



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 68]

THURSDAY, MARCH 26.

[1936

Factories and Shops Acts.

DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination on the 21st March, 1936, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in or in connexion with making coal gas for trade or sale, but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 21st March, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

		Wages per Week of 44 Hours.					
		Within the Metropolitan District as defined in the Factories and Shops Act: the City of Mordialloc, the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
*Under 15 years of age	..	15 0	15 9	15 4	14 8	15 8	13 9
*15 years and under 16 years of age	..	18 9	19 8	19 2	18 4	19 7	17 3
*16 " " 17 "	..	22 5	23 7	23 0	22 0	23 6	20 8
*17 " " 18 "	..	29 11	31 6	30 7	29 4	31 4	27 6
*18 " " 19 "	..	37 5	39 4	38 3	36 8	39 2	34 5
*19 " " 20 "	..	48 8	51 2	49 9	47 8	50 11	44 9
20 " " 21 "	..	59 10	63 0	61 3	58 8	62 7	55 0

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

PROPORTION (IN ANY PLACE).

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

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

(3)

OTHER EMPLOYEES.

		Wages per Week of 44 Hours.						
		Within the Metropolitan District as defined in the Factories and Shops Act.	Within the City of Mordialloc, and the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Stokers—								
Ordinary	.. ..	89 4	84 10	94 11	93 3	89 3	94 4	78 10
Machine	.. ..	91 1	..	..	..	..	..	..
Vertical	.. ..	92 9	..	98 7	..	..	..	..
Yardmen and Labourers	.. ..	74 10	74 10	78 9	76 7	73 3	78 3	68 10

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

To Stokers—

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

To Other Workers—

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

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

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

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

(6) SPECIAL RATES.—Double time shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), and King's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(7) WEEKLY DAY OFF.—Every stoker shall be allowed, by rotation or otherwise, one clear day off in each week. A week shall be deemed to commence from the starting of the morning shift on Monday in each week.

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

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

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

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

For employees—

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

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

A. G. ALLEN, Secretary.

Melbourne, 6th March, 1936.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 69]

THURSDAY, MARCH 26.

[1936

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

NOTE.—This Determination, on the 20th March, 1936, applied to the whole of the State of Victoria.

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

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

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

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

(1) That on the 20th March, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

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

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

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

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

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

CONTRACT OF EMPLOYMENT FOR JOBBING MOULDERS AND JOBBING COREMAKERS.

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

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

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

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

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

MEAL ALLOWANCE.

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

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

PAYMENT FOR HOLIDAYS.

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

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

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

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

(7) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Saturday, Easter Monday, Australia Day (26th January), Labour Day (21st April), Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays the special rate shall only be payable for work done on the day so substituted.

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

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

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

(11) PIECE-WORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed at any work in the process, trade, or business of an ironmoulder, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 5th March, 1936.

