

(3) At general sheet metal work or canister or tin toy work on any other power machine (other than a power press) or at canister or tin toy work on the following machines or presses:—Monkey, pendulum, screw, or treadle machines for folding canisters of holding capacity up to and including 1 pint, beading, bending (other than work on angle bender or folder exceeding 8 inches), body forming (other than by angle bender), clenching, crimping, curling, double seaming, flanging, hinge hooking, hinge seating, lock seaming, notching, rolling, squeezing, trimming, or wire forming, or feeding or taking off in connexion with any power soldering machine or employed in connexion with japanning at scouring, cleaning, assisting to polish or general rough work, or engaged on cabinet handles in cutting strips, clips, and holes on guillotine, bending clips round ring, fitting same and opening out ends, or employed at hinge making in cutting metal into strips, or putting in pins or spraying tin toys or reconditioning tin canisters under the supervision of an adult sprayer.

(4) Operating power presses.

(b) The rates set out in the column headed "Class B" shall be paid to Juvenile workers (other than apprentices or improvers) engaged in repairing leaks in general sheet metal work (other than old work) or assisting at rollers for forming down pipes, or engaged at general sheet metal work on the following machines, viz.:—Burnishing and spinning lathes, curving machines, guillotines for cutting spouting and ridging, hand presses, or spouting and ridging machines.

Age.	Wages per Week—Males 44 Hours; Females 44 Hours.			
	See Clause (9), Contract of Employment.			
	Class "A."		Class "B."	
	Weekly Hire.	Hourly Hire.	Weekly Hire.	Hourly Hire.
Under 15 years of age	s. d. 15 3	s. d. 16 6	.. .. .	.. .. .
Aged 15 years	18 6	20 0	.. .. .	.. .. .
" 16	21 0	26 0	.. .. .	.. .. .
" 17	*30 0	*32 2	†27 3	†29 6
" 18	*38 9	*41 9	*35 6	*38 3
" 19	*49 0	*52 9	*44 9	*48 3
" 20	*56 6	*61 0	*54 0	*58 3

* Any juvenile worker without previous experience, entering the trade at 17 years of age or over may be paid for the first year of his service the rate of pay he would have received had he been one year younger.

† A person entering the trade at 17 years of age and put to work in Class B, may, during the first year of his service, be paid whilst performing such work at the rate of 26s. per week.

No juvenile worker shall be employed operating any power press who has not—

- (1) attained the age of 17 years, and
- (2) completed one year of service at the trade.

(4)

OTHER EMPLOYEES.

Wages per Week—
Males, 44 hours;
Females, 44 Hours:

	s.	d.
Welders—		
First Class	94	0
Second Class	78	0
Third Class	74	0
Bench hands—		
First Class	91	0
Second Class	84	0
Metal spinner who sets up and makes his own dies	86	0
Other spinners	76	0
Die setters	76	0
Leading press hand for canister making	76	0
Other press operators (except on canister work)—		
Heavy	74	0
Light	72	0
Solderers and dippers for canister making	74	0
Other solderers and dippers	74	0
Drop hammer stampers	72	0
Guttering machinists	69	0
Other power machinists (except on canister work)	76	0
Riveters of canisters by hand	76	0
Makers of canisters by hand	76	0
Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 deg. Fahr. and over	76	0
Operators of power capping machines or metal pots on automatic canister machines	74	0
Other cap solderers	72	0
Tinners and grease tinners	70	0
Assistants working over metal pot	74	0
Stencil cutters	83	0
Mixers	72	0
Fusers	72	0
Picklers	72	0
Liquidizers	69	0
Artistic japanners and goldworkers	84	0
Spray operators	81	0
Grainers, liners and filleters	72	0
Painters and lacquerers	72	0
Dippers	71	0
All others	66	0

ADJUSTMENT OF WAGES AND PIECEWORK.

(5) Pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the wages, rates, and piecework prices set out in clauses 4 and 11, respectively, of this Determination shall be automatically increased or decreased on and from the first days of June, September, December, and March in each year in accordance with the table set out hereunder.

The wages rates payable to an employee mentioned in clause 4 shall, during the three calendar months following the first days of June, September, December, and March, respectively, in each year, be the amounts set out in the said clause 4 increased or decreased, as the case may be, by the amount appropriate to the latest quarterly figure published by the Commonwealth Statistician as the Retail Price Index-Number, "All Items" Index ("C" Series)—Melbourne, for the calendar quarter immediately preceding the adjustment date.

The piecework prices payable to an employee for performing work mentioned in clause 11 shall, during the three calendar months following the first days of June, September, December, and March be the prices set out in the said clause 11 increased or decreased, as the case may be, by the percentage appropriate to the latest quarterly figure published by the Commonwealth Statistician as the Retail Price Index-Number, "All Items" Index ("C" Series)—Melbourne, for the calendar quarter immediately preceding the adjustment date.

TABLE.

Retail Price Index-Number, "All Items" Index ("C" Series), published by the Commonwealth Statistician.	Wages Rates (Clause 4), to be adjusted as shown.	Piecework Prices (Clause 12), to be adjusted as shown.
Melbourne figure—		
723-746	Reduced by 6s. per week	Reduced by 9 per cent.
747-771	" 4s. "	" 6 "
772-796	" 2s. "	" 3 "
797-833	No change	No change
834-858	Increased by 2s. per week	Increased by 3 per cent.
859-882	" 4s. "	" 6 "

DEFINITIONS—

- "Welder, First Class" shall mean an adult workman using quasi-arc or oxy-acetylene blowpipe or coal-gas cutting plant on work other than filling castings; cutting scrap metal, or using jigs.
- "Welder, Second Class" shall mean an adult workman filling, casting or welding with the aid of jigs.
- "Welder, Third Class" shall mean an adult workman using electric spot or butt-welding machine or cutting scrap with oxy-acetylene blowpipe.
- "Bench Hand, First Class" shall mean an adult workman working to sealed prints or drawings or applying general trade experience or knowledge to the making of completed articles and/or the erection and installation thereof.
- "Bench Hand, Second Class" shall mean an adult workman working at the bench in the making and/or repairing of completed articles not calling for the use of prints or drawings or measurements.
- "Canisters" shall include canisters, tin boxes and other tin containers manufactured in quantities, by specialized processes

(6) TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on the day on which the half-holiday is observed.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(7) OVERTIME.—(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 until an employee has been relieved from work for at least eight hours.

(b) In computing overtime, each day's work shall stand alone.

(8) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), Anzac 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, the special rate shall only be payable for work done on the day so substituted.

(9) CONTRACT OF EMPLOYMENT.—(a) With the exceptions hereafter 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 actual time 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 on days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days of 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.

(b) If the contract of employment is for hourly hiring, the rates prescribed in clause (4) shall be increased 5s. per week as compensation for time lost on public holidays and unavoidable absences through sickness.

(10) MISCELLANEOUS PROVISIONS.—The employer shall provide for each employee all necessary tools, and for sheet metal workers snips used in the cutting of stainless steel, monel metal and similar hard metals. The employee shall replace or pay for any tools so provided if lost through his negligence.

(11) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be as follows:—

Males	44 hours
Females	44 "

(12) (a) PIECE-WORK.—The lowest piece-work price payable to any person for wholly or partly preparing or manufacturing any article described in the following Schedules (which Schedules shall form part of this Determination) shall be the price mentioned in such Schedules.

(b) Wherever the quantity to be given out is stated in the Schedules the prices apply only when the articles are given out in quantities not less than those mentioned in the Schedule.

(c) The Schedules of prices apply to new material only.

(d) Except where otherwise provided, where the sizes of articles to be made under these Schedules do not exactly correspond with the sizes stated in their Schedules, then the price or rate fixed for the next nearest size shall apply; but where the size is half-way between two sizes then the next higher price or rate shall apply.

PIECE-WORK—continued.

Articles.	Material.	Size.	When given out in the under-mentioned Quantities or more.	Prices.	
BUCKETS—continued.					
ALL MILK BUCKETS—If ears soldered to outside of bucket	...	...	...	1s. 10d. per doz. extra
TIN BUCKETS, with flat bottoms and stamped ears	IC tin plate	11 inches diameter x 9 inches deep	6 dozen	5s. 4d. per doz.	
TIN BUCKETS, with tin hoop and stamped ears	IC tin plate	13 inches diameter x 9 inches deep	6 "	6s. 2d. "	
" with 1½-in. or 1¼-in. hoop and strap	IC tin plate	" "	2 "	8s. 8d. "	
" with 1½-in. hoop and strap	IX tin plate	" "	2 "	9s. 5d. "	
" with 1¼-in. hoop and strap	IXX tin plate	" "	2 "	10s. 9d. "	
If bails supplied for strapped tin buckets	...	...	...	3d. per doz. deducted
(8.) CANISTERS.					
ROUND CANISTERS, with slipped on bottle neck (top blanks supplied)	IC tin plate	½ lb.	4 dozen	4s. 7d. per doz.	
" " " "		1 "	4 "	5s. "	
" " " "		2 lbs	4 "	5s. 4d. "	
" " " "		3 "	3 "	5s. 9d. "	
" " " "	4 "	3 "	6s. 9d. "		
(9.) CANS.					
CREAM CANS, grooved, three hoops, double rim cover (including use of guillotine)	20-gauge tinned steel or lighter, or DXXXX tin plate or lighter	20 quarts	1 dozen	7s. 11d. each	
" " " " " "		30 "	1 "	7s. 11d. "	
" " " " " "		40 "	1 "	8s. 8d. "	
" four hoops, double rim cover (including use of guillotine)		40 "	1 "	9s. "	
" three hoops, single rim cover (including use of guillotine)		20 "	1 "	6s. 2d. "	
" " " " " "		30 "	1 "	6s. 2d. "	
" " " " " "		40 "	1 "	7s. 2d. "	
" four " " " " "		40 "	1 "	7s. 5d. "	
" If not cleaned and tested by maker		...	All sizes	...	3d. per can deducted
" If hoops supplied for		...	"	...	6d. per doz. hoops deducted
" If cover stamping or blocking supplied for	...	40 quarts	...	1s. 6d. per doz. deducted	
" If bottoms supplied for	...	40 "	...	1s. per doz. deducted	
HARVEST CANS, with pannikin supplied	IX tin plate or lighter	2 quarts	1½ dozen	9s. 9d. per doz.	
" " " "		3 "	1½ "	10s. 10d. "	
" " " "		4 "	1½ "	11s. 6d. "	
" " " "		6 "	1 "	12s. 3d. "	
" " " "		8 "	1 "	12s. 11d. "	
" " " "		10 "	1 "	14s. 4d. "	
" " " " if with spouts		12 "	1 "	16s. 1d. "	
" " " " " "	All sizes	...	...	2s. 9d. per doz. extra
HOT WATER CANS, knocked up bottoms	IX tin plate or lighter	3 pints	1 dozen	18s. 2d. per doz.	
" " " "		2 quarts	1 "	18s. 2d. "	
" " " "		3 "	1 "	22s. "	
" " " "		4 "	1 "	22s. "	
" wired, bottom let in...		3 pints	1 "	19s. 10d. "	
" " " "		2 quarts	1 "	19s. 10d. "	
" " " "		3 "	1 "	23s. 8d. "	
" " " "	4 "	1 "	23s. 8d. "		
HOT WATER CANS	20-gauge galv. iron or lighter	All sizes	...	4s. 3d. per doz. extra	
JACK SHAY CANS, straight body	IC tin plate	1 quart	2 dozen	7s. 11d. per doz.	
" tapered body		1 "	2 "	10s. 4d. "	
MINERS' CANS	IC tin plate	1½ pints	2 "	8s. 3d. "	
" " " "		2 "	2 "	8s. 3d. "	
" " " "		3 "	2 "	8s. 3d. "	
" " " "		4 "	2 "	9s. 9d. "	
" " " "		6 "	1½ "	10s. 9d. "	
RAILWAY MILK CANS, grooved, two hoops (including use of guillotine, cleaning and testing)	20-gauge tinned steel or lighter, or DXXXX tin plate or lighter	20 quarts	1 "	5s. 9d. each	
" " " " three hoops		30 "	1 "	5s. 9d. "	
" " " " four hoops		30 "	1 "	6s. 2d. "	
" " " " three hoops		40 "	1 "	6s. 2d. "	
" " " " four hoops		40 "	1 "	6s. 9d. "	
" " " " four hoops or less		50 "	6 articles	8s. "	
" " " " If hoops supplied		All sizes	6d. per doz. hoops deducted

Less 7 per cent.

PIECE-WORK—continued.

Articles.	Material.	Sizes.	When given out in the under-mentioned Quantities or more.	Prices.
CANS—continued.				
RAILWAY MILK CANS, if bottoms supplied		All sizes		1s. per doz. deducted
POULET CANS, with knocked up bottoms (studs supplied)	IX tin plate or lighter	6 quarts...	1 dozen	25s. 6d. per doz.
" " " "		8 " "	1 " "	28s. 3d. "
" " " "		10 " "	1 " "	31s. "
" " " "		12 " "	1 " "	33s. 10d. "
" " " "		16 " "	1 " "	37s. 11d. "
" " " " body wired, and bottom let in		6 " "	1 " "	25s. 3d. "
" " " "		8 " "	1 " "	32s. 7d. "
" " " "		10 " "	1 " "	34s. 7d. "
" " " "		12 " "	1 " "	37s. 3d. "
" " " "		16 " "	1 " "	41s. 7d. "
" " " "	26-gauge galv. iron or lighter	All sizes		5s. 4d. per doz extra
(10.) COLANDERS.				
HAND-MADE COLANDERS, machine-punched, with side handles	IX tin plate or lighter	9 inches	4 dozen	6s. 3d. per doz.
" " " "		11 " "	4 " "	7s. 5d. "
" " " "		13 " "	3 " "	9s. "
" " " "		15 " "	1½ " "	10s. 7d. "
COLANDERS—If punched with hand punch		All sizes		2s. 9d. per doz. extra
(11.) COVERS.				
MEAT COVERS, with perforated zinc bodies (straight sides) and pitched top	IX tin plate or lighter	12 inches	3 dozen	5s. 6d. per doz.
" " " "		14 " "	3 " "	5s. 11d. "
" " " "		16 " "	3 " "	6s. 3d. "
" " " "		18 " "	3 " "	7s. 2d. "
" " " "		20 " "	2 " "	7s. 11d. "
" " " "		22 " "	1½ " "	9s. 5d. "
" " " " with perforated zinc bodies (taper sides) and pitched top		24 " "	1 " "	10s. 11d. "
" " " "		12 " "	3 " "	6s. 3d. "
" " " "		14 " "	3 " "	7s. 2d. "
" " " "		16 " "	3 " "	7s. 5d. "
" " " "	18 " "	3 " "	8s. 3d. "	
" " " "	20 " "	2 " "	9s. "	
" " " "	22 " "	1½ " "	10s. 11d. "	
" " " " with perforated zinc bodies (taper sides) single rim, and blocked tops (wheeling found)...	24 " "	1 " "	12s. 6d. "	
" " " "	IXX tin plate or lighter	14 " "	3 " "	8s. 8d. per doz
" " " "		15 " "	3 " "	9s. "
" " " "		16 " "	3 " "	9s. 5d. "
" " " "		17 " "	3 " "	10s. 3d. "
" " " "		18 " "	3 " "	10s. 11d. "
" " " "		20 " "	1 " "	12s. 6d. "
" " " "		22 " "	1 " "	14s. 2d. "
" " " " with double rims if stamped or blocked tops supplied or ...		All sizes			17s. 3d. "
" " " "		14 inches		2s. 4d. per doz. extra
" " " "		15 " "		6d. per dozen deducted
" " " "		16 " "		6d. "
" " " "		17 " "		9d. "
" " " "		18 " "		9d. "
" " " "		20 " "		1s. "
" " " "		22 " "		1s. "
" " " "		24 " "		1s. "
(12.) DIPPERS.				
COMMON DIPPERS	X tin plate or lighter	2 quarts	6 dozen	2s. 11d. per doz
" " " "		3 " "	6 " "	2s. 11d. "
BEST DIPPERS, bossed		2 " "	4 " "	5s. "
" " " "		3 " "	4 " "	5s. "
" " " "		4 " "	2 " "	6s. 2d. "
DIPPERS—Soldering-studs on				5d. per doz. dippers extra
(13.) DISHES.				
DEVON DISHES, about 9 inches deep, flat bottoms	IX tin plate or lighter	14 inches	3 dozen	6s. 3d. per doz.
" " " "		16 " "	3 " "	7s. 5d. "
" " " "		18 " "	2 " "	8s. 8d. "
" " " "		20 " "	1 " "	9s. 9d. "
" " " " with hoops		22 " "	1 " "	11s. 5d. "
" " " "		All sizes		1s. 10d. per doz extra

Less 7 per cent.

PIECE-WORK—continued.

Articles.	Material.	Size.	When given out in the under-mentioned Quantities or more.	Prices.
(30.) SCOOPS.				
GROCERS SCOOPS—Drawer, without handles ...		...	4 dozen as-sorted, not less than 1 dozen of any one size	2s. 9d. per doz.
" " front wired or pieced, with handles	IX tin plate or lighter	5 inches ...	3 dozen ...	7s. 5d. "
" " " " " " " "		6 " ...	3 " ...	8s. 3d. "
" " " " " " " "		7 " ...	2 " ...	9s. 11d. "
" " " " " " " "		8 " ...	2 " ...	10s. 9d. "
" " " " " " " "		10 " ...	1½ " ...	12s. 11d. "
" " " " " " " "		12 " ...	1 " ...	14s. 4d. "
" " front not wired or pieced, with handles	IX tin plate or lighter	5 " ...	3 " ...	5s. 9d. "
" " " " " " " "		6 " ...	3 " ...	6s. 7d. "
" " " " " " " "		7 " ...	2 " ...	8s. 3d. "
" " " " " " " "		8 " ...	2 " ...	9s. 11d. "
" " " " " " " "		10 " ...	1½ " ...	10s. 11d. "
" " " " " " " "		12 " ...	1 " ...	13s. 5d. "
" " galvanized iron, front wired or pieced, with handles	24-gauge galv. iron or lighter	5 " ...	1 " ...	10s. 11d. "
" " " " " " " "		6 " ...	1 " ...	12s. 3d. "
" " " " " " " "		7 " ...	1 " ...	13s. 7d. "
" " " " " " " "		8 " ...	1 " ...	15s. 8d. "
" " " " " " " "		10 " ...	1 " ...	18s. 6d. "
" " " " " " " "		12 " ...	1 " ...	20s. 10d. "
(31.) SKIMMERS.				
COOKS' SKIMMERS (handles supplied) ...	IXX tin plate or lighter	...	3 dozen ...	5s. 9d. per doz.
MILK SKIMMERS, with ring handles ...	DXXXX tin plate or lighter	6½ inches...	4 " ...	3s. 4d. "
" " " " " " " "		8 " ...	4 " ...	4s. 2d. "
" " " " " " " "		9 " ...	4 " ...	4s. 7d. "
" " " " " " " "		10 " ...	4 " ...	5s. "
(32.) STANDS.				
COCKATOO STANDS ...	IX tin plate or lighter } 26-gauge galv. iron or lighter, or zinc }	17 inches ...	6 articles...	34s. 6d. per doz.
" " " " " " " "		20 " ...	6 " ...	36s. 11d. "
" " " " " " " "		17 " ...	3 " ...	45s. 7d. "
" " " " " " " "		20 " ...	3 " ...	54s. 3d. "
(33.) STEAMERS.				
STEAMERS ...	IXX tin plate or lighter	No. 4 ...	2 dozen ...	7s. 11d. per doz.
" " " " " " " "		" 5 ...	2 " ...	7s. 11d. "
" " " " " " " "		" 6 ...	1½ " ...	8s. 8d. "
" " " " " " " "		" 7 ...	1½ " ...	9s. 10d. "
" " " " " " " "		" 8 ...	1½ " ...	10s. 9d. "
" " " " " " " "		" 9 ...	1 " ...	11s. 6d. "
" " " " " " " "		" 10 ...	1 " ...	13s. 7d. "
" " " " " " " "		" 11 ...	1 " ...	15s. 8d. "
" " " " " " " "		" 12 ...	1 " ...	16s. 6d. "
" " if handles supplied for ...				
(34.) STRAINERS.				
GRAVY STRAINERS, hand made ...	IC tin plate	Small ...	3 dozen ...	5s. 5d. per doz.
" " " " " " " "		Large ...	3 " ...	6s. 2d. "
" " " " " " " " if perforated bottoms supplied		All sizes ...		6d. " deducted
GRUEL STRAINERS ...	IC tin plate	...	3 dozen ...	6s. 2d. per doz.
MILK STRAINERS, wired ...		8½ inches	3 " ...	4s. 8d. "
" " " " " " " "	IX tin plate or lighter	10 " ...	3 " ...	5s. 5d. "
" " " " " " " "		11 " ...	3 " ...	5s. 11d. "
" " " " " " " "		12 " ...	3 " ...	6s. 3d. "
" " " " " " " "		14 " ...	2 " ...	7s. "
" " " " " " " " with rim ...		8½ " ...	2 " ...	6s. 3d. "
" " " " " " " "		10 " ...	2 " ...	7s. 2d. "
" " " " " " " "		11 " ...	2 " ...	7s. 11d. "
" " " " " " " "		12 " ...	2 " ...	8s. 3d. "
" " " " " " " "	14 " ...	2 " ...	9s. "	
MILK CAN STRAINERS, knocked up rims ...	IX tin plate ...	...	1 " ...	13s. 7d. "
" " " " " " " "	IXX tin plate	...	1 " ...	17s. 8d. "
(35.) TINS.				
BREAD TINS (made of five pieces) ...	IX tin plate or lighter	1 lb. ...	3 dozen ...	5s. 9d. per doz.
" " " " " " " "		2 " ...	3 " ...	5s. 9d. "
" " " " " " " "		4 " ...	2 " ...	6s. 2d. "
" " " " " " " "		6 " ...	2 " ...	8s. 3d. "
COBURG BREAD TINS ...	IC tin plate ...	...	3 " ...	5s. 4d. "
EXHIBITION BREAD TINS, single ...	IXXXX tin plate or lighter, or 24-gauge iron or lighter	2 lb. ...	6 articles...	28s. 3d. "
" " " " " " " "		4 " ...	6 " ...	35s. 4d. "
" " " " " " " " double ...		2 " ...	3 " ...	70s. 9d. "
" " " " " " " "		4 " ...	3 " ...	82s. 6d. "

Less 7 per cent.

PIECE-WORK—continued.

		OVAL WORK.	Per gross.
			s. d.
OIL TINS—			
$\frac{1}{2}$ pint,	lock seams, soldering (with two assistants) ...	...	0 5 $\frac{1}{2}$
"	" " " (with one assistant) ...	...	0 8 $\frac{1}{2}$
"	" " " (without assistance) ...	...	0 11 $\frac{1}{2}$
"	lap " " ( " " ) ...	...	0 11 $\frac{1}{2}$
"	rolled on ends ...	...	2 9 each end
"	crimped on ends ...	...	2 5 "
"	slipped on ends ...	...	3 1 "
STAMPING WORK ON POWER MACHINES OR PRESSES (NOT USING SCRAP).			
			Per gross.
			s. d.
Up to and including	3 $\frac{1}{2}$ inches in diameter of cutting die ...	...	0 1 $\frac{3}{4}$
Over	3 $\frac{1}{2}$ and up to and including 4 inches in diameter of cutting die ...	...	0 2
"	4 " " 4 $\frac{1}{2}$ " " " ...	...	0 2 $\frac{1}{2}$
"	4 $\frac{1}{2}$ " " 5 $\frac{1}{2}$ " " " ...	...	0 3
"	5 $\frac{1}{2}$ " " 6 $\frac{1}{2}$ " " " ...	...	0 3 $\frac{1}{2}$

Less 11 per cent.

DEFINITION.

9. For the purposes of this Determination, "sheet metal" shall mean sheet metal 10-gauge or lighter.

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

J. B. McINDOE, Secretary.

Melbourne, 18th day of December, 1935.



VICTORIA GOVERNMENT GAZETTE.

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No. 10]

SATURDAY, JANUARY 11.

[1936

Factories and Shops Acts.

DETERMINATION OF THE STATIONERY BOARD.

NOTE.—This Determination on the 6th January, 1936, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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

- (a) wholly or partially preparing or manufacturing stationery or articles (other than paper flowers or paper patterns), made of paper, cardboard, or similar materials;
- (b) Brushing,
Calendering,
Cutting from reel, or
Surface coating
- } Paper, cardboard, or similar materials—

but not including any process subject to the jurisdiction of the—

Cardboard Box Trade Board,
Paper Bag Trade Board,
Paper Trade Board, or
Perambulator Board—

has made the following Determination, namely:—

(1) That on the 6th January, 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.			Proportion (in any Place).	
	Males.	Females.		
	s. d.	s. d.		
1st year	15 0	15 0	<p>APPRENTICES.</p> <p><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i></p> <p>One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p><i>Males.</i></p> <p>One male improver to every fifteen or fraction of fifteen male workers receiving not less than 6s. per week.</p> <p><i>Females.</i></p> <p>Five female improvers to every two or fraction of two female workers receiving not less than 4s. 6d. per week.</p>	
2nd year	19 0	18 0		
3rd year	23 6	21 6		
4th year	32 0	25 6		
5th year	40 6	33 6		
6th year	57 6	..		
<p>An apprentice or improver working on a night shift shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.</p>				

JUVENILE WORKERS.

Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers) who, if males, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 38s. per week, or who, if females, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 44s. 6d. per week.

	Wages—Per week of 44 hours.						
	Under 15 Years of Age.	15 to 16 Years.	16 to 17 Years.	17 to 18 Years.	18 to 19 Years.	19 to 20 Years.	20 to 21 Years.
Males	s. d. 15 0	s. d. 19 0	s. d. 23 6	s. d. 32 0	s. d. 40 6	s. d. 49 0	s. d. 57 6
	1st Year's Experience.	2nd Year's Experience.	3rd Year's Experience.	4th Year's Experience.	5th Year's Experience.	After Five Years' Experience.	
Females	s. d. 15 0	s. d. 18 0	s. d. 21 6	s. d. 25 6	s. d. 33 6	Minimum adult wage for the particular class of work	

"Experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination, duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

A juvenile worker, working on a night shift, shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.

Each department employing Junior labour (male or female) must employ at least one adult employee continuously, and such employee shall receive at least the appropriate adult minimum wage, and not more than two male Juniors shall be employed to each adult male employee permanently employed in each department.

OTHER EMPLOYEES.

Wages—Per week of 44 hours.	Weekly Wage. Day Shift. *See Note re Night Shift.
ADULT MALES.	
Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	£ s. d. 4 12 0
Guillotine machine operator	4 12 0
Edge gilder	4 12 0
Envelope angle cutter	4 8 0
Envelope cutter and/or die-cutter	4 0 0
Tag machinist	4 0 0
Tag material slitter	4 0 0
Cutter of playing cards	4 0 0
Surface coater	4 0 0
Calenderer	3 16 0
Brusher	3 17 0
Cutter from reel and/or slitter	3 16 0
Water-proofer	3 16 0
Plate roller	3 17 0
Person employed edge staining, board cutting, bevelling, blind blocking, or cutting material (except leather) solely and continuously	4 0 0
Man in charge of envelope-making machine or machines, whether working under a foreman or otherwise	4 12 0
Male employees not otherwise specified	3 8 0
*An employee working on a night shift shall be paid 2s. extra for such shift, but if he work on a night shift for one week he shall be paid 12s. extra for such week.	
ADULT FEMALES.	
Female employees of more than five years' experience employed in connexion with stationery	£ s. d. 2 4 6
Female feeder employed on varnishing machine	2 3 6
Female feeder employed on waxing machine	2 3 6
Female feeder employed on folding machine	2 3 6
A female employee in charge of or who supervises, directs, or is responsible for the work of—	
(a) from three to eight employees (both inclusive)	2 8 6
(b) from nine to fifteen employees (both inclusive)	2 14 6
(c) over fifteen employees	3 0 6
Female employees not otherwise specified	1 16 6
Where a female is employed to do any work for which a female rate is not prescribed, and for which a male rate is prescribed, the female shall be paid the rate which is prescribed for the male, but this clause does not apply in respect of work which at the date of this Determination is being done by women and for which no rate has been prescribed by this Determination.	

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be as follows :—

Day shift	44 hours.
Night shift	44 hours.

(4) **Shifts:—****Day shift—**

The hours of duty shall not exceed eight hours on Monday to Friday inclusive, and four hours on Saturday, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and 12 noon on Saturday.

Night shift—

- (a) Night shift (i.e., work, other than overtime work, performed between 6 p.m. and 8 a.m.) must be worked within ten hours a night on Monday to Friday inclusive.
- (b) The hours of duty on night shift or unusual shift shall be arranged between each particular employer and the employees.
- (c) A female employee or an employee under seventeen years of age shall not perform night shift work.
- (d) When the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such day.

The daily working hours of each factory shall be conspicuously displayed in the work-room.

(5) **FIVE-DAY WEEK.**—When the employer desires to work the ordinary working hours in a five-day week, he may do so provided that the majority of his employees consent in writing.

(6) **OVERTIME.**—(a) The following rates shall be paid for all work done:—

(i) In excess of or outside the hours fixed in clause (3) or (4):—

		Time-workers.	Piece-workers.
(a) On Saturday after 12 noon	.. .. .	Double time	.. Double rate.
(b) Any other time—			
First three hours	.. .. .	Time and a half	.. Rate and a half.
Thereafter	.. .. .	Double time	.. Double rate.

(ii) On the sixth day or night, where the hours of the ordinary working week are worked within five days or five nights Double time .. Double rate.

(b) Where an employee is called upon to work overtime in excess of one hour after the usual finishing time of any shift, such employee shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given during the previous shift, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(c) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(d) No improver or juvenile worker under seventeen years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.

(e) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(f) An employer shall not require or permit an employee to work overtime, or on night shift in connexion with power-driven machinery, unless he works in company with at least one other person.

(g) One hour's time at the least, in addition to the actual time worked, or the time the employee is required to stand by for work, shall be paid for as a "call" to any employee brought in to do any other work not in the ordinary working hours, such to be paid for at the rate of time and a half, or rate and a half, except on Saturday afternoon and Sunday, when double time or double rate shall be paid.

(h) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(7) **EMPLOYEE MISSING USUAL CONVEYANCE.**—Whenever the finishing time of any worker working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

(8) **TERMS OF EMPLOYMENT.**—(a) No employee shall be employed other than as a weekly time-work employee, or a weekly piece-work employee, or a temporary time-work employee, or a temporary piece-work employee.

(b) A weekly time-work employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) Any weekly time-work employee not attending for duty will lose his pay for the actual time lost, unless he produces or forwards, within 28 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than six days in each year. Such year begins on the 1st day of July each year. An employee is to be entitled to not more than six days' payment in any year under this clause, notwithstanding that he may be employed by different employers.

(d) The following conditions apply to the employment of a weekly piece-worker:

(i) On each working day or night of the week the weekly piece-worker shall present himself for employment, at the usual time for beginning work at the place of business of the employer, unless informed by the employer that his attendance on any day or any night is not required.

(ii) If the weekly piece-worker begins work on any such day or night he shall receive not less than four hours continuous employment, or be paid for such four hours at his average weekly earnings, calculated on the earnings of the four preceding full weeks, or if he shall not have worked four full weeks then on the average earnings for the period during which he has worked.

(iii) A weekly piece-worker shall be allotted in any working week sufficient piece-work to enable such piece-worker to earn at least 68s., and if a female, at least 36s. 6d., and a junior weekly piece-worker shall be allotted sufficient piece-work to enable such piece-worker to earn, if a male, at least the rates set out in this Determination for junior male workers according to his year of experience, and if a female, at least the rates set out in this Determination for junior female time-workers according to her year of experience. If such work is not provided in any week, and in such week the piece-worker complies with the provisions of sub-clause (i) of this clause, and faithfully performs all work provided for him during that week at his usual rate of speed, he shall be paid such amount at the least and this notwithstanding that any public holiday or holidays occur in such week.

(iv) For a period or periods making in the aggregate not more than the hours of an ordinary week's work for a time-worker in any year such weekly piece-worker will be excused for not presenting himself for employment at the proper time and place, and such non-attendance shall not disentitle such piece-worker to the provisions of this Determination to the payment of the amount of 68s., if a male adult, or of 36s. 6d., if a female adult, or to the rate of pay fixed by this Determination according to his or her year of experience if a junior piece-worker for any week in which such absence occurs, if such weekly piece-worker within 28 hours of the commencement of such absence produces or forwards to the employer evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence. The year begins on the 1st day of July each year. A weekly piece-worker shall be entitled to take the benefits of this clause in respect of not more than the hours of the ordinary week's work for a time-worker during any such year, notwithstanding that he may be employed by different employers. In any calculation of the hours lost by an employee under this clause in any week only such hours shall be counted as were paid for by the employer to make up 68s., if a male, or 36s. 6d., if a female, notwithstanding that the period of absence in such week may have exceeded the hours paid for as aforesaid.

(v) In respect of each public holiday, prescribed by this Determination, which occurs in any week, and in which the weekly piece-worker is not required to work by the employer, there shall be added to the aggregate earnings of such piece-worker the following amount—

Adult male	..	..	..	11s.	4d.
Adult female	..	..	..	6s.	0d.

Juvenile worker one-sixth of the amount fixed in this Determination for the respective age or year of experience.

(e) The employment of a weekly time-work or piece-work employee may be terminated by a week's notice on either side, and such notice may be given at any time during any week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike, or through any breakdown of machinery or any stoppage of work from any cause for which the employer cannot be held responsible.

(f) Where a weekly piece-work employee gives or receives a week's notice of the termination of his employment, he shall, during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's service be terminated during the course of a week he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter.

(9) TEMPORARY WORK.—(a) Temporary employees, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of twelve and one-half per cent.

(b) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(c) If a temporary employee commences duty or be directed to attend for duty and actually attends, such employee, if a time worker, shall be paid at the rate herein provided and for six hours (either day or night) at the least and if a piece-worker, shall be given four hours' work at the least, or paid for four hours at the appropriate rate for a time-worker.

(10) MIXED FUNCTIONS.—Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

(11) SPECIAL RATES.—All work done on Sunday shall be paid for at double time or double rate, and for all work done on any holiday mentioned in clause (12) the following shall be paid:—

Time-work employees	..	..	..	..	..	Ordinary rate in addition to the weekly wage.
Piece-workers	..	..	..	..	..	Double rate.

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

(12) HOLIDAYS.—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day (21st April), King's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

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

(13) PAY DAY.—An employee shall be paid on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

(14) REST INTERVAL FOR FEMALES.—There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Friday inclusive, in each week for each female employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

(15) MEAL HOUR.—(a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) When employees are required to work during a period covering a usual meal hour, they shall be paid overtime rates for the work performed by them during such meal hour, and, in addition, such employee shall be allowed time for a meal.

(16) WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.—No work shall be taken off the employer's premises to be executed by any employees.

(17) TIME BOOK.—Each employer shall keep a time and wages book, written up in ink, showing the name of each employee and his occupation, the hours worked each day or night, and the wages and allowances paid each week.

(18) DEFINITIONS.—A weekly time-work employee is an employee who is engaged by the week and employed on time-work. A weekly piece-work employee is an employee who is engaged by the week and employed on piece-work. A temporary employee is any employee other than a weekly employee.

(19) PIECE-WORK PRICES.—(a) When an employee is employed upon piece-work to perform any of the functions or duties for which a wage rate is fixed by this Determination and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated that an average worker may earn at such piece-work rate, if employed during the hours fixed for work for wage-earners, a sum equal to such wage rate with the addition of 12½ per cent., and such piece-work rate shall be posted in the factory.

(b) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(c) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time work for the class of work on which the employee is usually employed.

(d) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no unnecessary time will be lost. The employee shall be provided with a book in which the employee is to enter the work done by such employee, which work is to be priced by the employer and the book returned to the employee. Glue, paste, and all other essentials shall be provided by the employer in proper condition to permit of the work being facilitated, and such materials shall be of good average quality.

(e) When piece-workers are kept waiting for work or any materials all waiting time shall be totalled up when the day's work is finished, and paid for at not less than such employee's average hourly earnings, the average to be calculated on the earnings of the four preceding full weeks.

PIECE-WORK SCHEDULE.

The weekly earnings of female piece-workers shall be computed by:—

- (a) Applying the rates set out in the following Schedule; and
- (b) Adding 10 per cent.; and
- (c) Deducting 10s. from the amount so earned.

		<i>Machine—Making Envelopes.</i>	Per 1,000.
Self-tipping Machines—			
Plain envelopes			3½d.
Stamping side die			½d.
15 pockets			5d.
15 to 16 bankers			5d.
Suction-fed Machines—			
Seed, pence, or wages pockets			4d.
7s. Ps, 11 Bs, Os, 13s			4½d.
Official sizes, 15s to 16s			5½d.
Extra large Adjustable Machines—			
Envelopes, 11 x 5½ to 16 x 10			10d.
Large suction-fed Machines—			
Envelopes, 5½ x 3½ to 12½ x 7			6½d.
Reay Machines—			
9 x 4, or 15 pkt.			7½d.
6 x 4, 11 Bkrs. plain, 11 B pkts., 13s, 11 B S.H.F., Ps (wallet or palace shapes), 7s, Qs or wages pockets			
Extras—			
Window-faced envelopes			1d.
Printed transparent-faced envelopes			2d.
Printed transparent-faced envelopes, when not varnished			1½d.
Cut-out faced envelopes			½d.
Plain stamping on flap (side die not included) when embossed on envelope machine			½d.
Counting in twelves			½d.
Counting in nines			½d.
Counting in fives or sixes			1½d.

Machine—Hand Tipping.

	Per 1,000.				
	Up to 50-in.	51-in. to 72-in.	73-in. to 90-in.	91-in. to 165-in.	Over 165-in.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Ordinary paper	0 7½	0 8½	1 1	1 3	1 7
Cartridge paper, O.T.M., or hand-made book papers	0 9½	0 9½	1 2	1 4½	1 10½
Cloth-lined or vellum paper	1 1	1 2	1 3	1 5½	2 2
Sulphite, cap, or friction glazed	0 8½	0 9½	1 1	1 3	1 7
Crystal glazed	0 10½	1 0	1 3	1 6½	2 5
Tipping all over flap—33¼% extra					

		Per 1,000.
Extra—		
Double-gummed (two applications)		2½d.
Other Envelopes—		
Grease-proof paper envelopes		1s. 9d.
Wedding invitations or decked-edge envelopes		1s. 1d.

Hand—Making Envelopes.

Bankers or pocket envelopes, cream laid or cartridge paper, without gumming on flaps—		
All sizes up to 40-in. face measurement		2s. 3d.
41-in. to 60-in. face measurement		2s. 9d.
61-in. to 100-in. face measurement		3s. 0d.
101-in. to 140-in. face measurement		3s. 6d.
141-in. to 160-in. face measurement		4s. 6d.
Over 160-in. face measurement		5s. 0d.
Extras—		
All sizes over 40 inches, for quantities of 500 and under		6d.
Grease proof, up to 100		1s. 0d.
" " over 100		1s. 3d.
Cloth-lined pockets or bankers—		
11 Ba.		3s. 3d.
16s to 16s		3s. 6d.
11 x 5, 12 x 5		4s. 0d.
14 x 5, 14 x 6, 14 x 7, 15 x 7½		4s. 6d.
16 x 11, 15 x 11		6s. 6d.
Extra thick vellum manilla pockets or bankers—		
10½ x 12		7s. 9d.
13 x 8½		6s. 9d.
14½ x 9½ (no flaps)		6s. 3d.
Crystal paper—		
10 x 7		3s. 4d.
12½ x 9½		4s. 7d.
14½ x 11½		6s. 4d.
Wallet-shaped envelopes—		
All sizes		4s. 3d.
Sample bags—		
If 2-fold top, up to 33 inches		4s. 9d.
" " over 33 inches		5s. 0d.
If 3-fold top, up to 33 inches		5s. 3d.
" " over 33 inches		5s. 6d.

Hand Gumming.

		Per 1,000.
Hand tipping with brush		8d.

Gathering and Looking through Gummed Envelopes from Power Machine.

Unglazed paper	1d.
Glazed and bank paper	1½d.
Black-bordered envelopes and over 55 and under 70 inches	2½d.
70 inches and over	2½d.
Notelets	1½d.
Varnished-faced envelopes	4½d.

See clause 19 re Computation of Piece-work prices.

