



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 191]

FRIDAY, DECEMBER 14.

[1934

Factories and Shops Acts.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination on the 14th day of December, 1934, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham and the Shire of Braybrook as are not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the twenty-third day of July, 1934, 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—

(a) the process, trade, or business of a maker of—

(i) agricultural machinery or implements;

(ii) parts of agricultural machinery or implements;

(iii) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or

(iv) garden tools or implements or parts thereof;

(b) assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (a),"

has made the following Determination, namely:—

(1) That on the 14th day of December, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.		Juvenile Workers.		Other Employees.*	
WAGES.		Wages		Wages	
Apprentices.	Per Week of 48 Hours.		per Week of 48 Hours.		per Week of 48 Hours.
	s. d.		s. d.		s. d.
1st year's experience ..	13 1	14 years of age ..	15 5	Assemblers ..	68 6
2nd year's experience ..	16 2	15 years of age ..	18 6	Attendants at paint mills ..	64 0
3rd year's experience ..	22 1	16 years of age ..	22 0	Belt cutters ..	67 0
4th year's experience ..	27 11	17 years of age ..	28 2	Blacksmiths ..	79 0
5th year's experience ..	36 5	18 years of age ..	32 0	Bulldozer men ..	74 6
		19 years of age ..	39 9	Carpenters ..	79 0
		20 years of age ..	46 8	Crane attendants ..	64 0
				Cranes—	
				Operators of overhead travelling ..	67 0
				Men in charge of other ..	67 0
				Drillers ..	67 6
				Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers ..	74 6
				Other fitters ..	79 0
				Grinders ..	71 6
				Heaters ..	67 0
				Labourers ..	64 0
				Machinists (iron) not otherwise provided for ..	71 6
				Machinists (wood) not otherwise provided for ..	74 6
				Men working wood-shaping machine or Bolt's carver ..	79 0
				Men working boring machine ..	67 0
				Men working mortising machines, or cross-cut saw ..	67 0
				Painters—Writers and liners ..	79 0
				Painters—Brush hands ..	67 0
				Paint mixers ..	67 0

PROPORTION (in any factory or place).

Apprentices.

One apprentice to every two or fraction of two workers receiving at wages rates or piece-work prices not less than 64s. per week of 48 hours.

Apprentices and Improvers.	Juvenile Workers.	Other Employees.*	Wages per Week of 48 Hours.
PROPORTION (in any factory or place)— <i>continued.</i>			<i>s. d.</i>
<i>Improvers.</i>			
One improver to every four or fraction of four adults receiving not less than 68s. 6d. per week of 48 hours		Pattern makers	82 0
		Persons dismantling implements	64 0
		Fullers-out	67 0
		Sheet iron workers	79 0
		Steam or other power hammer driver	68 0
		Storeman under man in charge	64 0
		Stores, men in charge of	67 0
		Striker who uses sledge hammer	68 6
		Timber markers	79 0
		Timber stackers	64 0
		Timber yardsmen	67 0
		Turners	79 0
		Wheelwrights	79 0

* [ths of a penny per hour to be added to all rates in lieu of payment for public holidays.

DEFINITIONS—

Juvenile Workers—

Persons under 21 years of age (other than apprentices or improvers) employed—

- (a) Finning, pointing, heating, and cutting off.
- (b) Screwing and tapping bolts in any department.
- (c) Holding-up.
- (d) Striking for apprentices to blacksmithing.
- (e) Working ungeared drilling machines, drilling holes up to and inclusive of $\frac{7}{8}$ -in. diameter.
- (f) Process workers engaged in the making of garden tools, garden implements, or parts thereof.

Assemblers—

Any adult person employed in putting together any of the classes or kinds of machinery or implements affected by the Determination, and which have been previously fitted or so standardized as to require no fitting; but shall not include any adult person employed in cutting or shaping the material of which such machinery or implements are composed.

(3) OVERTIME—

- (a) For all time of duty, before the usual commencing time, or after the usual finishing time, or in excess of 8 hours 45 minutes on any of the five days, Monday to Friday inclusive, or in excess of 4 hours 30 minutes on Saturday, an employee shall be paid at the rate of time and a half.
- (b) In computing overtime each day's work shall stand alone.
- (c) When an employer requires overtime to be worked in excess of one hour, employees shall be allowed 30 minutes for crib time after the ordinary ceasing time, and before commencing such overtime. After an employee has worked four hours' overtime, he shall be entitled to a further 30 minutes for crib time. Provided that such crib time shall not be deemed to be part of the time worked.
- (d) Should an employee be required to work overtime for any period in excess of one hour after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required, if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work such overtime. Provided further that where the employee was notified the previous day of the intention to work overtime, and such overtime was not worked, he shall be entitled to the meal allowance provided in this clause.
- (e) When an employee is recalled to work after leaving the premises, he shall be paid as for three hours' overtime at the least.
- (f) When an employee is required to hold himself in readiness for a call to work after ordinary hours, he shall be paid at full ordinary rates from the time he is required to hold himself in readiness, and does do so.
- (g) When an employee is required for duty during the meal interval, he shall be paid at overtime rate until he is allowed the usual length of time for a meal, unless he is allowed twenty minutes for crib, and is paid at the overtime rate for the balance of the meal interval worked by him.

(4) SHIFT WORK—

- (a) The ordinary hours of duty of employees engaged on shift work shall not (without payment for overtime) exceed 48 hours per week, or eight consecutive hours on each of six days in a week, or 9 hours 36 consecutive minutes on each of five nights in a week Monday to Friday inclusive. All time of duty in excess of such eight hours per day or 9 hours 36 minutes per night respectively shall be paid for at the rate of time and a half.
- (b) Employees required for duty for a shift other than a day shift shall be paid at the rate of 1s. 6d. a shift additional to the ordinary rate of pay for the first four weeks, and 1s. a shift additional to the ordinary rate of pay thereafter.
- (c) One shift only in each 24 hours shall be deemed to be a day shift.
- (d) A night shift shall not be worked on Saturday night or Sunday night.

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

(6) **PIECE-WORK.**—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

Melbourne, 29th November, 1934.

W. W. HARRIS, Chairman.
J. B. McINDOE, Secretary.