



August 11, 1931.

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(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.



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TUESDAY, AUGUST 11.

[1931

*Factories and Shops Act 1928 (No. 3877):*

**DETERMINATION OF THE WIRE FENCE AND TUBULAR GATE BOARD.**

NOTE.—This Determination, on the 30th July, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District (excepting the Central and Southern Ridings of the Shire of Braybrook) as defined in the *Factories and Shops Act 1928* (No. 3877); the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; such portion of the City of Sandringham as is not included in the said Metropolitan district; 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. 3877), the Wages Board which since the 22nd November, 1928, 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 trade of making or erecting woven wire fence (other than wire-netting) and tubular gates, has made the following Determination, namely:—

(1) That on the 30th July, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.	Per week of 48 hours.	WAGES.	Per week of 48 hours.	WAGES.	Per week of 48 hours.
1st year's experience ..	.. 15s. 0d.	Under 16 years of age ..	.. 18s. 6d.	Paint Spray Operators or Welders ..	.. 82s. 6d.
2nd " " ..	.. 20s. 0d.	16 years of age ..	.. 24s. 0d.	Machinists, being those engaged in working on ring lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines ..	.. 80s.
3rd " " ..	.. 27s. 0d.	17 " " ..	.. 30s. 6d.	Persons employed in attaching chain netting, fabric or wire cables to gates or frames ..	.. 80s.
4th " " ..	.. 34s. 6d.	18 " " ..	.. 38s. 0d.	Scroll makers or tubular frame makers ..	.. 80s.
5th " " ..	.. 40s. 6d.	19 " " ..	.. 44s. 0d.	Persons employed in erecting woven wire fence or tubular gates ..	.. 80s.
6th " " ..	.. 51s. 6d.	20 " " ..	.. 55s. 0d.	Stump hands ..	.. 73s. 6d.
And thereafter the minimum wage.		NUMBERS (by any employer).		All other adult employees ..	.. 68s. 6d.
NUMBER (by any employer).		One improver to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours.		Provided that any person without previous experience doing work for which the rate is fixed at 80s. per week, shall be paid 73s. 6d. per week of 48 hours for the first six weeks of such employment.	
One apprentice to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours.					
Any apprentice or improver while employed at paint spraying shall be paid 6d. per hour in addition to the rates fixed above.					

## (3) TIME OF BEGINNING AND ENDING WORK:—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	.. 5.30 p.m. on each of five days of the week.
7.30 a.m. ..	.. 1 p.m. on the other working day of the week on which the half-holiday is usually observed.

## (4) OVERTIME:—

For work done within the times of beginning and ending work in excess of 48 hours in any week ..	} Time and a third
For work done between 1 p.m. and midnight on the day on which the half-holiday is usually observed ..	
For work done between 5.30 p.m. and midnight on the other working days ..	
For work done between midnight and 7.30 a.m. ..	

(5) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), 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 only be payable for work done on the day so substituted.

(6) **PAYMENT FOR PUBLIC HOLIDAYS.**—Ordinary rates shall be paid for the following holidays if not worked:—New Year's Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, Christmas Day, Boxing Day, or such other days as are observed in lieu of the above days.

(7) **ALLOWANCES.**—(a) All employees engaged on outside work shall be conveyed to and from work free, or shall be allowed expenses to and from the work.

(b) When an employee is sent to work at a distance of more than thirty miles from the employer's usual place of business, the employer shall pay for or provide suitable board and lodging.

(8) **PAYMENT OF WAGES.**—All payments of wages shall be made within ten minutes of the time of the workers ending work, on a day not later than Friday of each week.

(9) **TOOLS.**—All tools used by employees, except those engaged on outside work, shall be provided by the employer free of charge.

(10) **TERMINATION OF EMPLOYMENT.**—Except in a case where the employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(11) **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 in erecting woven wire fence or tubular gates, 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.

W. W. HARRIS, Chairman.

R. DUFFY, Secretary.

Melbourne, 15th July, 1931.

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