



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 113]

SATURDAY, MAY 23.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

NOTE.—(1) This Determination on the 26th May, 1931, applied to the whole of the State.

(2) On the 21st December, 1927, the powers of the Hospital and Benevolent Asylum Attendants Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees or nurses) employed in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees or nurses) employed in or about a hospital or benevolent asylum doing any kind of work connected with the carrying on of a hospital or benevolent asylum has made the following Determination, namely:—

(1) That on the 26th day of May, 1931, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.*				PROPORTION (IN ANY PLACE).	
	Male Apprentices or Improvers.	Female Apprentices or Improvers		<i>Apprentices.</i>	
		Employed in the Metropolitan District; Cities of Ballarat, Bendigo or Geelong; Town of Mildura; or Mooroopna Riding of Shire of Rodney.	Employed in any other part of Victoria.	<i>MALES.</i>	
				One male apprentice to every three or fraction of three male workers receiving not less than 79s. 6d. per week of 48 hours.	
				<i>FEMALES.</i>	
				One female apprentice to every three or fraction of three female workers receiving not less than 42s. per week of 48 hours.	
				<i>Improvers.</i>	
				<i>MALES.</i>	
				One male improver to every ten or fraction of ten male workers receiving not less than 79s. 6d. per week of 48 hours.	
				<i>FEMALES.</i>	
				One female improver to every eight or fraction of eight female workers receiving not less than 42s. per week of 48 hours.	
Under 16 years of age ..	s. d.	s. d.	s. d.		
16 years of age ..	20 0	37 0	36 0		
17 " ..	25 0				
18 " ..	32 6				
19 " ..	37 6				
20 " ..	47 6				
	62 6				

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

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OTHER EMPLOYEES.

(a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, or Geelong; the Town of Mildura, or the Mooropna Riding of Shire of Rodney.

Males.			Females.		
WAGES WITHOUT BOARD AND LODGING.*			WAGES WITHOUT BOARD AND LODGING.*		
	Per week of 48 hours.	s. d.		Per week of 48 hours.	s. d.
Clerks	82	6	Clerks	51	6
Cooks—First	87	0	Cooks in charge of—		
Other cooks	82	0	One to three kitchen employees	56	6
Dresser, head, where five or more dressers are employed	108	6	Four to seven kitchen employees	64	0
Dressers doing venereal diseases work	102	6	Eight or more kitchen employees	74	0
Other dressers—			Second cooks	54	0
1st year's experience as such	82	6	Other cooks	51	6
2nd year's experience as such	87	6	Head housemaids	46	6
Thereafter	92	6	Housekeepers	61	6
Foreman in charge of—			Head laundresses in charge of—		
One to nine employees	85	0	One to three persons	54	0
Ten or more employees	92	6	Four or more persons	59	0
Assistant foreman	82	6	Second laundresses	49	0
Gardeners in charge of one or more gardeners or where			Laundresses where only one employed	49	0
there is only one employed	82	0	Sorters	49	0
Other gardeners	79	6	Washing machine hands	57	0
Incinerator attendants	79	6	Storekeeper in charge of one or more store hands or		
Kitchenmen or scullerymen	79	6	where there is only one employed	51	6
Laboratory assistants	88	0	Storekeeper's assistants—		
Laundrymen	79	6	1st year's experience as such	42	0
Mortuary-men employed solely on post-mortem work	97	6	2nd year's experience as such	43	0
Other mortuary-men	82	6	Thereafter	44	0
And 10s. extra for each post-mortem			Stenographers and typists	56	6
Motor or motor ambulance drivers or assistants	82	0	Telephone attendants	59	0
Operating theatre attendants	82	6	Waitresses—		
Porters—			1st year's experience as such	42	0
Casualty—engaged on preparations and theatre work	82	6	2nd year's experience as such	43	0
Dispensary	82	6	Thereafter	44	0
Night	82	0	Wardmaids—		
Relieving	82	0	1st year's experience as such	42	0
X-ray	79	6	2nd year's experience as such	43	0
Recording attendants	82	6	Thereafter	44	0
Splint makers	92	6			
Splint makers' assistants	80	0			
Storemen in charge of one or more storemen or where					
there is only one employed	85	0			
Other storemen	79	6			
Telephone attendants	82	6			
Ward cleaners handling sputum mugs	82	6			
Other ward cleaners	79	6			
X-ray attendants	87	6			
X-ray technicians—					
1st year's experience as such	80	0			
2nd year's experience as such	95	0			
Thereafter	105	0			
All others	79	6			

(b) Employed in any other part of Victoria.

Males.			Females.		
WAGES WITHOUT BOARD AND LODGING.*			WAGES WITHOUT BOARD AND LODGING.*		
	Per week of 48 hours.	s. d.		Per week of 48 hours.	s. d.
Adults	79	6	Clerks	47	0
			Cooks—		
			First—or where there is only one employed	56	6
			Second	51	6
			Head laundress	49	0
			Other laundresses	44	0
			Stenographers and typists	52	0
			Telephone attendants	47	0
			All others—		
			1st year's experience	42	0
			2nd year's experience	43	0
			3rd year's experience	44	0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

(3) ALLOWANCES.—Persons (other than dressers) employed within a radius of 20 miles from the General Post Office, Melbourne, who handle or dress patients suffering from venereal diseases or patients qualified for admission to infectious diseases hospitals, or handle clothes (not previously disinfected) that are used on or worn by such patients, or handle microscopic slides in connexion with cases of an infectious nature, shall be paid 7s. 6d. per week in addition to the rates provided in Clause 2.

(4) OVERTIME.—For work done in excess of the maximum number of hours fixed as a week's work—Time and a half, calculated on the rates fixed without board and lodging.

(5) HOLIDAY RATES.—Time and a half calculated on the rates fixed without board and lodging shall be the rate for all work done within a radius of 20 miles from the General Post Office, Melbourne, on the following holidays:—New Year's Day, Foundation Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays the special rate shall only be payable for work done on the day so substituted.

(6) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted by such employer the following leave at least in each year on full pay—

- (a) If employed within a radius of 20 miles from the General Post Office, Melbourne, seven days.
- (b) If employed outside a radius of 20 miles from the General Post Office, Melbourne, fourteen days.

Provided that any employee outside the radius mentioned who prior to this Determination coming into force and in his present employment received more than one week's leave per year shall be entitled to fourteen days' leave plus the number of days in excess of one week which he formerly received.

(7) **SICK LEAVE.**—Any employee who furnishes to the Board of Management of the institution or the proprietor of the hospital where he or she is employed satisfactory evidence that he or she is unable to perform his or her duties on account of illness contracted in the discharge of such duties shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding four weeks.

(8) **A FULL WEEK'S WAGES TO BE PAID.**—Any employee (other than a casual worker) willing to work who is employed by a public institution and who works for less than the full working week, viz., 44 hours in the case of seamstresses and 48 hours in all other cases, shall be entitled to the payment of a full week's wage.

(9) **DRESSING ROOMS, ETC.**—Dressing rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

(10) **UNIFORMS, ETC.**—Uniforms, overalls, caps, and aprons, shall be provided and laundered free of cost for employees required to wear same.

(11) **RUBBER GLOVES, ETC.**—Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees, and an adequate supply of same shall be maintained.

(12) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, and any employee failing to give such notice shall be liable to forfeit one week's pay in lieu thereof.

(13) **UNION INTERVIEWS.**—During working hours employees of any Public institution subject to this Determination may, with the consent of the Secretary or Superintendent of such institution (which consent shall not be unreasonably withheld) be interviewed by the Secretary of the Hospital, Dispensary, and Asylum Employees and Allied Government Officers' Federation of Australia, No. 1 Victorian Branch, or have their union contributions collected by the steward of the said organization.

D. BERRIMAN, Chairman.

F. A. MARZORINI, Secretary.

Melbourne, 11th May, 1931.

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SATURDAY, MAY 23.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE FACTORY ENGINE-DRIVERS BOARD.

NOTES.—(A) This Determination on the 1st June, 1931, 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 Act 1928* (No. 3677), the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever 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 June, 1931, the last Determination shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES.			PROPORTION (by any employer).	
		Per Week of 48 Hours.	<i>Apprentices.</i>	
		s. d.	One apprentice to every three or fraction of three workers receiving not less than the rates fixed in this Determination for "All others."	
1st year's experience	42 0	<i>Improvers.</i>	
2nd year's experience	51 0	One improver to every three workers receiving not less than the rates fixed in this Determination for "All others."	
3rd year's experience	63 0		
And thereafter the minimum wage.				

OTHER EMPLOYEES.

	Wages per Week of 48 Hours.			
	Within 5 miles of the principal Post Office at Ballarat and Bendigo respectively; and within 6 miles of the Castlemaine, Eaglehawk, and Sebastopol Post Offices.	Within 5 miles of the Warrnambool Post Office.	Within 15 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	93 5	95 11	106 6	99 11
(b) Leading driver where two or more drivers are employed	93 5	95 11	106 6	99 11
(c) Second driver or rackman	82 7	85 1	95 8	89 2
Locomotive engine-drivers	79 11	82 5	93 1	86 5
Drivers of winches on log-haulers on timber mills	74 6	77 0	87 7	81 0
Drivers of winches exceeding two 8" diameter cylinders on tramways	74 6	77 0	87 7	81 0
All other winch-drivers	71 10	74 3	84 10	78 4
Crane-drivers on lofty cranes or hoists	82 7	85 1	95 8	89 2
Drivers on all other cranes or hoists (steam or electric)	74 6	77 0	87 7	81 0
Traction or road-roller engine-drivers (steam or oil)	77 3	79 8	90 3	83 9
Drivers of steam wagons	77 3	79 8	90 3	83 9
Drivers of internal combustion engines of—				
Over 50 h.p. capacity	74 6	77 0	87 7	81 0
50 h.p. capacity and under	71 10	74 3	84 10	78 4
Engine-drivers not provided for above—				
First class	74 6	77 0	87 7	81 0
Second class	71 10	74 3	84 10	78 4
Third class	71 10	74 3	84 10	78 4
Firemen attending—				
One boiler or one suction-gas generator	65 1	67 6	78 1	71 7
Two boilers or two suction-gas generators	69 1	71 7	82 2	75 8
Three or more boilers or generators	71 10	74 3	84 10	78 4
Boilers or generators developing 1,000 i.h.p. in the aggregate	71 10	74 3	84 10	78 4
Locomotive firemen	71 10	74 3	84 10	78 4
Greasers, Engine-cleaners, or Trimmers	65 1	67 6	78 1	71 7
Boiler-cleaners	65 1	67 6	78 1	71 7
All others	62 4	64 10	75 5	68 11

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	0 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 6
Firemen.—Where two or more firemen are employed on one shift, one fireman shall be the leading fireman and shall be paid	1 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 engine-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 eight 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, 4th May, 1931.

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