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FRIDAY, SEPTEMBER 17.

[1937]

DETERMINATION OF THE POTTERY BOARD.

(b) On the 7th April, 1937, the 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 preparing material for, or making acoustic tiles moulded into slab form and having an earth base and conferring such powers exclusively on the fibrous Plasterers' Board.

(1) That on the 16th September, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulga, Cranbourne, Dandenong, Eltham, Fernree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.					FEMALES.						
Wages per Week of 48 hours.					Wages per Week of 46 hours.						
					Commencing Age.						
					15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
Under 15 years of age	..	..	..	..	s. d.					
15 years of age	..	..	..	..	17 9					
16 "	"	..	..	..	20 9					
17 "	"	..	..	..	23 6					
18 "	"	..	..	..	28 0					
19 "	"	..	..	..	38 3					
20 "	"	..	..	..	44 3					
					54 9						
And thereafter the Minimum Wage.											
					s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st 6 months					17 3	..	..	..	..	..
2nd 6 months					20 3						
1st year					..	20 3	23 6	24 6	27 9	32 0	
2nd "					22 9	24 6	27 9	31 3	34 9	..	
3rd "					24 6	27 9	31 3	34 9	..	..
4th "					27 9	31 3	34 9	..	..	..
5th "					31 3	34 9	..	..	..	..
6th "					34 9	..	..	..	..	..
And thereafter the Minimum Wage.											

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.					FEMALES.						
Wages per Week of 48 hours.					Wages per Week of 48 hours.						
					Commencing Age.						
					16 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
					s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 15 years of age	..	..	..	..	17 0					
15 years of age	..	..	..	..	18 9					
16 "	"	..	..	..	22 9					
17 "	"	..	..	..	26 0					
18 "	"	..	..	..	36 6					
19 "	"	..	..	..	42 9					
20 "	"	..	..	..	52 3					
And thereafter the Minimum Wage.											
					s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st 6 months					17 0	..	..	..	..	..
2nd 6 months					19 0	..	..	..	..	..
1st year					..	19 0	20 3	23 6	26 3	29 9	
2nd "					21 9	23 9	25 9	29 9	33 9	..	
3rd "					23 9	25 9	29 9	33 9	..	..
4th "					25 9	29 9	33 9	..	..	..
5th "					29 9	33 9	..	..	..	..
6th "					33 9	..	..	..	..	..
And thereafter the Minimum Wage.											

Apprentices or Improvers—continued.

PROPORTION (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.

One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.

An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1928.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.

Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eitham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Per Week of 48 hours.		Per Week of 48 hours.	
All Departments.	s. d.		s. d.	
Head burner	85 0		81 0	
All other burners	81 0		77 0	
Mouldmakers	87 0		83 0	
Clayhole men (employers to provide tools)	82 0		78 0	
Men boring or using explosives	83 6		79 0	
FEMALES.	Per Week of 48 hours.		Per Week of 48 hours.	
Females	41 3		38 3	
MALES.	Per Week of 48 hours.		Per Week of 48 hours.	
Glazed Pipes and Salt-glazed Ware.	s. d.		s. d.	
Flanger	86 0		82 0	
Man in charge of plunge	80 6		76 6	
Pressers	81 0		77 0	
Setters	83 0		79 0	
Junction sticker	81 0		77 0	
Man working pipe flanging machine	79 0		75 0	
Bitumen Jointers	78 0		74 0	
Drawers	79 0		75 0	
Hand feeders of raw or burnt clay into crushing or grinding pan	79 0		75 0	
Man carrying or wheeling into or out of kiln	77 0		73 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	75 0		71 0	
Dust Tile Making.				
Leading hand slip making	80 0		76 0	
Slip House Attendants	77 0		73 0	
Head placer inside a kiln	80 0		76 0	
Man dipping tiles and in charge of dipping room	79 0		75 0	
Man hand-pressing dust tiles with 6-in. press	79 0		75 0	
Sagger maker	79 0		75 0	
Head packer	81 0		77 0	
Packer who packs articles with protective substances into containers with secured lids	78 0		74 0	
Other packers	76 0		72 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	75 0		71 0	
General Pottery and Insulator Making.				
Sanitary ware presser	81 0		77 0	
Head packer	81 0		77 0	
Packer who packs articles with protective substances into containers with secured lids	78 0		74 0	
Other packers	76 0		72 0	
Leading hand slip making	80 0		76 0	
Slip House Attendants	77 0		73 0	
Tea-pot hand pressers	80 0		76 0	
Hollow ware presser, turner, or head dipper	80 0		76 0	
Caster	80 0		76 0	
Stoneware thrower—				
4th year's experience	77 0		73 0	
5th "	81 0		77 0	
and thereafter	87 0		83 0	
Head placer inside a kiln	80 0		76 0	
Other placers	79 0		75 0	
Sagger maker	79 0		75 0	
Jolly and jigger hands	79 0		75 0	
Hand feeders of raw or burnt clay into crushing or grinding pan	79 0		75 0	
Grinders of burnt ware	80 0		76 0	
Potters' printer	77 0		73 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	75 0		71 0	
Plastic Tile and Terra-cotta Making.				
Flower pot, or flower-pot saucer throwers	84 0		80 0	
Facemen	80 6		76 6	
Pressers	80 6		76 6	
Setters	83 0		79 0	
Vent makers	79 0		75 0	
Man in charge of plunge	79 0		75 0	
Drawers	79 0		75 0	
Hand feeders of raw or burnt clay into crushing or grinding pan	79 0		75 0	
Man taking off roofing tile press	77 0		73 0	
Man carrying or wheeling into or out of kiln	77 0		73 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	75 0		71 0	

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons except burners and continuous shift-workers:—

Time of Beginning.	Time of Ending.
7 a.m. ..	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME.—

- (a) By persons employed as burners or on continuous shift-work (in excess of 48 hours in any one week ..)
- (b) By any other person:—
- Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work. } Time and a quarter.
- Outside the hours fixed as the time of beginning and ending work:—

Between midnight and 7 a.m. ..	Time and a quarter for the first three hours, and thereafter time and a half.
Between 5.30 p.m. and 8.30 p.m. ..	Time and a quarter.
Between 8.30 p.m. and midnight ..	Time and a half.

(5) SPECIAL RATES.—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays ..	Burners, time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day ..	All others, double time.
	All persons, double time;

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.

(6) HOLIDAYS.—All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

(7) TEA MONEY.—An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(8) BURNERS.—A burner shall be paid for the full number of hours of the shift worked.

PIECE-WORK.

(9) That the lowest piece-work prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches ..	1s. 6d. per trap
Boundary traps, 4 inches ..	1s. 0½d. "
Gully traps (flanged) ..	10½d. each
Disconnectors ..	10½d. "
Basins ..	10½d. "
Junctions ..	12s. 7½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).				Pans (Throwing).			
7 inches ..	9s. 3½d. per gross			Bread or Cream—			
8 " ..	12s. 7½d. "			Not more than 1½ gallons ..	37s. 5d. per 100		
9 " ..	15s. 3½d. "				gallons		
10 " ..	18s. 9½d. "			More than 1½ gallons ..	33s. 11½d. "		
11 " ..	21s. 8½d. "						
12 " ..	24s. 9d. "						
or 16s. 10d. per gross all round.							
Chambers (Hand Pressed).				Spittoons (Hand Pressed).			
12" ..	32s. 5½d. per gross			Large ..	25s. 9½d. per gross		
9" ..	41s. 5½d. "			Small ..	21s. 5½d. "		
6" ..	46s. 0½d. "						
Fluted chambers, finishing and handling ..	17s. 9½d. "						
4s. 3½d. per gross extra to be allowed for embossed chambers.							
Chambers (Jiggered).				Vases.			
Jiggering ..	Turning ..	Handling ..					
per gross.	per gross.	per gross.					
12" ..	10s. 6d. ..	8s. 8d. ..	8s. 8d. "				
9" ..	12s. 7½d. ..	9s. 8½d. ..	9s. 8½d. "				
6" ..	14s. 5d. ..	11s. 8d. ..	11s. 8d. "				
4s. 4½d. per gross extra to be allowed for embossed chambers.							
Bed Slippers and Bed Pans (Hand Pressed).				Bottles (Throwing).			
Bed slippers, large and small ..	8s. 11d. per dozen						
Bed pans ..	8s. 11d. "			Acid bottles, including stopping and			
				stamping (3 gallon) ..	9s. 2½d. per dozen bottles		
Ewers (Hand Pressed).							
9" ..	5s. 10½d. per dozen						
6" ..	6s. 2½d. "						
Lip Bowls (Hand Pressed).							
No. 1 (11 inches or under) ..	28s. 3½d. per gross						
No. 2 (12 inches) ..	31s. 8d. "						
No. 3 (13 inches) ..	36s. 0½d. "						
No. 4 (14 inches or over) ..	40s. 9½d. "						
Oval Cover Dishes, with Raised Foot (Hand Pressed).							
7 and 8 inches ..	6s. 3½d. per dozen						
9 and 10 inches ..	7s. 2½d. "						
Soap Dishes.							
3-piece soap dishes ..	27s. 2½d. per gross						
1-piece soap dishes ..	15s. 5½d. "						
Male and Female Urinals.							
Male and female urinals ..	5s. 7½d. per dozen						
Cottage Pans and Traps.							
Cane ..	White.						
Pans ..	14s. 10½d. per dozen ..	16s. 0d. per dozen					
Traps ..	14s. 10½d. "	16s. 0d. "					

PIECE-WORK—continued.

Within the Metropolitan District, &c.—continued.

GENERAL POTTERY—continued.

Washing or Toilet Bowls (Hand Pressed).				
Plain	..	..	36s. 7d.	per gross
Embossed	..	..	40s. 8d.	"

Foot Warmers (Hand Pressed).				
Plain	..	..	6s. 2d.	per dozen
Plain, with screw top	..	..	7s. 6d.	"
Embossed, with screw top	..	..	6s. 0d.	"

Jam Jugs.				
Handling jam jugs	..	..	9s. 6d.	per gross

Syrup Jars.				
Large	..	..	11s. 5d.	per dozen
Small	..	..	8s. 5d.	"

Pudding Bowls.				
9's	..	..	15s. 7d.	per gross
12's	..	..	11s. 5d.	"
18's	..	..	8s. 8d.	"
24's	..	..	5s. 2d.	"

Jelly Moulds.				
1, 1½, and 2 pints	..	..	33s. 6d.	per gross

Jars (Throwing).				
Squat jars—	..	..	26s. 0d.	per 100
Under 2 gallons	..	..	gallons	
2 gallons and over	..	..	24s. 3d.	"

Filter Shells (Throwing).				
Dripstone	..	..	37s. 5d.	per 100
Candles (making and shaving)	..	..	7d.	per gallon

Ginger Beer and Ale Bottles (Throwing).				
1 gallon (screwed)	..	..	27s. 1d.	per gross
Ale bottles	..	..	9s. 1d.	"
Others	..	..	4s. 10d.	"

Jugs (Hand Pressed).				
30's	..	..	25s. 6d.	per gross
24's	..	..	30s. 9d.	"
12's	..	..	37s. 2d.	"

TERRA COTTA.

Flower-pots (Throwing and Finishing).				
8 inches	..	..	2s. 0d.	per gross
4 "	..	..	2s. 8d.	"
5 "	..	..	4s. 0d.	"
6 "	..	..	5s. 4d.	"
7 "	..	..	6s. 6d.	"
8 "	..	..	10s. 8d.	"
9 "	..	..	13s. 3d.	"
10 "	..	..	16s. 5d.	"
12 "	..	..	33s. 0d.	"
13 "	..	..	48s. 3d.	"
14 "	..	..	63s. 8d.	"
15 "	..	..	79s. 2d.	"
18 "	..	..	159s. 10d.	"

Flower-pot Saucers (Throwing and Finishing).				
4 inches	..	..	1s. 11d.	per gross
5 "	..	..	2s. 8d.	"
6 "	..	..	4s. 1d.	"
7 "	..	..	5s. 5d.	"
8 "	..	..	7s. 11d.	"
9 "	..	..	10s. 6d.	"
10 "	..	..	12s. 6d.	"
12 "	..	..	16s. 6d.	"
13 "	..	..	24s. 6d.	"
14 "	..	..	31s. 8d.	"
15 "	..	..	39s. 6d.	"

Ridging.				
Ridging made by hand from wood or plaster	..	..	2s. 2d.	per dozen
moulds	..	..

Crimp-pots and Saucers (Throwing and Finishing).				
		Crimp-pots.		Crimp-pot Saucer
5 inches	..	7s. 5d.	per gross	4s. 7d.
6 "	..	9s. 9d.	"	6s. 2d.
7 "	..	12s. 3d.	"	7s. 7d.
8 "	..	17s. 3d.	"	11s. 1d.
9 "	..	19s. 8d.	"	14s. 9d.
10 "	..	24s. 6d.	"	18s. 4d.

Seed Pans.				
8 inches	..	..	10s. 8d.	per gross
9 "	..	..	13s. 3d.	"
10 "	..	..	14s. 0d.	"
12 "	..	..	22s. 1d.	"
13 "	..	..	27s. 6d.	"
14 "	..	..	34s. 2d.	"
15 "	..	..	42s. 8d.	"

Butter Coolers and Butter-cooler Saucers.				
		Butter Coolers.		Butter-cooler Saucers.
8's	..	4s. 7d.	per dozen	9d.
9's	..	5s. 2d.	"	1s. 0d.

Chimney-pots.				
16 inches and under	..	..	7s. 4d.	per dozen
Over 16 inches	..	..	9s. 2d.	"

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	1s. 5d.	per trap
Boundary traps, 4 inches	..	..	11d.	"
Gully Traps (flanged)	..	..	7d.	each

Disconnectors	..	..	9d.	each
Basins	..	..	9d.	"
Junctions	..	..	12s. 1d.	per 100

GENERAL POTTERY.

Oats Bakers (Hand Pressed).				
7 inches	..	..	8s. 9d.	per gross
8 "	..	..	12s. 0d.	"
9 "	..	..	14s. 9d.	"
10 "	..	..	17s. 10d.	"
11 "	..	..	20s. 7d.	"
12 "	..	..	23s. 11d.	"

or 16s. 4d. per gross all round.

Chambers (Hand Pressed).				
12's	..	..	30s. 11d.	per gross
9's	..	..	39s. 7d.	"
6's	..	..	43s. 5d.	"
Fluted chambers, finishing and handling	..	..	16s. 10d.	"
4s. 1d.	per gross extra to be allowed for embossed chambers			

Chambers (Jiggered).				
		Jiggering.	Turning.	Handling.
		per gross.	per gross.	per gross.
12's	..	9s. 10d.	8s. 2d.	8s. 2d.
9's	..	12s. 0d.	9s. 5d.	9s. 5d.
6's	..	13s. 10d.	11s. 2d.	11s. 2d.

4s. 1d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).				
Bed slippers, large and small	..	..	8s. 6d.	per dozen
Bed pans	..	..	8s. 6d.	"

Ewers (Hand Pressed).				
9's	..	..	5s. 7d.	per dozen
6's	..	..	5s. 11d.	"

PIECE-WORK—continued.

Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

Lip Bowls (Hand Pressed).				Jugs (Throwing).			
No. 1 (11 inches or under)	..	..	26s. 9½d. per gross	39's	..	..	8s. 1½d. per gross
No. 2 (12 inches)	..	..	29s. 9½d. "	39's	..	..	8s. 5½d. "
No. 3 (13 inches)	..	..	34s. 5½d. "	30's	..	..	10s. 7½d. "
No. 4 (14 inches or over)	..	..	38s. 9d. "	24's	..	..	11s. 6½d. "
				12's	..	..	16s. 4d. "
Oval Cover Dishes, with Raised Foot (Hand Pressed).				Barrels (Throwing).			
7 and 8 inches..	..	..	6s. 0d. per dozen	Barrels	..	..	34s. 8½d. per 100 gallons
9 and 10 inches	..	..	6s. 10½d. "				
Soap Dishes.				Washing or Toilet Bowls (Hand Pressed).			
3-piece soap dishes	..	..	26s. 0½d. per gross	Plain ..	..	..	34s. 2½d. per gross
1-piece soap dishes	..	..	14s. 8d. "	Embossed	..	..	38s. 8½d. "
Male and Female Urinals.				Foot Warmers (Hand Pressed).			
Male and female urinals	..	..	5s. 4½d. per dozen	Plain ..	..	..	6s. 11½d. per dozen
Cottage Pans and Traps.				Plain, with screw top	..	..	7s. 6½d. "
				Embossed, with screw top	..	..	9s. 2½d. "
				Jam Jugs.			
				Handling jam jugs	..	..	9s. 0½d. per gross
				Syrup Jars.			
				Large	..	..	10s. 7½d. per doz.
				Small	..	..	8s. 0½d. "
				Pudding Bowls.			
				9's	..	..	14s. 10½d. per gross
				12's	..	..	10s. 11½d. "
				18's	..	..	8s. 2½d. "
				24's	..	..	4s. 11½d. "
				Jelly Moulds.			
				1, 1½, and 2 pints	..	..	32s. 0½d. per gross
				Jars (Throwing).			
				Squat jars—			
				Under 2 gallons	..	..	25s. 9d. per 100 gallons
				2 gallons and over	..	..	23s. 2½d. "
				Fitter Shells (Throwing).			
				Dripstone	..	..	34s. 8½d. per 100 gallons
				Candles (making and shaving)	..	..	7d. per gallon
				Ginger Beer and Ale Bottles (Throwing).			
				1 gallon (screwed)	..	..	25s. 3d. per gross
				Ale bottles	..	..	8s. 8½d. "
				Others	..	..	4s. 9d. "
				Jugs (Hand Pressed).			
				30's	..	..	23s. 11d. per gross
				24's	..	..	29s. 2½d. "
				12's	..	..	35s. 3½d. "
Lip Bowls (Hand Pressed).				Flower-pot Saucers (Throwing and Finishing).			
No. 1 (11 inches or under)	..	..	26s. 9½d. per gross	4 inches	..	..	1s. 10½d. per gross
No. 2 (12 inches)	..	..	29s. 9½d. "	5 "	..	..	2s. 6d. "
No. 3 (13 inches)	..	..	34s. 5½d. "	6 "	..	..	3s. 10½d. "
No. 4 (14 inches or over)	..	..	38s. 9d. "	7 "	..	..	4s. 11½d. "
				8 "	..	..	7s. 7½d. "
				9 "	..	..	10s. 2½d. "
				10 "	..	..	11s. 11d. "
				12 "	..	..	15s. 7½d. "
				13 "	..	..	23s. 1½d. "
				14 "	..	..	30s. 4d. "
				15 "	..	..	36s. 11½d. "
				Ridging.			
				Ridging made by hand from wood or plaster			
				moulds	..	..	2s. 0½d. per dozen

TERRA COTTA.

PIECE-WORK—continued.

Within all other parts of Victoria—continued.

TERRA COTTA—continued.

<i>Crimp-pots and Saucers (Throwing and Finishing).</i>				<i>Butter Coolers and Butter-cooler Saucers.</i>			
		Crimp-pots.	Crimp-pot Saucers.			Butter Coolers.	Butter-cooler Saucers.
5 inches ..	..	7s. 0½d. per gross..	4s. 8½d. per gross	8s ..	..	4s. 5½d. per dozen ..	8½d. per dozen
6 " ..	..	8s. 11½d. " ..	5s. 11d. "	9s ..	..	4s. 9d. " ..	11½d. "
7 " ..	..	11s. 7½d. " ..	7s. 0½d. "	<i>Chimney-pots.</i>			
8 " ..	..	16s. 4½d. " ..	10s. 7½d. "	16 inches and under ..	..	..	6s. 11½d. per dozen
9 " ..	..	18s. 9½d. " ..	13s. 10½d. "	Over 16 inches ..	..	..	8s. 7½d. "
10 " ..	..	23s. 0½d. " ..	17s. 5½d. "	NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net			
<i>Seed Pans.</i>							
8 inches ..	..	..	10s. 2d. per gross				
9 " ..	..	..	12s. 7½d. "				
10 " ..	..	..	14s. 0½d. "				
12 " ..	..	..	20s. 4½d. "				
13 " ..	..	..	26s. 3½d. "				
14 " ..	..	..	32s. 7d. "				
15 " ..	..	..	39s. 8½d. "				

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(9) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above, 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 rates that are fixed by the Board for such work.

E. E. O'GRADY, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 31st August, 1937.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, SEPTEMBER 20.

[1937

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(LEAD AND SHOT SECTION.)

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which has 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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
 Abrasive paper or cloth;
 Asbestos articles;
 Blue prints;
 Buttons and buckles other than those subject to the
 Determination of the Plastic Moulding Board;
 Button badges;
 Carbon articles;
 Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Lead and shot;
Silk or parchment lamp shades;
Mica products;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the manufacturing or preparing of lead and shot, the following Determination, namely:—

(1) That on the 20th September, 1937, the previous Determination of the Board for this section shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.			(b) Other Employees.	
	Weekly hiring.		Hourly hiring.	s. d.
	s. d.	s. d.		
18 years of age	52	3	56	0
19 years of age	62	9	67	3
20 years of age				

PROPORTION (IN ANY PLACE).				
One improver to every twenty adults or fraction thereof.				

(i) Persons employed in a shot tower at any of the following work:—				
(a) Mixing metal .. .. .	..	..	}	78 0
(b) Melting metal .. .. .	..	..
(c) Feeding molten metal through a sieve	..	..
(ii) All other persons .. .. .	..	..	..	76 0

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

(3) PROHIBITION OF EMPLOYMENT.—The employment of any improver under the age of eighteen years is prohibited.

(4) HOURS OF EMPLOYMENT.—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.

Continuous Work Shifts.

5. **SHIFT WORK.**—(a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during break-downs or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 44 per week during the period of employment upon such shifts; nor
- (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
- (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
- (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are paid for each ordinary hour worked thereon by them in the case of weekly employees at the rate of one forty-third ($\frac{1}{43}$) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds ($\frac{44}{43}$) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year, one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(d) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (c) hereof, an employee on continuous work shift shall be paid at double rates. 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.

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

(f) Employees on continuous work shifts, 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 Work.

(g) In shift work, not upon continuous work as herein defined, 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 shall be paid.

(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.

(6) **MIXED FUNCTIONS.**—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.

(7) **OVERTIME.**—(a) For all work done outside ordinary hours the rate of wages 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 be paid, until released, standing by time at ordinary rates from the time from which he is so to hold himself in readiness, provided that 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 one on shift work) 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 agree mutually 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 be supplied with a meal by the employer or paid 1s. 6d. in lieu thereof, 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 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.

(k) Subject to the provisions of the second part of the 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 or 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.

(8) **HOLIDAYS AND SUNDAY WORK.**—(a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, 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 work 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 (not including the installation of new machinery) shall be paid for work on holidays or Sundays at the rate of time and a half.

(c) Employees, other than those on shift work, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(9) **PIECE-WORK PRICES.**—Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

(10) **EXTRA RATES NOT CUMULATIVE.**—Extra rates in this Determination, including rates prescribed in clause 15 are not cumulative so as to exceed the maximum of double the ordinary rates.

(11) **PAYMENT OF WAGES.**—(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.

(12) **CONTRACT OF EMPLOYMENT.**—(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 is 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 for adults in clause 2 hereof shall be increased by 5s. per week, 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.

(13) **MISCELLANEOUS PROVISIONS.**—(a) **Tools.**—The employer shall provide for each employee all necessary tools. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Employers shall provide proper sanitary accommodation and adequate washing facilities with hot water. 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, together with hot and cold shower baths (away from sanitary accommodation).

(c) Suitable canvas or leather gloves shall be provided by employer for the use of any person employed—

- (i) severing lead pipes leaving an extruding machine,
- (ii) mixing, or melting, or feeding metal.

(14) **TIME AND WAGES BOOK.**—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.

(15) **SPECIAL RATES.**—In addition to the wages prescribed in clause 2 hereof, the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not fewer than 3 and not more than 10 employees, 6s. per week extra; more than 10 and not more than 20, 12s. per week extra; more than 20, 18s. per week extra.
- (b) Working in wet places—1½d. per hour extra.
Working in confined spaces—3d. 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 degree 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) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (f) 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.
- (g) 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.

(16) **DEFINITIONS.**—

- "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. but not later than midnight. Night shift means any shift finishing subsequent to midnight but not later than 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 2 inches.
- "Confined place" 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.

PERIODICAL ADJUSTMENT OF WAGES.

(17) The wages rates set out in clause (2 (b)) are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (18).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies ..	3 10 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(18) (a) Until the beginning of the first pay period to commence in December, 1937, the amount of the basic wage shall be as prescribed in clause (17).

(b) During each future successive period beginning with the first pay period to commence in a December, a March, a June, or a September, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX. L. CECIL, Secretary.

Melbourne, 3rd September, 1937.