



VICTORIA
GOVERNMENT GAZETTE.

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No. 257]

FRIDAY, DECEMBER 18.

[1936

Factories and Shops Acts.

DETERMINATION OF THE BUILDERS' LABOURERS' BOARD.

NOTE.—This Determination on 17th December, 1936, applied to the whole State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 13th December, 1927, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons (other than persons bolting structural ironwork in position, heating rivets, and holding up for boilermakers) employed in the occupation of—

- (a) builder's labourer on or about any building, or assisting any bricklayer, mason, plasterer, carpenter, plumber, or any other tradesman engaged in building operations;
- (b) labourer engaged in the construction, repair, demolition, or removal of buildings and bridges;
- (c) scaffolder, gear hand, gantry hand, crane hand, or dogman, or as a drainer on work in connexion with buildings;
- (d) labourer excavating ground for foundations or basements of buildings, or levelling ground on a proposed building site;
- (e) labourer doing concrete work or mortar mixing in connexion with or incidental to building construction;
- (f) labourer doing tar-paving or asphaltting work, or other work of a similar character in connexion with or incidental to building construction,

has made the following Determination, viz. :—

(1) That on the 17th December, 1936, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Other Employees.	Per hour.	Per week of 44 hours.
WAGES.	WAGES.	WAGES.	<i>s. d.</i>	<i>s. d.</i>
Per week of 44 hours.	Per week of 44 hours.			
1st year's experience .. 16s.	Under 17 years of age .. 16s.	All adults	1 11½	85 3
2nd " " .. 24s.	17 years of age .. 42s.			
3rd " " .. 32s.	18 " " .. 42s.			
	19 " " .. 85s. 3d.			
	20 " " .. 85s. 3d.			
PROPORTION (in any place).	PROPORTION (in any place).			
One apprentice to every three or fraction of three workers receiving not less than 85s. 3d per week of 44 hours.	One improver to every six workers receiving not less than 85s. 3d. per week of 44 hours.			

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time 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.	

(4) OVERTIME.—That the following rates shall be paid for all work done :—

- (a) Outside the hours fixed in Clause (3)
 - (b) Within the hours fixed in Clause (3) in excess of 44 hours in any week
- Time and a half for the first two hours and thereafter double time.

(5) ALLOWANCES.—The following allowances shall be paid to persons employed on work away from their employers' place of business:—

- (1) The fares, exceeding 3d. per day, necessarily incurred in going from and to the employee's residence to and from his work. 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.
- (2) For work done away from the employer's place of business on any job distant more than 20 miles by the readiest mode of conveyance from the employee's residence—
 - (a) If employee returns to his home on completion of the day's work, 3d. per hour.
 - (b) If work renders it reasonably necessary for the employee to sleep at another place than his usual place of residence—2s. per day for seven days.

(6) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate payable to any person for all work done on Sundays, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, Boxing Day, 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.

(7) PAYMENT OF WAGES.—Pay time shall be not later than Friday of each week at or before the cessation of work, provided that any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within twenty-four hours thereafter. If wages are not paid in accordance with this provision an employee shall be paid for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said twenty-four hours until the wages are paid to the employee or his order or posted to his last-known address.

(8) TERMINATION OF EMPLOYMENT.—At least one hour's notice of termination of employment shall be given by an employee or one hour's pay may be deducted, and at least one hour's notice of the termination of employment or one hour's pay shall be given by an employer.

(9) SANITARY CONVENIENCES, ETC.—Each employer shall provide at the works a safe and suitable place for the tools of the employees, suitable sanitary conveniences, and hot water at meal times.

(10) MAXIMUM LOAD—

- (a) No employee shall be required to carry at any one time more than ten bricks in a hod when the height to where such bricks are to be delivered exceeds 15 feet.
- (b) No employee shall be required to carry at one time more than twelve bricks in a hod.
- (c) No employee shall be required to wheel more than 36 bricks in a barrow on scaffolding at a height of more than 15 feet from the ground or more than 40 bricks in a barrow in any other place.

HARRIE B. LEE, Chairman.
W. L. HARRINGTON, Secretary.

Melbourne, 30th November, 1936.



VICTORIA GOVERNMENT GAZETTE.

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No. 258]

FRIDAY, DECEMBER 18.

[1936

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination, from the beginning of the first pay period after the 4th December, 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 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed¹ either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making, or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof, such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (e) aircraft; has made the following Determination, viz.:—

(1) That this Determination shall be operative from the beginning of the first pay period after the 4th December, 1936, and that the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; within 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Within a radius of 10 miles of the Geelong and Warrnambool Post Offices.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
(A ¹)	(B ¹)	(A ²)	(B ²)	(A ³)	(B ³)	
MALES.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Development, Tool Room, and Maintenance Sections.</i>						
Aero mechanic required to hold "A" and "B" certificates ..	109 0	5 4	110 0	5 5	106 0	5 2
Aero mechanic required to hold "B" and "C" certificates ..	99 0	4 10	100 0	4 11	96 0	4 8
Aero mechanic not required to hold any certificate or only "C" certificate	96 0	4 8	97 0	4 9	93 0	4 7
Patternmaker	105 0	5 2	106 0	5 2	102 0	5 0
Toolmaker, tool hardener, and diemaker (in wood or metal) ..	102 0	5 0	103 0	5 0	99 0	4 10
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	99 0	4 10	100 0	4 11	96 0	4 8
Tradesman, the greater part of whose time is occupied marking off	}	}	}	}	}	}
Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker						
Template maker	100 0	4 11	101 0	4 11	97 0	4 9
First-class welder	99 0	4 10	100 0	4 11	96 0	4 8
Second-class welder	89 0	4 4	90 0	4 5	86 0	4 3
Third-class welder	81 0	4 0	82 0	4 0	78 0	3 10
Fourth-class welder	77 0	3 9	78 0	3 10	74 0	3 7
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter	93 0	4 7	94 0	4 7	90 0	4 5
First-class machinist in metal	96 0	4 8	97 0	4 9	93 0	4 7
Second-class machinist in metal	87 0	4 3	88 0	4 4	84 0	4 1
Third-class machinist in metal	81 0	4 0	82 0	4 0	78 0	3 10
Plate and/or machine moulder and/or coremaker	78 0	3 10	79 0	3 10	75 0	3 8
Ironworker assisting tradesman	75 0	3 8	76 0	3 9	72 0	3 6

* (See Clause 10 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹, A², or A³, as the case may be the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; within 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Within a radius of 10 miles of the Geelong and Warrnambool Post Offices.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
	(A ¹)	(B ¹)	(A ¹)	(B ²)	(A ²)	(B ²)
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
MALES—continued.						
<i>Body-making Section.</i>						
First-class body maker	56 0	4 8	97 0	4 9	93 0	4 7
Second-class body maker	93 0	4 7	94 0	4 7	90 0	4 5
Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line"	93 0	4 7	94 0	4 7	90 0	4 5
Assembler (other than process worker as defined) when not "on the line"	89 0	4 4	90 0	4 5	87 0	4 3
First-class machinist	96 0	4 8	97 0	4 9	93 0	4 7
Second-class machinist	87 0	4 3	88 0	4 4	84 0	4 1
Third-class machinist	81 0	4 0	82 0	4 0	78 0	3 10
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line"	87 0	4 3	88 0	4 4	84 0	4 1
Other oxy and electric welders	85 0	4 2	86 0	4 3	82 0	4 0
Metal panel fixer	82 0	4 0	83 0	4 1	79 0	3 10
Driller and/or borer (not using jigs)	81 0	4 0	82 0	4 0	78 0	3 10
Driller and/or borer (using jigs)	77 0	3 9	78 0	3 10	74 0	3 7
<i>Panel Section.</i>						
First-class panel beater	96 0	4 8	97 0	4 9	93 0	4 7
Second-class panel beater, metal panel worker	93 0	4 7	94 0	4 7	90 0	4 5
Panel-edge turner, solderer, assembler (other than process worker as defined), air hammer operator	89 0	4 4	90 0	4 5	86 0	4 3
Press operator (heavy)	89 0	4 4	90 0	4 5	86 0	4 3
Press operator (light)	81 0	4 0	82 0	4 0	78 0	3 10
Oxy-acetylene and electric welder	85 0	4 2	86 0	4 3	82 0	4 0
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler	82 0	4 0	83 0	4 1	79 0	3 10
Other panel machinists	81 0	4 0	82 0	4 0	78 0	3 10
Driller (not using jigs)	79 0	3 10	80 0	3 11	76 0	3 9
Driller (using jigs)	75 0	3 8	76 0	3 9	72 0	3 6
Tubemaker	79 0	3 10	80 0	3 11	76 0	3 9
Emery grinder, grinder and/or buffer (metal)	77 0	3 9	78 0	3 10	74 0	3 7
Grinder and/or buffer (using portable machine)	81 0	4 0	82 0	4 0	78 0	3 10
<i>Smithing Section.</i>						
Smith	97 0	4 9	98 0	4 10	94 0	4 7
Axle maker, axle turner, spring fitter, laminated spring maker	96 0	4 8	97 0	4 9	93 0	4 7
First-class machinist (metal)	96 0	4 8	97 0	4 9	93 0	4 7
Second-class machinist (metal)	87 0	4 3	88 0	4 4	84 0	4 1
Third-class machinist (metal)	81 0	4 0	82 0	4 0	78 0	3 10
Rivetter on motor truck or waggon body	93 0	4 7	94 0	4 7	90 0	4 5
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer	87 6	4 3	88 6	4 4	84 6	4 1
Garnish mould finisher	86 0	4 3	87 0	4 3	83 0	4 1
Cushion and squab spring assembler and frame operative, electric stove attendant	82 0	4 0	83 0	4 1	79 0	3 10
Vyceman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, driller and/or borer (not using jigs)	81 0	4 0	82 0	4 0	78 0	3 10
Driller and/or borer (using jigs), spring service worker	77 0	3 9	78 0	3 10	74 0	3 7
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or tapper	77 0	3 9	78 0	3 10	74 0	3 7
Striker	75 0	3 8	76 0	3 9	72 0	3 6
<i>Painting Section.</i>						
Writer	96 0	4 8	97 0	4 9	93 0	4 7
Man painting with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming)	93 0	4 7	94 0	4 7	90 0	4 5
Spotter and/or toucher up, spray painter (on priming only), duco polisher (using buffers), and/or stopper up	87 0	4 3	88 0	4 4	84 0	4 1
Transfer grainer	84 0	4 1	85 0	4 2	81 0	4 0
Acid washer, wet rubber and/or polisher	81 0	4 0	82 0	4 0	78 0	3 10
Brush or spray painters on floors, under-carriages and gear; bow socket enameller	79 0	3 10	80 0	3 11	76 0	3 9
Dipper and hanger	76 0	3 9	77 0	3 9	73 0	3 7
Painter's labourer	75 0	3 8	76 0	3 9	72 0	3 6

* (See Clause 10 (e) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹, A², or A³, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; within 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness:	Within a radius of 10 miles of the Geelong and Warrnambool Post Offices.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
	(A ¹)	(B ¹)	(A ²)	(B ²)	(A ³)	(B ³)
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>MALES—continued.</i>						
<i>Trimming Section.</i>						
Tradesman trimmer (including cutter by hand), squab and/or cushion maker	93 0	4 7	94 0	4 7	90 0	4 5
Electric machine cutter	89 0	4 4	90 0	4 5	86 0	4 3
Sectional trimmer (as defined)	85 0	4 2	86 0	4 3	82 0	4 0
Marker out or scriber using patterns or templates, strap maker, pleat stuffer (male adult)	81 0	4 0	82 0	4 0	78 0	3 10
Paster (male adult)—						
First year's experience	81 0	4 0	82 0	4 0	78 0	3 10
Second year's experience	83 0	4 1	84 0	4 1	80 0	3 11
Third year's experience and thereafter	85 0	4 2	86 0	4 3	82 0	4 0
Band and/or jig sawer, air hammer operator, skiving machinist, sewing machinist (male adult), camachine operator (male adult), and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools	81 0	4 0	82 0	4 0	78 0	3 10
<i>Woodmill Section.</i>						
Saw doctor	101 0	4 11	102 0	5 0	98 0	4 10
First-class wood machinist (as defined)	93 0	4 7	94 0	4 7	90 0	4 5
Second-class wood machinist (as defined)	89 0	4 4	90 0	4 5	86 0	4 3
Assembler (without use of jigs)	93 0	4 7	94 0	4 7	90 0	4 5
Assembler (with use of jigs)	89 0	4 4	90 0	4 5	86 0	4 3
Sand-paper and emery machinist	79 0	3 10	80 0	3 11	76 0	3 9
Timber stacker, timber kiln attendant	75 0	3 8	76 0	3 9	72 0	3 6
<i>Glass Section.</i>						
Plate-glass cutter, plate-glass beveller, plate-glass driller	91 0	4 5	92 0	4 6	88 0	4 4
Plate-glass grinder	79 0	3 10	80 0	3 11	76 0	3 9
Assembler of prepared parts (not coming within the definition of process worker)	84 0	4 1	85 0	4 2	81 0	4 0
<i>Chassis Assembling Section.</i>						
Motor mechanic	93 0	4 7	94 0	4 7	90 0	4 5
Petrol tank operative	83 0	4 1	84 0	4 1	80 0	3 11
Chassis assembler and/or wiper	82 0	4 0	83 0	4 1	79 0	3 10
Assembler of chassis parts independently of main assembly, body mounter	81 0	4 0	82 0	4 0	78 0	3 10
Rivetter, tire fitter	79 0	3 10	80 0	3 11	76 0	3 9
Driver of chassis	75 0	3 8	76 0	3 9	72 0	3 6
Labourer assisting without using tools	72 0	3 6	73 0	3 7	69 0	3 5
<i>Horse-drawn Vehicle Section.</i>						
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker	93 0	4 7	94 0	4 7	90 0	4 5
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender	89 0	4 4	90 0	4 5	86 0	4 3
Nave mortice and boring machinist	79 0	3 10	80 0	3 11	76 0	3 9
(All other classifications as prescribed for in other sections.)						
<i>Rolling-stock Section.</i>						
Body maker, wheel turner	96 0	4 8	97 0	4 9	93 0	4 7
Wheel grinder, pitman	87 6	4 3	88 6	4 4	84 6	4 1
(All other classifications as prescribed for in other sections.)						
<i>Miscellaneous Employees.</i>						
Operator of tractor with or without trailers	82 0	4 0	83 0	4 1	79 0	3 10
Case maker	79 0	3 10	80 0	3 11	76 0	3 9
Die-casting machine operative, pipe fitter	81 0	4 0	82 0	4 0	78 0	3 10
Case repairer	75 0	3 8	76 0	3 9	72 0	3 6
Process worker (as defined) in all sections	75 0	3 8	76 0	3 9	72 0	3 6
All others in all sections	69 0	3 5	70 0	3 5	66 0	3 3
Leading hand—all sections (see Clause 16).						

* (See Clause 10 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹, A², or A³, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

(a) The minimum rates to be paid to female machinists throughout Victoria shall be at the rate of—

	Per Week of 44 Hours.		Plus Weekly Allowance in Lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.		
	Within a Radius of 10 Miles of the Geelong and Warrnambool Post Offices.	Elsewhere in Victoria.			
	£ s. d.	£ s. d.	s. d.	s. d.	
First six months (without previous experience)	1 4 6	1 4 0	} 24 0 .. 1 2 24 6 .. 1 2 34 0 .. 1 8 34 6 .. 1 8 39 6 .. 1 11 40 0 .. 1 11 47 6 .. 2 4 48 0 .. 2 4		
Second six months	1 14 6	1 14 0			
Third six months	2 0 0	1 19 6			
Thereafter	2 8 0	2 7 6			
(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—					
For the first six months	1 4 6	1 4 0			
For the second six months	1 14 6	1 14 0			
Thereafter	2 8 0	2 7 6			

APPRENTICES.

(A form of Indenture proseribed by the Board was approved on 30th November, 1936.)

(3) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- (c) Painting (coach).
- (d) Trimming.
- (e) Axle-making.
- (f) Wood-turning and woodwork machining.
- (g) Panel-working, including panel beating, sheet metal working and welding.
- (h) Motor body die and tool making.
- (i) Fitting and turning. Metal machining.
- (j) Pattern making.
- (k) Motor mechanic.
- (l) Aircraft making.
- (m) Saw doctoring.

(ii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XIV. below; also (4) (c) (7).)

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

(iii) The periods of apprenticeship shall be as follows :—

If the apprentice under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

(iv) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

(v) Until further order any contract of apprenticeship hereafter made may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

WAGES.

(vi) (a)

	Per Week of 44 Hours.	
	Within a Radius of 10 Miles of the Geelong and Warrnambool Post Offices.	Elsewhere in Victoria.
	s. d.	s. d.
Five-year terms—		
First year	15 0	15 0
Second year	20 6	20 6
Third year	32 6	32 6
Fourth year	53 0	52 0
Fifth year	67 0	66 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	18 0	18 0
Second year	32 0	31 6
Third year	53 0	52 0
Fourth year	67 0	66 0

(b) Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(c) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 10 (c) to the number of four days per annum.

- (vii) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.
- (ix) No apprentice shall work under any system of payment by results.
- (x) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.
- (xi) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (xii) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (xiii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiv) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

(4) (a) Unapprenticed male junior workers may be employed in any occupation covered by this Determination, and shall be paid, per week of 44 hours, on the basis of age plus experience, as indicated in clauses (c) (1) and (c) (2) hereunder, as follows:—

(1) Within a radius of 10 miles of the Geelong and Warrnambool Post Offices—

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in Lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.	
		1.	2.	3.	4.	5.	6.	s. d.	s. d.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14-15 years	16 0	19 0	25 6	32 0	38 0	46 6	57 6	16 0	0 9
15-16 "	16 0	22 6	28 6	35 0	41 6	49 0	..	19 0	0 11
16-17 "	19 0	25 6	32 0	38 0	46 6	..	..	22 6	1 1
17-18 "	22 6	28 6	35 0	41 6	..	..	..	25 6	1 3
18-19 "	25 6	32 0	38 0	..	..	..	..	28 6	1 5
19-20 "	28 6	35 0	..	..	..	..	..	32 0	1 7
20-21 "	32 0	..	..	..	..	..	..	35 0	1 9
								38 0	1 10
								41 6	2 0
								46 6	2 3
								49 0	2 5
								57 6	2 10

(2) Elsewhere in Victoria.

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in Lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.	
		1.	2.	3.	4.	5.	6.	s. d.	s. d.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14-15 years	15 6	19 0	25 0	31 6	37 6	46 0	56 6	15 6	0 9
15-16 "	15 6	22 0	28 0	34 6	40 6	48 0	..	19 0	0 11
16-17 "	19 0	25 0	31 6	37 6	46 0	..	..	22 0	1 1
17-18 "	22 0	28 0	34 6	40 6	..	..	..	25 0	1 3
18-19 "	25 0	31 6	37 6	..	..	..	..	28 0	1 4
19-20 "	28 0	34 6	..	..	..	..	..	31 6	1 6
20-21 "	31 6	..	..	..	..	..	..	34 6	1 8
								37 6	1 10
								40 6	2 0
								46 0	2 3
								48 0	2 4
								56 6	2 9

(b) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(c) (1) Change of wage rates shall be made once each year and shall be payable as from the beginning of the first pay period after the birthday of the employee concerned.

(2) Completed years of experience only to be taken into account when rate is changed.

(3) Employee to furnish proof of age by means of birth certificate or sworn declaration by parent or guardian.

(4) Employee to prove experience by written statement made by previous employers in the coachbuilding industry.

(5) Employee to receive a length of service record card on leaving the employment of any one employer.

(6) For the purpose of this clause experience shall mean any form of employment in any branch of the industry covered by this Determination.

(7) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory. (See clause (3) (ii).)

HOURS OF EMPLOYMENT.

(5) (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four 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 any employer and his employees.

(b) 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.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

SHIFT WORK—CONTINUOUS PROCESSES.

(6) (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 eight hours inclusive of such times as by mutual arrangements may be taken for meal breaks.

(c) For all time of duty outside ordinary hours or in excess of eight 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 eight 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 shifts shall be paid at the rate of time and a half for such shift.

(f) Shift workers working eight 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: Where practicable, 20 minutes crib-time shall be allowed without deduction of pay. 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.

SHIFT WORK—IN OTHER THAN CONTINUOUS PROCESSES.

(g) 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.

(h) 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.

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

(j) Females shall not be allowed to work shift work.

MIXED FUNCTIONS.

(7) 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.

(8) (a) For all work done outside ordinary hours the rate of wages shall be time and a half for the first four hours and double time thereafter, such double time to continue to be paid until the employee has been relieved from work for at least eight 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 which he is so told 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) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib-time of 20 minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a break of at least 15 minutes shall be allowed if the period of overtime to be worked is in excess of two hours. An employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) 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 the 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 workshop, 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.

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

(k) 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.

(l) Where overtime is worked on account of a breakdown of plant and/or machinery all overtime shall be paid for at the rate of time and a half.

SUNDAY AND HOLIDAY RATES.

(9) (a) Where an employee works on a Sunday at the request of the employer, the work done shall be paid for at the rate of double ordinary time.

(b) Where an employee works on union picnic day at the request of the employer, the work done shall be paid for at the rate of double ordinary time.

(c) Where an employee works on any of the holidays (including overtime) specified in clause 10 (b) of this Determination, at the request of the employer, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause 14 (d) of this Determination.

HOLIDAYS.

(10) (a) The day on which the Coachmakers' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day (21st April), 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.

(c) If the contract of employment is for hourly hiring, an allowance (clause (2) B¹, B², B³) calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (2) A¹, A², A³ of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 (14 x 8) and divided by fifty-two (52), the answer to be calculated to the nearest penny. (Clause 2—A² is 3s. less than A¹ and A³, and B² is 2d. less than B¹ and B³.)

PIECEWORK RATES.

(11) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY-DAY.

(12) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

PAYMENT FOR PART WEEK.

(13) An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

CONTRACT OF EMPLOYMENT.

(14) (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. 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.

(b) 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.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 10 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays 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 on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause 10 (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause 2 of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowances shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause 10 (c) of this Determination shall also be paid in addition to the rates prescribed by clause 2 of this Determination for female workers and male junior workers.

(c) An employee engaged 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 the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

TIME AND WAGES BOOK.

(15) (a) 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.

(b) 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.

LEADING HANDS.

(16) Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra; from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

AIRCRAFT MAKING.

(17) Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

TRAVELLING TIME.

(18) In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

DEFINITIONS.

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

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

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

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

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

(g) "Second-class machinist" (in metal) means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings or prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of "first-class machinist"; or who is engaged operating a key-seating machine, or a second-class brass finisher or as a pipe fitter on low pressure work.

(h) "Third-class machinist" (in metal) means a machinist, not being a process worker, who operates any machine set up by tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist or any machine other than electric cutters in trim shops used for cutting fabrics.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, sill hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

(i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instrument or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Motor mechanic" means an adult employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts (including electric) of the engines of motor cars, motor cycles or other motor vehicles, but not one engaged only in making minor adjustments to engines and chasses.

(o) "First-class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third-class welder, and includes re-welding by hand processes.

(p) "Second-class welder" means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(q) "Third-class welder" means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(r) "Fourth-class welder" means an adult employee cutting scrap with oxy-acetylene blowpipe.

(s) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.

(t) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(u) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(v) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(w) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(x) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs, or in the repairing of damaged bodies.

(y) "Repairing" means the repairing of individual bodies and the replacement therein of panels and other parts.

(s) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(aa) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(bb) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(cc) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(dd) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(ee) "Smith" includes coach smith, wheelwright smith, angle iron smith and motor smith.

(ff) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(gg) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(hh) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(ii) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(jj) "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 successive days in each week.

(kk) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(ll) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(mm) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wiper).

GRINDING TOOLS.

(20) (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

WATERPROOF CLOTHING.

(21) Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

SPRAY PAINTERS.

(22) Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

TOOLS TO BE PROVIDED BY EMPLOYER.

(23) Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to $\frac{1}{4}$ inch and snips, such tools to remain the property of the employer.

MISCELLANEOUS PROVISIONS.

(24) (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and boots.

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

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

RIGHT OF ENTRY OF UNION OFFICIALS.

(25) A duly accredited representative of the Australian Coach, Motor Car, Tram Car, Waggon Builders, Wheelwrights and Aircraft Rolling Stock Makers Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that this clause shall only apply to those employers who are not respondents to the Federal Award in respect of this industry.

LIMITATION OF EMPLOYER'S LIABILITY.

(26) When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

D. GRANT, Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne, 19th November, 1936.



VICTORIA GOVERNMENT GAZETTE.

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No. 259]

TUESDAY, DECEMBER 22.

[1936

Factories and Shops Acts.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

NOTES.—(a) This Determination on the 18th day of December, 1936, applied to the whole of the State of Victoria.

(b) On the 27th November, 1934, the Cement Articles Board was deprived of 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 making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 17th August, 1936, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons:—

(a) employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material;

(b) fixing corrugated asbestos-cement sheeting on roofs or walls of buildings—

has made the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after the 18th day of December, 1936.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.			Per Week of 48 Hours.	WAGES.			Hours per week.
			s. d.				
16 and under 17 years of age	..	..	26 0	Fixers	..	..	44
17 and under 18 years of age	..	..	29 1	Fixers' Assistants	..	..	44
18 and under 19 years of age	..	..	34 7	Wet Machine Attendant in charge	..	..	48
19 and under 20 years of age	..	..	42 5	Mixer Attendant in charge	..	..	48
20 and under 21 years of age	..	..	53 7	Chilian Mill Operator	..	..	48
No apprentices or improvers under the age of sixteen years to be engaged.				Wet Cutter (power guillotine only)	..	..	48
PROPORTION (IN ANY PLACE).				Ridging and Accessories Presses	..	..	48
Apprentices and Improvers.				Wiremen on Pipe Machines	..	..	48
Two apprentices or improvers to every three or fraction of three workers receiving not less than 78s. per week of 48 hours.				Men Cutting and Turning Water Pipes	..	..	48
				All others	..	..	48

(3) TRAVELLING ALLOWANCE AND FARES.—Fixers and Fixers' Assistants shall be paid travelling allowances as follows:—

(a) within the metropolitan district 2s. per week.

(b) outside the metropolitan district the fares necessarily expended in travelling to and from work.

(4) NIGHT SHIFT.—Persons working on a night shift, i.e., between the hours of 11 p.m. and 7 a.m., shall be paid 3s. per week in addition to the rates set out in Clause (2).

(5) OVERTIME.—Time and a half shall be paid for all work done:—

(a) outside the usual starting and finishing times.

(b) within the usual starting and finishing times, in excess of the number of hours fixed as a week's work.

(6) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in Clause (7) (Holidays).

(7) SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

HARRIE B. LEE, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 2nd December, 1936.

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No. 260]

TUESDAY, DECEMBER 22.

[1936

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED)
BOARD.

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

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

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

(1) On 5th March, 1930—

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

(2) On 1st April, 1936—

(a) Mechanical engineering:—

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

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

(c) Smithing:—

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

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2. (Price 3d.)

I, WILLIAM DEMPSTER, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 19th June, 1935, by the Engineers and Brassworkers (Skilled) Board, and published in the *Government Gazette* on the 11th July, 1935, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the first pay period to commence in December, 1936, to any skilled persons employed in the process, trade, or business of—

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

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

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

APPRENTICESHIP.

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

- (a) Mechanical engineering, i.e., one or more of the following:—
 - (i) Pattern-making.
 - (ii) Fitting and turning.
 - (iii) First and second-class machinist.
 - (iv) First-class welding.
- (b) Locksmithing—the making and/or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof.
- (c) Motor mechanic.
- (d) Safe and strongroom making.
- (e) Scale-making (except the making of parts by specialized processes and the assembling thereof).
- (f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).
- (g) Window-frame fitting.
- (h) Smithing—
 - (i) Blacksmithing.
 - (ii) Copper and/or brass smithing.
- (i) Moulding—one or more of the following:—
 - (i) Jobbing, moulding and core making.
 - (ii) Jobbing, brass moulding and core making.

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

- Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.
- Locksmithing—one apprentice for every three, or fraction of three, tradesmen.
- Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.
- Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.
- Scalemaking—one apprentice for every three, or fraction of three, tradesmen.
- Smithing—one apprentice for every three, or fraction of three, tradesmen.
- Moulding—one apprentice for every two, or fraction of two, tradesmen.

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

- (3) The periods of apprenticeship shall be as follow :—
 For the trades included in sub-clauses (a), (b), (c), (h) and (i) of this clause : If the apprentice when articulated is under the age of 17, 5 years ; if over the age of 17, 4 or 5 years, at the option of the contracting parties.
 For the trades included in sub-clauses (d), (e), (f) and (g) of this clause, 4 or 5 years, at the option of the contracting parties.
- (4) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.
- (5) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.
- (6) Until further order any contract of apprenticeship hereafter made may contain the following provision :—
 If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
 This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

		Wages.						Per Week of 44 hours.	
								s. d.	
(7) Five-year terms—									
1st year	15	0
2nd year	20	6
3rd year	32	0
4th year	52	3
5th year	65	0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—									
1st year	18	0
2nd year	31	3
3rd year	52	3
4th year	65	9
Four-year terms—entered into irrespective of age in occupations set out in (d), (e), (f) and (h) of this clause—									
1st year	16	0
2nd year	21	0
3rd year	36	6
4th year	47	0

- Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.
- (8) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 13 (a) to the number of 4 days per annum.
- (9) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (10) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.
- (11) An apprentice shall not work under any system of payment by results.
- (12) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (13) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (14) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (15) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (16) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.
- (17) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

	Within a Radius of 20 Miles of G.P.O., Melbourne, Mildura, and Gippsland Districts.		Within a Radius of 19 Miles of the Geelong or Warrnambool Post Offices.		Other Parts of Victoria where this Determination Applies.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
If of less than 12 months' experience ..	43	46	44	47	43	46
If of 12 months' or more experience ..	49	53	50	54	49	53

(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 :—

	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.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	13	14	13	14	13	14
2nd year's experience ..	18	19	18	19	18	19
3rd year's experience ..	26	28	26	28	26	28
4th year's experience ..	33	35	33	35	33	35
5th year's experience ..	37	40	38	41	37	40
Thereafter until reaching 21 years of age ..	41	44	42	45	42	45

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 18 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 in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	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.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 0	16 2	15 0	16 2	15 0	16 2
2nd year's experience	21 0	22 6	21 3	22 9	21 0	22 7
3rd year's experience	28 9	30 10	29 3	31 4	28 9	30 11
4th year's experience	39 3	42 1	39 9	42 7	39 3	42 3
5th year's experience	49 9	53 4	50 6	54 1	49 9	53 6
6th year's experience	57 6	61 8	58 3	62 5	57 6	61 10
7th year's experience	61 3	65 8	62 0	66 5	61 3	65 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 18) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wage :—

	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.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	<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 16 years of age	16 6	17 9	16 6	17 9	16 6	17 9
16 and under 17 years of age	23 6	25 3	23 9	25 5	23 6	25 3
17 and under 18 years of age	41 9	44 9	42 6	45 6	42 0	45 2
18 and under 19 years of age	52 3	56 0	53 0	56 9	52 6	56 6
19 and under 21 years of age	62 9	67 3	63 9	68 4	62 9	67 7

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

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

HOURS OF EMPLOYMENT.

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

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

EXCEPTIONS.

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

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

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

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

SHIFT WORK.

Continuous Processes.

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

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

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

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

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

Shift Work in other than Continuous Processes.

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

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

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

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(d) In lieu of clause 7—

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

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

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

HOLIDAYS AND SUNDAY WORK.

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

Exceptions.

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

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

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

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

PIECE-WORK RATES.

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

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

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

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

CONTRACT OF EMPLOYMENT.

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

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

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

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

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

MISCELLANEOUS PROVISIONS.

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

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

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

(d) Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.

(e) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(f) All ladles of a holding capacity of 15 cwt. or more shall be fitted with safety-work gear or an equivalent safety fitting.

(g) Not more than $\frac{1}{2}$ cwt. of molten metal per man shall be placed in ladles carried by hand.

(h) Where molten metal is carried by hand a clear passageway not less than 2 feet wide shall be made.

TIME AND WAGES BOOK.

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

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

SPECIAL RATES.

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

(a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra; more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.

(b) Working in wet places—1½d. per hour extra.

Working in confined spaces—3d. per hour extra.

Working in ship's bilges or in boiling-down works, lead works, sanitary works or slaughter-yards—1d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

(f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.

(g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(h) Patternmaker in lignum vitae outside the workshop and fitting to stern bushes, 3d. per hour extra.

(i) Tradesmen and/or welders employed in large operating power-houses, i.e., power-houses developing more than 8,000 kilowatts, other than those not on the regular staff, engaged on new construction shall be paid 6s. per week extra; such amount shall be deemed to include all special rates provided in this clause except in sub-clause (a).

(j) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(k) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than 3 weeks at a workshop or job shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

(l) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

(m) The rate for forger and/or faggoter set out herein and the rate for forge furnacemen shall be for a 44-hour week. The hourly rate shall be ascertained by dividing the respective weekly rate as adjusted by 44.

TRAVELLING TIME, ALLOWANCE AND BOARD.

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

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

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

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

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

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

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

DEFINITIONS.

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

- “Manufacture and/or manufacturing” means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus and of electrical machinery and apparatus and of locks, scales, window frames, and other metallic articles.
- “Process worker” means an employee engaged on—
- (1) Repetition work on any automatic, semi-automatic, or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator), or
 - (2) in the assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment requiring skill is required, or
 - (3) in specialized processes—not requiring the use of hand tools (except hammers, screw drivers, or spanners) in or in connexion with manufacturing.
- “Tradesman” means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.
- “Precision measurements” means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale, or rule.
- “Tradesman in gun armament, instrument, and torpedo work” means a tradesman who is required to lay out and repair or make naval gun optical instrument or torpedo mechanisms, and includes a tradesman engaged dismantling, assembling, and rating torpedoes, also tradesmen engaged dismantling, assembling, and fitting in turrets of actual parts of gun mountings and guns.
- “Patternmaker” means a tradesman engaged in the making of patterns in wood.
- “Toolmaker” means a tradesman making and/or repairing any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.
- “First-class machinist” means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine and grinding machine.
- “Second-class machinist” means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings or prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of “First-class machinist”; or who is engaged operating a key-seating machine, or a second-class brass finisher or as a pipe fitter on low pressure work.
- “Third-class machinist” means a machinist, not being a process worker, who operates any machine set up by a tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist.
- “Window-frame making” means the making in quantities of metal window frames, metal doors, and grilles, and metal ornamentations used in buildings.
- “Motor mechanic” means an adult employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts (including electric) of the engines of motor cars, motor cycles, or other motor vehicles.
- “Locksmith” means a tradesman engaged in the making (except in quantities by manufacturing methods) and/or repairing of locks and the mechanism of safe and strong-room doors.
- “First-class welder” means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third-class welder, and includes re-welding by hand processes.
- “Second-class welder” means an adult employee not required to do first-class welding, but engaged in filling castings or in manufacturing of sheet metal goods or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.
- “Third-class welder” means an adult employee using electric spot or butt welding machine, or cutting scrap with oxy-acetylene blowpipe.
- “Other smiths” includes ajax forger, blacksmith bulldozer, Bradley hammer smith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling-stock smith, and wheelwright smith.
- “Jobbing moulder” means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.
- “Jobbing coremaker” means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.
- “Plate and machine moulder” means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.
- “Machine coremaker” means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.
- “Furnaceman” means an employee in charge of a furnace used for smelting metals or ores, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.
- “Continuous process” means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.
- “Year” means 365 consecutive days, starting from the day of commencement of operation of this determination.
- “Shift work”—afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.
- “Sunday” means all time between midnight Saturday and midnight Sunday.
- “Wet place” means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.
- “Confined space” means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

SPECIAL EXEMPTIONS.

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

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

W. DEMPSTER,
Secretary for Labour.

Melbourne, 30th November, 1936.

