



VICTORIA GOVERNMENT GAZETTE.

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[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CARPENTERS BOARD.

Note.—This Determination applies to the whole State.
Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 61 Spring-street, Melbourne. (Price 3d.)

In accordance with the provisions of the *Factories and Shops Act 1928 (3677)*, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid—

(1) To any person or persons or classes of persons wheresoever employed in the process, trade, or business of a carpenter or joiner engaged in connexion with the erecting or repairing—

- (a) of buildings,
- (b) of fittings in or on buildings,
- (c) of concrete, iron, or steel bridges.

(2) To any person or persons or classes of persons employed in the process, trade, or business of fixing metal ceilings or laying wood block or parquetry flooring"—

has made the following Determination, namely:—

(1) That on the 25th August, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

Apprentices.	Improvers.	Proportion (by any employer).
Wages per week—	Wages per week—	<i>Apprentices.</i>
1st year's experience s. d. 20 0	Under 17 years of age s. d. 20 0	One Apprentice to every two or fraction of two workers receiving not less than the minimum wage.
2nd s. d. 25 0	17 to 18 s. d. 25 0	
3rd s. d. 35 0	18 to 19 s. d. 35 0	
4th s. d. 41 0	19 to 20 s. d. 41 0	
5th s. d. 60 0	20 to 21 s. d. 60 0	
		<i>Improvers.</i>
		One Improver to the first two workers, and thereafter one improver to every additional four workers receiving not less than the minimum wage.

An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.

OTHER EMPLOYEES.

	Within 20 Miles from the Post Office at Elizabeth-street, Melbourne.		Within 5 Miles of the Chief Post Office at Geelong.		Within 6 Miles of the Chief Post Office at Warrnambool.		All Other Parts of Victoria.	
	Per Hour.	Per Week.	Per Hour.	Per Week.	Per Hour.	Per Week.	Per Hour.	Per Week.
Carpenters employed on insulation work ..	s. d. 2 5½	£ s. d. 5 8 2	s. d. 2 5	£ s. d. 5 6 4	s. d. 2 5 22	£ s. d. 5 7 6	s. d. 2 4 11	£ s. d. 5 4 0
Carpenters employed from a shop or joinery mill: Provided that where an employee is or has been employed in a shop for a period of more than three consecutive months and is sent to work on a building to fix work which has been made in the shop, his rate of wage shall not be altered in respect of work done on the building ..	2 0 22	4 9 6	2 0 1	4 8 5 1	2 1 11	4 14 0	1 11 11	4 5 6
Fixers of metal ceilings ..	2 0 1	4 10 3 1	2 0 1	4 10 3 1	2 0 1	4 10 3 1	2 0 1	4 10 3 1
Layers of wood block or parquetry flooring ..	2 1 1	4 14 10 1	2 1 1	4 13 11 1	2 3 1	4 19 5 1	2 0 1	4 10 9
All others ..	2 1 1	4 14 10 1	2 1 1	4 13 11 1	2 3 1	4 19 5 1	2 0 1	4 10 9
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not less than two tradesmen ..								

In addition to the rate specified—1s. per day.

(3) HOURS.—Forty-four hours shall constitute an ordinary week's work.

(4) DEFINITIONS.—Insulation work means work done where charcoal, pumice, or other recognized insulating material is used, but does not include the handling of malthoid or the making of ice chests and insulated doors or any such work as is ordinarily done in a factory.

(5) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7 a.m. ..	12 noon on Saturdays or on the day on which the half-holiday is locally observed.
7 a.m. ..	5 p.m. on other working days.

(6) OVERTIME.—(a) All work done outside the hours of beginning and ending work (excepting in cases where shifts are worked outside the times fixed in Clause 5) shall be paid for as follows:—

	On Saturdays or the Day on which the half-holiday is locally observed.	On other Days.
Between midnight and 6 a.m. ..	Double time ..	Double time
„ 6 a.m. and 7 a.m. ..	Time and a half ..	Time and a half
„ 12 noon and 2 p.m. ..	Time and a half
„ 2 p.m. and midnight ..	Double time
„ 5 p.m. and 7 p.m.	Time and a half
„ 7 p.m. and midnight	Double time

(b) All work done within the times of beginning and ending work in any week in excess of the number of hours determined for a week's work shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(c) When shifts are worked outside the hours specified in Clause 5 of this Determination, payment shall be made at the rate of time and a half on the rates set forth in Clause 2 hereof for the first eight hours of duty, and double time thereafter.

(d) Any employee who is called upon to work overtime for over two hours without receiving notice of such overtime on the previous day shall be paid an allowance of two shillings for a meal, or shall be supplied by the employer with a reasonable meal in lieu thereof.

(7) TRAVELLING TIME AND FARES.—Where an employee is actually employed in a shop, and he is sent from the shop to a job he shall be paid for such time as he is travelling from the shop to the job, together with all fares necessarily incurred.

Where an employee goes direct from his home to the job, he shall be paid all fares necessarily incurred in travelling to and returning from a job above 4d. a day. Provided that an employee who is regularly employed in a shop, and who is required to work on a job outside the shop, shall be paid the extra fares which he necessarily incurs in going to the job.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

In cases where an employee completes his work during the night-time after trams and other public conveyances have ceased running, the employer shall provide a conveyance to take the employee home, or shall pay to such employee the equivalent in money.

(8) DISTANT JOBS.—Where an employee is sent a distance to work for an employer, which necessitates his being away from home for the night, he shall be paid 6s. per day for the first seven days and 30s. a week thereafter in addition to his regular wages. The employer shall also provide free transport for the employee's tools.

(9) PUBLIC HOLIDAYS AND SUNDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 26th day of January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, the 21st April (Eight Hours Day), 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 only shall be payable for work done on the day so substituted. Provided that the Metropolitan Gas Company shall have the right to substitute King's Birthday for Easter Saturday.

(10) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work), who have not been summarily dismissed for misconduct or incompetence, or who have not voluntarily left their work, shall be paid at the rate of 3d. per hour extra.

(11) TOOLS AND APPLIANCES.—If any employee is required to provide any of the following tools:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowel plates, tamsels, hand and thumb saws, spanners and soldering irons, 6d. per hour, in addition to the ordinary rates fixed by the Determination, shall be paid by the employer.

(12) PAYMENT OF WAGES.—All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

(13) PAYMENT WHEN ENGAGED BUT NOT EMPLOYED.—When notice is given to an employee by an employer, or his responsible representative, to present himself for work and he attends where so directed, and his services are not required, such employee shall be paid five shillings (5s.) in addition to any expenses necessarily incurred in travelling to and from the job.

(14) GRINDING TOOLS.—When an employee is discharged he shall be allowed one and a half hours for grinding tools, or shall receive one and a half hour's pay in lieu thereof, the employer to provide a suitable grindstone on any job where such grindstone is reasonably necessary for the use of the carpenters and joiners with power (hand or driven) for turning same. This clause shall only apply to employees, whose tools are in good order, when commencing work for any employer.

(15) BOILING WATER.—Employers shall provide on all jobs boiling water ready at meal time where it is necessary.

(16) FIRST-AID CHEST.—The employer shall keep on all jobs and workshops a proper supply of first-aid material where necessary.

(17) POSTING OF NOTICES.—No employer shall prevent or obstruct any representative of the employees at any time from posting a copy of this Determination, or any notice not exceeding fourteen inches by nine, in a suitable place on any job or in any shop.

(18) PAYMENT FOR CLOTHES SPOILED.—In the event of employees whilst in the service of an employer having their clothes or tools spoilt by acid, sulphur, or other deleterious substances, they shall be recompensed by the employer to the value of the loss sustained, and in the event of any disagreement as to the amount the value of such loss shall be assessed by a Board of Reference. Such Board to be constituted by the Secretary of Labour, approved of by this Wages Board.

HARRIE B. LEE, Chairman.
T. HOTCHIN, Secretary.

Melbourne, 10th August, 1931.