



# VICTORIA GOVERNMENT GAZETTE.

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[1936

Factories and Shops Acts.

## DETERMINATION OF THE PAINT AND COLOUR BOARD.

NOTE.—This Determination on the 30th October, 1936, applied 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 4th February, 1936, has had the power to determine the lowest prices or rates which may be paid to any persons—

- (a) employed in the trade of preparing any kind of paint, varnish, enamel or colour, either wet or dry ;  
(b) employed in manufacturing titanium white or white lead ;

has made the following Determination, namely :—

(1) That on the 30th October, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

IMPROVERS.*				OTHER EMPLOYEES.	
		Wages per Week of 44 Hours.			
		Males.	Females.		
		<i>s. d.</i>	<i>s. d.</i>		
15 years of age	.. ..	19 6		Persons employed in manufacturing titanium white— <i>s. d.</i> Day workers .. .. . 77 2 per week of 44 hours Shift workers .. .. . 77 0 per week of 48 hours  Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—  <div style="text-align: right;"><i>Per Week of 44 Hours.</i></div>	
16 " " "	.. ..	23 6	23 6		
17 " " "	.. ..	27 9	27 9		
18 " " "	.. ..	33 9	29 0		
19 " " "	.. ..	41 9	33 9		
20 " " "	.. ..	54 9	37 6		
PROPORTION (IN ANY PLACE).				<i>s. d.</i>	
Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.				Males—	
No male under 15 years of age and no female under 16 years of age shall be employed at the trade.				Varnish maker or natural gum runner .. .. . 96 6 Tinter of paint, lacquer or enamel .. .. . 84 0 Any person engaged on paint, enamel or lacquer mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner) .. .. . 79 0 All others .. .. . 76 0 Females .. .. . 43 3	
				Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid 5s. per week in addition to rate specified.	

\* NOTE.—The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentices shall be taken in the trade.

(3) OVERTIME.—Any employee (other than a person employed as a shift worker in the manufacturing of titanium white) who works for any time in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate payable to all persons (other than those employed as shift workers in the manufacturing of titanium white) for all work done on Sunday, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), 23rd June (King's Birthday), 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 holidays, the special rate shall only be payable for work done on the day so substituted.

(5) HOLIDAYS.—All employees (other than those employed in the manufacturing of titanium white) shall be entitled to the following holidays without deduction of pay:—26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), Anzac Day, 23rd June (King's Birthday), Christmas Day, Boxing Day, and New Year's Day.

Provided that for a week in which any of the above holidays is observed on a Saturday an employee who works his weekly hours in five days (Monday to Friday inclusive) shall be paid for four hours at ordinary rates in addition to his wages for such week.

(6) SHIFT WORK.—The following provisions apply only to shift workers employed in the manufacturing of titanium white:—

(a) Employees on shifts shall work such shifts up to six per week as may be required.

(b) A shift shall consist of eight hours, inclusive of 40 minutes to be allowed for meal breaks.

(c) All work done by a shift worker outside the ordinary hours of his shift or on Sundays or Public Holidays shall be paid for as follows:—

(i) On Sundays or Public Holidays mentioned in clause (4)—

if on his day off in the week .. .. . Double time.  
if not on his day off in the week .. .. . Time and a half.

(ii) On any other day, outside the ordinary hours of his shift .. .. . Time and a half.

(d) The rates prescribed in paragraph (c) 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.

(e) The hour worked from 11 p.m. to 12 midnight on Sundays or Public Holidays mentioned in clause (4) by ordinary shift shall not be considered as time worked on Sundays or such Public Holidays.

Provided that the hour from 11 p.m. to 12 midnight on Saturday shall be considered as time worked on Sunday.

(7) RESPIRATORS, BOOTS, AND GLOVES.—When the character of the work renders protective measures necessary an employer shall provide, free of cost, for the use of employees, respirators, boots, and gloves.

No two employees shall be required to use the same respirator, but a previously used respirator may, after sterilization, be given up to the exclusive use of another employee.

(8) BOILING WATER.—A sufficient supply of boiling water for all employees shall be provided at meal times.

(9) MEAL ALLOWANCE.—A meal allowance of 1s. 6d. shall be paid to employees on any day when required to work for a period of not less than two hours after the usual finishing time unless notice has been given the day before such extra time is worked.

(10) TERMINATION OF EMPLOYMENT.—Seven days' notice shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, neglect of duty or misconduct (in which case wages shall be paid up to 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, or any cause for which the employer cannot be reasonably held responsible.

(11) DEFINITIONS.—Varnish maker is one who (a) is capable of selecting in their proper proportions the ingredients necessary for making standard varnishes, and (b) has the duty of combining these ingredients by the application of heat at the proper time in their proper order and at their proper temperatures, and (c) is so employed, and includes a runner of natural gum.

Tinter of paint, lacquer or enamel is one who is invested with discretion as to the kind and quantity of colouring matter to be added to a mixture in order to make it conform to a certain specified colour, or match a given colour sample or colour standard.

D. GRANT, Chairman.

H. N. JONES, Secretary.

Melbourne, 1st October, 1936.