VICTORIA
GOVERNMENT GAZETTE.

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No. 23] FRIDAY, FEBRUARY 23. [1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination on the 23rd day of February, 1934, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) (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 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 maker of—

(a) agricultural machinery or implements;
(b) parts of agricultural machinery or implements; or
(c) 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,"

has made the following Determination, namely:—

On 21st December, 1910, this Board was given power to fix rates for persons "employed in 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 for which the said Board has power to fix prices or rates."

(1) That on the 23rd day of February, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.

WAGES.

	Per Week of 48 Hours. s.	d.
Apprentices.		
1st year's experience	13	1
2nd year's experience	16	2
3rd year's experience	22	1
4th year's experience	27	11
5th year's experience	36	5
Improvers.		
1st year's experience	12	5
2nd year's experience	15	1
3rd year's experience	20	1
4th year's experience	25	0
5th year's experience	32	3
6th year's experience	42	3

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 63s. 4d. per week of 48 hours.

Juvenile Workers.

	Wages per Week of 48 Hours. s.	d.
14 years of age	15	1
15 years of age	18	2
16 years of age .. .	21	7
17 years of age .. .	27	9
18 years of age	31	6
19 years of age .. .	39	2
20 years of age .. .	46	0

Other Employees.

	Wages per Week of 48 Hours. s.	d.
Assemblers	67	5
Attendants at paint mills	63	4
Belt cutters	66	0
Blacksmiths	76	10
Blacksmiths' strikers	66	0
Bulldozer men	72	9
Carpenters	76	10
Crane attendants	63	4
Cranes—		
Operators of overhead travelling ..	66	0
Men in charge of other	66	0
Drillers	66	6
Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers	72	9
Other fitters	76	10
Grinders	70	1
Labourers	63	4
Machinists (iron) not otherwise provided for..	70	1
Machinists (wood) not otherwise provided for	72	9
Men working wood-shaping machine or Boult's carver	76	10
Men working boring machine	66	0
Men working mortising machines, or cross-cut saw	66	0
Painters—Writers and liners	76	10
Painters—Brush hands	66	0
Paint mixers	66	0

Apprentices and Improvers.	Juvenile Workers.	Other Employees.	Wages per Week of 48 Hours. s. d.
PROPORTION (in any factory or place)—*continued.*			
Improvers.		Pattern makers..	.. 79 6
One improver to every four or fraction of four adults receiving not less than 67s. 5d. per week of 48 hours.		Persons dismantling implements ..	.. 63 4
		Pullers-out	.. 66 0
		Sheet iron workers	.. 76 10
		Storeman under man in charge .	.. 63 4
		Stores, men in charge of ..	.. 66 0
		Timber markers.	.. 76 10
		Timber stackers..	.. 63 4
		Timber yardsmen	.. 66 0
		Turners	.. 76 10
		Wheelwrights	.. 76 10

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 $\frac{7}{16}$-in. diameter.

Assembler—

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.—Any employee who works in excess of 48 hours in any week shall be paid for such work at the rate of time and a half.

(4) 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.

(5) 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.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 17th February, 1934.

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No. 24] FRIDAY, FEBRUARY 23. [1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination, on the 23rd February, 1934, 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 23rd February, 1934, 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	7
2nd year	15	4
3rd year	20	2
4th year	28	9
5th year	39	6
Four-year term—		
1st year	15	4
2nd year	20	2
3rd year	28	9
4th year	39	6

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	4
17 years of age ..	20	2
18 years of age ..	28	9
19 years of age ..	39	6
20 years of age ..	51	0

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	7
2nd year	15	4
3rd year	20	2
4th year	28	9
5th year	39	6
6th year	45	0

(*b*) engaged as Youth strikers—

	s.	d.
16 years of age	15	4
17 years of age	20	2
18 years of age	28	9
19 years of age	39	6
20 years of age	51	0

* 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 11	2 6	79 5	2 5
Log mill circular sawyer, nave-turner machinist, spoke-throater machinist, spoke-planer machinist, spoke-lather machinist, spoke-tenoner machinist, timber-bending machinist	81 4	2 4	75 11	2 2
Furnace brazer (spelter), machine setter-up (cushion and squab springs), pitman, spiral spring maker by hand, wheel grinder	80 0	2 4	74 8	2 1
Electrical wireman, electrical mechanic	80 0	2 4	74 8	2 1
Oxy-acetylene and electric arc welder (motor body and tram and truck), second-class metal machinist, sectional trimmer	77 9	2 3	72 5	2 0
Petrol tank assembler	75 11	2 2	70 7	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	75 0	2 3	69 9	2 0
Electric butt and spot welder, third-class metal machinist, operator of trailer hauler	74 2	2 2	68 8	2 0
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	72 4	2 1	67 0	1 11
Sanding machinist	71 0	2 0	65 8	1 10
Assembler, log mill puller out at resaw benches, paint dipper and/or hanger, painter's labourer, vyceman	69 8	2 0	64 3	1 10
Case repairer	68 9	1 11	63 4	1 10
Driver of chassis and/or unloaded motor vehicles, driller and/or borer, emery grinder and/or buffer, smith's striker, steam hammer driver	67 10	1 11	62 6	1 9
Saw doctor	92 1	2 8	86 9	2 6
Pattern maker of dies for motor car bodies	90 5	2 7	85 0	2 5
Electrical fitter	86 9	2 6	81 4	2 4
Plate glass cutter, beveller, driller	83 1	2 5	77 9	2 3
All others	63 4	1 10	57 11	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 6
2nd six months	31 6
3rd six months	36 4
Thereafter	43 11
(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	20 0
2nd six months	32 0
Thereafter	43 11

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.

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.

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 ¾ 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, 8th February, 1934.

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