



VICTORIA GOVERNMENT GAZETTE.

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No. 171]

MONDAY, AUGUST 10.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BOILERMAKERS BOARD.

NOTE.—This Determination on the 13th day of August, 1931, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board which now has power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Boilermaking;
- (b) Iron or steel working in connexion with—
 - (1) Ship or bridge building,
 - (2) Girder, tank, wagon, or truck making,
 - (3) Wrought iron or steel pipe making,
 - (4) Structural iron or steel work."

has made the following Determination, namely:—

(1) That on the 13th day of August, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers).		
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.		
1st year's experience	.. .. .	s. d. 16 3	Employed in—		
2nd " "	.. .. .	21 8	(a) All operations in "manufacturing" as defined in		
3rd " "	.. .. .	34 3	this Determination—		s. d.
4th " "	.. .. .	51 9	1st year's experience	.. .. .	13 6
5th " "	.. .. .	65 3	2nd " "	.. .. .	18 0
			3rd " "	.. .. .	29 3
			4th " "	.. .. .	40 6
			5th " "	.. .. .	54 0
			Thereafter until reaching 21 years of age	.. .. .	58 6
			(b) All occupations other than "manufacturing" as		
			defined at heating, rivets, assisting apprentices		
			or improvers, or labouring—		
			Under 16 years of age	.. .. .	15 4
			16 years of age	.. .. .	22 6
			17 " "	.. .. .	44 2
			18 " "	.. .. .	50 5
			19 and 20 years of age	.. .. .	59 5

PROPORTION.

Apprentices.

One apprentice to every two or fraction of two workers receiving not less than 88s. 8d. per week of 44 hours.
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.

Improvers.

One improver to the first four or fraction of four workers receiving not less than 90s. 6d. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.

(3)

Other Employees.	Day Shift.					Other parts of Victoria where this Determination applies.
	Within a radius of 20 miles of G.P.O., Melbourne; Milderura, and Gippsland Districts.	Wages per Week of 44 Hours.				
		Within a radius of 20 miles of the—				
		Geelong or Warrnambool Post Offices.	Ballarat Post Office.	Bendigo or Castlemaine Post Offices.		
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Tradesman engaged in window-frame making	4 10 6	4 11 5	4 10 11	4 8 8	4 12 3	
Assembler and fitter (not coming within definition of tradesman) engaged in window-frame making	4 2 5	4 3 3	4 2 10	4 0 7	4 4 2	
Machinist (not a process worker) engaged in window-frame making	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Process worker engaged in window-frame making	3 14 3	3 15 2	3 14 9	3 12 6	3 16 1	
Welder—						
First class (other than when using Cutler machine)	4 14 1	4 15 0	4 14 6	4 12 3	4 15 11	
First class (using Cutler machine)	4 6 11	4 7 9	4 7 4	4 5 1	4 8 8	
Second class	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Third class	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Tack welder	3 17 11	3 18 9	3 18 4	3 16 1	3 19 8	
Tradesman employed in boilermaking and ship construction	4 10 6	4 11 5	4 10 11	4 8 8	4 12 3	
Tradesman employed in boilermaking and ship construction, the greater part of whose time is occupied in marking off and/or template-making	4 14 1	4 15 0	4 14 6	4 12 3	4 15 11	
Boilersmiths and/or angle-iron smiths	4 13 2	4 14 1	4 13 8	4 11 5	4 15 0	
Plate setters and frame benders	4 12 3	4 13 2	4 12 9	4 10 6	4 14 1	
Drillers using portable machines in boilermaking and ship construction	4 10 6	4 11 5	4 10 11	1 8 8	4 12 3	
Drillers using stationary machines in boilermaking and ship construction	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Tradesman employed in steel constructional work	4 10 6	4 11 5	4 10 11	4 8 8	4 12 3	
Machinist—						
First class, employed in steel constructional work	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Second class, employed in steel constructional work	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Emery wheel attendant	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Blacksmith's striker	3 14 3	3 15 2	3 14 9	3 12 6	3 16 1	
Blacksmith's striker on double fires	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Furnaceman	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Attendants on small rivet heating or bolt heating or similar types of fires	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Benders of iron and steel frames used for reinforcing concrete	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Painters of ironwork other than ship painters (brush)	3 14 3	3 15 2	3 14 9	3 12 6	3 16 1	
Painters of ironwork using spray	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Friction saw operators	3 14 3	3 15 2	3 14 9	3 12 6	3 16 1	
Cold saw operators	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Dogman	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Riggers and splicers except on ships and buildings	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Riggers and splicers on ships and buildings	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Cleaners and chippers (inside of boilers)	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Workmen engaged directly assisting tradesmen, machinists, and welders	3 14 3	3 15 2	3 14 9	3 12 6	3 16 1	
Labourers	3 8 11	3 9 9	3 9 4	3 7 11	3 10 8	
Steel pipe making section—						
Pipe builders	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Machine operators (in charge of machines)	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Faucet maker in charge of furnace	4 2 5	4 3 3	4 2 10	4 0 7	4 4 2	
Man assisting furnace faucet maker	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Man in charge of ring-making machine	3 19 8	4 0 7	4 0 2	3 17 11	4 1 6	
Man assisting at ring-making machine	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Man on tar dip and sand rolling	3 16 1	3 17 0	3 16 6	3 14 3	3 17 11	
Leading hands—						
In charge of not less than three and not more than ten employees, 6s. per week extra.						
In charge of more than ten employees and not more than twenty employees, 12s. per week extra.						
In charge of more than twenty employees, 18s. per week extra.						

(4) OTHER SHIFTS.—The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:—

Afternoon or night shift—

During first month's employment on such shift	10 per cent.
Thereafter	5 per cent.
Shift workers in a continuous process employed on a shift other than a day shift	5 per cent.

(5) ALLOWANCES—

Persons working—

- for more than one hour in the shade where the artificial temperature is between 115° and 130° Fahr., 1½d. per hour extra.
- for more than one hour in the shade where the artificial temperature exceeds 130° Fahr., 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130° Fahr. employees shall be entitled to twenty minutes' rest after every two hours without deduction of pay.
- for more than one hour where the artificial temperature is below zero, 1½d. per hour extra. Where work continues for more than two hours in temperatures below zero, employees shall be entitled to a rest period of twenty minutes every two hours without deduction of pay.

All employees working in wet places, 1½d. per hour extra.

All employees working in confined spaces, 3d. per hour extra.

Boilermakers and their assistants and drillers engaged in the erection of steel frame buildings, bridges, and gasometers at a height of 50 feet or more above the nearest horizontal plane shall be paid 6s. per week extra.

All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards shall be paid 1d. per hour extra.

Employees working on repairs to smoke-boxes or fire-boxes of locomotives, or on repairs to the smoke-box, uptake funnel, flue, furnace or combustion chamber of marine type boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

Employees working on repairs in oil tanks or meat digesters, 1½d. per hour extra.

Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

Tradesmen employed in large operating power houses, i.e., power houses developing more than 8,000 kilowatts, other than tradesmen not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra; such amount shall be deemed to include the special rate for leading hands.

Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

Shift workers working eight hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week, provided that they are given one fortnight's holiday in each year on full pay as compensation for working on Saturday afternoons, holidays, or Sunday shifts, provided that any shift worker ceasing to be employed on shift by the employer concerned before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein prescribed.

Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest, for the disabilities so prevailing.

(6) **SHIFTS.**—That—

(a) The hour of beginning and the hour of ending each shift shall be between—

	Where one Shift is worked.	
	Time of Beginning.	Time of Ending.
Monday to Friday (day shift)	7 a.m.	5.30 p.m.
Saturday (day shift)	7 a.m.	12 noon
Where two Shifts are worked.		
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
Where three Shifts are worked.		
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday (night shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees concerned, but in no case shall the total length of any shift be increased without payment for overtime.

(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 eight hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or four hours on Saturday when 44 hours are worked during six days of the week,

shall be time and a half for the first four hours, and double time thereafter until an employee has been relieved from work for at least eight hours.

(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 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.

(7) **OVERTIME.**—

(a) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours work.

(b) An employee occasionally required to hold himself in readiness to work after ordinary hours shall, until released, be paid standing time at ordinary rates from the time from which he is to so hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(c) Any employee (other than on shifts) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(d) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.

(e) An employee working overtime shall be allowed a cribtime of twenty minutes, without deduction of pay, after each four hours of work; but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(f) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than 1½ hours. Any employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(g) Any employee residing more than half a mile from his work, required to work overtime for more than two hours without being notified before the previous meal-hour break that he will be so required, shall either be supplied with a meal by the employer or be paid 2s.

(h) Any employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(i) In computing overtime each day's work shall stand alone.

(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 out of every 24, except on Sundays, when time and a half shall be paid.

(c) An employee engaged in Melbourne to work in the country, or sent from one country centre to work in another, shall be entitled to travelling time, and for a period not exceeding three months, to expenses.

(d) On jobs of less than three months' duration, a camping allowance of 3s. per day, including Sundays, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable, and camping in tents or other temporary shelters is necessary.

(9) **SUNDAYS AND HOLIDAYS.**—For all time of duty, on Sundays or holidays, employees not engaged in a continuous process shall be paid at double rates, 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 Determination 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 150 of the *Factories and Shops Act 1928* (No. 3677), 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) **DEFINITIONS.**—

- "Window-frame making" means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentations used in buildings.
- "Tradesman" means an adult employee who is required to develop work from scaled drawings or prints or to make templates or to apply general trade experience, and includes riveting by hand or machine, caulking, chipping, assembling, tubing, flanging, plating, or operating rivet busters.
- "First class machinist" means an adult employee engaged solely in working one or more of the following machines :—
Bending rollers, gag straight liners (straightening machines), guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drills, portable reamers and tappers.
- "Second class machinist" means an adult employee engaged solely in operating one or more of the following machines :—
Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drills, stationary reamers and tappers, cold saw, friction saw, plate edge planers, and other machines.
- "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.
- "Second class welder" means an adult employee engaged in manufacturing (as per definition) of sheet metal goods or welding with the aid of jigs, or operating automatic welding machines for the setting up of which he is not responsible.
- "Third class welder" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.
- "Rigger and splicer" means an adult workman responsible for the erection of tackle and who, amongst other duties, is required to splice wire rope.
- "Manufacturing" means the making in quantities of interchangeable or standardized parts of machinery and mechanical apparatus, and of electrical machinery and apparatus, window frames, and other metallic articles by specialized processes, and the assembling thereof.
- "Process worker" means an adult employee engaged on repetition work or on any automatic, semi-automatic, or single purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical, or in the assembling of parts of mechanical appliances or other metallic articles so made, or in repetitive hand processes.
- "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place in which water accumulates under foot to a depth exceeding 2 inches.
- "Confined space" means a working space the dimensions of which necessitate an employee working continuously in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.
- "Continuous process" means a process in which work is carried on continuously, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

(12) **CONTRACT OF EMPLOYMENT.**—

- (a) With the exceptions hereafter stated, employment may be by the week or by the hour. If by the week, it shall be terminable on either side by one week's notice given on any day, or (if the employer terminates it without such notice) by payment of one week's wages. Except in establishments mainly engaged in shipbuilding or ship repairing, any employee (unless continuing on after working through the night) commencing a day's work at the usual starting time of the workshop shall be paid at least a day's wages; but any employer may engage an employee to start work at any time during the day, provided the work continues as overtime or is resumed the next day until a full day's pay is earned. A contract for weekly employment may be terminated by any employer, without liability to pay for more than actual time worked, for misconduct or for absence from work without reasonable excuse. If an employee, engaged by the week, absents himself from duty, except on public holidays or on days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days of sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage, for each day of absence, including Saturday, in shops working six days, and one-fifth in shops working five days per week.
- (b) If the contract of employment is for hourly hiring, the rates prescribed in Clause (3) shall be increased 4s. 6d. per week as compensation for time lost on public holidays and unavoidable absences through sickness.

(13) **MISCELLANEOUS PROVISIONS.**—

- (a) **Tools.**—The employer shall provide for each employee all necessary tools. The employee shall replace or pay for any tools so provided if lost through negligence.
- (b) Suitable asbestos sheets and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.
- (c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.
- (d) Hand riveting on rivets $\frac{3}{8}$ -in. diameter and upwards shall be performed double handed.

(14) **EXTRA RATES NOT CUMULATIVE.**—Extra rates in this Determination prescribed, including rates prescribed in Clause (5), are not cumulative so as to exceed the maximum of double the ordinary rates.

W. W. HARRIS, Chairman.

F. A. MARZORINI, Secretary.

Melbourne, 29th July, 1931.



VICTORIA GOVERNMENT GAZETTE.

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No. 172]

MONDAY, AUGUST 10.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE EXCAVATION OR ROADWORK BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board which since the 6th May, 1930, 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 at—

- (1) Excavation or earthwork in connexion with—
 - (a) the building of wharfs, piers, jetties, or docks,
 - (b) the forming of street channels or drains,
 - (c) the diversion of streams or rivers.
- (2) The construction or maintenance of streets, footpaths, or roads, and any work incidental thereto.
- (3) Concrete work in connexion with or incidental to—
 - (a) the construction of street channels or drains,
 - (b) the diversion of streams or rivers.
- (4) The construction of storm-water drains (other than main storm-water drains), and any work incidental thereto—

but not including persons who may be or are subject to a Determination of the Sewer Builders Board, has made the following Determination, namely:—

(1) That on the 1st September, 1931, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

Wages.			Proportion (by any Employer).
	Per hour.	Per week of 48 hours.	
	s. d.	s. d.	
Under 18 years of age	0 11½	46 0	<p style="text-align: center;">APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."</p>
18 years of age and under 20	1 1½	54 0	
20 years of age and under 21	1 3½	62 0	
			<p style="text-align: center;">IMPROVERS.</p> <p>One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others."</p>

OTHER EMPLOYEES.

		WAGES.					
		Within a radius of 15 miles from the Town Hall, Melbourne.			In all Other Parts of Victoria.		
		Day Shift.		Afternoon Shift or Night Shift.	Day Shift.		Afternoon Shift or Night Shift.
		Per Hour.	Per Week of 48 Hours.		Per Hour.	Per Week of 48 Hours.	
		s. d.	s. d.		s. d.	s. d.	
Pipe-jointer } of cast iron or steel pipes, or of cement pipes							
Leading pipe-layer } under internal pressure							
Leading rigger							
Leading tackle hand							
Manhole builder							
Sinker working more than 12 feet below surface in trenches for storm-water drains		1 8	80 0		1 7	76 0	
Skid scoop (tumbling tommy) filler and driver							
Splicer of wire rope or hemp rope							
Weigher or mixer of asphaltic concrete							
Batterman using batter rule							
Boodler in tunnel							
Driver of six or more horses							
Person tarring or laying wood blocks							
Pitcher-setter, cube-setter, or pavior							
Powder-monkey							
Rake hand on tar macadam		1 7½	78 0		1 6½	74 0	
Rake hand—asphaltic concrete							
Sanitary or garbage attendant							
Scabbler in tunnel							
Timber man in tunnel or shaft							
Tunnel man or shaft sinker							
Hammer or drill man							
Hot asphaltic concrete shoveller or forker							
Jack hammer man							
Metal spreader from plates or dumps on road bed							
Person mixing, gauging, spreading, laying on or finishing concrete		1 7	76 0		1 6	72 0	
Spaller							
Ploughman							
Setter-out of reinforcements							
Bitumen kettle attendant or pourer							
Cold asphaltic concrete shoveller or forker							
Filler or tipper of monkey-tail scoop							
Manhole builder's labourer		1 6½	75 0		1 5½	71 0	
Person doing rough pitching							
Slurry filler							
Tar macadam mixer or wheeler							
All others		1 6	72 0		1 5	68 0	

(3) SHIFTS.—That the hour of beginning and the hour of ending each shift shall be as follows:—

	Time of Beginning.	Time of Ending.
	Where one shift is worked—	
Monday to Friday (Day shift)	7.30 a.m.	12 noon
Saturday "	12.45 p.m.	5 p.m.
	7.30 a.m.	11.45 a.m.
	Where two or three shifts are worked—	
Monday to Saturday (Day shift)	7 a.m.	3 p.m.
	3 p.m.	11 p.m.
	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees.

The following rates shall be paid for all time worked by an employee before or after his shift:—

- (a) In cases where the times of beginning and ending the shift have been varied by mutual consent and where the work is done within the hours as so varied Ordinary rates.
- (b) In other cases Time and a quarter for the hour immediately preceding or following the times prescribed, and time and a half for the remainder.

Provided that horse drivers shall be entitled to payment at ordinary rates only for time spent in taking charge of teams at the yard, camp, or stable, or in taking teams therefrom or returning teams thereto.

(4) SPECIAL RATES.—Double time shall be the special rate payable to any person who is required to work on Sundays, New Year's Day, Foundation Day (23rd January), Good Friday, Easter Monday, Anzac Day, King's Birthday, Eight Hours Day, Christmas Day, and Boxing Day, but ordinary rates only shall be payable to an employee who works on any of these days at his own request. If any other day by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(5) **WET PAY.**—An employee who is required to work in a wet place and who is not provided by the employer with gum boots or oilskins, or both, which will prevent him from getting wet, shall be paid one shilling extra for each day on which he performs any work in such wet place.

A place shall be deemed to be wet when water other than rain is dropping continually from overhead so as to saturate the clothing of the employee if unprotected, or when the water in the place where the employee is standing is over 2 inches deep.

(6) **EMPLOYEE RECALLED TO WORK.**—Any employee who is recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, shall be paid at the least as for working two hours at overtime rates.

(7) **EMPLOYEE NOT REQUIRED ON NEXT SHIFT.**—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and who is not put to work at the next shift, although he attends, shall be paid in full wages for half that shift not worked, except when such unemployment is due to circumstances beyond the control of the employer. This clause shall apply only where more than one shift is being worked.

(8) **PAYMENT OF WAGES.**—Payment of wages shall be made during working hours. Where payment is not so made, and such failure is not caused by special circumstances beyond the control of the employer the employee shall be paid at ordinary rates for the time occupied in paying to him his wages.

(9) **ROTATION OF SHIFTS.**—Where practicable, shifts shall be changed in rotation each week.

(10) **CRIB TIME.**—Where two or more shifts are worked, twenty minutes shall be allowed during each shift for "crib time," without deduction from wages.

(11) **MAXIMUM OVERTIME PERIOD BETWEEN MEALS.**—When overtime is worked by an employee, or any work is performed by an employee on a Sunday, not more than four hours shall be worked without a break for a meal.

(12) **REST PERIOD AFTER OVERTIME DUTY.**—When an employee has been on duty so long as not to have had eight hours at least for rest before his next proper or usual starting time, he shall be entitled to be absent until he has had eight hours off duty.

(13) **WATER FOR ROCK DRILLING BY MACHINE.**—In places where rock-drilling machines are used in tunnels or in shafts over 10 feet deep, the employer shall, where practicable, provide, and the employee shall use, water when drilling rocks by machines. In other rock-drilling places, where practicable and reasonable, water shall be provided and used.

(14) **CLOGS.**—Rakers and shovellers of asphaltic concrete shall be provided, by the employer, with clogs.

(15) **VENTILATION.**—The employer shall install, where necessary, appliances for proper and adequate ventilation of shafts and tunnels.

(16) **WATER.**—Sufficient water for each gang shall be provided by the employer free of charge.

(17) **SANITATION.**—In all camps, where the pan system is not in use, the employer shall install fly-proof sanitary conveniences and provide attention thereto. In shifting camps, practicable and reasonable temporary provision shall be made by the employer.

(18) **CHANGING HOUSE.**—Where required, the employer shall provide on each job a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(19) **FIRST-AID OUTFIT AND STRETCHER.**—The employer shall provide at every job a sufficient first-aid box and a stretcher for the use of sick or injured employees, and shall keep the same always in proper order.

(20) **POWDER-MONKEY'S WORK.**—Where explosives are used, the work of a powder-monkey shall be done only by a man competent for that work.

(21) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

(22) **PAY DAY.**—Payment of wages due under this Determination shall be made on any day other than Saturday.

**ADDITIONAL PROVISIONS APPLICABLE ONLY TO WORK DONE OUTSIDE A RADIUS OF FIFTEEN MILES FROM THE
MELBOURNE TOWN HALL.**

The provisions of clauses 22 to 30 inclusive shall not apply to any work in connexion with which the employer elects to pay and does pay to every employee who is subject to this Determination, rates not less than those provided for work done within a radius of fifteen miles from the Town Hall, Melbourne.

(23) **ERECTING AND SHIFTING CAMP.**—Employees shall be paid at their respective ordinary rates for all time occupied by them during their ordinary hours of duty in erecting or shifting camp and in removing plant and equipment. For such work performed outside the ordinary hours of duty employees shall be paid at overtime rates.

(24) **WALKING AND TRAVELLING TIME.**—

- (a) Where the employee has to walk between the yard, camp, depot or picking-up place of the employer and his work, and the distance to be walked is in excess of 1 mile, he shall be paid for each mile of such excess distance at the rate of one-third of the hourly rate provided for "All others."
- (b) Where the employee is conveyed between the said yard, camp, depot or picking-up place and the place of work, for all time in excess of twenty minutes each way spent in such conveying he shall be paid at the rate fixed for "All others."

(25) **CAMP ALLOWANCE.**—

- (a) Employees who in order to be available for their work have to live in a camp established either by employers or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day in which they are required to hold themselves and do hold themselves available in the camp for work throughout the said day, whether or not work is done thereon, provided that the employer shall not be bound to pay any camping allowance if—

- (i) the employer provides the employee with a proper mess room and with cooked food thereat; whether or not at cost price; such price not to exceed in any case 18s. per week per employee;
- (ii) proper board, at not exceeding 18s. per week, can be obtained by the employee within a reasonable distance from the camp; the employee avails himself of these facilities.

- (b) Nothing in this clause shall entitle the employer to deprive a married man living in the camp with his wife of the camp allowance, unless the employer supplies such an employee with a house at a reasonable rent.

(26) **FARES.**—The fares of an employee proceeding for the first time to work from the place of engagement shall be paid by the employer, who may deduct the amount thereof from his first or later wages.

Provided that the amount so deducted shall be refunded to the employee if he continue to work for the employer for at least two months, or for so long as the work continues should the work cease sooner.

(27) **USE OF TENTS AND CUBICLES.**—When employees have to camp out to be near their work, tents and tent poles or cubicles shall be provided by the employer free of charge.

(28) **STRETCHERS.**—The employer shall supply, free of charge, material for stretchers.

(29) **WOOD AND WATER.**—The employer shall provide at the camp a reasonable quantity of wood and water for all employees living in or about the camp.

(30) **DRYING SHEDS.**—The employer shall provide adequate conveniences for employees to dry their working clothes.

(31) **MESS ROOM.**—The employer shall, if required by the majority of the employees, provide a mess room in a fixed camp containing twenty or more men where the camp is likely to continue for at least six months.

(32) **FIRST AID.**—The employer shall employ a man with first-aid qualification on all works employing 100 or more men, and a person with first-aid knowledge in other circumstances reasonably requiring the same.

(33) **ACCOMPANYING INJURED OR SICK EMPLOYEES.**—No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance to his home or a hospital. All expenses incurred in such patient's removal shall be paid by the employer.

(34) **RETURN OF TOOLS AND TESTS.**—If the employer requires an employee, when discharged or leaving, to take down tents or return tools or tents, he shall pay the employee for the time so occupied at the rate fixed for "all others."

D. BERRIMAN, Chairman.

J. B. McINDOE, Secretary.

Dated at Melbourne, 3rd August, 1931.



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No. 173]

TUESDAY, AUGUST 11.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 21 (BOOKSELLERS AND NEWS AGENTS).

NOTE.—This Determination on the 18th August, 1931, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the *Factories and Shop Act 1928* (No. 3677) and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 persons employed in booksellers and news agents' shops" has made the following Determination, namely:—

NOTE.—On the 7th March, 1923, the powers of the Board were extended to enable it to fix rates for persons employed in the trade of a wholesale bookseller and news agent.

(1) That on the 18th August, 1931, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.				
WAGES.	Per week of 48 hours.		WAGES.	Per week of 48 hours.			
	Males.	Females.		Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
	s. d.	s. d.		Males.	Females.	Males.	Females.
15 years of age or under	15 0	12 6					
16 years of age ..	17 0	15 0					
17 years of age ..	22 0	17 0					
18 years of age ..	23 0	19 0					
19 years of age ..	34 0	21 0					
20 years of age ..	40 6	25 6					
PROPORTIONS (by any employer).			DEPARTMENTAL MANAGER i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—				
Apprentices.			Where two such persons are under his or her control				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Where three or more such persons are under his or her control				
An indenture of apprenticeship has been prescribed by the Board.				93 6	60 0	93 6	60 0
				102 0	68 0	102 0	63 0
Improvers.			ALL OTHERS—				
MALES.			21 years of age	55 0	30 0	55 0	30 0
			22 years of age	68 0	36 0	68 0	36 0
			23 years of age or over	81 0	42 6	78 0	40 6
FEMALES							
Two improvers to every female worker receiving not less than 30s. per week of 48 hours.							

(3) 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 24 hours be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

(4) 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.

HARRIE B. LEE, Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd August, 1931.

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No. 174]

TUESDAY, AUGUST 11.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CEMENT BOARD.

NOTE.—This Determination on the 13th August, 1931, applied to the whole of the State of Victoria.

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 persons employed in the trade of—

- (1) Making Portland Cement,
- (2) Quarrying or preparing the raw materials therefor,"

has made the following Determination, namely:—

(1) That, on the 13th August, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.				Other Employees.			
		CEMENT WORKS.	QUARRIES.			Wages per week of 48 hours.	
		Wages per week of 48 hours.	Wages per week of 44 hours.			Employed Continuously on Day Shift.	Employed Alternately on Two or Three Shifts.
Under 16 years of age ..		26s. 6d.	30s. 6d.	CEMENT WORKS.			
" 17 " " ..		33s. 6d.	37s. 6d.	Cement Burners (kilns 7 feet and over in diameter) ..		..	89s.
" 18 " " ..		40s.	44s.	Cement Burners (kilns under 7 feet in diameter) ..		..	82s. 9d.
" 19 " " ..		47s. 3d.	51s. 6d.	Millers (new plant) ..		..	87s. 9d.
" 20 " " ..		53s. 9d.	58s.	Millers (old plant) ..		..	86s. 9d.
" 21 " " ..		61s.	66s.	Fuller Coal Millers (old plant) ..		..	87s. 9d.
				Coal Driers (old plant) ..		..	87s. 9d.
PROPOSITION (in any factory or place).							
Apprentices.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
Improvers.							
One improver to every five or fraction of five workers receiving not less than the minimum wage.							
				Cement Burners (kilns 7 feet and over in diameter) ..		..	89s.
				Cement Burners (kilns under 7 feet in diameter) ..		..	82s. 9d.
				Millers (new plant) ..		..	87s. 9d.
				Millers (old plant) ..		..	86s. 9d.
				Fuller Coal Millers (old plant) ..		..	87s. 9d.
				Coal Driers (old plant) ..		..	87s. 9d.
				Loaders in railway trucks at bagging sheds ..		77s. 6d.	..
				Stackers ..		77s. 6d.	..
				Kiln Greasers ..		77s. 6d.	79s. 6d.
				Rubber Band Attendants ..		77s. 6d.	79s. 6d.
				Slurry Tank Attendants (old plant) ..		77s. 6d.	79s. 6d.
				Slurry Tank Attendants (new plant) ..		..	83s. 6d.
				Transporter Attendant (new plant) ..		..	84s. 6d.
				Mammoth Crusher Attendant (new plant) ..		80s. 6d.	82s. 6d.
				Cooler Attendants (old plant) ..		..	79s. 6d.
				All others.. ..		74s. 6d.	76s. 6d.

PROPORTION (in any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

QUARRIES.	Wages per week of 44 hours.		
	Batesford.		Elsewhere within the Area to which the Determination applies.
	Day Shift.	Afternoon or Night Shift.	
Quarrymen (other than Underground Quarrymen)	81s. 6d.	85s. 3d.	74s. 6d.
Powder Monkeys	93s. 6d.	97s. 6d.	86s. 6d.
Jack Hammermen	93s. 6d.	97s. 6d.	86s. 6d.
Platelayers	90s. 6d.	94s. 6d.	83s. 6d.
Bankmen	88s. 6d.	92s. 6d.	81s. 6d.
Levermen	88s. 0d.	91s. 6d.	80s. 6d.
Underground Drainers	118s. 0d.	118s. 0d.	..
Underground Quarrymen	96s. 6d.	96s. 6d.	..
Pump Attendants	93s. 6d.	93s. 6d.	..
Signal Attendants	87s. 0d.	87s. 0d.	..

(3) **EXTRA RATES.**—(a) Any person in Cement Works who is employed inside the kilns or mills to re-line same or who is required to work in Cement, Clinker, or Slurry Silos, shall, in addition to the ordinary rate, be paid 6d. per hour extra.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

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

		Time of beginning not earlier than :—	Time of ending not later than :—
Day Shift .. .. .	.. .. .	7.30 a.m.	5 p.m.
Afternoon Shift .. .. .	.. .. .	4 p.m.	2 a.m.
Night Shift .. .. .	.. .. .	12 midnight	8 a.m.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

(5) **CASUAL LABOUR.**—Casual employees, i.e., persons employed in handling coal for not more than one-half the number of hours fixed for an ordinary week, shall be paid at the rate of 1s. 10½d. per hour.

(6) **SPECIAL RATES.**—Time and a half shall be the rate payable for all work done by persons (other than Underground Drainers) on Sundays, and by all persons on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), 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 be payable only for work done on the day so substituted.

H. J. RICHARDSON, J.P., Chairman

GEO. E. PARR, Secretary.

Melbourne, 29th July, 1931.



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TUESDAY, AUGUST 11.

[1931

Factories and Shops Act 1923 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination on the 14th August, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1923* (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1923* (No. 3677), the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of hardware—wholesale or retail"—but not including:—

(a) persons employed in assembling ordered goods kept in a bulk store or iron yard;

(b) persons employed as storemen, packers, or sorters,

has made the following Determination, namely:—

(1) That on the 14th August, 1931, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.		Per week of 48 hours.	Per week of 48 hours.
16 years of age .. .. .	..	..	13s. 6d.	Departmental managers, having under their control—		£ s. d.	£ s. d.
17 " .. .. .	..	..	18s. 0d.	5 or more salesmen, 23 years of age or over		5 5 6	5 5 6
18 " .. .. .	..	..	22s. 6d.	4 salesmen "		5 0 6	5 0 6
19 " .. .. .	..	..	27s. 0d.	3 salesmen "		4 14 0	4 14 0
20 " .. .. .	..	..	34s. 0d.	2 salesmen "		4 9 6	4 9 6
Provided that if any apprentice or improver 19 years of age or over is employed as an outside salesman, he shall be paid an addition of ten per centum.				Branch managers		4 9 6	4 9 6
PROPORTION (in any shop or place).				Outside salesmen—			
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 49s. 3d. per week of 48 hours.				21 years of age		2 16 9	2 16 9
One improver to one worker				22 "		3 8 0	3 4 6
Two improvers to two workers				23 " and over		4 6 9	4 6 9
Three improvers to three, four, or five workers				Buyers, Salesmen, or Assemblers of Ordered Goods:—			
Four improvers to six or seven workers				21 years of age		2 9 3	2 9 3
Five improvers to eight workers				22 "		3 0 6	2 19 0
Six improvers to nine or ten workers				23 " and over		4 2 9	3 18 9
Seven improvers to eleven workers							
Eight improvers to twelve workers and thereafter two improvers to each additional three workers							
An indenture of apprenticeship prescribed was approved on 9th August, 1923.							

August 11, 1931.

2226

Victoria Gazette

(3) 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.

(4) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), 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 be payable only for work done on the day so substituted.

DEFINITIONS.

(5) "Departmental manager" shall mean a person having the control of two or more salesmen, 23 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean a person for the time being intrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 30th August, 1931.