



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 218]

MONDAY, SEPTEMBER 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE FURNITURE BOARD.

(WIRE MATTRESS SECTION.)

NOTE.—This Determination on the 1st October, 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 has 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 manufacturing of wire mattresses has made the following Determination, namely:—

- (1) That on the 1st October, 1931, the last previous Determination shall be revoked and replaced by this Determination.
- (2)

APPRENTICES AND IMPROVERS.

	Weekly Wages.			Females.	Proportion (in any place).
	Males.				
	Apprentices.	Improvers.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
First year	12 6	12 6	12 6		<p>APPRENTICES.</p> <p><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i></p> <p>One female apprentice to every female worker receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p><i>Males.</i></p> <p>One male improver to every six or fraction of six male workers receiving not less than the minimum wage.</p> <p>Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage.</p> <p>Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p><i>Females.</i></p> <p>One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p> <p>Provided that where no female apprentices are employed, one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.</p>
Second year	19 0	20 0	19 0		
Third year	25 0	31 0	27 0		
Fourth year	31 0	37 6	35 0		
Fifth year	41 0	50 0			
And thereafter the minimum wage.					

OTHER EMPLOYEES.

	Weekly Wages.	
	<i>s. d.</i>	<i>s. d.</i>
<i>Males.</i>		
Operator of—		
Boult's carver or shaping machine	97 6	
Buzzer, planer, thicknesser, circular saw, tenoner, or morticer	87 6	
Sander, boring, or any other machine not otherwise specified	82 6	
Wireweaver	87 6	
Stretcher-up, tacker-on, splitter-up, or varnisher	87 6	
Spray hands	87 6	
All others	75 0	
<i>Females.</i>		
Females	50 0	

(3) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be as follows:—

Males	48 hours	} To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.	Times of ending.	
7.30 a.m.	5.15 p.m. Mondays to Fridays.	
7.30 a.m.	12 noon Saturdays.	

(4) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of eight and three-quarter hours per day, shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (13) shall be paid for at the rate of double ordinary time.

No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(5) TEA MONEY.—All employees (other than females and boys under sixteen years of age) required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

(6) TERMS OF ENGAGEMENT.—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(7) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week, any wages due to him or her shall be paid to him or her forthwith or shall be posted to him or her within 24 hours.

(8) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (13) shall be paid for at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(9) MIDDAY MEAL.—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(10) REST PERIOD.—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

(11) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(12) ALLOWANCES FOR TRAVELLING TIME AND BOARD.—All time reasonably occupied by an employee in travelling to or from work outside the factory and outside ordinary hours and in travelling to and from work in a country district if engaged in the Metropolitan District for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his or her employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

(13) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, 26th January, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wages paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer, or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(14) SICKNESS, ACCIDENTS.—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(15) PAY DAY.—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(16) PIECE-WORK.—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 75s., and in the case of females not less than 50s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 15th September, 1931.



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No. 219]

MONDAY, SEPTEMBER 28.

[1931

Factories and Shops Act 1928 (No. 3677.)

DETERMINATION OF THE FURNITURE BOARD. (PLANNING CARPETS, ETC., SECTION.)

NOTE.—This Determination on the 1st October, 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 has the power to determine the lowest prices or rates which may be paid to any—

- (a) females employed as upholstresses, whether as carpet hands, table hands, or drapery hands;
- (b) males employed in planning and laying floor coverings, or fixing draperies, blinds, or screens;
- (c) males or females employed in making blinds;

but not including persons subject to the jurisdiction of the Tentmakers Board, has made the following Determination, namely:—

- (1) That on the 1st October, 1931, the last previous Determination shall be revoked and replaced by this Determination.
- (2)

APPRENTICES AND IMPROVERS.

	Weekly Wages.			Proportion (in any place).
	Males.		Females.	
	Apprentices.	Improvers.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
First year	12	6	12	6
Second year	19	0	19	0
Third year	25	0	27	0
Fourth year	31	0	37	6
Fifth year	41	0	50	0

And thereafter the minimum wage.

APPRENTICES.
Males.
One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Females.
One female apprentice to every female worker receiving not less than the minimum wage.

IMPROVERS.
Males.
One male improver to every six or fraction of six male workers receiving not less than the minimum wage.
Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.
Females.
One female improver to every six or fraction of six female workers receiving not less than the minimum wage.

OTHER EMPLOYEES.

	Weekly Wages.	
	<i>s.</i>	<i>d.</i>
<i>Males.</i>		
Carpet planner	97	6
Cutter of loose covers or curtains or drapes	95	0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	90	0
All others	75	0
<i>Females.</i>		
Females	50	0

Persons employed as second-hand carpet sewers shall be paid 25 per cent. in addition to the rates fixed above.

(3) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be as follows:—

Males	48 hours	To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.		
7.30 a.m.	6 p.m.	Mondays to Fridays.
7.30 a.m.	1 p.m.	Saturdays.

(4) **OVERTIME.**—All time worked before or after the usual times of beginning and ending work, or in excess of eight and three-quarter hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (13) shall be paid for at the rate of double ordinary time.

No person under the age of 16 years shall be permitted to work more than four hours' overtime in any week.

(5) **TEA MONEY.**—All employees (other than females and boys under 16 years of age) required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

(6) **TERMS OF ENGAGEMENT.**—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(7) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week any wages due to him or her shall be paid to him or her forthwith, or shall be posted to him or her within 24 hours.

(8) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (13) shall be paid for at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(9) **MIDDAY MEAL.**—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(10) **REST PERIOD.**—When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

(11) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(12) **ALLOWANCES FOR TRAVELLING TIME AND BOARD.**—All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his or her employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

(13) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, 26th January, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

(14) **SICKNESS, ACCIDENTS.**—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill-health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill-health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(15) **PAY DAY.**—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(16) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 75s., and in the case of females not less than 50s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 15th September, 1931.



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No. 220]

MONDAY, SEPTEMBER 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

NOTE.—This Determination on the 1st October, 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 has 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 manufacturing processes of a maker of overmantels, and of wood mantelpieces other than wood mantelpieces to be painted, such as are usually made in sawmills or in repairing any such overmantels or wood mantelpieces, has made the following Determination, namely:—

- (1) That on the 1st October, 1931, the last previous Determination shall be revoked and replaced by this Determination.
(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.			Proportion (in any place).	
	Apprentices.	Improvers.	APPRENTICES.	
	<i>s. d.</i>	<i>s. d.</i>	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
First year	12 6	12 6	<p style="text-align: center;">IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>	
Second year	19 0	20 0		
Third year	25 0	31 0		
Fourth year	31 0	37 6		
Fifth year	41 0	50 0		
And thereafter the minimum wage.				

OTHER EMPLOYEES.

	Weekly Wages.
	<i>s. d.</i>
Operator of Boulton's carver of shaping machine	97 6
Moulding machinist—	
(a) who grinds his own cutters	97 6
(b) who does not grind his own cutters	90 0
Cabinetmaker, woodcarver	97 6
Polishers required to spirit off or acid off	97 6
Other polishers	90 0
Woodturner, painter, assembler	90 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	87 6
Persons setting up or operating copying or automatic lathe	87 6
Persons cramping furniture	87 6
Persons rubbing down, filling, varnishing, or staining	87 6
Sprayhands staining or lacquering	87 6
Timber bender, operator of sander, boring, or any other machine not provided for above	82 6
Persons packing mantelpieces or overmantels	77 6
Stackers, yardmen	75 0
All others	75 0

(3) **DEFINITIONS.**—An assembler (provided that not more than 15 per cent. of his time is occupied in trimming straight square edges or making minor adjustments) is a worker employed in fitting together by nailing, screwing, glueing, or fixing in any manner machine jointed, moulded, or finished parts of wooden furniture.

A varnisher is a person employed solely coating with a brush or dipping parts of or completed articles of furniture of any class covered by this Determination with any oil or spirit varnish, laquer, or substitute for such oil or spirit varnish or laquer.

(4) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be 48, to be worked between the times of beginning and ending work shown below :—

Times of beginning.				Times of ending.	
7.30 a.m.	5 p.m. Mondays to Fridays.
7.30 a.m.	12 noon Saturdays.

(5) **OVERTIME.**—All time worked before or after the usual times of beginning and ending work, or in excess of eight and three-quarter hours per day, shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (13) shall be paid for at the rate of double ordinary time.

No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(6) **TEA MONEY.**—All employees (other than boys under sixteen years of age) required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

(7) **TERMS OF ENGAGEMENT.**—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(8) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week any wages due to him shall be paid to him forthwith or shall be posted to him within 24 hours.

(9) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (13) shall be paid for at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(10) **MIDDAY MEAL.**—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(11) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work :—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish-brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(12) **ALLOWANCES FOR TRAVELLING TIME AND BOARD.**—All time reasonably occupied by an employee in travelling to or from work outside the factory and outside ordinary hours, and in travelling to and from work in a country district if engaged in the Metropolitan district for employment in a country district, shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his home to a job outside the factory, he shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals, together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him in travelling shall be borne by the employer.

(13) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, 28th January, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

(14) SICKNESS, ACCIDENTS.—Any employee not attending duty shall lose his pay for the actual time of non-attendance unless he produces or forwards within 24 hours of the beginning of his absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of or in the course of his employment or to personal ill-health sufficient to incapacitate him for his usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill-health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months, commencing on the 17th day of August in each year.

(15) PAY DAY.—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(16) PIECE-WORK.—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 75s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 15th September, 1931.





VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 221]

MONDAY, SEPTEMBER 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE FURNITURE BOARD.

(PICTURE FRAME SECTION.)

NOTE.—This Determination, on the 1st October, 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 has the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed either inside or outside a factory or workroom in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, has made the following Determination, namely:—

(1) That on the 1st October, 1931, the Determination of the Picture Frame Board which came into force on 1st November, 1926, shall be superseded by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
	Males.		Females.	APPRENTICES.	
	Apprentices.	Improvers.			
	<i>s. d.</i>	<i>s. d.</i>				s. d.
First year	12 6	12 6	12 6	<p style="text-align: center;"><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Females.</i></p> <p>One female apprentice to every female worker receiving not less than the minimum wage.</p> <p style="text-align: center;">IMPROVERS.</p> <p style="text-align: center;"><i>Males.</i></p> <p>One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p style="text-align: center;"><i>Females.</i></p> <p>One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	
Second year	19 0	20 0	19 0		
Third year	25 0	31 0	27 0		
Fourth year	31 0	37 6	35 0		
Fifth year	41 0	50 0	..		
And thereafter the minimum wage.					

OTHER EMPLOYEES.

		Weekly Wages.	
		s.	d.
<i>Males.</i>			
Compo workers	.. .. .	82	6
Fitters up	.. .. .	82	6
Gilders or bronzers	.. .. .	87	6
Mount cutters	.. .. .	87	6
Mounters	.. .. .	82	6
Joiners	.. .. .	87	6
Persons working at—			
Band or jig saws	.. .. .	87	6
Other saws	.. .. .	87	6
Moulding machines	.. .. .	90	0
Shaping machines	.. .. .	97	6
Stainers who mix and apply stain and finish any kind of wood or compo	.. .. .	87	6
Wood turners	.. .. .	90	0
All others	.. .. .	75	0
<i>Females.</i>			
Females	.. .. .	50	0

(3) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	.. .. .	48 hours	} To be worked between the times of beginning and ending work shown below.
Females	.. .. .	44 hours	
Times of beginning.		Times of ending.	
7.30 a.m.	.. .. .	6 p.m. Mondays to Fridays.	
7.30 a.m.	.. .. .	1 p.m. Saturdays.	

(4) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of eight and three-quarter hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (13) shall be paid for at the rate of double ordinary time.

No person under the age of seventeen years shall be permitted to work more than four hours overtime in any week.

(5) TEA MONEY.—All employees (other than females and boys under sixteen years of age) required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

(6) TERMS OF ENGAGEMENT.—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(7) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week, any wages due to him or her shall be paid to him or her forthwith, or shall be posted to him or her within 24 hours.

(8) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (13) shall be paid for at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(9) MIDDAY MEAL.—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(10) REST PERIOD.—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

(11) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushess and varnish brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(12) ALLOWANCES FOR TRAVELLING TIME AND BOARD.—All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his or her employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

(13) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, 26th January, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

(14) SICKNESS, ACCIDENTS.—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(15) PAY DAY.—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(16) PIECE-WORK.—The employer may fix his own piece-work prices or task rates provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 75s., and in the case of females not less than 50s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 15th September, 1931.



VICTORIA GOVERNMENT GAZETTE.

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No. 222]

MONDAY, SEPTEMBER 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER— COUNTRY).

NOTE.—(1) This Determination on the 1st October, 1931, applied to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, 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 person or persons or classes of persons—

(a) employed in the business of a hay, corn, or chaff dealer;

(b) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke”

has made the following Determination, namely:—

(1) That on the 1st day of October, 1931, the last 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.																								
<table style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="2" style="text-align: center;">APPRENTICES.</th> </tr> <tr> <td style="width: 10%;">1st year</td> <td style="text-align: right;">29s.</td> </tr> <tr> <td>2nd “</td> <td style="text-align: right;">35s.</td> </tr> <tr> <td>3rd “</td> <td style="text-align: right;">39s.</td> </tr> <tr> <td>4th “</td> <td style="text-align: right;">45s.</td> </tr> <tr> <td>5th “</td> <td style="text-align: right;">52s.</td> </tr> <tr> <th colspan="2" style="text-align: center;">IMPROVERS.</th> </tr> <tr> <td>Under 17 years of age</td> <td style="text-align: right;">29s.</td> </tr> <tr> <td>17 “</td> <td style="text-align: right;">35s.</td> </tr> <tr> <td>18 “</td> <td style="text-align: right;">39s.</td> </tr> <tr> <td>19 “</td> <td style="text-align: right;">45s.</td> </tr> <tr> <td>20 “</td> <td style="text-align: right;">52s.</td> </tr> </table> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 71s. per week of 48 hours.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to the first three workers, and thereafter one improver to every ten workers receiving not less than 71s. per week of 48 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 28.3.23.</p>	APPRENTICES.		1st year	29s.	2nd “	35s.	3rd “	39s.	4th “	45s.	5th “	52s.	IMPROVERS.		Under 17 years of age	29s.	17 “	35s.	18 “	39s.	19 “	45s.	20 “	52s.	<p style="text-align: center;"><i>Firewood, Saw-mills, &c.</i></p> <p>Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker 87s.</p> <p>Other benchmen 82s.</p> <p>Lumpers 82s.</p> <p>Trolley-men 82s.</p> <p>Skip loaders 82s.</p> <p>Truck loaders of wood 4 feet or over 82s.</p> <p>Wagon or dray loaders 82s.</p> <p>Block stackers 76s. 6d.</p> <p>Wood cutters 82s.</p> <p>Carters driving one, two, or three horses 82s.</p> <p style="text-align: center;">And 5s. 8d. extra per week for every additional horse in excess of three.</p> <p>Drivers of motor vehicles having a carrying capacity—</p> <p>(a) not exceeding 2½ cwt. 80s.</p> <p>(b) exceeding 2½ cwt. but not exceeding 3 tons 86s.</p> <p>(c) exceeding 3 tons 92s.</p> <p>And if a trailer is attached to the vehicle—1s. 6d. per day extra.</p> <p>All others 71s.</p> <p>Foreman.—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.</p> <p style="text-align: center;"><i>Hay, Corn, or Chaff Stores.</i></p> <p>Storemen in charge 82s.</p> <p>All others 76s. 6d.</p> <p style="text-align: center;"><i>Wood, Coal, or Coke Yards.</i></p> <p>Carters driving one horse 79s.</p> <p>“ “ two horses 82s.</p> <p style="text-align: center;">And 3s. extra per week for every additional horse.</p> <p>All others 76s. 6d.</p>
APPRENTICES.																									
1st year	29s.																								
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(3) OVERTIME.—Any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work 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 special rate for all work done on Sundays, New Year's Day, Good Friday, Easter Monday, 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, then the special rate shall be payable only for the day so substituted.

(5) TIME WAGES.—Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and a third per centum.

(6) CASUAL LABOUR.—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work, shall be paid 3d. per hour above the ordinary rate.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(8) PIECE-WORK.—The lowest piece-work prices to be paid to any person for doing work of the description referred to in the following Schedule shall be:—

Firewood Saw-mills, &c.

CUTTING AND STACKING OR CUTTING AND LOADING ON TO WAGGONS OR DRAYS—

Box or ironbark, 6 feet or over	28s. per truck (Standard I.B.)
	3s. per ton (50 cubic feet) or
	33s. 6d. per truck (Standard I.B.) loaded to 5 feet.
" " 4 feet and under 6 feet	38s. per truck (Standard I.B.) loaded to 5 feet 8 inches.
	39s. per truck (Standard I.B.) loaded to 5 feet 10 inches.
Box or ironbark, 2 feet and under 4 feet	5s. per ton (50 cubic feet).
Mixed wood, i.e., all wood other than box, ironbark, or ti-tree, 4 feet to 6 feet inclusive	2s. 11d. " "
2 feet and under 4 feet	4s. 11d. " "
(Mixed wood to be stacked for measurement)	
Stringybark or gum 6 feet or over	20s. per truck (Standard I.B.).

CUTTING—

Ti-tree 5s. per ton (50 cubic feet).

LOADING WAGGONS OR DRAYS 5s. 3d. per truck (Standard I.B.).

LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck 5s. 10d. per truck (Standard I.B.).

TROLLEYING FROM STACK TO BENCH 3s. 8d. " "

TRUCK LOADING—

5 feet boiler wood	5s. 4d. per truck (Standard I.B.) loaded to 5 feet.
	6s. per truck (Standard I.B.) loaded 5 feet 8 inches.
	6s. 2d. per truck (Standard I.B.) loaded 5 feet 10 inches.

STACKING WOOD 6 FEET OR OVER ON END—

Taken from drays 1s. 4d. per truck (Standard I.B.).
 Taken from waggons 1s. 8d. " "

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

	Cutting 1 ft. wood.	Cutting 9 in. wood.
Where four men are employed—		
Benching	3s. 3d. per truck (Standard I.B.).	4s. 3d. per truck (Standard I.B.).
Lumping	2s. 11d. " "	3s. 10d. " "
Handing up	2s. 11d. " "	3s. 10d. " "
Stacking	2s. 11d. " "	3s. 10d. " "
Benchman to also sharpen saws. Lumper, hander-up, and stacker to also clean up.		
Where three men are employed—		
Benching and handing up	4s. 2d. " "	5s. 5d. " "
Lumping and handing up	3s. 11d. " "	5s. 2d. " "
Stacking	3s. 11d. " "	5s. 2d. " "
Benchman to also sharpen saws. Lumper and stacker to also clean up.		
Where two men are employed each	6s. 0d. " "	7s. 10½d. " "
These men to also sharpen saws and clean up.		

	Cutting 1 ft. wood.	Cutting 9 in. wood.
MILLING BY SELF-ACTING BENCH—		
Where three men are employed—		
Benching	3s. 6d. per truck (Standard I.B.).	4s. 8d. per truck (Standard I.B.).
Lumping	3s. 3d. " "	4s. 4d. " "
Stacking	3s. 3d. " "	4s. 4d. " "
Benchman to also sharpen saws. Lumper and stacker to also clean up.		
Where two men are employed—		
Benching and lumping	5s. 3d. " "	6s. 10d. " "
Stacking	4s. 9d. " "	6s. 6d. " "
Benchman to also sharpen saws. Stacker to also clean up.		
Where one man is employed	10s. 0d. " "	13s. 4d. " "
This man to also sharpen saws and clean up.		
CARTING OVER FIVE MILES—		
Driving 1, 2, or 3 horses on a trip over 5 miles each way		9s. 7d. per trip.
" " " " 6 "		11s. 0d. "
" " " " 7 "		14s. 6d. "
provided that when a trip is over 12 miles each way, in addition to the last-mentioned price, 1s. 2d. shall be payable for each mile or fraction after the twelfth mile.		
For each additional horse driven over 5 miles		1s. 0d. per trip extra
" " " " 7 "		1s. 3d. " "

RICHARD J. EDWARDS, Chairman.

F. A. MARZORINI, Secretary.

Melbourne, 16th September, 1931.



[2719]



VICTORIA GOVERNMENT GAZETTE.

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No. 223]

MONDAY, SEPTEMBER 28.

[1931

FINANCIAL EMERGENCY ACT 1931 (No. 3961)—DATE
OF COMING INTO OPERATION OF CERTAIN
SECTIONS, ETC.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c. &c., &c.

WHEREAS by an Act of Parliament of the State of Victoria, passed in the twenty-second year of the reign of His present Majesty King George V. intitled the *Financial Emergency Act 1931*, it is enacted, by section 2 thereof, that save as otherwise expressly provided in the said Act, the several Parts, Divisions, and Sections thereof shall come into operation on such dates as are respectively fixed by Proclamation of the Governor in Council published in the *Government Gazette*: Now therefore I, the Lieutenant-Governor of Victoria, acting by and with the advice of the Executive Council thereof, and in exercise of the powers conferred by the said section 2, and of all other powers conferred upon me by the said Act, do by this my Proclamation fix the first day of October, 1931, as the date upon which sections One, two, three, and four, Part I. (save as otherwise expressly provided in section 5 thereof), Part II., Part III., and Part IV. of the said Act, shall come into operation in the said State of Victoria.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-eighth day of September, in the year of our Lord One thousand nine hundred and thirty-one, and in the twenty-second year of the reign of His Majesty King George V.

(L.S.)

W. H. IRVINE.

By His Excellency's Command,

E. J. HOGAN.
Treasurer.

GOD SAVE THE KING!

By Authority: H. J. GREEN, Government Printer, Melbourne.

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VICTORIA GOVERNMENT GAZETTE.

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No. 224]

TUESDAY, SEPTEMBER 29.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE QUARRY BOARD.

NOTE.—This Determination on the 1st October, 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 since 13th October, 1924, 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—

- (1) the process, trade or business of quarrying not including agriculture;
- (2) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);
(b) the trade of crushing stone,"

has made the following determination, namely:—

- (1) That on the 1st October, 1931, the previous Determinations of the Quarry Board shall be revoked and replaced by this Determination.
- (2)

Apprentices.	Improvers.	Other Employees.	Day Shift.		Afternoon or Night Shift.		Hours Per Week.
			Wages.		Wages.		
			Per Hour.	Per Week.	Per Hour.	Per Week.	
	QUARRYING.		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Wages. Per Week.*	Wages. Per Week of 44 Hours.	Powder monkey† ..	2 2 ³ / ₁₁	96 0	2 9 ⁹ / ₁₁	124 0	44
		Assistant powder monkey†	1 11 ⁷ / ₂₂	85 6	2 6 ³ / ₁₁	111 0	44
		Hammerman ..					
		Dresser of pitchers or cubes or Scabblers	2 0 ⁹ / ₁₁	90 0	2 7 ⁴² / ₄₄	117 3	44
1st year ..	.. 30s.	Spaller ..	1 10 ⁷ / ₁₁	83 0	2 5 ¹³ / ₂₂	108 6	44.
2nd " ..	.. 35s.	Faceman ..	1 11 ⁵ / ₁₁	86 0	2 6 ³ / ₂₂	111 6	44
3rd " ..	.. 40s.	Feeder of a stone crushing machine ..	1 10 ⁸ / ₂₂	81 6	2 4 ⁴ / ₁₁	106 0	44.
4th " ..	.. 50s.	Dust hole men ..	1 10 ⁵ / ₂₂	81 6	2 4 ⁴ / ₁₁	106 0	44
5th " ..	.. 60s.	Persons boring holes by hand or machine ..	1 10 ⁷ / ₁₁	83 0	2 5 ¹³ / ₂₂	108 6	44.
		Blacksmith ..	1 11 ² / ₁₁	85 0	2 6 ³ / ₂₂	110 6	44
		Tool sharpener ..	1 11 ² / ₁₁	85 0	2 6 ³ / ₂₂	110 6	44.
		Carters or drivers driving—					
	Wages. Per Week of 48 Hours.	One horse ..	1 7 ¹ / ₂	78 0	2 1 ⁵ / ₁₆	101 3	48.
	<i>s. d.</i>	Two horses ..	1 8 ³ / ₄	83 0	2 2 ⁷ / ₈	107 6	48.
		Three horses ..	1 9 ³ / ₄	87 0	2 4	112 0	48
		Four or five horses ..	1 10 ¹ / ₄	89 0	2 4 ¹ / ₂	114 0	48.
		And 6d. extra per day for each additional horse.					
		Drivers of motor vehicles of the following carrying capacity—					
		Not exceeding 25 cwt.	1 8 ¹ / ₄	81 0	2 2 ³ / ₈	105 6	48:
		Exceeding 25 cwt., but not exceeding 3 tons	1 9 ¹ / ₂	86 0	2 3 ³ / ₈	111 0	48.
		Exceeding 3 tons ..	1 10 ³ / ₄	91 0	2 5 ³ / ₈	117 6	48
		All others ..	1 8 ² / ₁₁	74 0	2 2 ²³ / ₄₄	97 3	44
		† See clause 7 re definition					
		‡ See clause 8 re definition					
PROPORTION (within any place).	PROPORTION (within any place).						
One apprentice to every three or fraction of three workers receiving not less than 74s. per week.	Under 18 years .. 52 6 18 and under 19 years 60 0 19 " 20 " 66 6 20 " 21 " 73 0						
* Apprentices shall be subject to the number of hours per week as fixed for their respective sections.	One improver to every twenty or fraction of twenty workers receiving not less than 74s. per week of 44 hours.						
An indenture of ap- prenticeship prescribed was approved on 8th August, 1923.							

* Where an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.
No. 224.—10369.

(3) **SHIFTS.**—That—

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

				Where One Shift is Worked.	
				Time of beginning.	Time of ending.
Monday to Friday	..	..	(Day Shift)	8 a.m.	5 p.m.
Saturday	..	..	" "	8 a.m.	12 noon
Where two shifts are worked.					
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
			(Afternoon Shift)	3 p.m.	11 p.m. }
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m. }
			(Afternoon Shift)	11 a.m.	3 p.m.
Where three shifts are worked.					
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
			(Afternoon Shift)	3 p.m.	11 p.m. }
			(Night Shift)	11 p.m.	7 a.m. }
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
			(Afternoon Shift)	11 a.m.	3 p.m.
			(Night Shift)	3 p.m.	7 p.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, but in no case shall the total length of any shift be increased.

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

(4) **TIME WAGES.**—Any person working on time wages in connexion with stonecrushing plants for less than the number of hours of an ordinary week's work, shall for each hour worked, up to one-half the number of hours fixed for an ordinary week's work, be paid the ordinary wages rate with an addition of thirty-three and one-third per centum.

(5) **SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**—Time and a half shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, 26th January (Foundation Day), 21st April (Eight Hours Day), Good Friday, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(6) **TOOLS AND APPLIANCES.**—That any employee on wages rates who is called upon to supply any or all of the following Tools or appliances, viz:—

Picks, shovels, wheelbarrows, tace bars, banker bars, drills, jumpers, dressing hammers, spawling hammers, striking hammers, scabbling picks, or any other tools that may be necessary for the process of quarrying, shall be paid by the employer 3d. per hour in addition to the ordinary rates fixed by this Determination.

(7) **POWDER MONKEY.**—Powder monkey shall mean a person using or having charge of explosives during any portion of a week.

(8) **ASSISTANT POWDER MONKEY.**—Assistant powder monkey shall mean a person who assists a powder monkey. Provided that in the absence of the powder monkey and/or for any other reason he shall carry out the duties of a powder monkey, he shall be paid at the rate fixed for such person.

(9) **SANITATION.**—Proper sanitary conveniences shall be provided by the employer for the use of employees.

(10) **SHELTER SHEDS.**—Shelter sheds, to give reasonable protection to the employees, shall be provided by the employer.

(11) **MEAL INTERVAL.**—In places where only one shift is worked, each employee shall have not less than one hour meal interval each day.

(12) **PIECE-WORK.**—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing.		Knocking Out and Dressing.	
	Per Hundred.		Per Hundred.	
	s.	d.	s.	d.
Pitchers—				
12 inches wide × 9 inches deep × 10 to 14 inches long	10 2	18 3
9 " " × 9 " " × 10 " 13 " "	8 6	15 11
9 " " × 8 " " × 10 " 13 " "	7 9	14 4
9 " " × 4 to 6 inches deep × 10 to 14 inches long	6 7	12 9
Cubes—				
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	8 4	15 7
3½ " 6 " " × 7 inches " × 10 " 14 " "	7 7	13 1
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "	6 10	11 7

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes fixed to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes fixed to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

Pitcher kerb	..	..	..	..	..	..	..	Knocking Out and Dressing. 2½d. per foot
								When the material is removed in a wheelbarrow to a distance of more than 50 yards.
								In all other cases.
								Per superficial yard.
								Per superficial yard.
								s. d.
Stripping—								
Not exceeding 18 inches in depth	..	..	..	..	..	1 9	..	1 8
Exceeding 18 inches, but not exceeding 30 inches in depth	..	..	..	..	..	1 10	..	1 9
								Per cubic yard.
								Per cubic yard.
Exceeding 30 inches in depth	..	..	..	..	..	1 11½	..	1 10½

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

GEO. E. PARR, Secretary.

Melbourne, 15th September, 1931.



VICTORIA

GOVERNMENT GAZETTE.

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TUESDAY, SEPTEMBER 29.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE FARRIERS BOARD.

NOTE.—This Determination on 2nd day of October, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Act and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, 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 person or persons, or classes of persons, employed in the process, trade, or business of a farrier,” has made the following Determination, namely:—

(1) That on the 2nd day of October, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.				Other Employees.			
WAGES.				WAGES.			
Per week of 44 hours.				Per week of 44 hours.			
s. d.				s. d.			
1st year's experience ..	..	..	..	27	6	0	0
2nd year's experience ..	..	..	..	30	0	0	0
3rd year's experience ..	..	..	..	32	6	0	0
4th year's experience ..	..	..	..	37	6	0	0
5th year's experience ..	..	..	..	45	0	0	0

PROPORTION (within any place).
 One apprentice to every three or fraction of three workers receiving not less than 97s. per week of 44 hours.
 One improver to every six workers receiving not less than 97s. per week of 44 hours.

(3) TIMES OF BEGINNING AND ENDING WORK within the Metropolitan District, as defined in the Factories and Shops Act:—

Time of Beginning.	Time of Ending.
8.30 a.m.	8.30 a.m. on Saturdays.
8.30 a.m.	5 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done:—

(A) Within the Metropolitan District, as defined in the Factories and Shops Act:—

1. Outside the times of beginning and ending work:—

On Saturdays—

Between 8.30 a.m. and 11 a.m. Time and a half.

2. Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week Double time.

(B) In any other place:—

In excess of 44 hours in any week Time and a half.

(5) SPECIAL RATES.—Treble time shall be the special rate for all work done on Sundays, and on 28th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Royal Agricultural Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*), Christmas Day, Boxing Day, and New Year's 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) DAY AND LATEST HOURS FOR PAYMENT OF WAGES.—The day and latest hour when payment of wages is to be made shall be Friday at 4.30 p.m.

W. W. HARRIS, Chairman.

T. HOTCHIN, Secretary.

Melbourne, 15th September, 1931.

By Authority: H. J. GREEN, Government Printer, Melbourne

