



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 278]

MONDAY, OCTOBER 25.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(a) This Determination on the 20th October, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

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

(2)

### APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 52 Hours.	Number (by any Employer).
	<i>s. d.</i>	
1st year .. .. .	42 11	One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage per week of 52 hours.
2nd year .. .. .	50 5	
3rd year .. .. .	57 4	
And thereafter the minimum wage.		

### OTHER EMPLOYEES.

Classes of Employees.	Wages per Week of 52 Hours within—	
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.	The Cities of Ballarat and Bendigo; and the Boroughs of Eaglehawk and Sebastopol.
	<i>s. d.</i>	<i>s. d.</i>
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of .. .. .	98 10	95 10
All others .. .. .	86 4	83 4

(3) OVERTIME—Any time worked in excess of 52 hours in any one week shall be paid for at the rate of time and a half.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—(a) Persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(b) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 52 hours, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour 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.

(6) TRAVELLING TIME AND FARES.—Any watchman employed on wharves, ships, &c., away from the Melbourne wharves and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) EMPLOYEE PROVIDING OWN BICYCLE.—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) PAYMENT FOR MEAL TIMES.—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) ANNUAL LEAVE.—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted 12 days holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay and such holiday shall be given within three months after the completion of twelve months service, provided that, for the purposes of this clause, any service prior to the 20th October, 1937, shall not be taken into account.

J. K. McCASKILL, J.P., Chairman.

R. DUFFY, Secretary.

Melbourne, 5th October, 1937.



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[1937

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Plaster Model 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 ;	Cinematograph film ;
Preparing feathers ;	Composition flooring ;
Treating flax ;	Cutlery ;
Treating pyrites and other metalliferous ores ;	Artificial flowers and bouquets ;
Mixing seed and making poultry foods ;	Paper articles not subject to any Board heretofore appointed ;
Glass badging ;	Honey ;
Gold stamping ;	Ink or adhesives ;
Ivory working ;	Lead and shot ;
Show-card and ticket-writing ;	Silk or parchment lamp shades ;
Manufacturing or preparing—	Mica products ;
Abrasive paper or cloth ;	Fishing and other nets ;
Asbestos articles ;	Ornaments for cakes ;
Blue prints ;	Plaster models ;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board ;	appointed ;
Button badges ;	Surgical instruments ;
Carbon articles ;	Toys ;
Chalk, crayons, or other articles from mineral earth ;	Watch cases "

has made, in respect of the manufacturing or preparing of plaster models, the following Determination, namely :—

(1) That this Determination shall come into force and be operative on and after the 1st November, 1937.

(2) **WAGES PER WEEK OF 44 HOURS.**

(a) Improvers.				(b) Other Employees.			
			s. d.				s. d.
Under 17 years of age	..	..	16	6	Persons engaged in coloring or decorating models	100	0
17 years of age	..	..	25	0	Persons engaged in assembling or fining models		
18 " "	..	..	33	3	when taken from moulds	81	0
19 " "	..	..	45	0	All others	76	0
20 " "	..	..	55	0			
Proportion (in any place).							
One improver to every three adult employees.							

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44, to be worked as follows :—

On Saturday ..	From 8 a.m. to 12 noon.
On Monday to Friday ..	From 8 a.m. to 12 noon, and from 1 p.m. to 5 p.m.

(5) OVERTIME.—That all time worked outside the times of beginning and ending work prescribed in Clause (4) shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) **HOLIDAYS AND SUNDAY WORK.**—That employees shall be entitled to the following public holidays without deduction of pay:—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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(7) **TERMS OF EMPLOYMENT.**—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except under circumstances referred to above, the employer may pay 44 hours wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) **PERIODICAL ADJUSTMENT OF WAGES.**—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 (9).

*Basic Wage.*

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

(9) **ADJUSTMENT OF BASIC WAGE.**—(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 (8).

(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, 8th October, 1937.