



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 319]

SATURDAY, NOVEMBER 20.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

NOTE.—(a) This Determination on the 17th November, 1937, applied to the whole of the State of Victoria.

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

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 as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

(1) That on the 17th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Juvenile Workers.	All other Employees.			
WAGES.		WAGES.	WAGES.			
Per week of 44 hours.		Per week of 44 hours.	Per week of 44 hours.			
				Day Shift and Afternoon Shift.	Night Shift.	
				s. d.	s. d.	
1st year	s. d.	Persons under 19	Man in charge of six or more employees ..	96 6	121 6	
2nd "	.. 54 5	years of age (other	Man in charge of borers, testing ground ..	93 2	118 5	
3rd "		than apprentices	Powder monkey	100 6	127 3	
		or improvers) em-	Concrete manhole builder	100 2	126 8	
		ployed—(a) car-	Manhole builders' labourer	87 8	111 8	
		rying tools, (b) as	Gauger, mixer, or handler of concrete ..	87 8	111 8	
		toolsmith's assist-	Leading trimmer, manhole sinker (any shape),			
		ant	timber cutter, preparer, or measurer and invert			
			block setter	93 2	118 5	
			Renderers employed in pipes, tunnels, or covered			
			drains	124 0	154 0	
			Renderers employed in open drains	110 3	141 2	
			Persons employed patching, i.e., cutting out porous			
			concrete and filling up the hole, or, without			
			cutting out, filling up holes in porous face with			
			cement mortar, and striking and finishing the			
			surface to approximately the same condition as			
			the immediately adjoining concrete surface ..	89 8	114 8	
			Rigger in charge of vent erecting or dismantling	102 0	128 6	

Apprentices or Improvers.	Juvenile Workers.	All other Employees.		
WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.		
			Day Shift and Afternoon Shift.	Night Shift.
			s. d.	s. d.
Improvers. One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All others."		Sinkers (other than manhole sinkers), Drivers, Hammer and drill hands, Jumpermen and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Borers testing ground ..	87 8	111 8
		Man in charge of machine pumping water from trenches and doing running repairs ..	87 8	111 8
		Foreman's assistant ..	87 8	111 8
		Machine borer or pneumatic pick user ..	96 6	122 0
		Pitcher setter ..	89 6	113 6
		Pipe layer or jointer ..	89 8	114 8
		Pipe layer or jointer or any other person cutting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub-mains in open connexion with live mains or sub-mains ..	118 6	149 3
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer ..	100 2	126 8
		Toolsmith ..	91 6	117 0
		Slurry filler ..	82 9	106 0
		Topman ..	77 8	99 8
		Scoop filler ..	87 8	111 8
		Ploughman ..	93 8	120 6
		Ploughman's assistant ..	80 8	104 2
		Windlass hand working alone on a tripod windlass ..	83 8	107 2
		Other Windlass hands ..	80 8	104 2
		All others ..	77 8	99 8
		Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 5s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.		

Renderer is a person engaged in applying by hand a continuous coat of cement mortar to any surface, and in bringing the same to true and even surface and lines with a trowel or float.

Any employee working in wet ground, that is, ground where a man working therein under ordinary and usual conditions must in the performance of his work—

(i) be wetted from the feet to the knees; or

(ii) be wetted above the waist in the course of a shift through working clothes other than oilskins or other waterproof clothing shall be paid 1s. 4d. per day or portion of a day, in addition to the above rates.

Any topman working at a depth of 8 feet or more and any other employee working at a depth of 16 feet or more shall be paid 2d. per hour in addition to above rate.

(3) Allowances.—The following additional rates shall be paid to any person employed—

(a) On all work within the Metropolitan District, 10d. per day or portion of a day.

(b) On all work outside the Metropolitan District, 5d. per day or portion of a day.

(4) Shifts.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows:—

			Where one shift is worked.	
			Time of beginning.	Time of ending.
Monday to Friday	.. .. (Day Shift)		8 a.m.	5 p.m.
Saturday	.. .. (Day Shift)		8 a.m.	12 noon
			Where two shifts are worked.	
Monday to Friday	.. .. (Day Shift)		7 a.m.	3 p.m.
	.. .. (Afternoon Shift)		3 p.m.	11 p.m.
Saturday	.. .. (Day Shift)		7 a.m.	11 a.m.
	.. .. (Afternoon Shift)		11 a.m.	3 p.m.
			Where three shifts are worked.	
Monday to Friday	.. .. (Day Shift)		7 a.m.	3 p.m.
	.. .. (Afternoon Shift)		3 p.m.	11 p.m.
	.. .. (Night Shift)		11 p.m.	7 a.m.
Saturday	.. .. (Day Shift)		7 a.m.	11 a.m.
	.. .. (Afternoon Shift)		11 a.m.	3 p.m.
	.. .. (Night Shift)		3 p.m.	7 p.m.

* Including 20 minutes for crib-time without deduction from wages.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half for the first two hours, and thereafter double time.

(5) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay :—New Years Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday).

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on a Sunday, and ordinary rates for work done on New Years Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday), and the employee shall be permitted to take any other day suitable to himself in lieu of such holiday worked and shall be paid at ordinary rates for the day so taken.

(7) **MINIMUM PAYMENT.**—Any employee who starts work on any day shall be entitled to a minimum of two hours' pay.

(8) **EMPLOYEE PRESENTING HIMSELF FOR WORK.**—Any employee who presents himself for work and who is not permitted by the employer to work during any portion of the day for the following reasons namely :—wet weather, waiting until shafts are bailed out, shortage of materials, or any other reasons over which he has no control, shall be paid two hours pay for that day in addition to the allowance provided in clause (3).

(9) **CHANGE HOUSE.**—Where six or more men are employed the employer shall provide a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(10) **FIRST-AID OUTFIT.**—Where six or more men are employed a first-aid outfit shall be supplied.

(11) **SHEETING SHAFTS.**—All shafts sunk in sandy country below a depth of 8 feet shall be sheeted.

(12) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

H. J. RICHARDSON, J.P., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 1st November, 1937.

1. The first part of the document is a list of names and addresses.

The second part of the document is a list of names and addresses.

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VICTORIA GOVERNMENT GAZETTE.

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No. 320]

WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE CYCLE TRADE BOARD.

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

(b) RE APPRENTICES OR IMPROVERS.—On the 5th March, 1930, the trade of motor cycle mechanic was proclaimed an Apprenticeship Trade under the Apprenticeship Act 1927, and, so far as the Metropolitan District is concerned, the provisions of that Act and the Regulations thereunder determine the conditions of employment of apprentices indentured after 5th March, 1930, and of improvers permitted to enter the trade after 20th November, 1929.

These provisions, however, do not affect indentures of apprenticeship entered into before 5th March, 1930, or improvers employed prior to 20th November, 1929.

Particulars of such Regulations may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne. Price, 3d.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 15th November, 1937, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in any process, trade, or business connected with or incidental to—

(a) the making or repairing of bicycles, tricycles, or motor cycles, or

(b) the making or repairing of any part or parts (other than tyres or engines) of a bicycle, tricycle, or motor cycle,

but not including any process, trade or business subject to the Determination of any Wages Board heretofore appointed, has made the following Determination, namely:—

(1) That on the 30th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a) *Apprentices.			(b) *Improvers.			(c) Other Employees.		
	Weekly Wages.			Weekly Wages.			Weekly Wages.	
	s. d.			s. d.			Day Shift.	s. d.
1st year	.. .. 16 6		1st year	.. .. 16 6		Foremen, where over five adults are employed	..	105 6
2nd "	.. .. 21 6		2nd "	.. .. 21 6		Foremen, where five adults or fewer are employed	..	103 3
3rd "	.. .. 28 9		3rd "	.. .. 28 9		Lathe hands	..	102 0
4th "	.. .. 36 6		4th "	.. .. 36 6		Builders and repairers of motor cycle frames and		
5th "	.. .. 48 0		5th "	.. .. 48 0		frames other than cycle frames	..	94 3
			6th "	.. .. 57 6		Builders or repairers or brazers of cycle frames	..	92 0
						Other repairers of motor cycles (except lathe		
						hands)	..	94 3
						Other repairers (except lathe hands)	..	92 0
						Assemblers of motor cycles	..	92 0
						Other assemblers	..	87 6
						Filers on motor and other cycles	..	87 6
						Wheel-builders on motor and other cycles	..	87 6
						Foremen in rim-making	..	96 6
						All others employed in rim-making	..	87 6
						Persons cleaning off joints by sand-blasting or by		
						shot-blasting	..	87 6
						Handle-bar benders	..	
						By the mandrel method	..	83 0
						By any other method	..	87 6
						Persons not provided for otherwise	..	77 0

* Except those covered by the Apprenticeship Act.

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44. Provided that, in any place where the principal work carried on is incidental to and directly connected with the employer's retail business, not more than two persons may be employed for a maximum of 46 hours per week without payment of overtime rates.

No. 320.—14029.

(4) SHIFTS.—

- (a) *Day Shift*.—The hours of duty shall not exceed $8\frac{1}{2}$ hours per day for five days, and $4\frac{1}{2}$ hours on the day on which the statutory weekly half-holiday is observed locally, and shall be worked between the hours of 7 a.m. and 1 p.m. on the day upon which the statutory weekly half-holiday is observed locally, and between 7 a.m. and 6 p.m. on the other working days of the week.
- (b) *Afternoon, Night, or Other Shift*.—i. *Hours*.—The hours of duty on any shift other than a day shift shall be arranged mutually between the employer and the majority of the employees, providing that $9\frac{1}{2}$ hours shall be the maximum duration of such a shift.

ii. *Wages*.—The following percentages shall be added to the rates fixed for the day shift :—

During the first month's employment on such shift..	..	..	..	..	..	10 per cent.
Thereafter .. .. .	..	..	..	..	..	5 per cent.

A statement, setting out the ordinary daily working hours, shall be displayed conspicuously in the workshop.

(5) *CRIB TIME*.—Where three shifts are worked, shift workers shall be allowed, after four hours' work, a crib time of twenty minutes without deduction of pay therefor.

(6) OVERTIME.—

- (a) For all work done (i) outside the ordinary working hours on any day or shift, or (ii) within the ordinary working hours on any day or shift but in excess of the number of hours fixed in clause (3), the rate of wages shall be time and a half for the first four hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least eight hours.
- (b) Except as provided in the preceding sub-clause, in computing overtime each day's work shall stand alone.
- (c) Any employee working overtime for a longer period than two hours shall be allowed twenty minutes' crib time (without deduction of pay) after the completion of his ordinary shift and after each additional four hours of work, unless a mutual agreement has been made for the taking of a longer period of rest without pay.

(7) *FIVE-DAYS' WEEK*.—Notwithstanding anything contained in clause (4) the ordinary week's work may be completed in five days, provided that the employer and the majority of his employees concerned mutually agree in writing.

(8) *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 it without such notice), by payment of one week's wages.

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

If an employee engaged by the week absents himself from duty, except on the public holidays prescribed in clause (9), or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in establishments working six days and one-fifth in establishments working five days per week: Provided that if an employee is absent with leave on a Saturday, only time actually lost shall be deducted.

If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week, and the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

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

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay.

(9) *SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS*.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Christmas Day, or 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 be payable only for work done on the day so substituted.

(10) *WORK GIVEN OUT*.—(a) For the purposes of this Determination, every person or body of persons who issues, gives out, or authorizes or permits to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured by any process or processes subject to the jurisdiction of this Board, notwithstanding the fact that the person to whom the material is issued or given out supplies additional material, shall be deemed to be the employer of the person to whom such material is issued or given out.

(b) Every employer within the meaning of this clause shall keep a record book, which shall contain a correct account written in ink as follows :—

- (i) The name and full address of the person to whom material is issued or given out;
- (ii) The number of articles and description of work issued or given out;
- (iii) The time spent in carrying out and the price paid for such work;
- (iv) The record book shall be signed each week by each person to whom material is issued or given out, verifying the accuracy of the amount of wages received.

(c) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(11) *SUPPLY OF MILK*.—Any person engaged for the greater part of his day's work at cleaning off joints by any method other than filing, shall be supplied free of charge by the employer with one pint of milk each day he is so engaged.

(12) DEFINITIONS.—

- (a) "Afternoon Shift" shall mean any shift finishing after 6 p.m., but not later than midnight.
- (b) "Night Shift" shall mean any shift finishing later than midnight, but not later than 8 a.m.

R. J. EDWARDS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 15th November, 1937.



VICTORIA GOVERNMENT GAZETTE.

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No. 321]

WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination, from the beginning of the first pay period to commence in December, 1937, applied to the whole of the State of Victoria.

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

(1) That this Determination shall be operative from the beginning of the first pay period to commence in December, 1937, and that the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES.	(A ¹)	(B ¹)	(A ²)	(B ²)
<i>Development, Tool Room, and Maintenance Sections.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Aero mechanic required to hold "A" and "B" certificates ..	117 0	5 9	114 0	5 7
Aero mechanic required to hold "B" and "C" certificates ..	107 0	5 3	104 0	5 1
Aero mechanic not required to hold any certificate or only "C" certificate ..	104 0	5 1	101 0	4 11
Patternmaker ..	116 0	5 8	113 0	5 6
Toolmaker, tool hardener, and diemaker (in wood or metal) ..	113 0	5 6	110 0	5 5
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) ..	110 0	5 5	107 0	5 3
Tradesman, the greater part of whose time is occupied marking off ..	107 0	5 3	104 0	5 1
Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work ..	107 0	5 3	104 0	5 1

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

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

No. 321.—14064.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MACES—continued.	(A ¹)	(B ¹)	(A ²)	(B ²)
<i>Development, Tool Room, and Maintenance Section—continued.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(b) On low-pressure work	97 0	4 9	94 0	4 7
Plate or machine moulders and/or coremakers—				
1st six months' experience	86 0	4 3	83 0	4 1
2nd six months' experience	89 0	4 4	86 0	4 3
3rd six months' experience	92 0	4 6	89 0	4 4
After two years' experience	97 0	4 9	94 0	4 7
Template maker	111 0	5 5	108 0	5 3
First-class welder	110 0	5 5	107 0	5 3
Second-class welder	99 0	4 10	96 0	4 8
Third-class welder	91 0	4 5	88 0	4 4
Fourth-class welder	86 6	4 3	83 6	4 1
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter	104 0	5 1	101 0	4 11
First-class machinist in metal	107 0	5 3	104 0	5 1
Second-class machinist in metal	97 0	4 9	94 0	4 7
Third-class machinist in metal	91 0	4 5	88 0	4 4
Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic	86 0	4 3	83 0	4 1
<i>Body-making Section.</i>				
First-class body maker	107 0	5 3	104 0	5 1
Second-class body maker	101 0	5 1	101 0	4 11
Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line"	104 0	5 1	101 0	4 11
Assembler (other than process worker as defined) when not "on the line"	99 0	4 10	96 0	4 8
First-class machinist	107 0	5 3	104 0	5 1
Second-class machinist	97 0	4 9	94 0	4 7
Third-class machinist	91 0	4 5	88 0	4 4
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line"	97 0	4 9	94 0	4 7
Other oxy and electric welders	95 0	4 8	92 0	4 6
Metal panel fixer	92 0	4 6	89 0	4 4
Driller and/or borer (not using jigs)	91 0	4 5	88 0	4 4
Driller and/or borer (using jigs)	86 6	4 3	83 6	4 1
<i>Panel Section.</i>				
First-class panel beater	107 0	5 3	104 0	5 1
Second-class panel beater, metal panel worker	101 0	5 1	101 0	4 11
Solderer, assembler (other than process worker as defined) air hammer operator	99 0	4 10	96 0	4 8
Tofedo press operator over 400 tons pressure	98 0	4 10	95 0	4 8
Press operator (heavy)	98 0	4 10	95 0	4 8
Press operator (light)	90 0	4 5	87 0	4 3
Oxy-acetylene and electric welder	95 0	4 8	92 0	4 6
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler	92 0	4 6	89 0	4 4
Other panel machinists	91 0	4 5	88 0	4 4
Driller (not using jigs)	88 6	4 4	85 6	4 2
Driller (using jigs)	84 0	4 1	81 0	4 0
Tubemaker	88 6	4 4	85 6	4 2
Emery grinder, grinder and/or buffer (metal)	86 6	4 3	83 6	4 1
Grinder and/or buffer (using portable machine)	91 0	4 5	88 0	4 4
Metal band sawyer	94 0	4 7	91 0	4 5
Panel edge turner	97 0	4 9	94 0	4 7
Rotary buffer operator—				
(a) While doing dent-knocking	104 0	5 1	101 0	4 11
(b) While not doing dent-knocking	91 0	4 5	88 0	4 4

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

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

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.				
Smithing Section.				
Smith	(A ¹) s. d. 108 0	(B ¹) s. d. 5 3	(A ²) s. d. 105 0	(B ²) s. d. 5 2
Axle maker, axle turner, spring fitter, laminated spring maker ..	107 0	5 3	104 0	5 1
First-class machinist (metal)	107 0	5 3	104 0	5 1
Second-class machinist (metal)	97 0	4 9	94 0	4 7
Third-class machinist (metal)	91 0	4 5	88 0	4 4
Rivetter on motor truck or waggon body	104 0	5 1	101 0	4 11
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer	97 6	4 9	94 6	4 8
Bulldozer operator—				
(a) Setting up machines	97 6	4 9	94 6	4 8
(b) Not setting up machines	91 0	4 5	88 0	4 4
Drop hammer smith—				
(a) When dies are not used	108 0	5 3	105 0	5 2
(b) When dies are used	91 0	4 5	88 0	4 4
Cold setter	94 0	4 7	91 0	4 5
Grinder and/or buffer using portable machine	91 0	4 5	88 0	4 4
Garnish mould finisher	96 0	4 8	93 0	4 7
Cushion and squab spring assembler and frame operative, electric stove attendant	92 0	4 6	89 0	4 4
Vyceman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, driller and/or borer (not using jigs) ..	91 0	4 5	88 0	4 4
Driller and/or borer (using jigs), spring service worker	86 6	4 3	83 6	4 1
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or tapper ..	86 6	4 3	83 6	4 1
Striker	86 0	4 3	83 0	4 1
Painting Section.				
Writer	107 0	5 3	104 0	5 1
Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming) ..	104 0	5 1	101 0	4 11
Spotter and/or toucher up, duco polisher (using buffers)	97 0	4 9	94 0	4 7
Stopper up	95 0	4 8	92 0	4 6
Transfer grainer	94 0	4 7	91 0	4 5
Acid washer, wet rubber and/or polisher	91 0	4 5	88 0	4 4
Brush or spray painters on floors, under-carriages and gear; bow socket enameller	88 6	4 4	85 6	4 2
Spray painter (on priming only)	96 0	4 8	93 0	4 7
Dipper and hanger	85 0	4 2	82 0	4 0
Painter's labourer	83 0	4 1	80 0	3 11
Trimming Section.				
Tradesman trimmer (including cutter by hand), squab and/or cushion maker	104 0	5 1	101 0	4 11
Electric machine cutter	99 0	4 10	96 0	4 8
Sectional trimmer (as defined)	95 0	4 8	92 0	4 6
Marker out or scribe using patterns or templates, pleat stuffer (male adult)	90 0	4 5	87 0	4 3
Strap maker	91 0	4 5	88 0	4 4
Paster (male adult)—				
First year's experience	89 0	4 4	86 0	4 3
Second year's experience	91 0	4 5	88 0	4 4
Third year's experience and thereafter	93 0	4 7	90 0	4 5
Band and/or jig sawer, air hammer operator, skiving machinist sewing machinist (male adult), camachine operator (male adult), and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools	91 0	4 5	88 0	4 4
Woodmill Section.				
Saw doctor	110 0	5 5	107 0	5 3
First-class wood machinist (as defined)	101 0	4 11	98 0	4 10
Second-class wood machinist (as defined)	97 0	4 9	94 0	4 7
Assembler (without use of jigs)	101 0	4 11	98 0	4 10
Assembler (with use of jigs)	97 0	4 9	94 0	4 7
Sand-paper and emery machinist	87 0	4 3	84 0	4 1
Timber stacker, timber kiln attendant	83 0	4 1	80 0	3 11

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

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

	Day Shift.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O. Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALYS—continued	(A ¹)	(B ¹)	(A ²)	(B ²)
<i>Glass Section.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Plate-glass cutter, plate-glass beveller, plate-glass driller	101 0	4 11	98 0	4 10
Plate-glass grinder	88 6	4 4	85 6	4 2
Assembler of prepared parts (not coming within the definition of process worker)	94 0	4 7	91 0	4 5
<i>Chassis Assembling Section.</i>				
Motor mechanic	104 0	5 1	101 0	4 11
Petrol tank operative	93 0	4 7	90 0	4 5
Chassis assembler and/or wirer	92 0	4 6	89 0	4 4
Assembler of chassis parts independently of main assembly, body mounter	91 0	4 5	88 0	4 4
Rivetter, tire fitter	88 6	4 4	85 6	4 2
Driver of chassis	84 0	4 1	81 0	4 0
Labourer assisting without using tools	81 0	4 0	78 0	3 10
<i>Horse-drawn Vehicle Section.</i>				
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker	101 0	4 11	98 0	4 10
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender	97 0	4 9	94 0	4 7
Nave mortice and boring machinist	87 0	4 3	84 0	4 1
(All other classifications as prescribed for in other sections.)				
<i>Rolling-stock Section.</i>				
Body maker, wheel turner	107 0	5 3	104 0	5 1
Wheel grinder, pitman	97 6	4 9	94 6	4 8
(All other classifications as prescribed for in other sections.)				
<i>Miscellaneous Employees.</i>				
Operator of tractor with or without trailers	92 0	4 6	89 0	4 4
Case maker	88 6	4 4	85 6	4 2
Die-casting machine operative	91 0	4 5	88 0	4 4
Case repairer	84 0	4 1	81 0	4 0
Process worker (as defined) in all sections	84 0	4 1	81 0	4 0
All others in all sections	77 0	3 9	74 0	3 7
Leading hand—all sections (see Clause 16).				

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

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

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

	Per Week of 44 Hours.	Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.
	<i>£ s. d.</i>	<i>s. d.</i>
First six months (without previous experience)	1 7 6	
Second six months	1 18 0	
Third six months	2 3 6	
Thereafter	2 11 6	
(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding: also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—		
For the first six months	1 7 6	27 6
For the second six months	1 18 0	38 0
Thereafter	2 11 6	43 6
		51 6

APPRENTICES.

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

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

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

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

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

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

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

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

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

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

WAGES.

(vi)—

	Per Week of 44 Hours.
(vi) (a) For apprentices working under indentures entered into prior to 16th December, 1935—	s. d.
Five-year terms—	
First year	13 0
Second year	18 0
Third year	23 6
Fourth year	33 6
Fifth year	46 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—	
First year	18 0
Second year	23 6
Third year	33 6
Fourth year	46 0
(vi) (b) Other apprentices—	
Five-year terms—	
First year	15 0
Second year	21 6
Third year	34 6
Fourth year	56 0
Fifth year	70 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—	
First year	18 0
Second year	33 6
Third year	56 0
Fourth year	70 0

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

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

(vii) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(ix) No apprentice shall work under any system of payment by results.

(x) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.

(xi) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(xii) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(xiii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(xiv) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

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

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.			
		1.	2.	3.	4.	5.	6.				
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
14-15 years	16 6	20 3	27 0	33 6	40 0	49 6	60 0	16 6	0 10	33 3	1 7
15-16 "	16 6	23 3	30 0	36 6	43 6	51 6	..	20 0	1 0	33 6	1 8
16-17 "	20 0	26 0	33 6	39 6	49 0	..	..	20 3	1 0	36 6	1 9
17-18 "	23 0	29 0	36 6	43 0	..	..	..	23 0	1 1	39 6	1 11
18-19 "	26 6	33 3	39 6	..	..	..	..	23 3	1 1	40 0	2 0
19-20 "	29 6	36 3	..	..	..	..	..	26 6	1 3	43 0	2 1
20-21 "	33 0	..	..	..	..	..	..	26 9	1 4	43 6	2 2
								27 0	1 4	49 0	2 5
								29 6	1 5	49 6	2 5
								29 9	1 5	51 6	2 6
								30 0	1 6	60 0	2 11
								33 0	1 7	..	..

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

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

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

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

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

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

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

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

HOURS OF EMPLOYMENT.

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

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

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

SHIFT WORK—CONTINUOUS WORK SHIFTS.

(6) (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 breakdowns 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 eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(bb) 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) eight 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 for each ordinary hour worked thereon by them paid 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 award 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.

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

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

(e) 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.

(a) 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.

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

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

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

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

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

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

(f) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.

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

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

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

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

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

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

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

SUNDAY AND HOLIDAY RATES.

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

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

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

HOLIDAYS.

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

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day (21st April), Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

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

PIECEWORK RATES.

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

PAY-DAY.

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

PAYMENT FOR PART WEEK.

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

CONTRACT OF EMPLOYMENT.

(14) (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

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

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 10 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent on a Saturday.

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

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

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

(e) An employee engaged on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

TIME AND WAGES BOOK.

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

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

LEADING HANDS.

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

AIRCRAFT MAKING.

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

TRAVELLING TIME.

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

DEFINITIONS.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GRINDING TOOLS.

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

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

WATERPROOF CLOTHING.

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

SPRAY PAINTERS.

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

TOOLS TO BE PROVIDED BY EMPLOYER.

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

MISCELLANEOUS PROVISIONS.

- (24) (a) Employees engaged in working with acids shall be supplied with rubber gloves.
 (b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.
 (c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.
 (d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.
 (e) Tramway pitmen shall be provided free with one suit of overalls as required.

RIGHT OF ENTRY OF UNION OFFICIALS.

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

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
 (b) That he interviews employees only at the places where they are taking their meal.
 (c) That not more than one representative be in any workshop at any one time.
 (d) That no one representative visit a workshop more than once in each week.
 (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

LIMITATION OF EMPLOYER'S LIABILITY.

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

PERIODICAL ADJUSTMENT OF WAGES.

(27) The wages rates set out in clause (2) are based upon the following basic wages rates and, pursuant to the provision of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (28).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura, and Gippsland Districts	3 11 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

(28) (a) Until the beginning of the first pay period to commence in March, 1938, the amounts of the basic wage shall be as prescribed in clause (27).

(b) During each future successive period beginning with the first pay period to commence in a March, a June, a September, or a December, the amounts 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:—

- (i) The index number set to be applied to a place is that assigned thereto in clause (27).
 (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
 (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
 (iv) 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

(c) The wage rates prescribed at £1 14s. or more for females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basic.

(d) The amounts of wages for all juniors, and for all apprentices whose rate of wages is herein stated at 25s. or more per Week, and of all rates for females prescribed at less than £1 14s., shall be adjusted proportionately to the basic wage in the same place calculated to the nearest 6d., every change of amount not exceeding 3d. to be disregarded.

D. GRANT, Chairman.

J. B. DEWAN, Secretary.

Melbourne, 26th October, 1937.

By Authority: H. J. GREEN, Government Printer, Melbourne.



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WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE COUNTRY AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination on the 1st December, 1937, applied to the whole of the State OUTSIDE AND EXCEPTING the following parts of Victoria namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and such portion of the shire of Braybrook as is NOT included in the Metropolitan District.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 23rd July, 1934, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

(1) The process, trade, or business of a maker of—

- (a) agricultural machinery or implements;
- (b) parts of agricultural machinery or implements;
- (c) bag-filling machinery, bone-crushers, butter-making machinery, chaffcutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or
- (d) garden tools or implements or parts thereof.

(2) Assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (1)"—

has made the following Determination, namely:—

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

(2)

Apprentices and Improvers.			Other Employees.		
WAGES.		Per week of 46 hours.	WAGES.		Per week of 46 hours.
		s. d.			s. d.
<i>Apprentices.</i>					
1st year's experience	..	15 0	Pattern makers	..	115 0
2nd "	..	21 6	Blacksmiths, carpenters, men working shaping machine or Boulton's carver, timber markers, wheelwrights, or oxy-acetylene or electric arc welders	..	99 0
3rd "	..	34 3	Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, rollers, lifting-jacks, or stump extractors	..	92 0
4th "	..	55 0	Other fitters and turners	..	99 0
5th "	..	69 9	Persons other than fitters employed making windmills	..	93 0
<i>Improvers.</i>			Persons employed erecting windmills outside a workshop	..	94 0
Under 16 years	..	17 0	Painters—writers or liners	..	94 0
16 years of age	..	24 0	Painters—brush hands	..	85 0
17 "	..	33 0	Sheet-iron workers	..	91 0
18 "	..	44 0	Man in charge of bulldozer, press, or power hammer	..	91 0
19 "	..	56 0	Machinists (iron), not provided for above..	..	85 0
20 "	..	69 0	Machinists (wood), not provided for above	..	91 0
PROPORTION (in any factory or place).			Assemblers and grinders	..	86 0
<i>Apprentices.</i>			Strikers and drillers	..	85 0
Two apprentices to every five or fraction of five workers receiving not less than 79s. per week of 46 hours.			All others	..	79 0
<i>Improvers.</i>					
One improver to every three or fraction of three workers receiving not less than 79s. per week of 46 hours.					

(3) OVERTIME.—That any employee who works for any time in excess of 46 hours in any week shall be paid for such extra time at the rate of time and a quarter for the first six hours, and thereafter time and a half.

(4) SPECIAL RATES.—Time and three-quarters shall be paid for all work done on Sundays, New Year's Day, 21st April (Labour Day), Good Friday, Easter Monday, and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for the above holidays the special rate shall be payable only on the day so substituted.

(5) PIECE-WORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, 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.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 5th November, 1937.



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WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTE.—This Determination on the 27th November, 1937, 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; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

By Orders in Council made on the 10th September, 1913, and 21st October, 1930, this 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 any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer;
- (b) coal mine owner;
- (c) gas company;
- (d) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company

and such power was conferred exclusively on the Coal and Coke Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest price or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;
- (c) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke"—

has made the following Determination, namely:—

(1) That on the 27th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.			
WAGES PER WEEK OF 48 HOURS.			WAGES.			
Apprentices.			Hay, Corn, or Chaff Stores.			
			Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store			
1st year	..	s. d. 29 9	Drivers of motor wagons—			
2nd "	..	35 9	(a) having a capacity of 2 tons or less ..			
3rd "	..	44 9	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..			
4th "	..	49 9	(c) having a capacity exceeding 4 tons ..			
5th "	..	54 6	Carters driving one horse ..			
			Carters driving two horses ..			
			And for every additional horse ..			
			All others			
			Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.			
			All other parts of Victoria where this Determination applies.			
			s. d.		s. d.	
			81 6	per week of 48 hours	87 6	per week of 48 hours
			77 0	" 48 "	83 0	" 48 "
			81 6	" 48 "	87 6	" 48 "
			86 6	" 48 "	92 6	" 48 "
			74 0	" 48 "	80 0	" 48 "
			78 6	" 48 "	84 6	" 48 "
			2 0	extra per week "	2 0	extra per week "
			76 0	per week of 48 hours	82 0	per week of 48 hours

Apprentices or Improvers.		Other Employees.	
WAGES PER WEEK OF 48 HOURS—continued.		WAGES—continued.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.
<i>Improvers.</i>		Wood Yards, or Wood, Coal, and Coke (Combined) Yards.	All other parts of Victoria where this Determination applies.
Under 17 years of age ..	29 9	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 77 0 per week of 48 hours
17 years of age ..	35 9	Drivers of motor wagons—	s. d. 83 0 per week of 48 hours
18 ..	44 9	(a) having a capacity of 2 tons or less ..	77 0 .. 48 ..
19 ..	49 9	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	81 6 .. 48 ..
20 ..	54 6	(c) having a capacity exceeding 4 tons ..	86 6 .. 48 ..
PROPORTION.		Carters driving one horse ..	74 0 .. 48 ..
<i>Apprentices.</i>		Carters driving two horses ..	78 6 .. 48 ..
One apprentice to every three or fraction of three workers receiving not less than 72s. 6d. per week of 48 hours.		And for every additional horse ..	2 0 extra per week ..
<i>Improvers.</i>		All others ..	72 6 per week of 48 hours
One improver to the first four or fraction of four workers receiving not less than 72s. 6d. per week of 48 hours, and thereafter one improver to each additional four such workers.		Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.	
An indenture of apprenticeship has been prescribed by the Board.		Drivers of motor wagons—	
		(a) having a capacity of 2 tons or less ..	77 0 per week of 48 hours
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	81 6 .. 48 ..
		(c) having a capacity exceeding 4 tons ..	86 6 .. 48 ..
		Carters driving one horse ..	74 0 .. 48 ..
		Carters driving two horses ..	78 6 .. 48 ..
		And for every additional horse ..	2 0 extra per week ..
		All others ..	80 0 per week of 48 hours
		Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood).	
		Benchmen ..	78 0 per week of 48 hours
		Drivers of motor wagons—	
		(a) having a capacity of 2 tons or less ..	77 0 .. 48 ..
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	81 6 .. 48 ..
		(c) having a capacity exceeding 4 tons ..	86 6 .. 48 ..
		Carters driving one horse ..	74 0 .. 48 ..
		Carters driving two horses ..	78 6 .. 48 ..
		And for every additional horse ..	2 0 extra per week ..
		All others ..	80 6 per week of 48 hours

(3) TIMES OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	12 noon the day the half-holiday is usually observed.
7.30 a.m. ..	5.15 p.m. five days in the week.

(4) OVERTIME—

(a) Carters.

Outside the times of beginning and ending work as herein fixed ..
 Within the times of beginning and ending work in excess of the number of hours fixed in this .. } Time and a quarter.
 Determination as a week's work ..

(b) All Others.

Between midnight and 7.30 a.m. .. } Time and three quarters.
 At any other time outside the times of beginning and ending work as herein fixed .. }
 Within the times of beginning and ending work in excess of the number of hours fixed in this .. } Time and a quarter
 Determination as a week's work ..

(5) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, and double time shall be the rate payable for all work done on New Year's Day, Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

(6) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid for each hour worked up to 24 hours as follows:—

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

For time worked beyond the 24 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

(7) CASUAL LABOUR.—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

(8) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

PIECE-WORK.

WOOD OR COAL.

(9) The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

Cutting Wood.

4-ft. or over—one cut.. .. per ton .. 2s. 1d.

Splitting Wood.

Box, redgum, or ironbark per ton (40 cubic feet) .. 2s. 9d.
 Box, redgum, or ironbark " (by weight) .. 3s. 10d.
 Culled box, redgum, ironbark, or mallee roots per truck (Standard I.) .. 26s. 0d.
 Blocks (box, redgum, or ironbark) per ton (40 cubic feet) .. 2s. 3d.
 1-ft. blocks, common wood " " .. 1s. 10d.
 2-ft. " " " " " (Standard I.) .. 18s. 8d.
 1-ft. " " " " " .. 17s. 10d.
 2-ft. " " " " " ..

Loading Wood.

Split box, redgum, or ironbark (culled or otherwise) per ton (by weight) .. 8d.
 Box blocks " " .. 8d.
 1-ft. blocks, common wood per ton (40 cubic feet) .. 8d.
 2-ft. " " " " " .. 8d.
 1-ft. culled common wood " " .. 8d.

Unloading Wood or Coal.

Unloading wood, under 5 feet, from Standard I. truck per truck .. 3s. 0d.
 Unloading wood, 5 feet or over, from Standard I. truck " .. 3s. 5d.
 Unloading wood from Standard I. truck and trimming the stack " .. 4s. 9d.
 Unloading coal from trucks " .. 3s. 10d.
 Unloading coal from trucks and trimming same " .. 4s. 11d.

Sawing Wood.

Sawing by hand 2-ft. common wood per ton (40 cubic feet) .. 4s. 4d.

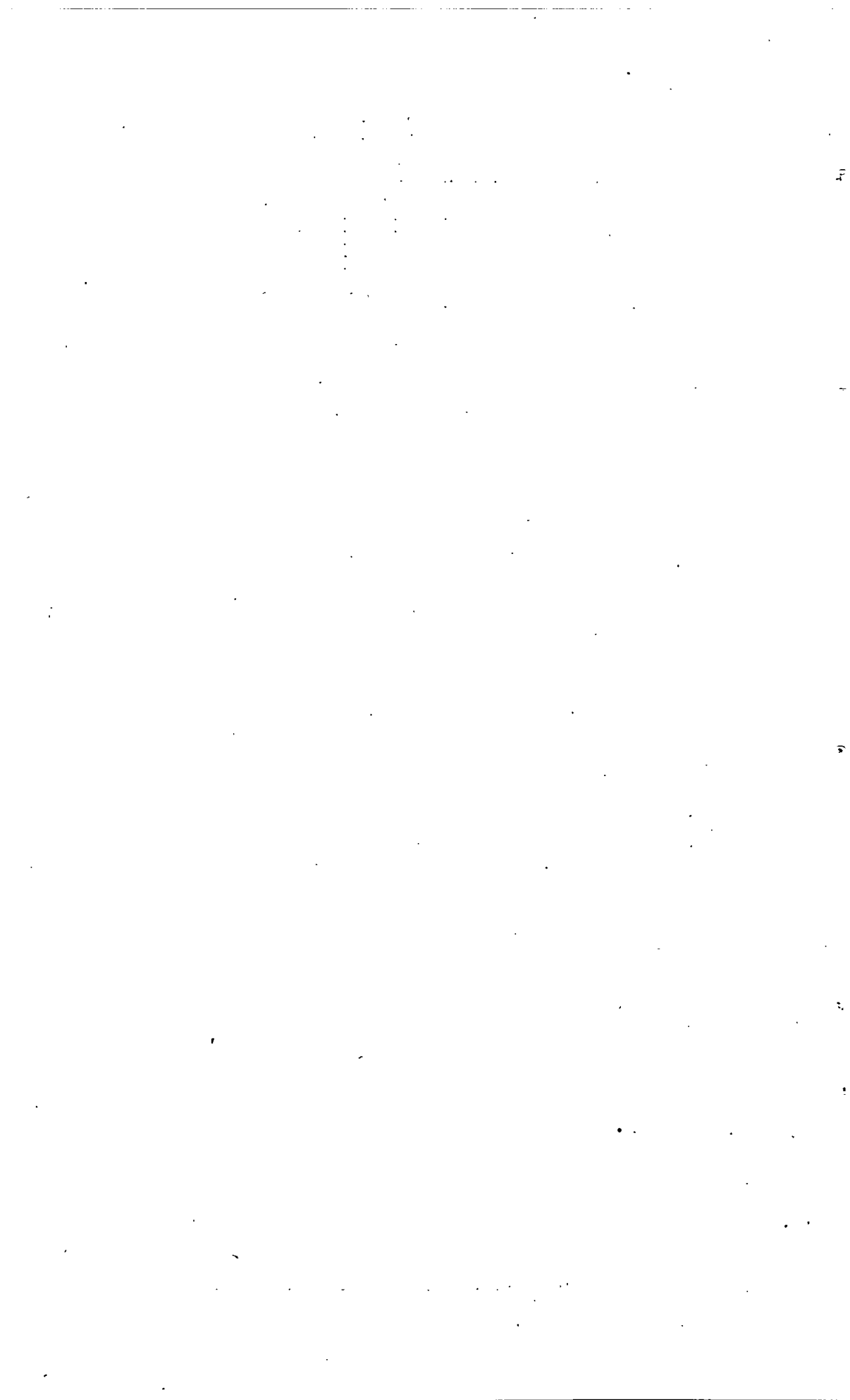
Bagging, Stacking, Carrying, &c.

Bagging, weighing, and assisting in loading of split wood or blocks per ton (by weight) .. 2s. 9d.
 Carrying and stacking wood per truck (Standard I.) .. 4s. 8d.

H. J. RICHARDSON, J.P., Chairman.

REX L. CECIL, Secretary.

Melbourne, 8th November, 1937.





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WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE OPTICIANS BOARD.

This Determination on the 26th November, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and such portion of the city of Sandringham as is not included within 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 manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

(1) That on the 26th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.
1st year	15s.	1st year	15s.	Foreman, i.e., man in charge of two or more employees	112s.
2nd year	20s.	2nd year	22s. 6d.	Optical workers and repairers	101s.
3rd year	28s.	3rd year	30s.		
4th year	35s.	4th year	40s.		
5th year	51s.	5th year	55s. 6d.		
6th year	71s.	6th year	76s.		

PROPORTION (in any factory, shop, or place).

One apprentice to every two or fraction of two workers receiving not less than 101s. per week of 44 hours.

An indenture of apprenticeship prescribed was approved on 15th December, 1914.

PROPORTION (in any factory, shop, or place).

One improver to every three workers receiving not less than 101s. per week of 44 hours.

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

8 a.m. ...

8 a.m. ...

Time of Ending.

12.30 p.m. on the day on which the half-holiday is observed.

6.0 p.m. on the other working days of the week.

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

(a) Outside the hours fixed in Clause (3) ...

(b) Within the hours fixed in Clause (3) in excess of 44 hours in any week } Time and a half.

(5) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate with an addition of thirty-three per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

(6) PAYMENT FOR HOLIDAYS.—Employees shall be entitled to the following holidays without deduction of pay:—Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall only apply to the day so substituted.

(7) ANNUAL HOLIDAYS.—An employee who has completed twelve months continuous or cumulative employment shall receive one week's annual leave on full pay to be given at a time to be arranged by the employer, provided that such leave shall be given within sixty days of its becoming due and that an employee having applied for such leave shall be given at least fourteen days' notice of the date from which leave is to commence.

(8) SPECIAL RATES.—That double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, New Year's Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

H. J. RICHARDSON, J.P., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 10th November, 1937.

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VICTORIA GOVERNMENT GAZETTE.

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No. 325]

WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE COAL MINERS BOARD.

NOTE.—This Determination on the 25th November, 1937, applied to the whole of the State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business or occupation (other than fireman, boiler attendant, or engine-drivers) of mining for coal has made the following Determination, namely:—

(1) That on the 25th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Minors.				Adult Persons.			
Surface Workers.				Surface Workers.			
Age.				Per Day Shift.			
14 years	..	..	s. d. 4 8				
15	"	..	5 9				
16	"	..	7 1				
17	"	..	8 6				
18	"	..	9 11				
19	"	..	11 4				
20	"	..	12 9				
Underground Workers.				Underground Workers.			
1s. per shift in addition to the rates prescribed above for surface workers.				All adults—14s. 2d. per day shift.			
				Per Day Shift.			
				s. d.			
				17 10			
				18 8			
				16 7			
				16 7			
				15 3			
				16 3			
				16 3			
				15 3			
				16 10			
				18 8			
				17 0			
				16 7			
				16 7			
				18 4			
				17 7			
				16 7			
				15 3			
				15 3			

(7) **SUNDAY AND HOLIDAY WORK.**—That all work performed on Sundays or holidays shall be paid for at the rate of time and a half. For the purpose of this clause, the expression "holidays" shall mean New Year's Day, Good Friday, Easter Monday, Christmas Day and the following day, and Labour Day. Whenever any of such days falls upon a Sunday, the following Monday shall be a holiday in lieu of such day.

(8) **MIXED FUNCTIONS.**—That where, in any shift, a worker performs the duties of a higher grade or grades than that in which he is classified, he shall be paid at the rate prescribed for the highest of such grades for the whole shift, provided that, if he is occupied in such higher grade work for not more than half the shift, he shall be paid at a rate not less than that which is equal to the average of the rates prescribed for the grades of work which he is performing.

(9) **WET PAY.**—That—

(a) Any surface worker who is required to work in a "wet place" for at least one hour during the shift, if not provided with clothing or footwear so as to protect him from getting wet, shall be paid 1s. extra for such shift, unless the wet conditions occur only in the last two hours of the shift.

(b) Any underground worker who is required to work in a "wet place" for at least one hour during the shift shall be paid 1s. 3d. extra for such shift, unless the wet conditions occur only in the last two hours of the shift.

(c) A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker; or when the worker is required to work in water more than 2 inches deep.

(10) **PROVISION AGAINST WET WEATHER.**—That workers (except those the nature of whose duties ordinarily requires them to work out in the open throughout the shift) who are required to work in the rain, shall be provided as far as practicable with suitable clothing to protect them therefrom.

(11) **REDUCTION OF HOURS IN HIGH TEMPERATURES.**—That where any person is required to work in any place where the temperatures exceed 79° Fah. dry, and 76° Fah. wet, the hours of work shall not exceed six hours per shift, but the employee shall be paid as though the ordinary hours had been worked on the shift concerned.

(12) **EMPLOYEE TO BE NOTIFIED.**—That where an employee who has not been notified that he is not required to work the following shift presents himself for work and, though willing to work, is not engaged, he shall be paid at the rate applicable to his grade of work as though he had worked for the shift in question. Provided that, in any case where, through circumstances over which the employer has no control, notification is impracticable, this clause shall not operate.

(13) **CONTRACT RATES.**—That any employer may fix and pay contract rates, provided that any person employed at such contract rates shall receive not less than the wages prescribed in clause (2) of this Determination.

(14) **CAVILLING.**—That a system of cavilling for coal places shall be adopted in respect of any mine in which work is performed at contract rates. Pursuant to the provisions of Section 164 (1) Act 3677, the Board hereby prescribes the following cavilling rules, viz. :—

1. Prior to the quarterly cavil, all working places shall be inspected by the management, with two scrutineers, to be appointed by the workmen. The management and scrutineers shall decide mutually what places are deficient. Places deemed deficient shall not be included in the quarterly cavil, but shall be worked in such manner as the management may determine.
2. All places at each colliery which are going to be worked at the commencement of each quarter shall be cavilled for every three months with the exception of those which may be otherwise arranged for between the management and the employees' representatives. Cavils shall be drawn as arranged by scrutineers appointed by the miners in the presence of the colliery officials. Cavils to be arranged so that the first cavil in each year be drawn previous to the Christmas holidays preceding such cavil.
3. In the event of there being sufficient working places, all miners at each colliery, including those promised work for the commencement of each quarter, shall choose their own mates, and shall notify the person appointed to receive names at least two days before the cavils are drawn. Any man neglecting to mate himself shall be mated by the scrutineers, subject to the approval of the management, and his name included in the ballot with the others.
4. All places that are to be drawn for as specials must be made known by the management in the usual way by posting at the pit mouth one week before the drawing of each quarterly cavil, and such places shall be cavilled for first. In the event of there not being a sufficient number of names given in to fill the whole of the specials, an additional number required shall be drawn from the general cavil. Persons cavilling for special places shall be subject to the approval of the management and two scrutineers appointed by the men.
5. Any man or men finishing his or their place during the currency of a quarter, shall fill the nearest available place (if any) in that district, unless it be stipulated at cavilling that the men finishing such place should occupy another place reserved for such contingency.
6. In the event of any place being stopped and restarted during the currency of a quarter, the miners who cavilled such place shall be the persons to work it, unless they have left the colliery or cavilled a special place in accordance with the rule.
7. In the event of two or more places being stopped at the same time during the currency of a quarter in any district, the men who were working in such places shall cavil for any vacant place or places which have to be filled in the district where they have finished, or in any other district should there not be a sufficient number of vacant places in the district where they finished.
8. If any special place or places be started during the currency of a quarter, applications shall be invited from the miners to fill such place or places, and should there be sufficient applications received, such place or places shall be cavilled for in accordance with the rules of the general cavil. In the event of insufficiency of applications the management shall have the right to nominate names for such cavil from the men at the same colliery, provided the persons nominated are agreeable. Failing this, the management may work the place as they may decide.
9. Miners shall be allowed to exchange places at any time with the consent of the management and of their party, but no exchange shall be allowed between miners who are working their notice or about to leave the colliery. In the event of one man of a party leaving after such an exchange, the man who has exchanged shall return to the original cavil if so required by the management or party.
10. Should any dispute arise with regard to the conditions in which any place has been left, the men cavilled to such place may call in the miners' scrutineers or the two miners working on either side provided they are not cross-mates, to decide the matter, and should they allow any compensation, it may be stopped from the wages of the men who worked in the place last, and paid to the men who cavilled such place. The compensation may be stopped from the miners' wages by the management and paid to the men who cavilled to work such place, on their written order.
11. Any miner leaving the colliery and being re-employed during the currency of a quarter shall work his own cavil with the consent of the miners working such place.
12. No man shall work in another man's cavil, except to open out air-ways or to effect repairs.
13. Where four men cavil a place and it is subsequently found necessary to move two men, the four shall cavil to determine who shall leave the place.

(15) **DEFINITIONS.**—"Probationary miner" shall mean a person who has had less than two years' experience of work at the coal face.

"Day shift" shall mean any shift commencing not earlier than 6 a.m. and not later than 8 a.m.

C. McLEAN, P.M., Chairman.

REX L. CECIL, Secretary.

Melbourne, 10th November, 1937.



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No. 326]

WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

NOTE.—This Determination on the 25th November, 1937, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed:—

- (a) in the process, trade, business, or occupation of distributing sewage from channels;
(b) at or about tanks at sewage treatment works,"

has made the following Determination, namely:—

(1) That on the 25th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 44 HOURS.

	(a) From and including the 25th November, 1937, but not including the first pay period to begin in December, 1937.	(b) From the commencement of the first pay period to begin in December, 1937.
	s. d.	s. d.
Ganger, i.e., a man in charge of over six men	97 0	98 0
Leading waterman	94 0	95 0
Leading hand, i.e., a man in charge of from three to six men	88 0	89 0
Waterman, i.e., a man who distributes sewage from channels over land	86 0	87 0
Groundsman, i.e., a man who prepares ground ahead of a waterman	86 0	87 0
Sewage tank attendant	86 0	87 0
Man engaged cleaning out channels used for the conveyance of sewage or effluent liquid	86 0	87 0
Tide gate attendant, i.e., a man who keeps channels open at sea front	84 0	85 0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 4s. and 6s. per week respectively.

Any employee who is required to enter and clean out sedimentation and/or digestion tanks shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

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

(3) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—

(a) By persons other than shift workers—

Monday to Friday 8 hours between 8 a.m. and 5 p.m.
Saturday 4 hours between 8 a.m. and 12 noon.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total number of hours be increased.

(b) By shift workers—

Day shift 7 a.m. to 3 p.m.
Afternoon shift 3 p.m. to 11 p.m.
Night shift 11 p.m. to 7 a.m.

The number of hours per week for shift workers may be varied by agreement between employer and employee, so that 48 hours may be worked one week and 40 hours the following week, which hours shall be the hours of duty.

(4) OVERTIME.—

(a) Persons other than shift workers—

For all time worked in excess of the number of hours fixed in Clause 3 (a) Time and a half.

(b) Shift workers—

For all time worked outside the hours fixed for shifts in Clause 3 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts 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.

- (5) **TRAVELLING TIME ALLOWANCE.**—The following additional rate shall be paid to any person employed under this Determination—10d. per day or portion of a day.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewerage Treatment Works.

- (6) **BICYCLE ALLOWANCE.**—Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used in the manner directed.

(7) **FAILING TO NOTIFY EMPLOYEES.**—If any employee on shift work, or any other daily, weekly or nightly work is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

- (8) **EMPLOYEE RECALLED TO WORK.**—When an employee is recalled to work by direction after leaving the job, or after having completed a full shift or day's work, he shall be paid for a minimum of three hours at the prescribed rates.

- (9) **WET PLACES.**—Any employee who in the course of his duty, is compelled to walk in sewage effluent, or in water more than two inches deep, shall be paid an additional 2s. per week.

Provided that this clause shall not apply in the case of an employee who is provided with efficient waterproof boots by and at the expense of the employer.

- (10) **WATERPROOF COATS.**—Suitable waterproof coats shall be provided by, and at the expense of the employer to employees engaged in work performed in wet weather, and/or wet places.

- (11) **SICK LEAVE.**—Any employee not attending duty shall lose his pay for the actual time of non-attendance, unless he produces or forwards to the management within twenty-four hours of the beginning of his absence, satisfactory evidence that his non-attendance was due to personal ill health, sufficient to incapacitate him for his usual work.

An employee shall not be entitled to payment for non-attendance on the ground of ill health for more than six days in each year.

- (12) **HOLIDAYS.**—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive in addition to his ordinary rate of pay for such day, two days holiday in lieu thereof on full pay.

- (13) **DEFINITION OF YEAR.**—For the purpose of this Determination "year" shall mean Calendar year.

- (14) **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.

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	3 11 0	Melbourne

- (15) **ADJUSTMENT OF BASIC WAGE.**

(a) Until the beginning of the first day period to commence in March, 1938, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in a March, a June, a September, or a December, 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
747-769	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.

GEO. E. PARR, Secretary.

Melbourne, 10th November, 1937.



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No. 327]

WEDNESDAY, NOVEMBER 24.

[1937

Factories and Shops Acts.

DETERMINATION OF THE RADIO BOARD.

NOTE.—This Determination applies to the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; 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 person or persons or classes of persons employed in the trade of manufacturing, assembling or maintaining radio appliances, parts or accessories (other than batteries), but not including persons subject to the jurisdiction of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTIONATE NUMBER.	
Experience.	Males.	Experience.	Females.	<i>Apprentices.</i>	
	<i>s. d.</i>		<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than 77s. per week of 44 hours.	
1st year ..	14 0	1st year ..	14 0	One female apprentice to every three or fraction of three female workers receiving not less than 41s. 1d. per week of 44 hours.	
2nd " ..	18 2	2nd " ..	18 2	<i>Improvers.</i>	
3rd " ..	29 6	3rd " ..	25 11	One male improver to every three or fraction of three male workers receiving not less than 77s. per week of 44 hours.	
4th " ..	38 10	4th " ..	31 10	One female improver to every three or fraction of three female workers receiving not less than 41s. 1d. per week of 44 hours.	
5th " ..	48 7	5th " and until 21 years of age	35 9		
6th " and until 21 years of age	55 8				

(3)

JUVENILE WORKERS.

Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers), engaged on any work excepting set testing, service work, wiring complete sets, testing power transformers, and repair work.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	14 6	14 6	17 11	24 7	32 6	43 2	1st year ..	14 6	16 2	20 4	27 5	29 8
2nd " ..	17 11	18 6	25 6	33 6	44 6	..	2nd " ..	17 2	21 7	28 6	32 3	..
3rd " ..	29 0	31 9	37 5	45 2	..	..	3rd " ..	25 5	28 2	32 9	..	..
4th " ..	38 10	39 9	45 3	..	..	..	4th " ..	31 7	34 4	..	..	..
5th " ..	47 7	52 11	..	..	..	..	5th year and until 21 years of age	35 9	..	..	..	..
6th year and until 21 years of age	55 8	..	..	..	..	..	

PROPORTION OF JUVENILES EMPLOYED IN THE PROCESS OF WIRING.

Six juvenile workers to each adult, who if a male is receiving not less than 77s. per week of 44 hours, or if a female is receiving not less than 44s. 5d. per week of 44 hours.

(4) No employer shall employ any male under 19 years of age or any female testing power transformers.

(5)

OTHER EMPLOYEES.

WAGES.

Males.

											Per week of 44 hours.
											£ s. d.
Servicemen..	..	..	..	..	..	..	..	..	..	..	5 1 0
Repairers ..	..	..	..	..	..	..	..	..	..	..	4 9 6
Wiremen—wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	..	4 4 6
Other wiremen ..	..	..	..	..	..	..	..	..	..	..	4 0 0
Installers ..	..	..	..	..	..	..	..	..	..	..	4 0 0
Set testers ..	..	..	..	..	..	..	..	..	..	..	4 0 0
Coil winders ..	..	..	..	..	..	..	..	..	..	..	4 0 0
Assemblers ..	..	..	..	..	..	..	..	..	..	..	3 17 0
Cabinet fitters ..	..	..	..	..	..	..	..	..	..	..	3 17 0
All others ..	..	..	..	..	..	..	..	..	..	..	3 17 0

The following additional rates shall be paid to Servicemen—

											Per week of 44 hours.
											£ s. d.
Who use their own motor cars ..	..	..	..	..	..	..	..	..	..	..	3 0 0
Who use their own motor cycles and side cars ..	..	..	..	..	..	..	..	..	..	..	1 15 0
Who use their own motor cycles ..	..	..	..	..	..	..	..	..	..	..	1 5 0

Females.

											Per week of 44 hours.
											£ s. d.
Wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	..	2 9 3
Employed at other wiring ..	..	..	..	..	..	..	..	..	..	..	2 4 5
Coil winders ..	..	..	..	..	..	..	..	..	..	..	2 4 5
All others ..	..	..	..	..	..	..	..	..	..	..	2 1 1

(6) OVERTIME.—All work done in excess of the maximum number of hours fixed as a week's work shall be paid for at the rate of time and a half.

(7) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, and Boxing Day.

(8) MEAL ALLOWANCE.—Any male employee over 16 years of age who is required to work overtime for more than two hours without being notified the previous day that he would be so required, shall either be supplied with a meal by the employer or paid a sum of 1s. 6d.

(9) DEFINITIONS.—Serviceman means a person who maintains and repairs radio sets outside his employer's place of business and is engaged in servicing and constructing power amplifier equipment.

Set tester is a person who tests sets under working conditions with valves in sockets.

Wiring a complete set. A person shall be deemed to have wired a complete set when, in addition to completely wiring the power transformer therefor, such person does any portion of the remainder of the wiring of the set.

(10) TESTING EQUIPMENT.—Employers shall supply testing equipment and parts for repairs.

(11) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, 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.

(12) PIECE-WORK.—The Board determines, under the provisions of Section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

D. GRANT, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 12th November, 1937.