



# VICTORIA GOVERNMENT GAZETTE.

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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.
Blacksmith's striker .. .. .	£ s. d. 3 12 0	£ s. d. 3 14 0	£ s. d. 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 16th 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>  One improver to every three or fraction of three workers receiving not less than 66s. per week of 44 hours.	Jobbing moulders or core makers ..	4 13 0	4 15 0	4 10 0
	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.





# VICTORIA GOVERNMENT GAZETTE.

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No. 172]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

**NOTE.**—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination on the 7th September, 1936, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

(a) any article of men's or boys' clothing, mercery, or wearing apparel, including underclothing, hats, and caps;

(b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing,"

has made the following Determination, namely:—

(1) That on the 7th September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.							Other Employees.		
Wages per Week of 46½ Hours.							Wages per Week of 46½ Hours.		
Experience.	Commencing Age.							Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.			
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.
<b>Males—</b>							<b>Males.</b>		
1st year—							Manager (other than departmental manager), i.e., a person intrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop .. .. .	105 6	105 6
1st 6 months	16 6	16 6	19 0	20 0	20 0	25 0			
2nd 6 months	16 6	16 6	19 0	20 0	20 0	35 6			
2nd year—							Departmental manager, i.e., a person in control of 3 or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department .. .. .	98 6	98 6
1st 6 months	20 0	20 0	25 0	32 6	32 6	43 0			
2nd 6 months	20 0	20 0	25 0	32 6	38 6	47 6			
3rd year—									
1st 6 months	23 6	27 6	33 0	46 0	46 0	55 0			
2nd 6 months	23 6	27 6	33 0	46 0	55 0	62 0			
4th year ..	30 6	36 0	46 0						
5th year ..	38 0	46 0							
6th year ..	46 0								
<b>Females—</b>									
1st year—									
1st 6 months	11 6	15 0	19 0	20 0	21 0	22 6			
2nd 6 months	11 6	15 0	19 0	20 0	21 0	22 6			
2nd year—									
1st 6 months	16 6	19 6	22 6	23 6	24 0	25 0			
2nd 6 months	16 6	19 6	22 6	23 6	24 0	30 0			
3rd year—									
1st 6 months	20 6	22 6	25 0	25 0	25 0	32 6			
2nd 6 months	20 6	22 6	25 0	25 0	25 0	35 6			
4th year ..	22 6	25 0	30 0						
5th year ..	25 0	30 0							
6th year ..	30 0								

Apprentices or Improvers.	Other Employees.		
	Wages per Week of 46½ Hours.		
		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).		s. d.	s. d.
<b>APPRENTICES.</b>			
<b>Males.</b>			
One male apprentice to every three or fraction of three male workers receiving not less than 61s. 0d. per week of 46½ hours.	Pattern-men, assemblers, or salesmen—		
	21 years of age .. .. .	69 0	61 0
	22 years of age .. .. .	78 0	70 6
	23 years of age or over .. .. .	92 6	88 6
	Travellers, who are in any way connected with the sale of goods .. .. .	96 0	96 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods .. .. .	96 0	96 0
	Foreman packer or Storeman, i.e., a person in control of 4 or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department .. .. .	86 6	86 6
	Packers or storemen .. .. .	82 0	82 0
	Porters .. .. .	82 0	82 0
	All others .. .. .	92 6	88 6
	<b>Females.</b>		
	Managers (other than departmental managers), i.e., a person entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop .. .. .	105 6	105 6
	Departmental managers—		
	(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department .. .. .	98 6	98 6
	(b) in control of three or more saleswomen 23 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department .. .. .	56 0	54 0
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments—		
	21 years of age .. .. .	69 0	61 6
	22 years of age .. .. .	78 0	70 6
	23 years of age or over .. .. .	92 6	88 6
	Other saleswomen or pattern women, or assemblers—		
	21 years of age .. .. .	38 0	34 6
	22 years of age .. .. .	42 6	39 0
	23 years of age or over .. .. .	47 6	44 0
	Packers .. .. .	82 0	82 0
	Porters .. .. .	82 0	82 0

## (3) TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half holiday .. .. .	8.55 a.m.	1 p.m.
On the usual late trading night, or the night previous to a Public Holiday .. .. .	8.55 a.m.	9 p.m.
On all the other working days of the week .. .. .	8.55 a.m.	6 p.m.

## (4) OVERTIME.

Within the times fixed for beginning and ending work in excess of 46½ hours .. .. .	} Time and a half
Outside the times of beginning and ending work .. .. .	

## (5) TIME RATE.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23½ hours be paid—

- (a) In any week in which two or more Public Holidays occur . . . . . At the ordinary wages rate with an addition of fifty per centum.
- (b) In any other week . . . . . At the ordinary wages rate with an addition of thirty-three and one-third per centum.

Provided that no person shall be employed for less than four consecutive hours on any one day between the hours of 18.55 a.m. and 6 p.m.

## (6) MEAL INTERVALS.

All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz. :—

From Monday to Friday, one hour for lunch, and in addition, on Friday, three-quarters of an hour for tea.

## (7) TERMINATION OF EMPLOYMENT.

Except where the conduct of an employee justifies instant dismissal, seven days' 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. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

## (8) ANNUAL HOLIDAYS.

Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 9) in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service.

## (9) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

- Sunday . . . . . Double time.
- New Years Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* within the area to which this Determination applies . . . . . Time and a half.

Easter Saturday—

- (a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne . . . . . Five times the ordinary rate.
- (b) In all other places where this Determination applies . . . . . Time and a half.

But if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

J. W. CLARKE, P.M., Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne, 19th August, 1936.





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No. 173]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination on the 3rd 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 which may be paid to any person or persons or classes of persons employed in or in connexion with making coal gas for trade or sale, but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 3rd September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES AND IMPROVERS.

		Wages per Week of 44 Hours.					
		Within the Metropolitan District as defined in the Factories and Shops Act: the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
*Under 15 years of age	..	15 2	15 9	15 4	14 8	15 8	13 11
*15 years and under 16 years of age	..	18 11	19 8	19 2	18 4	19 7	17 5
*16 " " 17 " "	..	22 9	23 7	22 11	22 0	23 5	20 11
*17 " " 18 " "	..	30 4	31 6	30 7	29 4	31 3	27 11
*18 " " 19 " "	..	37 10	39 4	38 3	36 8	39 1	34 10
*19 " " 20 " "	..	49 3	51 2	49 9	47 8	50 10	45 4
*20 " " 21 " "	..	60 7	63 0	61 2	58 8	62 6	55 10

\* Apprentices and Improvers under twenty years of age shall be paid 3s. per week extra if employed at shift work.

### PROPORTION (IN ANY PLACE).

*Apprentices.*—One Apprentice to every three or fraction of three workers receiving not less than the minimum wage.

*Improvers.*—Such number of Improvers as shall not, together with Apprentices, exceed, in the aggregate, one to every three or fraction of three workers receiving not less than the minimum wage.

(3)

### OTHER EMPLOYEES.

	Wages per Week of 44 Hours.						
	Within the Metropolitan District as defined in the Factories and Shops Act.	Within the City of Mordialloc and the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Stokers—							
Ordinary .. ..	90 6	85 9	94 11	93 2	89 2	94 2	79 9
Machine .. ..	92 2	..	..	..	..	..	..
Vertical .. ..	93 11	..	98 7	..	..	..	..
Yardmen and Labourers ..	75 9	75 9	78 9	76 6	73 4	78 2	69 9

## (4) OVERTIME.—That the following rates shall be paid as overtime:—

*To Stokers—*

- (i) for any time in excess of eight hours in any one day .. .. .  
 (ii) for any time (excluding that provided for under (i) ) in excess of 176 hours in a period of four weeks .. .. .

*To Other Workers—*

- (iii) for any time in excess of eight hours in any one day .. .. .  
 (iv) for any time (excluding that provided for under (iii) ) in excess of 44 hours in any week .. .. .

} Time and a half for the first two hours of such work, and double time thereafter.

## (5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid—

- (a) In any week in which two or more Public Holidays occur At the ordinary wages rate with an addition of fifty per centum.

- (b) In any other week .. .. . At the ordinary wages rate with an addition of thirty-three and one-third per centum.

## (6) SUNDAYS AND HOLIDAYS.—(a) The following days shall be holidays:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day and Boxing Day. Any days which are proscribed by the laws of the State to be observed in lieu of the holidays abovementioned will be treated as the days to which this clause applies.

(b) All employees other than shiftmen, night watchmen, and men employed lighting or extinguishing outside lamps shall be free from duty on holidays without loss of pay for the day, but any employee may be required for duty on any Sunday or holiday, and if so required, shall (if not a night watchman or a man employed lighting and extinguishing outside lamps) be entitled to double rate for the day. The rates for shiftmen for Sundays and holidays shall be time-and-a-half for Sundays, and double time for holidays.

## (7) SHIFT WORK.—(a) All shift work shall be so arranged as to allow each man by rotation or otherwise one clear day off in each week. A week shall be deemed to commence from the starting of the morning shift on Monday in each week.

(b) For all duty on his day off in the week, not being a Sunday or a holiday, the minimum ordinary rate prescribed for a shiftman shall be increased by one half, but in the case of a Sunday or a holiday shall be doubled.

(c) For all time on a Sunday (not being his day off) the minimum ordinary rate for a shiftman shall be increased by one half.

(d) For all duty on holidays the minimum ordinary rate prescribed for a shiftman shall be doubled.

## (8) PAYMENT OF WAGES.—Payment of wages due up to 6 a.m. on the preceding Monday shall be made on Thursday of each week, or in accordance with the practice existing at the time of the making of this Determination, provided that such wage shall be paid not later than Friday of each week.

## (9) ANNUAL LEAVE.—Every employee who serves an employer continuously for one year shall be allowed by the employer leave of absence in that year or in the following year for a continuous period of one week of seven days.

## (10) ABSENCE THROUGH SICKNESS OR ACCIDENT.—(a) Any employee not attending for duty will lose his pay for the time of such non-attendance, unless he produces or forwards within twenty-four (24) hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment, or to personal ill-health, necessitating such absence.

(b) In the case of personal accident or personal illness necessitating such absence referred to in (a), the pay for the week in which such accident or illness occurs shall be calculated on his pay at ordinary rates for the six working days up to and including the day such accident or illness occurs. Provided, however, that if such accident or illness necessitates absence beyond the week in which same occurs, the employer will for such period of absence not exceeding in all ten days, pay the employee in the manner hereinbefore provided. The maximum amount of pay for days not worked owing to such accident or illness necessitating absence as aforesaid shall be a total of ten days' full pay in any year. For the purpose of this clause, a year shall be calculated as follows:—

*For employees—*

Of the Metropolitan Gas Co. .. .. .	From 3rd October in each year to 2nd October next following.
Of the Colonial Gas Association in its works at Box Hill, Footscray and Oakleigh; and of the Warrnambool Gas Corporation .. .. .	From 1st October in each year to 30th September next following.
Of the Brighton Gas Co. .. .. .	From 7th October in each year to 6th October next following.
Of the Ballarat Gas Co. and of the Bendigo Gas Co. .. .. .	From 4th October in each year to 3rd October next following.
Of the Geelong Gas Co. .. .. .	From 23rd August in each year to 22nd August next following.
Of the Castlemaine Gas Co. .. .. .	From 1st December in each year to 30th November next following.
In any other establishment .. .. .	From 1st August in each year to 31st July next following.

A. S. HAUSER, P.M., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 19th August, 1936.





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THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

NOTE.—This Determination, on the 4th September, 1936, applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 23rd July, 1934, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust; and
- (d) making soap, washing soda, candles, or starch—

has made the following Determination, namely:—

(1) That on the 4th September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS.			PROPORTION (within any factory or place).	
	Males.	Girls.	Apprentices.	Improvers.
	s. d.	s. d.		
Under 16 years	.. 20 0	.. 17 9		
16 to 17 "	.. 24 3	.. 18 9		
17 " 18 "	.. 30 0	.. 22 6		
18 " 19 "	.. 35 9	.. 25 3		
19 " 20 "	.. 42 6	.. 29 0		
20 " 21 "	.. 52 9	.. 32 6		
			<i>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections.</i>	<i>Grocers' Sundries, Polish, or Starch Sections.</i>
			One male apprentice to every three or fraction of three male workers receiving not less than 73s. per week of 48 hours.	One male improver to every four or fraction of four male workers receiving not less than 73s. per week of 48 hours.
			One girl apprentice to every three or fraction of three women workers receiving not less than 38s. 3d. per week of 48 hours.	One girl improver to every four or fraction of four women workers receiving not less than 38s. 3d. per week of 48 hours.
			<i>Candle Section.</i>	<i>Candle or Soap and Soda Sections.</i>
			One apprentice to every three or fraction of three workers receiving not less than 38s. 3d. per week of 48 hours.	One improver to every five or fraction of five workers receiving not less than 73s. per week of 48 hours.
			An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.	

## JUVENILE WORKERS.

WAGES PER WEEK OF 48 HOURS.				DEFINITIONS.	
		Males.	Girls.		
		s. d.	s. d.		
14 to 15 years	..	16 6	..	<b>Grocers' Sundries Section.</b>	
15 " 16 "	..	17 3	..	Persons under the age of 21, other than apprentices or improvers, engaged in filling any bags, weighing, closing, wrapping or labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of vermicelli or Italian paste.	
16 " 17 "	..	21 6	..	<b>Polish Section.</b>	
17 " 18 "	..	24 9	..	Persons under the age of 21, other than apprentices or improvers employed at wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing, or closing.	
18 " 19 "	..	29 6	..	<b>Soap and Soda Section.</b>	
19 " 20 "	..	38 0	..	Persons under the age of 19, other than apprentices or improvers, employed in wrapping or packing washing soap or soap extract.	
20 " 21 "	..	42 3	..	<b>Candle Section.</b>	
				Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at candle cutting, wick winding, or packing candles, or, if girls, are employed packing candles in boxes, or wrapping or labelling candles.	
				<b>Starch Section.</b>	
				Persons under the age of 21, other than apprentices or improvers, who, if males are employed at any work excepting— (1) weighing and carrying rice; (2) range work; (3) sheet laying, shaking, carrying out and cutting out draining boxes; (4) Filling and emptying crusting stoves; or, if girls, are employed scraping and wrapping blocks, or filling, weighing, labelling, or casing starch.	

## OTHER EMPLOYEES.

## WAGES PER WEEK OF 48 HOURS.

		£ s. d.			£ s. d.			£ s. d.
<b>Grocers' Sundries Section.</b>			<b>Soap and Soda Section.</b>			<b>Candle Section.</b>		
Miller, i.e., an employee in charge of one or more grinding departments ..	..	4 3 6	Soapmaker's assistant ..	4 3 6	Acidifier ..	..	3 19 0	0
Roaster ..	..	4 3 6	Foreman in charge and actually working in the frame room, packing room, and cutting room ..	4 3 6	Stillman ..	..	3 19 0	0
Stonedresser ..	..	4 3 6	Milling room foreman in charge of and actually working at the milling of soap ..	3 10 0	Glycerine distiller ..	..	3 19 0	0
Coffee essence maker, i.e., an employee in charge of vacuum pans making coffee essence ..	4 0 6		Soap mixer, i.e., an employee in charge of and actually working at a power crutcher ..	3 19 0	Evaporator ..	..	3 19 0	0
Mixer or blender, i.e., an employee in charge of one or more mixing or blending departments ..	3 18 0		Caustic soda and silicates preparers, i.e., employees engaged in preparing caustic soda and silicates for soapmaker ..	3 19 0	Candle moulder, with twelve months' experience ..	..	3 19 0	0
Kilnman, i.e., an employee in charge of and actually doing the work of a kilnman ..	3 16 6		Soda crystal maker, i.e., an employee in charge of and actually working at soda crystal making ..	3 18 0	Candle moulder, with less than twelve months' experience ..	..	3 17 0	0
Mill assistant, i.e., an employee (working under the direction of a miller) who supervises the running of grinding, rolling, or cleaning machines ..	3 16 0		Soap-cutting machinist, i.e., an employee in charge of and actually working at a power soap-cutting machine ..	3 17 6	Candle room ganger ..	..	3 19 0	0
Bagged goods carrier or stacker, i.e., an employee engaged carrying or stacking cereal or other bagged goods in their raw state, but not engaged in the manufacture or delivery of goods ..	3 16 0		Soap cutter by hand, i.e., an employee in charge of and actually cutting soap by hand ..	3 17 0	Press room ganger ..	..	3 19 0	0
Storeman and packer ..	3 16 0		Soap crutcher by hand ..	3 17 0	Cupboard runner ..	..	3 19 0	0
Storeman and packer in charge of six or less storemen and packers ..	3 19 0		Power stamping machinist, i.e., an employee in charge of and actually working at a power stamping machine ..	3 15 6	Provided that where cupboard runners are required to remain in the cupboard at a temperature of 100° F. for more than half an hour continuously on any one day, 6d. per day extra shall be paid.			
Storeman and packer in charge of seven or more storemen and packers ..	4 3 0		Storeman and packer ..	3 16 0	Storeman and packer ..	..	3 16 0	0
All other adult men ..	3 13 0		Storeman and packer in charge of six or less storemen and packers ..	3 19 0	Storeman and packer in charge of six or less storemen and packers ..	..	3 19 0	0
All other adult women ..	1 18 3		Storeman and packer in charge of seven or more storemen and packers ..	4 3 0	Storeman and packer in charge of seven or more storemen and packers ..	..	4 3 0	0
<b>Polish Section.</b>			All other adult men ..	3 13 0	All other adult men ..	..	3 13 0	0
Foreman ..	3 18 0		All other adult women ..	1 18 3	All other adult women ..	..	1 18 3	0
Mill hand, i.e., an employee working at a mill used for the grinding of moulders' blacking, moulders' plumbago preparation, charcoal, or coal dust ..	3 18 0							
Boot polish mixer, i.e., an employee in charge of and actually working at mixing boot polishes ..	3 18 0							
Boot blacking mixer, i.e., an employee in charge of and actually working at mixing boot blacking ..	3 18 0							
Washing blue mixer, i.e., an employee in charge of and actually working at mixing washing blue ..	3 18 0							
Storeman and packer ..	3 16 0							
Storeman and packer in charge of six or less storemen and packers ..	3 19 0							
Storeman and packer in charge of seven or more storemen and packers ..	4 3 0							
All other adult men ..	3 13 0							
All other adult women ..	1 18 3							
			<b>Starch Section.</b>					
			Foreman ..			4 3 6		
			Stone dresser or miller ..			4 3 6		
			Leading Hand, i.e., an adult employee who gives instructions and is responsible for the work done in the starch factory ..			4 0 6		
			Millstone attendant ..			3 16 0		
			Person in charge of starch draining boxes ..			3 16 0		
			Person in charge of cornflour runs ..			3 16 0		
			Storeman and packer ..			3 16 0		
			Storeman and packer in charge of six or less storemen and packers ..			3 19 0		
			Storeman and packer in charge of seven or more storemen and packers ..			4 3 0		
			All other adult men ..			3 13 0		
			All other adult women ..			1 18 3		

(3) **EMPLOYMENT.—WEEKLY WAGES.**—(a) Employees may be engaged by the week, and when so engaged must be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed.

(c) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 21st December.

(d) An employee is not to be entitled to more than six days' payment in any year for such non-attendance notwithstanding that he or she may be employed during the year by more than one employer.

(4) **HOURS OF WORK.**—The number of hours to be worked on any day shall be as follows:—

Monday, Tuesday, Wednesday, Thursday, Friday	.. .. .	8½ hours	} except where shift work is carried on as provided for.
Saturday .. .. .	.. .. .	4½ hours	

The starting and finishing times shall be fixed by the employer in each establishment. Two weeks' notice shall be given of any change in such fixed times.

(5) **OVERTIME.**—All work performed outside the starting and finishing times as fixed shall be paid for at the rate of half time in addition to the ordinary rate, but when an employee works more than one shift in 24 hours no overtime shall be payable for duty on Saturday until he has worked eight and three-quarter hours on that day. Overtime rates shall be paid on the basis of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour. Piece-work done outside the starting and finishing times shall be paid for with the addition of a half rate to the ordinary rate.

(6) **SPECIAL RATES.**—(a) Employees shall receive payment at double time rate for work done on Sunday, and shall receive payment at ordinary rate in addition to the full weekly rate for work done on Christmas Day, Boxing Day, New Year's Day, Australia Day (26th January), Eight Hours Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor falls on a day other than Sundays and payment of wages is not included in the weekly wage in consequence of the Christmas holidays having been taken as provided for in sub-clause (f) hereunder, then employees shall receive payment for each of such days calculated as eight hours.

(c) All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at ordinary rate. Piece-workers shall be paid for such holidays and Sundays at the rate payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her work on the day before or the day after a public holiday without reasonable excuse, or without the consent of the employer, the employee shall not be entitled to payment for such holidays.

(e) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on the days other than the prescribed holidays, the weekly rate shall not apply.

**CHRISTMAS HOLIDAYS.**—(f) On or before the 14th December in each year the employer shall be given or may obtain notice of the number and names of his adult employees who do not elect to work on the working days between Christmas Day and New Year's Day. If more than 33 per cent. of such of the adult employees in any particular establishment as come within the classification in this Determination indicate to the employer their election not to work on such days, then the employer may, if he chooses, close down his establishment on such days, provided that on or before the 21st December he gives notice to his employees of his intention to do so. Where such number is 33 per cent. or under, then the employer shall keep his establishment open for work on such days, or, if he closes it, he shall pay the ordinary wage to those employees who have declared themselves ready and willing to work on such days and who have not been dismissed in conformity with this Determination.

(g) Where the business is kept open for work, the employer may require the employees presenting themselves for work to work in any capacity he may appoint, provided the employees shall be paid at their ordinary rates for such work as they are called on to do.

(h) If any employee has not indicated to the employer on or before the 14th December that he does not intend to work on the days in question, and absents himself from work when the business is open for work on such days, then such employee shall receive no pay therefor.

(7) **TERMINATION OF EMPLOYMENT.**—(a) Seven days' notice of termination of employment shall be given on any day of the week by either employer or employee provided that such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot usefully be employed because of a strike, or stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal, wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services, or such money shall be forwarded to him by post within 24 hours thereafter.

(8) **PAYMENT OF WAGES.**—Wages shall be paid weekly on a week day other than Saturday.

(9) **MEAL TIMES.**—A lunch period of at least one half-hour for each employee shall be fixed in each factory between 12 noon and 2 p.m. for other than shift workers. No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.

(b) Work performed during the usual meal hours shall be paid for at the rate of time and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours then such time shall be deemed to mean an additional payment at half ordinary rate only for such meal time. Such employee shall be allowed time for a meal.

(10) **REST PERIOD.**—Women workers on time work shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. for rest, and such interval shall be observed at times convenient to the employer. Such intervals shall count as time worked.

(11) **SHIFT WORKERS.**—(a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged on a second or third shift daily, other than overtime, shall receive payment at ordinary time plus 5 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. per week in addition to their ordinary rate of pay.

(12) **SUPPLY OF MATERIALS.**—The undermentioned materials shall be provided free of charge by every employer—

(a) All necessary tools of trade, which shall be kept in good repair by the employer.

(b) Uniforms and caps required by the employer to be worn by the employees.

(c) Goggles for employees engaged in work injurious to the eyes.

(13) **TEA MONEY.**—Any employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime. Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked he shall be entitled to the meal allowance herein provided.

The provisions of this clause shall not apply in the case of boys under sixteen years of age or women or girls employed in factories whose conditions regarding overtime are governed by section 33 of the *Factories and Shops Act 1928* (No. 3677).

(14) **PIECEWORK.**—The Board determines under Section 150 of the *Factories and Shops Act 1928* (No. 3877) that the employer may fix his or her own piecework rates, provided such prices enable an employee of average capacity working under like conditions to earn at least 10 per cent. above the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be improvers or juveniles on piecework or otherwise.

(b) Pieceworkers who are requested to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly pieceworker shall be allowed in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform all work provided, then such employee shall be paid the minimum wage applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes, or any fraction of 15 minutes, shall have their payment computed on the basis of an average amount of work done in 15 minutes.

(15) **DESTRUCTION OF CLOTHING.**—Where satisfactory evidence is produced by an employee that, when dissolving caustic soda, using solutions of caustic soda or mineral acids, his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

(16) **WEIGHT CARRYING.**—No woman worker over the age of 18 years shall be required to carry a greater weight than 30 pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3877) provides that no person employing any girl under the age of 18 years in a factory shall permit such girl while so employed to lift or carry a greater weight than 25 pounds.

(17) **TEMPORARY WORK.**—A temporary employee shall mean a person employed for 24 hours or less in any one week, but no employee shall be deemed to be a temporary worker where after employment for at least one week he is dismissed before he has worked 24 hours in the succeeding week, or where his non-employment for more than 24 hours is wholly attributable to causes over which the employer has no control.

Temporary workers unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

(18) **DEFINITION.**—For the purpose of this Determination, year shall mean a period of twelve calendar months commencing on the 21st December in each year.

H. J. RICHARDSON, J.P., Chairman.

GEO. E. PARK, Secretary.

Melbourne, 19th August, 1936.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 175]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE CONFECTIONERS BOARD.

NOTE.—This Determination on the 3rd September, 1936, applied to the whole 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 which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a manufacturing confectioner," has made the following Determination, namely:—

(1) That on the 3rd September, 1936, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																																																																									
<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>Males (assisting the Storeman and Packer).</i></p> <table> <tr> <th></th><th>s.</th><th>d.</th></tr> <tr> <td>18 years of age and under 19 years</td><td>46</td><td>6</td></tr> <tr> <td>19 " " 20 "</td><td>57</td><td>0</td></tr> <tr> <td>20 " " 21 "</td><td>65</td><td>6</td></tr> </table> <p style="text-align: center;"><i>All Other Males.</i></p> <table> <tr> <th></th><th>s.</th><th>d.</th></tr> <tr> <td>14 years of age and under 15 years</td><td>15</td><td>0</td></tr> <tr> <td>15 " " 16 "</td><td>17</td><td>6</td></tr> <tr> <td>16 " " 17 "</td><td>22</td><td>6</td></tr> <tr> <td>17 " " 18 "</td><td>30</td><td>0</td></tr> <tr> <td>18 " " 19 "</td><td>44</td><td>0</td></tr> <tr> <td>19 " " 20 "</td><td>55</td><td>0</td></tr> <tr> <td>20 " " 21 "</td><td>60</td><td>0</td></tr> </table> <p style="text-align: center;"><i>Females.</i></p> <table> <tr> <th></th><th>s.</th><th>d.</th></tr> <tr> <td>16 years of age and under</td><td>18</td><td>0</td></tr> <tr> <td>17 " " 18 years</td><td>22</td><td>6</td></tr> <tr> <td>18 " " 19 "</td><td>27</td><td>9</td></tr> <tr> <td>19 " " 20 "</td><td>33</td><td>3</td></tr> <tr> <td>20 " " 21 "</td><td>38</td><td>0</td></tr> </table> <p style="text-align: center;">PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 81s. per week of 44 hours.</p> <p>One male improver to every four or fraction of four male workers receiving not less than 81s. per week of 44 hours.</p> <p style="text-align: center;"><i>Other Male Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 90s. per week of 44 hours.</p> <p style="text-align: center;"><i>Other Male Improvers.</i></p> <p>One male improver to every three male workers receiving not less than 90s. per week of 44 hours.</p> <p style="text-align: center;"><i>Females.</i></p> <p>Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 45s. 6d. per week of 44 hours.</p>		s.	d.	18 years of age and under 19 years	46	6	19 " " 20 "	57	0	20 " " 21 "	65	6		s.	d.	14 years of age and under 15 years	15	0	15 " " 16 "	17	6	16 " " 17 "	22	6	17 " " 18 "	30	0	18 " " 19 "	44	0	19 " " 20 "	55	0	20 " " 21 "	60	0		s.	d.	16 years of age and under	18	0	17 " " 18 years	22	6	18 " " 19 "	27	9	19 " " 20 "	33	3	20 " " 21 "	38	0	<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>General Workers.</i></p> <table> <tr> <th></th><th>s.</th><th>d.</th></tr> <tr> <td>14 years of age and under 15 years</td><td>15</td><td>0</td></tr> <tr> <td>15 " " 16 "</td><td>17</td><td>6</td></tr> <tr> <td>16 " " 17 "</td><td>22</td><td>6</td></tr> <tr> <td>17 " " 18 "</td><td>30</td><td>0</td></tr> <tr> <td>18 " " 19 "</td><td>44</td><td>0</td></tr> <tr> <td>19 " " 20 "</td><td>55</td><td>0</td></tr> <tr> <td>20 " " 21 "</td><td>60</td><td>0</td></tr> </table> <p style="text-align: center;">PROPORTION.</p> <p>One male juvenile worker to every male worker receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>		s.	d.	14 years of age and under 15 years	15	0	15 " " 16 "	17	6	16 " " 17 "	22	6	17 " " 18 "	30	0	18 " " 19 "	44	0	19 " " 20 "	55	0	20 " " 21 "	60	0	<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <table> <tr> <th></th><th>s.</th><th>d.</th></tr> <tr> <td>Confectioners</td><td>90</td><td>0</td></tr> <tr> <td>Head storeman or packer having not less than three storemen or packers under his control</td><td>88</td><td>0</td></tr> <tr> <td>Storeman or packer in charge of one or two persons</td><td>85</td><td>0</td></tr> <tr> <td>Storeman or packer being the only person employed in the store</td><td>85</td><td>0</td></tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td><td>81</td><td>0</td></tr> <tr> <td>Machinists</td><td>79</td><td>0</td></tr> <tr> <td>Female chocolate or French cream dippers, general workers, bulk or novelty dippers</td><td>45</td><td>6</td></tr> <tr> <td>All other males</td><td>76</td><td>0</td></tr> </table> <p>NIGHT SHIFT.—All male adult employees engaged on night shift work shall be paid at the rate of 10s. per week in addition to their ordinary rates of pay, and juniors shall be paid at the rate of 5s. per week in addition to their ordinary rates of pay.</p> <p>Any employee transferred from day work to night shift work shall be guaranteed his position on day work after he has completed his work on night shift.</p> <p>STARCH WORK.—Male operatives under eighteen years shall not be employed on starch boxes. Males only shall be employed smoothing starch trays or emptying or sieving starch trays with or without confections in them.</p> <p>All males, whether adult or junior, employed on starch boxes shall receive 2s. 6d. per week above their prescribed rates.</p>		s.	d.	Confectioners	90	0	Head storeman or packer having not less than three storemen or packers under his control	88	0	Storeman or packer in charge of one or two persons	85	0	Storeman or packer being the only person employed in the store	85	0	Storeman or packer engaged in the despatch or bulk receiving stores	81	0	Machinists	79	0	Female chocolate or French cream dippers, general workers, bulk or novelty dippers	45	6	All other males	76	0
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## DEFINITIONS.

(3) **CONFECTIONERS.**—All adults (other than chocolate, French cream, bulk or novelty dippers) handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice making or shaping machine or depositing machine, or cocoa bean roaster, or milk chocolate condenser.

**GENERAL WORKERS.**—All persons employed at nailing up boxes, except in the despatch or bulk or receiving store, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lb. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing, plaining, emptying, filling, or sieving starch in or from trays (to be done by males only); emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; rolling confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); grinding figs, acids and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup or other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or cocoanut; turning the handle of any machine; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lb. to be done by males only); upending sugar; icing novelties; glazing confections; cutting neat work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring work, except in the despatch or bulk receiving store.

**CHOCOLATE OR FRENCH CREAM DIPPERS.**—All persons engaged in dipping by hand or fork goods in chocolate, French cream, or other substance, or covering by hand or fork goods with chocolate, French cream, or other substance.

**BULK DIPPERS OR NOVELTY DIPPERS.**—All persons who at one operation dip or cover a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on metal.

**MACHINISTS.**—Adult males employed in operating melangers, refiners, conges, or cocoa mills.

(4) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be 44 hours.

(5) 

Time of beginning not earlier than—	Time of ending not later than—	} With one break of not less than half an hour for a meal between 12 noon and 2 p.m.
7.30 a.m. . . . .	5.15 p.m. Monday to Friday inclusive.	
7.30 a.m. . . . .	12 noon on Saturday.	

(6) **OVERTIME.**—

All time worked in excess of 44 hours . . . . . Time and a half.

All time worked outside the times of beginning and ending work shall be paid at the rate of time and a half, provided that 44 hours must be worked before overtime can be claimed, and further provided that in any broken week overtime rate shall be paid for any time worked, excepting where such broken time is caused through the default of the employee.

No employee shall be worked for more than five hours without an interval for a meal.

(7) **TERMS OF ENGAGEMENT.**—Employment may be terminated by two working days' notice on either side, and such notice may be given at any time. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct (and in such cases shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause which the employer cannot reasonably prevent, or through slackness of work, or through the closing of factories between Christmas and New Year.

This clause shall not apply to workers on night shift.

(8) **MEAL HOUR RATES.**—(a) All meal time, if worked, shall be paid at the rate of double time.

(b) Where an employee is called on to work for one hour or more beyond his usual finishing time, he shall be allowed half an hour for a meal.

(9) **HOLIDAYS.**—(a) All employees shall be entitled to the holidays hereinafter mentioned, or any day substituted for them by Act of Parliament or proclamation, without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Cup Day, and Picnic Day.

(b) Employees working on any of these days shall be entitled to ordinary time for the time worked in addition to the minimum wage, with a minimum of four hours.

(10) **PAYMENT OF WAGES.**—The payment of employees shall be made during working hours.

(11) **SICK PAY.**—Any employee who is absent from duty as a result of sickness or of accident incurred in the course of his employment, shall be paid not more than two days' sick pay in any one year. For the purpose of this clause a year shall mean a period of twelve months commencing on 1st January in each year.

(12) **MEAL ALLOWANCE (MALES).**—All male employees over sixteen years of age called upon to work overtime beyond one hour shall receive a meal allowance of 1s. 6d., provided that no notice has been given to the employee when ceasing work on the previous day that he is required to work overtime on the following day.

(13) **MEAL ALLOWANCE (FEMALES).**—Each female employee shall receive 1s. 6d. for tea money on any day which she is required to work overtime.

(14) **PIECE-WORK SPECIAL RATES.**—Females shall be paid double rates for work done on Sundays, New Year's Day, Australia Day, Picnic Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Cup Day, Christmas Day, or any other day substituted for them by Act of Parliament.

(15) **PIECE-WORK WAITING TIME.**—Female piece-workers who are waiting for work on or about the factory or workshop must be paid for such waiting time a sum calculated on the basis of the weekly wage.

(16) **PIECE-WORK OVERTIME RATES.**—All piece-work performed by females before or after the regular working hours or work done in excess of 44 hours shall be paid for at the rate of rate and a half.

(17) **PIECE-WORK.**—The Board determines that any employer may fix and pay piece-work prices to any female person or persons or classes of persons employed at any work for which the Board has fixed the adult minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average adult female 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 for adults by the Board for such work.

(18) **TERMINATION OF EMPLOYMENT.**—Where a female weekly time worker or female piece-worker gives or receives two days' notice of the termination of her employment, she shall, during the time such notice runs, be given the same amount of piece-work as it has been customary for her to perform during the period of her engagement.

H. J. RICHARDSON, J.P., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 19th August, 1936.



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE CARPENTERS BOARD.

NOTE.—This Determination, on the 4th September, 1936, applied to the whole of the State of Victoria. Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 6th March, 1934, has had the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of—

- (1) a carpenter or joiner engaged in connexion with the erecting or repair of buildings or of concrete, iron, or steel bridges;
- (2) a carpenter or joiner engaged in connexion with the erection or repair of fittings in or on buildings;
- (3) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;
- (4) fixing metal ceilings or laying wood block or parquet flooring,

has made the following Determination, namely:—

(1) That, on the 4th September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

†Apprentices.	†Improvers.	Proportion (by any employer).
Wages per week—	Wages per week—	<i>Apprentices.</i>
1st year's experience .. .. . s. d.	Under 17 years of age .. .. . s. d.	One Apprentice to every two or fraction
2nd .. .. . 20 0	17 to 18 .. .. . 20 0	of two workers receiving not less than the
3rd .. .. . 25 0	18 to 19 .. .. . 25 0	minimum wage.
4th .. .. . 35 0	19 to 20 .. .. . 35 0	<i>Improvers.</i>
5th .. .. . 41 0	20 to 21 .. .. . 41 0	One Improver to the first two
6th .. .. . 60 0		and thereafter one improver
		to every additional four—
An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.		workers receiving not less than the minimum wage.

### OTHER EMPLOYEES.

	(a) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne;		(b) Within 3 Miles of the Post Office at Mildura;		(c) Within the Gippsland District (except within a radius of 3 Miles of the Post Office at Yallourn).		Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively.		Within 8 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per Hour.	Per Week.	Per Hour.	Per Week.	Per Hour.	Per Week.	Per Hour.	Per Week.	Per Hour.	Per Week.	Per Hour.	Per Week.
	s. d.	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.
Carpenters employed on insulation work ..	2 9	6 1 0	2 8½	5 18 3	2 10½	6 7 5	2 8½	5 18 3				
Carpenters employed from a shop or joinery mill: Provided that where an employee is or has been employed in a shop for a period of more than three consecutive months and is sent to work on a building to fix work which has been made in the shop, his rate of wage shall not be altered in respect of work done on the building ..	2 3½	5 0 10	2 2½	4 18 1	2 5½	5 7 3	2 2½	4 17 2				
Fixers of metal ceilings ..	2 3½	5 1 9	2 3½	4 19 11	2 5½	5 7 3	2 3½	5 1 9				
Layers of wood block or parquetry flooring ..	2 5	5 6 4	2 4½	5 3 7	2 6½	5 12 9	2 4½	5 3 7				
All others ..	2 5	5 6 4	2 4½	5 3 7	2 6½	5 12 9	2 4½	5 3 7				
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than two tradesmen ..												

In addition to the rate specified—1s. per day.

In addition to the rate specified—1s. per day.

† Except those covered by the *Apprenticeship Act 1928*.

(3) HOURS.—Forty-four hours shall constitute an ordinary week's work.

(4) DEFINITIONS.—"Insulation work" means work done where charcoal, pumice, or other recognized insulating material is used, but does not include the handling of malthead or the making of ice chests and insulated doors or any such work as is ordinarily done in a factory.

(5) TIMES OF BEGINNING AND ENDING WORK—

Time of Beginning.	Times of Ending.
7 a.m. ..	12 noon on Saturdays or on the day on which the half-holiday is locally observed.
7 a.m. ..	5 p.m. on other working days.

(6) OVERTIME.—(a) All work done outside the hours of beginning and ending work (excepting in cases where shifts are worked outside the times fixed in Clause 5) shall be paid for as follows:—

	On Saturdays or the Day on which the half-holiday is locally observed.	On other Days.
Between midnight and 6 a.m. .. .. .	Double time .. .. .	Double time
" 6 a.m. and 7 a.m. .. .. .	Time and a half .. .. .	Time and a half
" 12 noon and 2 p.m. .. .. .	Time and a half .. .. .	.. .. .
" 2 p.m. and midnight .. .. .	Double time .. .. .	.. .. .
" 5 p.m. and 7 p.m. .. .. .	.. .. .	Time and a half
" 7 p.m. and midnight .. .. .	.. .. .	Double time

(b) All work done within the times of beginning and ending work in any week in excess of the number of hours determined 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.

(c) When shifts are worked outside the hours specified in Clause 5 of this Determination, payment shall be made at the rate of time and a half on the rates set forth in Clause 2 hereof for the first eight hours of duty, and double time thereafter.

(d) Any employee who is called upon to work overtime for over two hours without receiving notice of such overtime on the previous day shall be paid an allowance of Two shillings for a meal, or shall be supplied by the employer with a reasonable meal in lieu thereof.

(7) TRAVELLING TIME AND FARES.—Where an employee is actually employed in a shop, and he is sent from the shop to a job, he shall be paid for such time as he is travelling from the shop to the job, together with all fares necessarily incurred.

Where an employee goes direct from his home to the job, he shall be paid, in the case of any job within a radius of 12 miles of the Post Office at Elizabeth-street, Melbourne, the sum of Two shillings per week in addition to his ordinary wages. Provided that an employee who is regularly employed in a shop, and who is required to work on a job outside the shop, shall be paid the extra fares which he necessarily incurs in going to the job.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

In cases where an employee completes his work during the night-time after trams and other public conveyances have ceased running, the employer shall provide a conveyance to take the employee home, or shall pay to such employee the equivalent in money.

(8) DISTANT JOBS.—Where an employee is sent a distance to work for an employer, which necessitates his being away from home for the night, he shall be paid 6s. per day for the first seven days and 30s. a week thereafter in addition to his regular wages. The employer shall also provide free transport for the employee's tools.

(9) PUBLIC HOLIDAYS AND SUNDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 26th day of January (Australia Day), Good Friday, Easter Saturday, Easter Monday, the 21st April (Labour Day), Christmas Day, or Boxing Day; but, if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Provided that the Metropolitan Gas Company shall have the right to substitute King's Birthday for Easter Saturday.

(10) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work), who have not been summarily dismissed for misconduct or incompetence, or who have not voluntarily left their work, shall be paid at the rate of 3d. per hour extra.

(11) TOOLS AND APPLIANCES.—If any employee is required to provide any of the following tools:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowel plates, tangles, hand and thumb screws, spanners and soldering irons, 6d. per hour, in addition to the ordinary rates fixed by the Determination, shall be paid by the employer.

(12) PAYMENT OF WAGES.—All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

(13) PAYMENT WHEN ENGAGED BUT NOT EMPLOYED.—When notice is given to an employee by an employer, or his responsible representative, to present himself for work and he attends where so directed, and his services are not required, such employee shall be paid Five shillings (5s.) in addition to any expenses necessarily incurred in travelling to and from the job.

(14) GRINDING TOOLS.—When an employee is discharged he shall be allowed one and a half hours for grinding tools, or shall receive one and a half hours' pay in lieu thereof, the employer to provide a suitable grindstone on any job where such grindstone is reasonably necessary for the use of the carpenters and joiners with power (hand or driven) for turning same. This clause shall apply only to employees whose tools are in good order when commencing work for any employer.

(15) BOILING WATER.—Employers shall provide on all jobs boiling water ready at meal time where it is necessary.

(16) FIRST-AID CHEST.—The employer shall keep on all jobs and workshops a proper supply of first-aid material where necessary.

(17) POSTING OF NOTICES.—No employer shall prevent or obstruct any representative of the employees at any time from posting a copy of this Determination, or any notice not exceeding fourteen inches by nine, in a suitable place on any job or in any shop.

(18) PAYMENT FOR CLOTHES SPOILED.—In the event of employees whilst in the service of an employer having their clothes or tools spoilt by acid, sulphur, or other deleterious substances, they shall be recompensed by the employer to the value of the loss sustained, and, in the event of any disagreement as to the amount, the value of such loss shall be assessed by a Board of Reference. Such Board to be constituted by the Secretary for Labour, approved by this Wages Board.

(19) CARE OF EMPLOYEE'S TOOLS.—The employer shall take the same measures to ensure the safety of the employee's tools as he does to protect his own.

(20) WET PLACES.—Persons employed in "wet places" shall be paid at the rate of 3d. per hour in addition to ordinary rates. A "wet place" shall mean a place where water is dripping from overhead so that the clothing of an employee becomes saturated, or a place where the employee has to stand in water exceeding 2 inches in depth so that the feet of such employee become wet.

HARRIE B. LEE, Chairman,

REX L. CECIL, Secretary.

Melbourne, 17th August, 1936.