



Published by Authority.

No. 149]

**MONDAY, JUNE 29.**

[1931]

## DETERMINATION OF THE KNITTING TRADE BOARD.

**I**N accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the *Wages Board* which, since 24th June, 1931 has had the power to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of knitting or crocheting fabric or any article for human wear," has made the following Determination, namely:—

(2)

Apprentices or Improvers.							Other Employees.			
* Wages per Week of 45 Hours (Day Shift).										
MALES.										
Experience.	Commencing Age.						Day Shift.	Night Shift.		
	15 years or under.	16	17	18	19	20				
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		
1st year	14	6	15	9	18	0	22	6		
2nd "	20	3	24	9	29	3	33	9		
3rd "	29	3	33	9	40	6	45	0		
4th "	40	6	45	0	54	0	..	..		
5th "	49	6	54	0	..	..	..	..		
6th "	60	3	..	..	..	..	..	..		
FEMALES.										
Experience.	Commencing Age.						Day Shift.	Night Shift.		
	16 years or under.	17	18	19	20					
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		
1st year	13	6	15	9	18	0	22	6		
2nd "	18	0	20	3	24	9	27	0		
3rd "	22	6	27	0	29	3	..	..		
4th "	28	9	31	6	..	..	..	..		
5th "	36	0	..	..	..	..	..	..		

\* Wages for night shift shall be at the rate of 9s. per week in addition

**PROPORTION** (within any factory or place).

**MALES.**

*Apprentices.*

One male apprentice to every three or fraction of three male workers receiving not less than 7s. 3d. per week of 45 hours.

*Improvers.*

Two male improvers to every male worker receiving not less than 74s. 3d. per week of 45 hours.

**FEMALES.**

*Apprentices.*

One female apprentice to every three or fraction of three female workers receiving not less than 38s. 9d. per week of 45 hours.

*Improvers.*

Two female improvers to each female worker receiving not less than 38s. 9d. per week of 45 hours.

An indenture of apprenticeship prescribed by the Board was approved on 7th January, 1929.

## (3) 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.	6 p.m.
Saturday or the day on which the half-holiday is locally observed .. .. .	7.30 a.m.	12 noon.
On any day .. .. .	5 p.m.	NIGHT SHIFT. 7 a.m. on the following day

(b) The higher rate to be paid for each hour or fraction of an hour worked by any time-worker—

(i) before or after his or her shift .. .. . } shall be time and a half.  
or (ii) in excess of the number of hours fixed for an ordinary week's work.

(c) Piece-workers shall be paid for overtime 6d. per hour in addition to their ordinary piece-work earnings.

(d) Employees required to work overtime in excess of one hour after their usual finishing time, without being notified on the previous working day or shift of the intention to work overtime, shall be paid 1s. tea money.

(4) ORDINARY WEEK'S WORK.—That the number of hours which shall constitute an ordinary week's work shall be 45.

(5) PIECEWORK.—That—

(a) The lowest piece-work price payable to any outworker for performing any of the undermentioned work, shall be as specified in the following schedule, viz. :—

Description of Work.	Price per Garment.		
	Knitting or Crocheting.	Finishing.	Wholly Making Up.
	s. d.	s. d.	s. d.
Pullovers, or Sweaters, or Jumpers, Jacquard .. .. .	4 0	2 6	6 6
Cardigans or Jackets, Jacquard .. .. .	4 6	3 0	7 6
Pullovers, or Sweaters, or Jumpers, other than Jacquard .. .. .	2 0	2 6	4 6
Cardigans or Jackets, other than Jacquard .. .. .	2 3	3 0	5 3

In the case of garments with a chest-measurement not exceeding 32", the above prices may be reduced as follow :—

Knitting or Crocheting .. .. .	6d. per garment reduction
Finishing .. .. .	3d. " " "
Wholly making up .. .. .	9d. " " "

NOTES.—1. The employer shall supply all necessary materials free, and shall not make any charge for delivering or collecting work.

2. (a) Every outworker is required to register with the Chief Inspector of Factories his full name and address.—Act 3677, sec. 203 (1).

(b) Every person who gives out work shall keep a record regarding the same giving certain prescribed particulars, and shall forward to the Secretary for Labour monthly a copy of such record for the preceding month.—Act 3677, sec. 23 (1).

(c) No person shall give out work except to a registered outworker.—Act 3677, sec. 203 (5).

(b) Except as provided in clause (5) (a), the employer may fix piece-work prices, and such piece-work prices shall enable an employee of average capacity to earn at least the time-work wages for the class of work performed, with the addition of 10 per cent.

(c) Piece-workers shall be provided with a book, or its equivalent, in which the employee shall enter particulars regarding the work done. Such work shall be priced by the employer, and the record verified by the employee.

(6) TERMS OF ENGAGEMENT.—That—

(a) Employment under this Determination shall be from hour to hour, except that 45 working hours' notice shall be given on either side to finally terminate employment. Such notice may be given at any time.

(b) Any employee under instructions from, or with the consent of the employer, reporting for work at the usual commencing time, shall be given at least a half-day's work, or alternatively, a half-day's pay at the time-work wage fixed for the work concerned.

(c) Nothing in this clause shall prevent an employer dismissing any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for the whole or any part of a day an employee cannot be usefully employed because of any strike, or breakdown of machinery, or any stoppage of work by any cause beyond the employer's control.

(7) HOLIDAYS.—That—

(a) All time-work employees may be absent from work without loss of pay on the following days :—New Year's Day, Foundation Day, Eight Hours Day, Good Friday, Easter Monday, Anzac Day, Christmas Day, Boxing Day. All work done on any of the above days, or Sunday, shall be paid for at the rate of double time.

(b) All piece-work employees shall be paid for the above holidays in the same manner as time-workers—that is, at the time-work wage fixed for the work concerned.

(c) Where an employer terminates the employment of an employee within one week of a day on which any of the above holidays occur, the employee shall be paid for such holiday, providing such employee has been employed by such employer for a period of at least one month immediately prior to such termination of employment.

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

(8) HOT WATER.—That employees shall be provided with hot water free of charge.

(9) TOOLS OF TRADE AND SPECIAL CLOTHING.—That the employer shall supply the following, free of charge :—

(a) All necessary tools of trade ;

(b) Materials and appliances required for the cleaning of machinery ;

(c) Rubber aprons, gloves and top boots (where necessary for dye-house work, scouring, or other departments).

W. W. HARRIS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 24th June, 1931.