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[1936

Factories and Shops Acts.

## DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

**NOTES.**—(A) This Determination applies to the whole of the State of Victoria.

(B) The following trades were proclaimed as apprenticeship trades under the *Apprenticeship Act* 1928 for the metropolitan district:—

(1) On 5th March, 1930—

- (i) Motor mechanics.
- (ii) Motor cycle mechanics.

(2) On 1st April, 1936—

(a) Mechanical engineering:—

- (i) Patternmaking.
- (ii) Fitting and/or turning.
- (iii) Machinist.

(b) Brassfinishing (except the making of parts by specialized processes, and the assembling thereof).

(c) Smithing:—

- (i) Blacksmithing (engineering).
- (ii) Copper and/or brasssmithing.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Treasury Place, Melbourne. (Price 3d.)

**I** 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 19th June, 1935, by the Engineers and Brassworkers (Skilled) Board, and published in the *Government Gazette* on the 11th July, 1935, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the first pay period to commence in September, 1936, to any *skilled* persons employed in the process, trade, or business of—

- (a) a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;
- (b) a mechanical engineer, including—
 

(1) a patternmaker,	(4) a blacksmith,	(7) a borer,
(2) an iron and brass turner,	(5) a planer,	(8) a milling machiner"—
(3) a fitter,	(6) a slotter,	
- (c) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;
- (d) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;
- (e) in preparing iron or steel material for reinforcing concrete for building or other purposes;
- (f) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board;
- (g) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys;
- (h) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10-gauge.

1.

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne, Mildura, and Gippsland Districts.	Within a Radius of 10 Miles of the Geelong or Warrnambool Post Offices.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
Aero mechanic holding A and B certificates .. .. .	5 6 0	5 8 0	5 3 0
Aero mechanic holding C and D certificates .. .. .	4 16 0	4 18 0	4 13 0
Patternmaker .. .. .	5 2 0	5 4 0	4 19 0
Toolmaker .. .. .	4 19 0	5 1 0	4 16 0
Tradesman, the greater part of whose time is occupied in marking off .. .. .	4 16 0	4 18 0	4 13 0
Tradesman in gun armament, instrument, and torpedo work .. .. .	4 19 0	5 1 0	4 16 0
Tradesman, turbine-blade fitter .. .. .	4 16 0	4 18 0	4 13 0
Tradesman .. .. .	4 13 0	4 15 0	4 10 0
Motor mechanic .. .. .	4 10 0	4 12 0	4 7 0
Motor tuner and tester .. .. .	4 10 0	4 12 0	4 7 0
Motor cycle mechanic .. .. .	4 10 0	4 12 0	4 7 0
Tradesman, wet-stone grinder and glazier .. .. .	4 13 0	4 15 0	4 7 0
Tradesman, brass finisher .. .. .	4 13 0	4 15 0	4 10 0
First-class machinist .. .. .	4 13 0	4 15 0	4 10 0
Second-class machinist .. .. .	4 4 0	4 6 0	4 1 0
Third-class machinist .. .. .	3 18 0	4 0 0	3 15 0
Process worker .. .. .	3 12 0	3 14 0	3 9 0
Forger and/or faggoter .. .. .	5 5 0	5 7 0	5 2 0
Tool smith .. .. .	4 16 0	4 18 0	4 13 0
Angle-iron smith .. .. .	4 16 0	4 18 0	4 13 0
Annealer and/or case hardener .. .. .	4 9 0	4 11 0	4 6 0
Copper smith, brass smith, and other smiths .. .. .	4 14 0	4 16 0	4 11 0
Blacksmith's machinist .. .. .	3 18 0	4 0 0	3 15 0
Welder—			
First-class (other than when using Cutler machine) .. .. .	4 16 0	4 18 0	4 13 0
First-class, using Cutler machine .. .. .	4 6 0	4 8 0	4 3 0
Second-class .. .. .	3 18 0	4 0 0	3 15 0
Third-class .. .. .	3 14 0	3 16 0	3 11 0
Tack welder .. .. .	3 16 0	3 18 0	3 13 0
Moulding and brass moulding—			
Jobbing moulder .. .. .	4 13 0	4 15 0	4 10 0
Jobbing coremaker .. .. .	4 13 0	4 15 0	4 10 0
Plate and machine moulder and/or coremaker .. .. .	3 15 0	3 17 0	3 12 0
Forge furnaceman .. .. .	4 10 0	4 12 0	4 7 0
Cupola furnaceman .. .. .	4 1 0	4 3 0	3 18 0
Electric furnaceman .. .. .	4 0 0	4 2 0	3 17 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires) .. .. .	3 18 0	4 0 0	3 15 0
Brass polisher .. .. .	3 18 0	4 0 0	3 15 0
Casting dresser (brass) .. .. .	3 15 0	3 17 0	3 12 0
(b) Window-frame Making.			
Tradesman .. .. .	4 10 0	4 12 0	4 7 0
Assembler and fitter (not coming within the definition of tradesman) .. .. .	4 1 0	4 3 0	3 18 0
Machinist (not a process worker) .. .. .	3 18 0	4 0 0	3 15 0
Process worker .. .. .	3 12 0	3 14 0	3 9 0

## APPRENTICESHIP.

2. (1) Minors shall not be engaged in the following occupations except under contracts of apprenticeship:—

(a) Mechanical engineering, i.e., one or more of the following:—

- (i) Pattern-making.
- (ii) Fitting and turning.
- (iii) First and second-class machinist.
- (iv) First-class welding.

(b) Locksmithing—the making and/or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof.

(c) Motor mechanic.

(d) Safe and strongroom making.

(e) Scale-making (except the making of parts by specialized processes and the assembling thereof).

(f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).

(g) Window-frame fitting.

(h) Smithing—

- (i) Blacksmithing.
- (ii) Copper and/or brass smithing.

(i) Moulding—one or more of the following:—

- (i) Jobbing, moulding and core making.
- (ii) Jobbing, brass moulding and core making.

(2) The proportion of apprentices who may be taken by any employer shall be as follows:—

Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.

Locksmithing—one apprentice for every three, or fraction of three, tradesmen.

Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.

Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.

Scalemaking—one apprentice for every three, or fraction of three, tradesmen.

Smithing—one apprentice for every three, or fraction of three, tradesmen.

Moulding—one apprentice for every two, or fraction of two, tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.



Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 18) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wage:—

	Weekly Hiring.	Hourly Hiring.
s. d.	s. d.	s. d.
Under 16 years of age .. .. .	16 6	17 9
16 and under 17 years of age .. .. .	22 6	24 2
17 and under 18 years of age .. .. .	40 0	43 0
18 and under 19 years of age .. .. .	50 0	53 9
19 and under 21 years of age .. .. .	60 0	64 6

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

#### HOURS OF EMPLOYMENT.

4. With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

#### EXCEPTIONS.

(i) The ordinary hours of employment of forgers and forge furnacemen shall be five shifts per week of 9½ hours each, including crib time, for which no deduction of pay shall be made.

(ii) Shift workers working 8 hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week provided that they are given one fortnight's holiday in each year on full pay as compensation for working Saturday afternoon, holiday, and/or Sunday shifts:

Further provided that such shift workers ceasing to be employed on shift before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein mentioned.

(iii) Employees working in country towns where Wednesday afternoon is recognized as the usual half working day of the week shall work the Saturday afternoon at ordinary rates: Provided that for work done after noon on a Wednesday overtime rates be paid.

#### SHIFT WORK.

##### Continuous Processes.

5. (a) Employees working in establishments carrying on continuous process shall work such shifts, up to six per week, as may be required.

(b) A shift shall consist of 8 hours inclusive of such time as by mutual arrangement may be taken for meal breaks.

(c) For all time of duty outside ordinary hours or in excess of 8 consecutive hours in 24 or of 44 in one week an employee on shift work in a continuous process shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time: Provided that where not less than 8 hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(d) Employees working afternoon and night shifts shall be paid 5 per cent. more than ordinary rates for such shifts.

(e) Employees working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

##### Shift Work in other than Continuous Processes.

(f) In establishments not coming within the definition of continuous processes, any afternoon or night shift which does not continue for five successive working nights or more in a five day workshop, or six successive working nights or more in a six day workshop, shall be paid for at the rate of time and a half.

(g) For any afternoon or night shift which has been in operation for five nights or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 5 per cent. more than ordinary rates shall be paid.

(h) On ship repair work shifts may be worked for not less than three successive nights at the rate of time and a quarter, but when five or more successive night shifts have been worked the rate shall be 10 per cent. more than ordinary rates, and after such shifts have continued for more than one month 5 per cent. more than ordinary rates.

(i) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

#### MIXED FUNCTIONS.

6. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

#### OVERTIME.

7. (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours. Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) As far as practicable employees shall not work overtime while competent labour is available.

(g) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(j) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work-shop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

(k) Subject to the provisions of the second part of sub-clause (g) of this clause an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(l) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

**SPECIAL CONDITIONS APPLICABLE TO EMPLOYMENT IN UNDERTAKINGS RESPONSIBLE FOR THE INSTALLATION, MAINTENANCE, AND SUPPLY OF ELECTRIC LIGHT AND POWER.**

8. The following special conditions shall apply to all employees employed in undertakings concerned in the installation, maintenance, and supply of electric light and power:—

(a) (in lieu of clause 4 "Hours of Employment" of this Determination)—

The hours of employment, except of employees who were working 44 hours on this date shall be 48 per week to be worked (with the exception of shift workers and patrolmen) in five and a half days consecutively between 6 a.m. and 6 p.m., but this spread of hours may be altered by mutual agreement between an employer and his employees. Patrolmen, subject to continuance of existing conditions, shall work at such hours as the employer may direct.

(in lieu of clause 5 "Shift Work" of this Determination)—

(i) Employees working in continuous processes shall work such shifts as may be required.

(ii) A shift shall consist of 8 hours inclusive of such time as by mutual arrangement may be taken for meal breaks. By agreement with his employees an employer may allow a fixed meal hour for each shift without payment for such break. Employees engaged on continuous process on afternoon and night shifts shall be paid 5 per cent. extra for such shifts and all employees working on any Sunday or holiday shift shall be paid time and a half for such shifts.

(iii) Employees not engaged in a continuous process working on afternoon or night shift which does not continue for more than three successive nights shall be paid for such shifts at the overtime rates prescribed in this clause.

(iv) Shift workers shall be paid at the rate of time and a half for all time worked in excess of shift hours, except when such overtime is due to arrangement between the employees themselves, or is necessary in effecting periodical rotation of shifts, or is owing to the failure of a shiftman, who should relieve, to present himself for duty at the appointed time, in which cases ordinary time only shall be paid.

(v) All prevailing customs for holidays and annual leave of absence for shift workers, shall continue.

(c) The following sub-clause is added to clause 7:—

Employees effecting repairs to and engaged in the maintenance necessary for continuity of supply of electric light and of power plant and equipment shall be paid for all such overtime at the rate of time and a half.

(d) In lieu of clause 7—

An employee recalled after leaving work to work overtime shall be paid for a minimum of one hour's work at the appropriate rate.

(e) Clause 7 (f) and 7 (i) shall not be applicable to employees mentioned in this clause.

(f) If an employee works 8 hours on a Sunday he shall be given a day off duty during the following week, but payment shall not be made for such day off duty. If, in case of emergency, the employee cannot be granted such day off he shall be paid for any such day (which would have been his rest day) at the rate of time and a half for the hours worked on that day.

**HOLIDAYS AND SUNDAY WORK.**

9. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (or Labour Day), Anzac Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

**Exceptions.**

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(b) Employees not engaged in continuous processes shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours work.

**PIECE-WORK RATES.**

10. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

**EXTRA RATES NOT CUMULATIVE.**

11. Extra rates in this Determination, including rates prescribed in clause 16, are not cumulative so as to exceed the maximum of double the ordinary rates.

**PAYMENT OF WAGES.**

12. (a) Wages shall be paid weekly or fortnightly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

**CONTRACT OF EMPLOYMENT.**

13. (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 1 hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of females and juniors), but such amount shall not be taken into account in computing overtime, Sunday and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

**MISCELLANEOUS PROVISIONS.**

14. (a) *Tools.*—The employer shall provide for each employee all necessary tools, including micrometer, where used, but excluding other measuring or precision tools less than 13". The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

(c) Suitable asbestos sheet and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

- (d) Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.
- (e) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.
- (f) All ladles of a holding capacity of 15 cwt. or more shall be fitted with safety-work gear or an equivalent safety fitting.
- (g) Not more than  $\frac{3}{4}$  cwt. of molten metal per man shall be placed in ladles carried by hand.
- (h) Where molten metal is carried by hand a clear passageway not less than 2 feet wide shall be made.

## TIME AND WAGES BOOK.

15. Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

## SPECIAL RATES.

16. In addition to the wages prescribed in clause 1 hereof the following special rates and allowances shall be paid :—

- (a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra ; more than 10 and not more than 20, including apprentices, 12s. per week extra ; more than 20, including apprentices, 18s. per week extra.
- (b) Working in wet places—1½d. per hour extra.  
Working in confined spaces—3d. per hour extra.  
Working in ship's bilges or in boiling-down works, lead works, sanitary works or slaughter-yards—1d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra ; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.
- (e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.
- (f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.
- (g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (h) Patternmaker in lignum vitae outside the workshop and fitting to stern bushes, 3d. per hour extra.
- (i) Tradesmen and/or welders employed in large operating power-houses, i.e., power-houses developing more than 8,000 kilowatts, other than those not on the regular staff, engaged on new construction shall be paid 6s. per week extra ; such amount shall be deemed to include all special rates provided in this clause except in sub-clause (a).
- (j) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (k) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than 3 weeks at a workshop or job shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.
- (l) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.
- (m) The rate for forger and/or faggoter set out herein and the rate for forge furnacemen shall be for a 44-hour week. The hourly rate shall be ascertained by dividing the respective weekly rate as adjusted by 44.

## TRAVELLING TIME, ALLOWANCE AND BOARD

17. (a) When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop, depot or district centre shall be paid for at ordinary rates up to a maximum of twelve hours out of every twenty-four (except on Sunday when payment shall be at the rate of time and a half, or a maximum of eight hours out of each twenty-four). An employee required to work at a job away from his workshop, depot or district centre shall, at the direction of his employer, present himself for work at such job at the usual time for starting work.

(b) An employee engaged in a capital city to work in the country or sent from one country centre to work in another, shall be entitled to travelling time, and, for a period not exceeding three months, to expenses.

All excess fares and reasonable travelling expenses including board and lodging and 2s. for each meal (if any) incurred in such travelling time shall be paid by the employer.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage and on trains second class, except where all night travelling is involved when they shall be first class.

(c) On jobs of less than three months' duration a camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents or other temporary shelters is necessary.

(d) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

## DEFINITIONS.

18. For the purposes of this Determination the following definitions shall apply :—

"Manufacture and/or manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus and of electrical machinery and apparatus and of locks, scales, window frames, and other metallic articles.

"Process worker" means an employee engaged on—

- (1) Repetition work on any automatic, semi-automatic, or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator), or
- (2) in the assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment requiring skill is required, or
- (3) in specialized processes—not requiring the use of hand tools (except hammers, screw drivers, or spanners) in or in connexion with manufacturing.

"Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

"Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale, or rule.

"Tradesman in gun armament, instrument, and torpedo work" means a tradesman who is required to lay out and repair or make naval gun optical instrument or torpedo mechanisms, and includes a tradesman engaged dismantling, assembling, and rating torpedoes, also tradesmen engaged dismantling, assembling, and fitting in turrets of actual parts of gun mountings and guns.

"Patternmaker" means a tradesman engaged in the making of patterns in wood.

"Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

"First-class machinist" means a tradesman who is partly or wholly engaged in setting up and operating the following machines :—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine and grinding machine.

- "Second-class machinist" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings or prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of "First-class machinist"; or who is engaged operating a key-seating machine, or a second-class brass finisher or as a pipe fitter on low pressure work.
- "Third-class machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist.
- "Window-frame making" means the making in quantities of metal window frames, metal doors, and grilles, and metal ornamentalations used in buildings.
- "Motor mechanic" means an adult employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts (including electric) of the engines of motor cars, motor cycles, or other motor vehicles.
- "Locksmith" means a tradesman engaged in the making (except in quantities by manufacturing methods) and/or repairing of locks and the mechanism of safe and strong-room doors.
- "First-class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third-class welder, and includes re-welding by hand processes.
- "Second-class welder" means an adult employee not required to do first-class welding, but engaged in filling castings or in manufacturing of sheet metal goods or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.
- "Third-class welder" means an adult employee using electric spot or butt welding machine, or cutting scrap with oxy-acetylene blowpipe.
- "Other smiths" includes ajax forger, blacksmith bulldozer, Bradley hammer smith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling-stock smith, and wheelwright smith.
- "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.
- "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.
- "Plate and machine moulder" means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.
- "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.
- "Furnaceman" means an employee in charge of a furnace used for smelting metals or ores, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.
- "Continuous process" means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.
- "Year" means 365 consecutive days, starting from the day of commencement of operation of this determination.
- "Shift work"—afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.
- "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

## SPECIAL EXEMPTIONS.

19. (a) *Motor Body Building*.—Employers engaged in motor body building and the assembling of motor chasses shall be exempt from this determination as to the making of motor bodies and the assembling of chasses.

(b) *Agricultural Implement Making*.—*Except as to the Wages prescribed for Tradesmen*.—Employers engaged in the making of agricultural and dairying implements shall, as to employees engaged in the making of such agricultural and dairying implements (including engines used for agricultural purposes), be exempt from this Determination.

W. DEMPSTER,

Secretary for Labour.

Melbourne, 31st August, 1936.







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 170]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

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

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

I, 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 28th June, 1935, by the Engineers and Brassworkers (Unskilled) Board, and published in the *Government Gazette* on the 11th July, 1935, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the beginning of the first pay period to commence in September, 1936, to any unskilled persons employed in the process, trade, or business of—

- (a) a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;
- (b) a mechanical engineer, including—
- |                               |                    |                         |
|-------------------------------|--------------------|-------------------------|
| (1) a patternmaker,           | (4) a blacksmith,  | (7) a slotter,          |
| (2) an iron and brass turner, | (5) a coppersmith, | (8) a borer,            |
| (3) a fitter,                 | (6) a planer,      | (9) a milling machiner— |
- (c) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;
- (d) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;
- (e) in preparing iron or steel material for reinforcing concrete for building or other purposes.
- (f) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board;
- (g) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys;
- (h) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge.

(1)

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne, Milder, and Gippsland Districts.	Within a Radius of 10 Miles of the Geelong or Warrambool Post Offices.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
Blacksmith's striker .. .. .	3 12 0	3 14 0	3 9 0
Blacksmith's striker on double fires and other assistant .. .. .	3 14 0	3 16 0	3 11 0
Man attending small rivet heating, bolt heating, or similar type of fires .. .. .	3 14 0	3 16 0	3 11 0
Men engaged in the erection of block and tackle gear .. .. .	3 14 0	3 16 0	3 11 0
Hammer drivers .. .. .	3 14 0	3 16 0	3 11 0
Forger's assistant .. .. .	3 14 0	3 16 0	3 11 0
Motor car chassis assembler (other than assembler of engines) .. .. .	3 14 0	3 16 0	3 11 0
Belt repairers .. .. .	3 12 0	3 14 0	3 9 0
Overhead oilers .. .. .	3 12 0	3 14 0	3 9 0
Loggers .. .. .	3 12 0	3 14 0	3 9 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 12s. or more .. .. .	3 12 0	3 14 0	3 9 0
Persons working with hammer 14 lb. weight or over—			
On repair work .. .. .	4 2 3	4 4 3	3 19 3
On other work .. .. .	3 14 3	3 16 3	3 11 3
Persons working on ship or steamer under construction or repair .. .. .	4 1 0	4 3 0	3 18 0

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; Mildura and Gippsland Districts.	Within a Radius of 10 Miles of the Geelong or Warrnambool Post Offices.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over .. .. .	3 16 0	3 18 0	3 13 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery .. .. .	3 12 0	3 14 0	3 9 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines .. .. .	3 14 0	3 16 0	3 11 0
On bending and cutting machines (assistants) .. .. .	3 11 0	3 13 0	3 8 0
On steel fabric machines .. .. .	3 14 0	3 16 0	3 11 0
On steel fabric machines (assistants) .. .. .	3 9 0	3 11 0	3 6 0
Assemblers (leading hand) .. .. .	3 14 0	3 16 0	3 11 0
Assemblers (assistants) .. .. .	3 9 0	3 11 0	3 6 0
All others .. .. .	3 6 0	3 8 0	3 3 0

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(2) (a) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machines and appliances, and in core-making, in which females were employed on 15th May, 1935.

The wages of adult females shall be at the following weekly rates of wage—

	Weekly Hiring.	Hourly Hiring.
	£ s. d.	£ s. d.
If of less than 12 months' experience .. .. .	2 1 6	2 4 8
If of 12 months' or more experience .. .. .	2 7 6	2 11 1

(b) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	£ s. d.	£ s. d.
1st years experience .. .. .	13 6	14 6
2nd year's experience .. .. .	18 0	19 4
3rd year's experience .. .. .	25 0	26 11
4th year's experience .. .. .	31 6	33 11
5th year's experience .. .. .	36 0	38 9
Thereafter until reaching 21 years of age .. .. .	40 0	43 0

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 16 of this Determination) in all occupations (including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except also in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	£ s. d.	£ s. d.
1st year's experience .. .. .	15 0	16 2
2nd year's experience .. .. .	20 0	21 6
3rd year's experience .. .. .	27 6	29 7
4th year's experience .. .. .	37 6	40 4
5th year's experience .. .. .	47 6	51 1
6th year's experience .. .. .	55 0	59 2
7th year's experience .. .. .	58 6	62 11

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 16) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	£ s. d.	£ s. d.
Under 16 years of age .. .. .	16 6	17 9
16 and under 17 years of age .. .. .	22 6	24 2
17 and under 18 years of age .. .. .	40 0	43 0
18 and under 19 years of age .. .. .	50 0	53 0
19 and under 21 years of age .. .. .	60 0	64 6

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed

## HOURS OF EMPLOYMENT.

(3) With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

## Exceptions.

(i) The ordinary hours of employment of forger's assistant shall be five shifts per week of nine and a half hours each, including crib time, for which no deduction of pay shall be made.

(ii) Shift workers working 8 hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week provided that they are given one fortnight's holiday in each year on full pay as compensation for working Saturday afternoon, holiday, and/or Sunday shifts:

Further provided that such shift workers ceasing to be employed on shift, before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein mentioned.

(iii) Employees working in country towns where Wednesday afternoon is recognized as the usual half working day of the week shall work the Saturday afternoon at ordinary rates: Provided that for work done after noon on a Wednesday overtime rates be paid.

(iv) The ordinary hours of employment of motor car chassis assembler (other than assembler of engines) shall be 48 per week.

**SHIFT WORK.***Continuous Processes.*

(4) (a) Employees working in establishments carrying on continuous processes shall work such shifts, up to six per week, as may be required.

(b) A shift shall consist of 8 hours inclusive of such time as by mutual arrangement may be taken for meal breaks.

(c) For all time of duty outside ordinary hours or in excess of 8 consecutive hours in 24 or of 44 in one week an employee on shift work in a continuous process shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time: Provided that where not less than 8 hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(d) Employees working afternoon and night shifts shall be paid 5 per cent. more than ordinary rates for such shifts.

(e) Employees working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

*Shift Work in other than Continuous Processes.*

(f) In establishments not coming within the definition of continuous processes, any afternoon or night shift which does not continue for five successive working nights or more in a five day workshop, or six successive working nights or more in a six day workshop, shall be paid for at the rate of time and a half.

(g) For any afternoon or night shift which has been in operation for five nights or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 5 per cent. more than ordinary rates shall be paid.

(h) On ship repair work shifts may be worked for not less than three successive nights at the rate of time and a quarter, but when five or more successive night shifts have been worked the rate shall be 10 per cent. more than ordinary rates, and after such shifts have continued for more than one month 5 per cent. more than ordinary rates.

(i) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

**MIXED FUNCTIONS.**

(5) An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

**OVERTIME.**

(6) (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours: Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) Employees shall not work overtime while competent labour is available.

(g) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(j) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work-shop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

(k) Subject to the provisions of the second part of sub-clause (g) of this clause an employee shall work during meal breaks at the ordinary rate herein prescribed whenever instructed so to do for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(l) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

**HOLIDAYS AND SUNDAY WORK.**

(7) (a) Employees shall be entitled to the following public holidays (without pay as hereinafter provided):—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (or Labour Day), Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

*Exceptions.*

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(b) Employees not engaged in continuous processes shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours work.

**PIECE-WORK RATES.**

(8) (a) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

**EXTRA RATES NOT CUMULATIVE.**

(9) Extra rates in this Determination, including rates prescribed in clause 14, are not cumulative so as to exceed the maximum of double the ordinary rates.

## PAYMENT OF WAGES.

(10) (a) Wages shall be paid weekly or fortnightly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

## CONTRACT OF EMPLOYMENT.

(11) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 1 hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of females and juniors), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

## MISCELLANEOUS PROVISIONS.

(12) (a) *Tools*.—The employee shall provide for each employee such tools as were customarily provided at the time of the making of this Determination.

(b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

## TIME AND WAGES BOOK.

(13) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

## SPECIAL RATES.

(14) In addition to the wages prescribed in clause 1 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra; more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.
- (b) Working in wet places—1½d. per hour extra.  
Working in confined spaces—3d. per hour extra.  
Working in ship's bilges or in boiling-down works, lead works, sanitary works or slaughter-yards—1d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.
- (e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.
- (f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.
- (g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (h) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (i) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

## TRAVELLING TIME, ALLOWANCE AND BOARD.

(15) (a) When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop, depot or district centre shall be paid for at ordinary rates up to a maximum of twelve hours out of every twenty-four (except on Sunday when payment shall be at the rate of time and a half, a maximum of eight hours out of each twenty-four). An employee required to work at a job away from his workshop, depot or district centre shall, at the direction of his employer, present himself for work at such job at the usual time for starting work.

(b) An employee engaged in a capital city to work in the country or sent from one country centre to work in another, shall be entitled to travelling time, and, for a period not exceeding three months, to expenses.

All excess fares and reasonable travelling expenses, including board and lodging and 2s. for each meal (if any) incurred in such travelling time, shall be paid by the employer.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all night travelling is involved, when they shall be first class.

(c) On jobs of less than three months duration a camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents or other temporary shelters is necessary.

(d) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

## GENERAL DEFINITIONS.

(16) For the purposes of this Determination the following definitions shall apply :—

- "Manufacture and/or manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus and of locks, scales, and other metallic articles.
- "Continuous process" means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.
- "Year" means 365 consecutive days, starting from the day of commencement of operation of this determination.
- "Shift work"—afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.
- "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

## SPECIAL EXEMPTIONS.

(17) (a) *Motor Body Building*.—Employers engaged in motor body building and the assembling of motor chasses shall be exempt from this Determination as to the making of motor bodies and the assembling of chasses.

(b) *Agricultural Implement and Bedstead Making*.—Employers engaged in the making of agricultural and dairying implements and bedsteads shall, as to employees engaged in the making of such agricultural and dairying implements (including engines used for agricultural purposes) and bedsteads, be exempt from this Determination.

W. DEMPSTER,

Secretary for Labour.

Melbourne, 31st August, 1936.





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE IRONMOULDERS BOARD.

NOTE.—This Determination, on the 1st September, 1936, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination namely:—

NOTES (a).—Section 168 of the *Factories and Shops Act 1928* (No. 3677) extends the powers of this Board to "steel moulding."

(b).—The following trades were proclaimed, on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act 1928*, for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Public Offices, Treasury Gardens, Melbourne. (Price 3d.)

(1) That on the 1st September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.*		
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District.	Within the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.	WAGES.	£ s. d.	£ s. d.	£ s. d.
Per Week of 44 Hours.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>			
s. d.	Bank pipe moulders—			
1st year .. 16 3	5 and 6 inch, headmen .. .. .	4 10 0	4 10 0	4 10 0
2nd year .. 21 8	5 and 6 inch, footmen .. .. .	3 19 0	3 19 0	3 19 0
3rd year .. 34 3	4 inch and under, headmen .. .. .	4 3 0	4 3 0	4 3 0
4th year .. 51 9	4 inch and under, footmen .. .. .	3 15 0	3 15 0	3 15 0
5th year .. 65 3	Vertical pipe moulders—			
	Rammers, coremakers, corers, or casters ..	3 12 0	3 12 0	3 12 0
	Dressers of pipes, including dressers on emery wheels ..	3 12 0	3 12 0	3 12 0
	Furnacemen .. .. .	3 16 0	3 16 0	3 16 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) .. .. .	3 11 0	3 11 0	3 11 0
	<i>Persons Employed in Making Pipes by Machinery.</i>			
	Coremakers—			
	5 and 6 inch, faucet .. .. .	4 10 0	4 10 0	4 10 0
	5 and 6 inch, spigot .. .. .	3 19 0	3 19 0	3 19 0
	4 inch and under, faucet .. .. .	4 3 0	4 3 0	4 3 0
	4 inch and under, spigot .. .. .	3 15 0	3 15 0	3 15 0
	Finishers and Casters—			
	5 and 6 inch .. .. .	4 10 0	4 10 0	4 10 0
	4 inch and under .. .. .	4 3 0	4 3 0	4 3 0

PROPORTIONS  
(IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 66s. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911

\* The hours of persons engaged in the Agricultural and Dairying Implement Industries shall be 46 per week.

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.*		
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District.	Within the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
		£ s. d.	£ s. d.	£ s. d.
	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>			
<i>Improvers.</i>	Jobbing moulders or core makers ..	4 13 0	4 15 0	4 10 0
One improver to every three or fraction of three workers receiving not less than 66s. per week of 44 hours.	Agricultural, stove, dairying, implement, or repetition moulders, or core makers ..	4 3 0	4 5 0	4 0 0
	Machine or plate moulders or core makers ..	3 15 0	3 17 0	3 12 0
	Irondressers using pneumatic hammer ..	3 18 0	3 18 0	3 18 0
	Irondressers (including dressers on emery wheels) ..	3 12 0	3 12 0	3 12 0
	Furnacemen ..	3 16 0	3 16 0	3 16 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) ..	3 11 0	3 11 0	3 11 0
	Annealers of malleable iron castings ..	3 8 0	3 8 0	3 8 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin ..	3 16 0	3 16 0	3 16 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin ..	3 12 0	3 12 0	3 12 0
	<i>Steel Moulding.</i>			
	Steeldressers using pneumatic hammer ..	4 0 0	4 0 0	4 0 0
	Dressers (including dressers on emery wheels) ..	3 14 0	3 14 0	3 14 0
	Crucible furnacemen ..	4 10 0	4 10 0	4 10 0
	Assistant crucible furnacemen ..	3 14 0	3 14 0	3 14 0
	Converter furnacemen (i.e., persons in charge of a converter) ..	4 2 0	4 2 0	4 2 0
	Assistant converter furnacemen (i.e., persons in charge of a cupola) ..	3 14 0	3 14 0	3 14 0
	Electric furnacemen ..	4 10 0	4 10 0	4 10 0
	Assistant electric furnacemen ..	3 14 0	3 14 0	3 14 0
	Annealers ..	3 8 0	3 8 0	3 8 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin ..	3 18 0	3 18 0	3 18 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin ..	3 14 0	3 14 0	3 14 0
	<i>Labourers.</i>			
	Labourers (steel moulding) ..	3 8 0	3 8 0	3 8 0
	All other labourers ..	3 6 0	3 6 0	3 6 0

\* The hours of persons engaged in the Agricultural and Dairying Implement Industries shall be 46 per week.

(3) OVERTIME AND SHIFT WORK.—All time worked in excess of the ordinary daily hours in any place shall be paid for at the rate of time and a half; except that in the case of shift work, i.e., work done outside the ordinary times of starting or finishing for five or more days consecutively, the rate to be paid shall be ordinary time with the addition of 5 per cent.

#### CONTRACT OF EMPLOYMENT FOR JOBBING MOULDERS AND JOBBING COREMAKERS.

(4) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week; Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of apprentices or improvers), but such amount shall not be taken into account in computing overtime, Sunday and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

#### MEAL ALLOWANCE.

(5) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work-shop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

#### PAYMENT FOR HOLIDAYS.

(6) (a) Employees, excepting jobbing moulders and jobbing coremakers, shall be entitled to the following public holidays (without deduction of pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.



(b) Any employee who is absent without leave prior to a holiday and who does not resume work after the holiday shall not be entitled to holiday pay. An employee meeting with an accident at work before a holiday shall be paid for such holiday if no new hand is put on in his place.

(c) "Where rationing is in operation during four weeks prior to a holiday occurring, such holiday shall be paid for proportionate to the time worked".

(d) "Where an employee's services are terminated a week before the occurrence of a holiday and he is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday and he is re-employed immediately after the holiday, payment shall be made for such holiday".

(7) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Saturday, Easter Monday, Australia Day (26th January), Labour Day (21st April), 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 public holidays the special rate shall only be payable for work done on the day so substituted.

(8) DAY AND HOUR FOR PAYMENT OF WAGES.—All payments of wages shall be made within a quarter of an hour from the time of the worker ending work on each pay day.

(9) TERMINATION OF EMPLOYMENT.—Excepting for jobbing moulders and jobbing coremakers, four hours' notice of termination of employment shall be given by either employer or worker.

(10) TIME LOST THROUGH INJURY.—Any employee injured whilst at work shall, provided he returns to duty the same day, be paid at his ordinary rate of wages for the time lost in receiving first-aid or medical attention for the injury sustained.

(11) 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 in the process, trade, or business of an ironmoulder, 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 that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 17th August, 1936.

