VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination, on the 29th November, 1933, 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 the 17th October, 1932, has had 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 work-room in the process, trade or business connected with or incidental to the manufacturing, making, or repairing of—(*a*) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (*b*) motor car bodies, or any part or parts thereof, such as the hoods or cushions; (*c*) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (*d*) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (*e*) aircraft; has made the following Determination, viz.:—

(1) That on the 29th November, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) †WAGES PER WEEK OF 48 HOURS.

Apprentices.

	s.	d.
Five-year term—		
1st year	11	6
2nd year	15	3
3rd year	20	0
4th year	28	7
5th year	39	3
Four-year term—		
1st year	15	3
2nd year	20	0
3rd year	28	7
4th year	39	3

Periods of apprenticeship—

If an apprentice enter the trade between the ages of 14 and 17 years .. .. 5 years

If an apprentice enter the trade after 17 years of age .. .. 4 years

Provided that when an apprentice has not completed his apprenticeship at the age of 21 years, he shall, on attaining that age and until the completion of his apprenticeship, be paid the minimum wage provided in this Determination for "All Others."

All wages shall be paid without deduction for specified holidays.

Minors may be taken on probation for three months, or, if necessary, for a period not exceeding six months. No probation with a second or other employer in the same trade shall be for a longer period than two months. If apprenticed, all such time shall count as part of their period of apprenticeship.

PROPORTION (by any employer).

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

Improvers.

	s.	d.
16 years of age and under ..	15	3
17 years of age ..	20	0
18 years of age ..	28	7
19 years of age ..	39	3
20 years of age ..	50	7

PROPORTION (by any employer).

One improver to every twenty workers receiving not less than the minimum wage.

Juvenile Workers.

i.e., Persons under the age of 21 years, other than apprentices or improvers:—

(*a*) engaged in any of the following classes of work:—grinding paint, cleaning paint pots, washing down vehicles, taking off and putting on wheels, cleaning plated work, cleaning and oiling machinery, blowing bellows, cleaning old ironwork, smudging springs, bending tires, heating tire furnace, assisting putting on tires, running messages, teasing hair and fibre, preparing material to be used for binding and stuffing bats and attending to glue pots, cleaning and oiling up leather work, cleaning up shop and carrying and stacking timber in short lengths, or working on an automatic machine (but not setting up), which, after the job has been fixed, requires no hand adjustment until the operation is finished, or in learning a specialized process—

	s.	d.
1st year	11	6
2nd year	15	3
3rd year	20	0
4th year	28	7
5th year	39	3
6th year	44	7

(*b*) engaged as Youth strikers—

	s.	d.
16 years of age	15	3
17 years of age	20	0
18 years of age	28	7
19 years of age	39	3
20 years of age	50	7

* Includes a *pro rata* allowance as compensation for time lost on prescribed holidays.

Other Employees.	Day Shift. Wages per Week of 48 Hours. Within a radius of 20 miles of G.P.O., Melbourne, and within 5 miles of Chief Post Office at Mildura.	Holiday Allowance Payable in Addition.	All other parts of Victoria.	Holiday Allowance Payable in Addition.
Males.	(A) s. d.	(B) s. d.	(AA) s. d.	(BB) s. d.
Axle maker, axle turner, aircraft maker, body-maker (in wood and/or metal), face plate worker, first-class metal machinist, fitter and/or turner (metal), grainer, metal panel worker, painter, panelbeater, spray painter, screw-cutting turner, seat maker, signwriter, spring maker (running-gear), spring maker (cushion and squab springs), smith, spring fitter, trimmer, turner (machine), riveter on motor truck or wagon bodies, wood machinist (other than specified hereunder), wheelwright and wheelmaker, wheelturner in metal	84 6	2 6	79 1	2 3
Log mill circular sawyer, nave-turner machinist, spoke-throater machinist, spoke-planer machinist, spoke-lather machinist, spoke-tenoner machinist, timber-bending machinist	80 11	2 4	75 6	2 2
Furnace brazer (spelter), machine setter-up (cushion and squab springs), pitman, spiral spring maker by hand, wheel grinder	79 6	2 4	74 2	2 1
Electrical wireman, electrical mechanic	79 6	2 4	74 2	2 1
Oxy-acetylene and electric arc welder (motor body and tram and truck), second-class metal machinist, sectional trimmer	77 3	2 3	71 11	2 1
Petrol tank assembler	75 6	2 2	70 1	2 0
Cushion and squab springs and frame operatives (other than unskilled labourers), electric stove attendant in springs and frames department, guillotine shears and rotary shears operator, furnace man, metal panel fixer, sand-blast operator, man taking out and replacing screws from hinges of motor doors, windscreen assembler	74 7	2 2	69 2	2 0
Electric butt and spot welder, third-class metal machinist, operator of trailer hauler	73 8	2 1	68 4	1 11
Case maker for motor-car bodies and/or parts, chassis assembler and/or wirer, assembler on bow sockets, enameller on or for tubular bow sockets, nave mortise and boring machinist, riveter on tubular sockets, wet rubber and washer and/or polisher, plate-glass grinder, tube maker	71 11	2 1	66 5	1 11
Sanding machinist	70 6	2 1	65 2	1 10
Assembler, log mill puller out at resaw benches, paint dipper and/or hanger, painter's labourer, vyceman	69 2	2 0	63 9	1 10
Case repairer	68 3	2 0	62 11	1 9
Driver of chassis and/or unloaded motor vehicles, driller and/or borer, emery grinder and/or buffer, smith's striker, steam hammer driver	67 5	1 11	62 0	1 9
Saw doctor	91 8	2 8	86 3	2 6
Pattern maker of dies for motor car bodies	89 10	2 7	84 6	2 5
Electrical fitter	86 3	2 6	80 11	2 4
Plate glass cutter, beveller, driller	82 8	2 5	77 3	2 3
All others	62 10	1 10	57 6	1 8

Females.	*Wages per Week of 44 hours (wherever this Determination applies). s. d.
(a) Employed as machinists—	
1st six months (without previous experience)	19 4
2nd six months	31 4
3rd six months	36 0
Thereafter	43 8
(b) Employed in the manufacture of cushion springs, squab springs and cushion frames, engaged in any of the following occupations :—Working and/or attending the following classes of machines—Knotting U and S metal, clip wire cutting, foot power closing, bending, power press, electro-welding; also assembling, placing springs in frame ready for closing (in form), placing and fixing clips and cross stay wires—	
1st six months	19 9
2nd six months	31 9
Thereafter	43 8

3. Other Shifts :—

Night Shift.—The rate to be paid for night shift shall be ordinary time with the addition of 7½ per cent.

Special Shift.—Where the necessity of the trade or the exigencies of any particular job call for expedition, the work may be done by shifts outside the ordinary hours of work, providing that at least three consecutive days are occupied on the said work. On such shifts the spell for meals shall correspond as far as possible to that on day work, unless otherwise agreed between the employer and the employee. This clause does not apply to night shift.

The rate to be paid for a special shift shall be time and a quarter for the first eight hours' work from starting time each day and at time and a half thereafter.

4. Shifts.—The hour of beginning and the hour of ending each shift shall be between :—

	Time of Beginning.	Time of Ending.
Monday to Friday (day shift)	7.15 a.m.	5.30 p.m.
Saturday (day shift)	7.15 a.m.	12 noon.
Monday to Saturday (night shift)	5 p.m.	7.30 a.m.

Provided, however, that any employer may at his option work the 44 hours per week prescribed for female employees in five days of eight hours forty-eight minutes each, exclusive of the interval for lunch.

When the employer desires, and a majority of the employees working night shift agree, the full week may be worked in five straight shifts.

Starting and finishing times and the spell for lunch may be mutually arranged.

* Includes a *pro rata* allowance as compensation for time lost on prescribed holidays.

5. OVERTIME.—All work done on any day outside the times fixed for beginning and ending work shall be paid for at the rate of time and a half for the first two hours, and double time thereafter. In the case of male adults, overtime rates shall be calculated on the rates fixed in clause 2 (A) or 2 (AA) as the case may require.

6. CONTRACT OF EMPLOYMENT.—Unless otherwise specifically prescribed or agreed, the contract of employment shall be deemed an hourly hiring, and the wage rate per hour shall be ascertained by dividing the weekly rate prescribed for the respective class of work by the ordinary weekly hours to be worked, 48 or 44, whichever is applicable, calculating the answer to the nearest eighth of a penny. An allowance as per clause 2 (B) or 2 (BB) shall be made in addition to the wages set out in clause 2 (A) or 2 (AA) as compensation for time lost on prescribed holidays. Such allowance shall be paid proportionately to the number of ordinary hours worked, and in the calculation of same, overtime shall not be taken into account.

7. TERM OF ENGAGEMENT.—No engagement for employment shall be for less than one day.

8. TRAVELLING TIME.—In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and the fares necessarily expended.

9. SUNDAYS AND HOLIDAYS.—For all work done on Sundays, employees shall be paid at the rate of double time.

For work done on any of the prescribed holidays, employees shall be paid at the rate of ordinary time in addition to the holiday allowance set out in clause 6.

The following are the prescribed holidays, viz.:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, Eight Hours Day, King's Birthday, Christmas Day, and Boxing Day.

Where an employee works on the Trade Union Picnic Day, being a day other than the fourth Saturday in February, the work done shall be paid for at the rate of double time.

In the metropolitan district, the day on which the Trade Union Picnic is held shall be a holiday without pay, if such day is a day other than a holiday prescribed in this Determination.

When a Trade Union Picnic of employees engaged in any city or town outside the metropolitan district is held, all employees in such city or town shall be given a holiday on that day without pay.

10. PAYMENT FOR PART-WEEK.—An employee working any portion of a week shall be paid on ceasing work for all time worked during the week.

11. PAY DAY.—All wages shall be paid at least once in each week and not later than Friday, except where it has been the practice to pay fortnightly. All wages shall be paid in the employer's time.

12. DEFINITIONS.—

A "Painter's Labourer" is one who does not do lining, writing, graining, or decorating; who does not apply quick or varnish colours, or enamel, or any of the last three coats of varnish; who does not flat down bodies with ground pumice-stone; and who does not match colours or enamels.

A "Sectional Trimmer" is any tradesman other than a bona fide trimmer employed in the trimming shop, except in putting in squabs, or cutting out.

An "Assembler" is one who assembles the finished parts of motor bodies, after painting, and fixes the body to chassis, but does not fit doors; or in horse-drawn vehicles, the finished parts before and after painting.

A "Metal-panel Fixer" is one who is engaged exclusively with the work of fixing metal panels on to the framework of motor cars

"First-class Machinist" includes a miller, general or universal; gear-cutter, using milling machine; driller, using cutter-bar; lapper or grinder, using the same precision tools as fitters or turners; planers; shapers; slotters and borers.

"Second-class Machinist" includes a key-seater and/or driller; gear-cutter, not using milling machine; lapper; grinder or gear-cutter, not using the same precision tools as fitters and turners; coremakers (iron); pipe-fitter, not on high pressure work, high pressure air, and/or hydraulic work.

"Third-class Machinist" includes a driller, not using cutter-bar; screwer; machinist, working a machine making nuts, bolts, or dog-spikes; driller (plain or twist); hydraulic and/or power-press machinist; metal sawyer; screwing machinist; sheet metal; blacksmith's machinist; also springmaker's machinist, not on railways; and tapping machinist; and punching and shearing machine.

"Smith" includes coachsmith, wheelwright smith, angle-iron smith, general smith, motor smith.

"Saw Doctor" is one exclusively engaged in brazing, hammering, straightening, sharpening, and putting saws in perfect working order.

13. TOOLS, ETC., TO BE PROVIDED.—Woodworkers and vycemen shall be supplied where required with bench, bench vyces, cramps above 4 inches, files (including saw files), rasps, hand drills, hack-saw frames and blades, bits and parallel shank drills up to ¼ inch, and snips, such tools to remain the property of the employer.

Where a woodworker has been in employment for more than one week, the employer shall allow him one hour, with payment therefor, on the termination of his employment, to enable him to pack and sharpen his tools.

Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable waterproof clothing for wet weather.

Pitmen shall be provided free with one suit of overalls as required.

Where spray painters are employed, adequate protection for their health shall be provided by the employer.

D. GRANT, Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne, 14th November, 1933.

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