or case-hardener or Ajax forger, blacksmith, co	ppersmith,					er-													
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repetition work)										İ			ļ						
Motor car mechanic, or tune Persons employed in making			to fire	roof enfe	e eternoro								-						
doors, safe locks (four or i																1			
Turner, borer, driller (cutter	-bar), gear-c	utter usi	ing mill	ling mach	ine, lapper														
grinder using precision to	ois, initier (ge	onerai oi	univer	san, pian	er, snaper,	or				1						l			
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Brassfinisher, not engineerin	g or other fir	st class	::							İ						}			
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Lapper or grinder not using Key-seating driller	precision wo		••				ð	U	U	ľ	•	Ü	ľ	-	Ū	١	•	Ŭ	
Planer—rail or plate edge						1.				1			}			1			
Pipe fitter other than those ammonia or hydraulic wo		nign-pre	saure v	vork, nigr	-pressure	ir, [							1						
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Driller, radial or multiple	••	· ·	••	• •	••	:: }													
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Machinist (hydraulic or pow		··		••	••	:: }	. "	-	U	"		•	-		-	-	_	Ī	
Screwing machinist	••.	••	••	••	••											1			
Sheetmetal or coppersmith's Lapping machinist	machinist	••	• •	• •	• •	::													
Brass polisher		••	•••	::		{ ا∷										1			
Leading hands In charge of n				nore than	ten emplo	yees					6:	s. pe	r wee	k ez	rtra				
In charge of m The following addition						••		••		••	12	s, pe	r wee	a. 62	Luis				
(a) where the	artificial tem	perature	is 130°	F. or ov	ng— er			٠.					2s.	per	r hou	r			
(b) where the a (c) where the a same da	artificial tem	perature perature	is 115° is belo	F. or ov w zero, lo	er l. per hour	for th	ne fi	ret	two	hour	s, a:	nd t			hou 2d. p		ur c	on t	
(4) OTHER SHIFTS. The following percent	•	be added	i to th	e rates fi	red for the	day	shi	ft i	for p	егвол	s en	nploy	ed or	a a r	ıy of	the	foll	owi	
shifts: Afternoon or a During	night shift— first month's	employ	ment o	n such shi	ift										cent				
Thereaf Shift workers: (5) SHIFTS.—That—		ous proce	ess emp	loyed on	a shift oth	r tha	n a	da	y shi	ft		••			cent				
(a) The hour o	f beginning a	and the	hour of	ending e	ch shift sl	all be	e be	twe	en:-										
						_ -		W	nere o	ne Shi	ft is	Work	ed.	-					
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	7 to Saturda; 7 to Saturda;		••	(Aft	Day shii) ernoon shii				m.			11 p	.m.						
Monday	to Saturda	У	••	(Aft	ernoon shii	t)	V	3 p Vhe∷	.m. re thr	ee Shi		ll p	.m. rked.						
Monday Monday		y y				t) t)	V	3 p Vhe: 7 a	m.	ee Shii	its a:	11 p	.m. rked.						

- (b) The higher rate to be paid for each hour or fraction of an hour worked by any employee (other than a shift worker in a continuous process)-
  - (1) Before or after his shift,
  - (2) In excess of 8 hours 48 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week,
  - (3) In excess of 8 hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or 4 hours on Saturday when 44 hours are worked during 6 days of the week,

shall be time and a half for the first four hours, and thereafter double time.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of suits of which the relief does not come on duty at the proper time, provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(6) ALLOWANCES.—All employees working in a place where water is continually dripping from overhead, so that their clothing becomes saturated, or where there is water underfoot, in which the employee has to stand, to a depth exceeding 2 inches, so that the feet of the employee become wet, shall receive is. per day in addition to the rates prescribed in clause (3) for each day they are so employed.

All employees called upon to work in a compartment or place not properly ventilated, where access to it is through a manhole or similar opening, the dimensions of which compartment or place are such that, in order to do the work, it is necessary for the employee to work in a stooping, sitting, or otherwise cramped position, and in any case includes, in the case of a ship, the double-bottom tanks and bilges, shall be paid 3d. an hour extra whilst so engaged.

All employees working at ships' bilges or in boiling down works, lead works, sanitary works, and slaughter yards, shall be paid ld. per hour beyond the ordinary wages payable to them.

Patternmakers, when engaged on lignum-vitae outside the workshop or fitting same to stern bushes, shall be paid 3d. per hour extra for all time so worked.

- (7) Time Wages.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and a third per centum.
  - (8) TRAVELLING TIME.—Persons employed on work away from the workshop, shall receive—
    - (a) The fares necessarily expended in going to and fro.
    - (b) For time occupied in travelling either during or outside the usual working hours-Payment at rates fixed in clause (3) up to a maximum of twelve hours, except on Sundays when time and a half shall be paid.
- (9) Sundays and Holidays.—For all time of duty on Sundays or holidays, employees not in a continuous process shall be paid at double rate, except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this detormination shall include:—New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (21st April), 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 shall only be payable for work done on the day so substituted.
- (10) 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.
- (11) Definition.—"Continuous process," means a process in which the men are usually employed seven days every week for not less than eight hours per day for an unbroken period of not less than six days in the week.
- (12) Grinding Tools.—Each patternmaker, at the end of his employment, shall be allowed an hour at ordinary rates for the purpose of grinding his tools.
- (13) Carring Tools.—The employer shall pay the cost of carting all patternmakers' tools to the shop or job (if any), not exceeding 3s., unless the worker is employed for at least two consecutive full weeks.
- (14) Extra Rates not Cumulative.—Extra rates in this determination prescribed, including rates for dirty work, confined spaces, wet, hot and cold places, are not cumulative so as to exceed the maximum of double the ordinary rates.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 19th August, 1929.

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