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[1936

Factories and Shops Acts.

DETERMINATION OF THE WOODWORKERS BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (No. 4275).

Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

NOTE.—This Determination applies to the whole of the State of Victoria.

(1)

WILLIAM DEMPSTER, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 1st February, 1936, by the Woodworkers Board and published in the *Government Gazette* on 14th February, 1936, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the first day of September, 1936, to any persons (other than persons under the jurisdiction of the Carpenters, Agricultural Implements, Country Agricultural Implements, Shops Board No. 12 (Fuel and Fodder), Shops Board No. 13 (Fuel and Fodder, Country), or persons engaged in ship or boat building, or the erection of bridges, wharfs, or similar structures), employed as—

- (a) carpenters, joiners or box-makers;
- (b) stackers, sorters, loaders or unloaders of sawn, hewn, or split timber or logs;
- (c) sawmill, timber yard, timber seasoning plant, box factory, or joiner's workshop employees;
- (d) tramway builders, aerial workers, timber fellers, howers or splitters in connexion with a saw-mill;
- (e) forest workers conveying timber to a saw-mill;
- (f) workers conveying timber from a saw-mill by tramway;
- (g) woodworkers making articles not under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed—

(2)

WAGES PER WEEK OF 46 HOURS.

(a) Apprentices (except those covered by the <i>Apprenticeship Act 1928</i>).	s. d.	Improvers and Juvenile Workers.	s. d.
*1st year	18 0	Under 16 years of age	18 0
2nd "	22 6	16 to 17 " "	22 6
†3rd "	31 6	17 to 18 " "	31 6
†4th "	40 6	18 to 19 " "	40 6
†5th "	54 0	19 to 21 " "	54 0

Where an apprentice has completed his indentures before turning 21 years of age he may be employed as an improver at not less than 5s. per week.

*Should any apprentice have attended timber working classes in a technical school for one year prior to being apprenticed, and shall have obtained a certificate of proficiency in the work of that year, he shall be entitled to 2s. 6d. per week in addition to the rate set out for the first year.

†Should any apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course, and passed an examination at a technical school in woodworking machinery and wood turning, sawing and sharpening saws, or saw doctoring in accordance with the class of work to which he is apprenticed, he shall be paid a sum of 5s. per week in addition to the rates set out above for the remainder of his period of apprenticeship, or until he attains the age of 21, whichever period shall be the longer.

PROPORTION (WITHIN ANY PLACE).

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

PROPORTION (IN ANY PLACE).

Improvers.

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

Juvenile Workers.

Four juvenile workers to each worker receiving not less than the minimum wage.

(For definition of a Juvenile Worker see Clause 4 (b).)

2 (b)	Other Employees.	Employed in the Bush or at Bush Saw-mills.	Employed in the Metropolitan, MILDURA, and Gippsland Districts. (Except in the Bush and at Bush Saw-mills.)	Employed in Geelong and Warrnambool.	Employed in all Other Districts of Victoria. (Except in the Bush and at Bush Saw-mills.)
		£ s. d.	£ s. d.	£ s. d.	£ s. d.
	Belt repairer	3 13 0	3 14 0	3 16 0	3 11 0
	Blacksmith	4 3 0	4 4 0	4 6 0	4 1 0
	Box crate or casemaker	3 17 0	3 18 0	4 0 0	3 15 0
	Broad axeman	4 11 0	4 12 0	4 14 0	4 9 0
	Carpenters and joiners	4 11 6	4 12 6	4 14 6	4 9 6
	Carpenters making stock work	4 4 0	4 5 0	4 7 0	4 2 0
	Carpenters (bush)	3 17 0	.. .. .	.. .. .	.. .. .
	Drivers of snig or bullock teams	4 3 0	.. .. .	.. .. .	.. .. .
	Crane attendant or dogman .. .. .	.. .. .	3 10 0	3 12 0	3 7 0
	Faller	4 0 0	.. .. .	.. .. .	.. .. .
	Grinders of knives and cutters	4 5 0	4 6 0	4 8 0	4 3 0
	Guard	4 0 0	4 1 0	4 3 0	3 18 0
	Hookman and/or log yardman	3 11 0	3 12 0	3 14 0	3 9 0
	Hoop-iron fixers on boxes	3 11 0	3 12 0	3 14 0	3 9 0
	Landing builders or repairers—man in charge	3 17 0	3 18 0	4 0 0	3 15 0
	Landing builders or repairers	3 11 0	3 12 0	3 14 0	3 9 0
	Leading hand, 1s. per day extra .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
	Loaders or turners of sleepers over 5 feet or loaders of logs	3 11 0	3 12 0	3 14 0	3 9 0
	Machinists—Machinists employed at:—				
	(a) (i) Shaper, Boulton's carver, general joiner, wood turner buzzer (using other than straight irons), Lindemann gluer and joiner	4 6 0	4 7 0	4 9 0	4 4 0
	(ii) Any automatic lathe (including variety turning, copying, spoke turning or any other), where the machinist sets up his machine and grinds his knives and cutters	4 6 0	4 7 0	4 9 0	4 4 0
	(b) Moulding machine, planing machine (one, two, three or four-sided planer, dimensional planer, door planer or any other), veneer lathe, match lathe—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 3 0	4 4 0	4 6 0	4 1 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 17 0	3 18 0	4 0 0	3 15 0
	(c) Buzzer (using straight irons), tenoning machine, jointer, carving machine, dovetailing machine (for joinery or cabinet work), cross grainer, lock angle machine, spoke throater—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 0 0	4 1 0	4 3 0	3 18 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 11 0	3 12 0	3 14 0	3 9 0
	(d) Dovetailing machine (for boxes and cases)—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	3 17 0	3 18 0	4 0 0	3 15 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 11 0	3 12 0	3 14 0	3 9 0
	(e) Timber-bending machine, sandpaper or emery machine or belts	3 15 0	3 16 0	3 18 0	3 13 0
	(f) Mortising machine (chain or hollow chisel of any kind or any other), multiple or single spindle boring machine, slotter equalizer, veneer chaff machine, veneer chipping machine, veneer gluing machine, box lacing machine, box printing machine, and box nailing machine—where the machinist sets up his machine or grinds his knives and cutters or does both	3 11 0	3 12 0	3 14 0	3 9 0
	(g) Any machinist (with the exception of those in (a) (i) who neither grinds his knives and cutters nor sets up his machine, but is merely an operator of feeder of the machine)	3 8 0	3 9 0	3 11 0	3 6 0
	Mantelpiece maker .. .. .	.. .. .	.. .. .	4 4 0	4 1 0
	Measurer	3 17 0	3 18 0	4 0 0	3 15 0
	Millwright	4 9 0	4 10 0	4 12 0	4 7 0
	Orderman	3 17 0	3 18 0	4 0 0	3 15 0
	Painter	3 17 0	3 18 0	4 0 0	3 15 0
	Platelayer	3 11 0	.. .. .	.. .. .	.. .. .
	River logman	3 9 0	.. .. .	.. .. .	.. .. .
	Ropeman or shoeman	4 0 0	.. .. .	.. .. .	.. .. .
	Sawyers and Assistants—				
	(a) Log band sawyer, with or without Symonson turner	4 9 0	.. .. .	.. .. .	.. .. .
	(b) Twin sawyer planking out or flitching up	4 9 0	.. .. .	.. .. .	.. .. .
	(c) Stave-cutting sawyer	4 3 0	.. .. .	.. .. .	.. .. .
	(d) Twin sawyer or vertical, with or without Symonson turner	4 0 0	.. .. .	.. .. .	.. .. .
	(e) Flitching frame sawyer	4 0 0	.. .. .	.. .. .	.. .. .
	(f) Other breaking down sawyer	4 0 0	.. .. .	.. .. .	.. .. .
	(g) No. 1 benchman, with or without Symonson turner	4 9 0	.. .. .	.. .. .	.. .. .
	(h) No. 2 benchman	4 3 0	.. .. .	.. .. .	.. .. .
	(i) No. 3 benchman	3 17 0	.. .. .	.. .. .	.. .. .
	(j) No. 4 benchman	3 11 0	.. .. .	.. .. .	.. .. .
	(k) Deal or gang frame sawyer	3 17 0	.. .. .	.. .. .	.. .. .
	(l) Dockerman where two or more dockers—				
	(i) Main dockerman	3 14 0	.. .. .	.. .. .	.. .. .
	(ii) Dockerman other than main	3 9 6	.. .. .	.. .. .	.. .. .
	(m) Dockerman where only one dockerman	3 11 0	.. .. .	.. .. .	.. .. .
	(n) Steam or other power-driven crosscut sawyer	3 12 0	.. .. .	.. .. .	.. .. .
	(o) Puller-out, No. 1 bench—				
	(i) Single handed on dead roller	4 0 0	.. .. .	.. .. .	.. .. .
	(ii) On dead roller where not single handed	3 14 0	.. .. .	.. .. .	.. .. .
	(iii) Friction feed or split roller	3 11 0	.. .. .	.. .. .	.. .. .
	(p) Assistant, No. 1 bench	3 11 0	.. .. .	.. .. .	.. .. .
	(q) Puller-out, No. 2 bench—				
	(i) Single handed on dead roller	3 14 0	.. .. .	.. .. .	.. .. .
	(ii) On dead roller where not single handed	3 11 0	.. .. .	.. .. .	.. .. .
	(iii) Friction feed or split roller	3 9 6	.. .. .	.. .. .	.. .. .
	(r) Assistant, No. 2 bench	3 9 6	.. .. .	.. .. .	.. .. .
	(s) Puller-out or assistant, No. 3 bench	3 8 0	.. .. .	.. .. .	.. .. .
	(t) Puller-out or assistant, any breaking down saw	3 11 0	.. .. .	.. .. .	.. .. .

These rates and classifications apply to Bush saw-mills only.

2 (b)	Other Employees.	Employed in the Bush or at Bush Saw-mills.	Employed in the Metropolitan, Murrumbidgee, and Gippsland Districts. (Except in the Bush and at Bush Saw-mills.)	Employed in Geelong and Warrnambool.	Employed in all Other Districts of Victoria. (Except in the Bush and at Bush Saw-mills.)
		£ s. d.	£ s. d.	£ s. d.	£ s. d.
	(u) Log band sawyer, with or without Symonson turner	4 10 0	4 12 0	4 7 0	4 7 0
	(v) Roller re-cut band sawyer using blade over 3 inches in width .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(w) Roller re-cut band sawyer using blade under 3 inches in width, if brazing or sharpening his own saw .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(x) Circular sawyer, if cutting a depth of 7½ inches or over, whether for moulding machine or otherwise .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(y) Detail band or jig sawyer, if brazing or sharpening his own saw .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(z) Sawyer cutting detail work, whether for moulding machine or otherwise .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(aa) Twin or vertical sawyer .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(ab) Breaking down bench sawyer .. .	4 4 0	4 6 0	4 1 0	4 1 0
	(ac) Flitching frame sawyer .. .	4 1 0	4 3 0	3 18 0	3 18 0
	(ad) Sawyer preparing timber for moulding machine (other than vertical, flat, or deep cutting) .. .	4 0 0	4 2 0	3 17 0	3 17 0
	(ae) Deal frame sawyer, if cutting a depth of 18 inches or over .. .	4 0 0	4 2 0	3 17 0	3 17 0
	(af) Detail band or jig-sawyer, if not brazing or sharpening his own saw .. .	3 18 0	4 0 0	3 15 0	3 15 0
	(ag) Roller re-cut band sawyer using blade 3 inches or under in width, if not brazing or sharpening his own saw .. .	3 18 0	4 0 0	3 15 0	3 15 0
	(ah) Circular sawyer, if cutting a depth of less than 7½ inches .. .	3 16 0	3 18 0	3 13 0	3 13 0
	(ai) Deal frame sawyer, if cutting less than a depth of 18 inches .. .	3 16 0	3 18 0	3 13 0	3 13 0
	(aj) Crosscut sawyer, cabinet, furniture, or joinery work .. .	4 0 0	4 2 0	3 17 0	3 17 0
	(ak) Crosscut sawyer, except as herein provided .. .	3 12 0	3 14 0	3 9 0	3 9 0
	(al) Puller-out at leading saw bench or re-cut band saw blade over 3 inches in width .. .	3 12 0	3 14 0	3 9 0	3 9 0
	Saw doctor .. .	4 15 0	4 18 0	4 13 0	4 13 0
	Saw sharpener (exclusively employed as such) .. .	4 0 0	4 1 0	4 3 0	3 18 0
	Splitter .. .	3 11 0	.. .	.. .	.. .
	Spoke splitter .. .	3 11 0	.. .	.. .	.. .
	Spotter at spot mills .. .	4 3 0	.. .	.. .	.. .
	Stacker .. .	3 11 0	3 12 0	3 14 0	3 9 0
	Tallyman .. .	3 17 0	3 18 0	4 0 0	3 15 0
	Timber or log trucker on haulage .. .	3 15 0	3 16 0	3 18 0	3 13 0
	Timber banded (by hand) .. .	3 15 0	.. .	.. .	.. .
	Truck repairer .. .	3 17 0	.. .	.. .	.. .
	Tramway builders or repairers—men in charge of .. .	3 17 0	.. .	.. .	.. .
	Tramway builder or repairer .. .	3 11 0	.. .	.. .	.. .
	Water dogman .. .	3 15 0	.. .	.. .	.. .
	All others .. .	3 5 0	3 6 0	3 8 0	3 3 0

These rates and classifications do not apply to Bush saw-mills.

(3) CONTRACT OF EMPLOYMENT.—(i) All employees (with the exception of piece-workers and employees mentioned in Clause 3 (ii) and (iii) shall be employed on a weekly engagement subject to the following terms:—

- (a) One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Such notice may be given on any day.
- (b) Employment for the first week shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.
- (c) An employee shall perform such work as the employer shall from time to time require on the usual working days within the prescribed hours.
- (d) An employee (except an employee in the bush or at a bush saw-mill) shall be entitled to payment when absent from work through an accident or ill-health (not attributable to his own misconduct) for not more than six days in any year (where he usually works six days a week) and not more than five days (where he usually works five days a week) provided that he produces satisfactory evidence to the employer or mill manager within 48 hours of such accident or commencement of ill-health.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full pay for any of such days.

(ii) Persons employed receiving, delivering, or carrying timber by hand or by sling from or to any vessel, ship, lighter, raft, dump, yard, or railway truck may be employed by the hour subject to the following conditions:—Such workers shall be paid at the rate of 2s. 3d. per hour, with an extra 6d. per hour where the work is carrying or handling wet timber or wet logs on any raft, punt, wharf, or dump which has been recently submerged. When engaged for such work an employee shall be paid for at least two hours' work, and if kept waiting for his pay more than fifteen minutes after his discharge he shall be paid at ordinary rates for all time he is kept so waiting.

(iii) Persons employed in box-making factories may be employed by the hour in which case the rates provided in Clause 2 shall be increased 10 per cent., and any employee required to work on any day shall receive at least a full day's pay for work done on such day.

(4) DEFINITIONS.—(a) " Benches "—

- (i) A breaking down bench shall include a circular saw, a band saw, twin saw, horizontal saw, or vertical saw when any of such saws is used for the purposes of reducing a log to flitches.
- (ii) A No. 1 Bench shall mean any bench which takes flitches 3 inches thick or over from the breaking down bench.
- (iii) A No. 2 Bench shall mean any bench which is fed directly from a No. 1 Bench, and which is not being used as a picket bench within (v) hereof.
- (iv) A No. 3 Bench shall mean any bench which is fed directly from a No. 2 Bench, and which is not being used as a picket bench within (v) hereof.
- (v) A No. 4 Bench shall mean a bench on which timber is cut into pickets, laths, droppers, palings, staves, or other small sizes which small sizes do not exceed 3 inches by 1½ inches by 9 feet or the equivalent in section by 9 feet.

(b) Juvenile worker means an employee under 21 years of age engaged at any of the following operations:—

- (i) Boring, assembling, sanding or finishing textile bobbins, or carrying or transporting wooden articles within textile bobbin factories.
- (ii) Feeding timber not exceeding 2-in. square into magazine for automatic machine, or performing any work in connexion with the manufacture of golf tees.
- (iii) Counting or packing bobbins, golf tees, or other small wooden articles, or sweeping up shavings or other refuse, or cleaning up factories.
- (iv) Making wooden articles on " Polly " turning lathe or other similar rotary cutting lathe.
- (v) Feeding automatic machine for the manufacture of shives.

- (vi) Assembling all classes of wood veneer containers, such as strawberry boxes or punnets, fruit containers (not being cases) or confectionery boxes.
- (vii) Performing any of the following work in factories manufacturing electrical woodware :—
 Staining, wrapping, counting, picking up blocks and stacking, sanding round blocks, cutting out backs, beading, cutting out round blocks, filling magazines, placing blocks in round forming machine, feeding burnishing machine, feeding nailing machine, tying up, rumbling, placing wooden bushings into machine for threading.
- (viii) Performing any of the following operations in connexion with the manufacture of tennis rackets :—
 Bumping grooves in bow, weighing frames, knurling handles of frames, cleaning glue off clamps, gluing dowels in frames, counting and packing handle flakes, wood faces, overlays, &c., gluing paper to sand discs, grinding off screws, weighing, counting and stacking ash strips, marking bows for drilling, gouging stringing holes, bumping edges of grooves, countersinking stringing holes, removing frames from glue clamps, making lead weights.
- (ix) Drilling, pointing, boring, slotting, threading, assembling, sanding, painting, varnishing, lacquering, or similar finishing any other small article of wood.
- (c) "Leading hand" means an employee who has been appointed by the employer to take charge of or control any adult person or persons who are performing the same class of work as himself.
- (d) "Main dock" means the dock, in a mill where there are two or more docks, at which most timber is docked. In mills where the breaking-down bench feeds two benches with approximately equal quantities of timber, the two docks shall be rated as main docks.
- (e) "Measurer" (see "Tallyman").
- (f) "Orderman" means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or for the execution of orders for delivery.
- (g) "River logman" means an employee usually and ordinarily engaged on or in connexion with any barge, raft, or punt on any river in loading, discharging, or bringing logs, piles, hewn or sawn timber to or from any mill or depot.
- (h) "Stacker" means a person who stacks timber for seasoning by the process of stripping.
- (i) "Tallyman" or "Measurer" means an employee who by measuring and/or calculating quantities keeps an account of timber, and does not include one who merely measures lengths of timber or counts timber by pieces.
- (j) "Tramway builder or repairer" means an employee engaged in the work of tramway construction and maintenance, but does not include the work of cleaning the track and joining the permanent way or the work ordinarily performed by a fletcher.

(5) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work shall be :—

(a) Where a day shift only is worked—		Time of Beginning.	Time of Ending.
Monday to Friday	.. .. .	7.15 a.m.	5.30 p.m.
Saturday	.. .. .	7.15 a.m.	12 noon.
(b) Where two shifts per day are worked—			
Dayshift {	Monday to Friday	.. .. .	7.15 a.m. .. 5.30 p.m.
	Saturday	.. .. .	7.15 a.m. .. 12 noon.
	Night shift—Monday to Saturday	.. .. .	5 p.m. .. 8 a.m.

Above mentioned times of beginning and ending work shall not apply to persons employed as guards, hookmen, log yardmen, log loaders and haulers, greasers, bush blacksmiths, and men employed on barges and rivers.

(6) HOURS OF WORK.—The hours for a week's work and a day's work shall be :—

- (a) Day shift 46 hours per week and not more than 9½ hours per day.
- (b) Night shift 41½ hours per week worked in five shifts of equal time.

(7) OVERTIME.—All work done—

- (a) outside the hours mentioned in Clauses 5 and 6 ;
- (b) in excess of the hours prescribed for a day's work ;
- (c) in excess of the hours prescribed for a week's work—

shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(8) TRAVELLING TIME AND ALLOWANCES.—A bush employee shall have a fixed starting place, and shall be paid at ordinary rates for all time in excess of half an hour whilst he is travelling from such starting place, and returning to such starting place in going to and from the place where work is done. A weekly employee in any other place shall be paid at ordinary rates for all time occupied in travelling in excess of the time usually occupied in travelling to and from his work when he is required to work at any other place but his usual working place. In addition the employer shall pay fares and provide necessary meals and bed for an employee so engaged in travelling, or pay the employee 7s. 6d. per day in lieu thereof.

(9) TRANSPORT FOR BUSH EMPLOYEES.—All bush employees, together with their families and goods and chattels, shall be transported free of charge within 48 hours of receipt by the employer of notice that such transport is required, provided that such employees shall not be entitled to such free transport on a route along which the public is regularly transported for payment.

(10) HOLIDAYS.—(1) All employees, except piece-workers, bush workers, and bush saw-mill employees, shall be entitled to nine holidays with payment therefor in the manner hereinafter prescribed :—Such holidays shall be New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), Christmas Day, Boxing Day, and (a) within 25 miles of the General Post Office at Melbourne, Melbourne Cup Day ; (b) outside the radius mentioned in 10 (1) (a) Anzac Day, provided that in any year in which Anzac Day falls on a Sunday King's Birthday shall be observed as a holiday in lieu thereof.

(2) Bush workers and bush saw-mill employees (other than piece-workers) shall have a full week's holiday at Christmas, and half a week's holiday (Good Friday, Easter Saturday, and Easter Monday) at Easter time, and shall be entitled to be paid for same as follows :—
 (a) Three-quarters of a day's pay for each calendar month's work done in each year by an employee before the holidays mentioned.
 (b) In any case whereby under Clause 10, sub-clause 2 (a), an employee does not receive nine days' holiday pay through not being in the service of an employer twelve calendar months, or through leaving the service of an employer before the holidays are due, he shall receive a *pro rata* payment based on three-quarters of a day's pay for each calendar month's service. If any other day be by Act of Parliament or Proclamation substituted for any of the days mentioned as holidays in this clause such day shall be observed as a holiday in lieu of the one so mentioned.

(11) TOOLS TO BE SUPPLIED.—Employees (other than carpenters and joiners, whim repairers, millwrights, bush carpenters, mantelpiece makers, and piece-workers) shall be supplied by the employer with all necessary tools, implements, and plant.

(12) SAWYER TO HAVE PULLER-OUT.—No sawyer shall be required to work a running out saw-bench cutting over 3 ft. 6 in. in length without a puller-out.

(13) TRANSPORT OF INJURED.—In country towns, in bush mills, and in the bush the employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such assistance.

(14) PIECE-WORK.—An employer may make a contract with any employee or group of employees for payment by results by piece-work, provided that the prices fixed shall enable a journeyman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage as herein prescribed for such work.

W. DEMPSTER,
 Secretary for Labour.

Melbourne, 21st August, 1936.