

# VICTORIA

## GOVERNMENT GAZETTE

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No. 35]

# THURSDAY, FEBRUARY 25.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE WOODWORKERS BOARD.

Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the Apprenticeship Act 1928 for the Metropolitan District.

Note .- This Determination applies to the whole of the State of Victoria.

N 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 (other than persons under the jurisdiction of the Carpenters, Agricultural Implements, Country Agricultural Implements, Shops Board No. 12 (Fuel and Fodder), Shops Board No. 13 (Fuel and Fodder, Country), or persons engaged in ship or boat building, or the erection of bridges, wharfs, or similar structures), employed as—

(a) carpenters, joiners or box-makers;
(b) stackers, sorters, loaders or unloaders of sawn, hown, or split timber or logs;
(c) sawmill, timber yard, timber seasoning plant, box factory, or joiner's workshop employees;
(d) tramway builders, aerial workers, timber fellers, hewers or splitters in connexion with a saw-mill;
(e) forest workers conveying timber to a saw-mill;
(f) workers conveying timber from a saw-mill by tramway;
(g) woodworkers making articles not under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed."

has made the following Determination, namely:-

(1) That on the 17th February, 1937, the adjusted Determination which came into force on the 1st December, 1936, shall be revoked and replaced by this Determination.

(2)

									W	GES PER W		
(a) A	(a) Apprentices		(except	those covered		by the	Apprenticeship Act 1928).					
								8.	d.			
*lst ye	ar							18	0	per week		
2nd			• • •		• •			22	6	٠,,		
		••	•••					31	6	,,		
4			• • •		• •			40	6	,,		
1-10			•••					54	0	**		

Where an apprentice has completed his indentures before turning 21 years of age he may be employed as an improver at not less than 54s. per week.

\*Should any apprentice have attended timber working classes in a technical school for one year prior to being apprenticed, and shall have obtained a certificate of proficioncy in the work of that year, he shall be entitled to 2s. 6d. per week in addition to the rate set out for the first year.

\*Should any apprentice during the third or any subsequent year.

out for the first year.

†Should any apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course, and passed an examination at a technical school in woodworking machinery and wood turning, sawing and sharpening saws, or saw doctoring in accordance with the class of work to which he is appronticed, he shall be paid a sum of 5s. per week in addition to the rates set out above for the remainder of his period of apprenticeship, or until he attains the age of 21, whichever period shall be the longer.

### PROPORTION (WITHIN ANY PLACE).

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

WADDE	DDB	WREE	Ω₽	46	Hours.
AA WORKS	PER	WEEK	OF	40	mouns.

			Improv	ers and	Automie M	orkem,			
							8.	d.	
	Under 16	years	of age				18	0 per	week
	16 to 17	,,	,,				22	6	**
	17 to 18	**	,,	• •			31	6	,,
ĺ	18 to 19	**	.,		·		40	6	,,
J	19 to 21						54	n	

## PROPORTION (IN ANY PLACE).

### Improvers.

One improver to every four workers receiving not less than the minimum wage.

### Juvenile Workers.

Four juvenile workers to each worker receiving not less than the (For definition of a Juvenile Worker see Clause 5 (b).)

2.40													_							
2 (b)			Other E	mployees.					or	e B at I	ed in ush Jush tills.	th pol di Gi E (E the	e Me itan, ira, a ppsl: istric xcep	Mil- and and ata, t in and and	Gee	long	ed in g and nbool.	of V (Ea	ploye l Oth istric Victo xcepi Bush t Bus *-mi	ner ets oria. t in and sh
										з.		£		d.		8.	d.	£	8.	d.
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Blacker			• •	• •	• •	• •	••	• •	4	6	0	4	7	0	4	8	0	4	4	0
	ate or casem	aker	••	• •	••	• •	••	• •	4	.0	0	4	, 1	0	4	2	0		18	0
	exeman ters and join	ore	••	••	••	• •	••	• •		14	0		15 18	0		16	0		12	0
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Guard Hookm	an and/or lo	or vardman	••	••	•••	••	••	••	3	3 14	0	4	4 15	0	4	5	0	4	, l	0
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6		t irons), Line natic lathe (ir				ving. em	ko turnin	0.00	4	9	0	4	10	0	4	11	V I	4	7	0
,,	any ot	her), where t	he mach	inist sets	ip his m	achine a	ad grinds	his										l		
		and cutters	••	••	· · ·	••			4	9	0	4	10	0	4	11	0	4	7	0
(b) M		hine, planing												1			Ī	-	•	-
		planer, door												- }			-	i		
		the machini	st sets u	p his maci	une and	grinda hi	s knives	and					_	ا م		_	.			_
		tters the machinis	t este un	hia maahir	a but da	n not om	nd his ha		4	6	0	4	7	0	4	8	0	4	4	0
		d cutters	о воев пр	ms macini	io but do	se mor gir	nu ms kn	uves	4	0	0	4	1	0	4	2	0	9	18	۸
(c) B		straight iron	ıs). tenor	ing mach	ine. joint	or carv	ing mach	ine.	-	٠	٠ ا	•	-	"	4	4	١ ١	. J	19	v
(-,	dovetailing	machine (for	joinery o	r cabinet	work), cr	es graine	r, lock a	ngle												
		ooke throater						Ĭ						1						
		the machini	st sets up	his mach	ine and	grinds hi	s knives	and		_			_	.						
		tters	t cote un	hin maahin	a hut das	 	 	<u></u>	4	3	0	4	4	0	4	5	0	4	1	0
		the machinis d cutters	· sovs up	dis macini	o pur ace	s nor Rit	на шв кп	1768	2	14	0	2	15	0	3	10	0		10	^
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		g machine, sa						أمنسنا	3	18	0	3	19	0	4	0	0	3 1	16	0
(3) 111		hine (chain or sindle boring												Ì						
		ping machine									ì						1			
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	machine or	grinds his kn			does both		• • • • •				١ ٽ	3	15	0	3	16			12	0
(g) A	machine or ny machinist	grinds his kn (with the ex	ception of	of those in	does both (a) (i) w	ho neith					Ĭ	3	15	0	3	16	İ		12	0
(g) A	machine or ny machinist knives and	grinds his kn (with the ex cutters nor a	cception of	of those in is machine	does both (a) (i) w , but is	ho neith		or of	3	11								9		
	machine or ny machinist	grinds his kn (with the ex cutters nor a	ception of	of those in	does both (a) (i) w	ho neith			3	11	0		15 12 7	0 0	3 3 3		0		9	0
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Z (b)		. Other Employees.									Employed in the Bush or at Bush Saw-mills.			Employed in Geelong and Warrnambool.			Employed is all other Districts of Victoria, (Except in the Bush an at Bush Saw-mills.)		
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(w)	Roller re-	cut banc	l sawyer	using bl	ade unde	r 3 inche	es in widt	h, if brazi	ng or	[ <u>a</u>	-	١.,	<b>-</b> 0	١,		0		4	0
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(x)	Circular	sawyer,	if cutti	ng a de	pth or	inche	s or ove	r, whethe	r ior	classifications do not apply ush saw-mills.		۱ ،	7 0	4	8	0	1	4	0
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(ad)	Sawver p	reparing	timber i		ding mac			vertical, fi	at, or	} 33 ×	₹	ĺ		1			ļ		
	deep c	utting)					• •		• • •	id class	- 1	4	3 0	4	4	0	4	0	0
(ae)	Deal fran	ae sawye	r, if cutt	ing a de	pth of 18	inches c	r over			~~ Z	- 1	4	3 0	4	4	0	4	.0	Ŏ
(af)	Detail be	nd or jig	-sawyer,	if not b	razing or	sharpen	ing his ov	vn saw	:	, B		4	1 0	4	2	0	3	18	0
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(ah)	Circular s	awyer, i	cutting	a depth	of less th	nan 75 ir	iches Cinches	• •	• •		- 1		9 0	4	0	Õ	3		ő
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(a3)	Crosscut Crosscut	sawyer,	cabinet,	rurniture	or join	ery work	• • •	• • •	• • •			3		3	16	ŏ	3		ŏ
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(3) ADJUSTMENT OF WAGES.—Pursuant to the provisions of section 21 of the Factories and Shops Act 1934, the wages and rates set out in clause 2 (b) of this Determination shall be automatically increased or decreased on and from the first days of June, September, December, and March in each year in accordance with the table set out hereunder.

The wages rates payable to an employee mentioned in clause 2 (b) in any District of Victoria (except Geelong and Warrnambool) shall during the three calendar months following the first days of June, September, December, and March, respectively, in each year, be the amounts set out in the said clause 2 (b) increased or decreased as the case may be, by the amount appropriate to the latest quarterly figure published by the Commonwealth Statistician as the Retail Price Index-Number, "All Items" Index ("C" Scries), for the District which includes Melbourne, for the calendar quarter immediately preceding the adjustment date.

The wages rates payable to an employee mentioned in clause 2 (b) at Geelong or Warrnambool shall, during the three calendar months following the first days of June, September, December, and March, respectively, in each year, be the amounts set out in the said clause 2 (b) increased or decreased as the case may be, by the amount appropriate to the latest quarterly figure published by the Commonwealth Statistician as the Retail Price Index-Number, "All Items" Index ("C" Series), for the District which includes Geelong, for the calendar quarter immediately preceding the adjustment date.

The following table shows how the Wage Rates will be affected after the publication of the Price Index-Numbers heroinbefore mentioned:—

Retail P	rice In	dex-Numb by the	er, " All Ita Commonw	ems'' Inde eaith Statis	x (" C " Se	shed	Wages Rates (Clause 2 (b)), to be adjusted as shown.					
35–746								Reduced by 9s. per week				
45 550		••						" 8s. "				
00 271	• •							,, 7s. ,,				
70 700			••	••	••			" <u>6</u> s. "				
04 500						·.		,, 5s. ,,				
OH 000				••				", <u>4</u> s. ",				
09-820			••	• •				,, 3s. ,,				
21 092							•••	"2s"				
070		••		• •				No alteration				
71 000						••		Increase of 2s. per week				
00.005							]	., 3s. ,,				

Provided that if the amount of the increase or reduction be less than 2s. from the last current wage for the places mentioned, then such last current wage shall continue unchanged for the period.

- (4) CONTRACT OF EMPLOYMENT.—(i) All employees (with the exception of piece-workers and employees mentioned in Clause 4 (ii) and (iii) shall be employed on a weekly engagement subject to the following terms:—
  - (a) One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in licu thereof. Such notice may be given on any day.
  - (b) Employment for the first week shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.
  - (c) An employee shall perform such work as the employer shall from time to time require on the usual working days within the prescribed hours.

(d) An employee (except an employee in the bush or at a bush saw-mill) shall be entitled to payment when absent from work through an accident or ill-health (not attributable to his own misconduct) for not more than six days in any year (where he usually works six days a week) and not more than five days (where he usually works five days a week) provided that he produces satisfactory evidence to the employer or mill manager within 48 hours of such accident or commencement of ill-health.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full pay for any of such days.

- (ii) Persons employed receiving, delivering, or carrying timber by hand or by sling from or to any vessel, ship, lighter, raft, dump, yard, or railway truck may be employed by the hour subject to the following conditions:—Such workers shall be paid at the rate of 2s. 3d. per hour, with an extra 6d. per hour where the work is carrying or handling wet timber or wet logs on any raft, punt, wharf, or dump which has been recently submerged. When engaged for such work an employee shall be paid for at least two hours' work, and if kept waiting for his pay more than fifteen minutes after his discharge he shall be paid at ordinary rates for all time he is kept
- (iii) Persons employed in box-making factories may be employed by the hour in which case the rates provided in Clause 2 shall be increased 10 per cent., and any employee required to work on any day shall receive at least a full day's pay for work done on such day.
  - (5) DEFINITIONS.—(a) "Benches"—
    - (i) A breaking down bonch shall include a circular saw, a band saw, twin saw, horizontal saw, or vertical saw when any of such saws is used for the purposes of reducing a log to flitches.

      (ii) A No. 1 Bench shall mean any bench which takes flitches 3 inches thick or over from the breaking down bench.

      (iii) A No. 2 Bench shall mean any bench which is fed directly from a No. 1 Bench, and which is not being used as a picket

- bench within (v) hereof.
  (iv) A No. 3 Bench shall mean any bench which is fed directly from a No. 2 Bench, and which is not being used as a picket
- bench within (v) hereof.

  (v) A No. 4 Bench shall mean a bench on which timber is cut into pickets, laths, droppers, palings, staves, or other small sizes which small sizes do not exceed 3 inches by 1½ inches by 9 feet or the equivalent in section by 9 feet.
- (b) Juvenile worker means an employee under 21 years of age engaged at any of the following operations:-
  - (i) Boring, assembling, sanding or finishing textile bobbins, or carrying or transporting wooden articles within textile bobbin
  - (ii) Feeding timber not exceeding 2-in. square into magazine for automatic machine, or performing any work in connexion with the manufacture of golf tees.
  - (iii) Counting or packing bobbins, golf tees, or other small wooden articles, or sweeping up shavings or other refuse, or cleaning up factories.
  - (iv) Making wooden articles on "Polly" turning lathe or other similar rotary cutting lathe.
     (v) Feeding automatic machine for the manufacture of shives.

  - (vi) Assembling all classes of wood veneer containers, such as strawberry boxes or punnets, fruit containers (not being cases) or confectionery boxes.
  - (vii) Performing any of the following work in factories manufacturing electrical woodware:-

Staining, wrapping, counting, picking up blocks and stacking, sanding round blocks, cutting out backs, beading, cutting out round blocks, filling magazines, placing blocks in round forming machine, feeding burnishing machine, feeding nailing machine, tying up, rumbling, placing wooden bushings into machine for threading.

(viii) Performing any of the following operations in connexion with the manufacture of tennis rackets:—

Bumping grooves in bow, weighing frames, knurling handles of frames, cleaning glue off clamps. glueing dowels in frames, counting and packing handle flakes, wood faces, overlays, &c., glueing paper to sand dises, grinding off screws, weighing, counting and stacking ash strips, marking bows for drilling, gouging stringing holes, bumping edges of grooves, countersinking stringing holes, removing frames from glue clamps, making lead weights.

- (ix) Drilling, pointing, boring, slotting, threading, assembling, sanding, painting, varnishing, lacquering, or similar finishing any other small article of wood.
- (c) "Leading hand" means an employee who has been appointed by the employer to take charge of or control any adult person or persons who are performing the same class of work as himself.

  (d) "Main docker" means the docker, in a mill where there are two or more dockers, at which most timber is docked. In mills
- where the breaking down bench feeds two benches with approximately equal quantities of timber, the two dockers shall be rated as main
- rs.
  (e) "Measurer" (see "Tallyman").
  (f) "Orderman" means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or

- (f)." Orderman" means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or for the execution of orders for delivery.

  (g) "River logman" means an employee usually and ordinarily engaged on or in connexion with any barge, raft, or punt on any river in loading, discharging, or bringing logs, piles, hewn or sawn timber to or from any mill or depot.

  (h) "Stacker" means a person who stacks timber for seasoning by the process of stripping.

  (i) "Tallyman" or "Measurer" means an employee who by measuring and/or calculating quantities keeps an account of timber, and does not include one who merely measures lengths of timber or counts timber by pieces.

  (j) "Tramway builder or repairer" means an employee engaged in the work of tramway construction and maintenance, but does not include the work of cleaning the track and joining the permanent way or the work-ordinarily performed by a fettler.
  - (6) Times of Beginning and Ending Work.—The times of beginning and ending work shall be :-

(a) Where a day shift	ft only is wor	ked—					Tir	ne of Beginning	Time of Ending.
Monday to Fr	iday		••	.:		••		7.15 a.m.	 5.30 p.m.
Saturday	'	••	••	••	••		• •	7.15 a.m.	 12 noon.
(b) Where two shifts	per day are	worked					•		• •
Day shift { Mo	nday to Frid	ау		••		••		7.15 a.m.	 5.30 p.m.
Sat San	orday	••	••	••	• •	••	••	7.15 a.m.	 12 noon.
Night shift—!	Monday to Sa	turday		• •				5 p.m.	 8 a m

Above mentioned times of beginning and ending work shall not apply to persons employed as guards, hookmen, log yardmen, log loaders and haulers, greasers, bush blacksmiths, and men employed on barges and rivers.

- (7) Hours of Work.—The hours for a week's work and a day's work shall be :-
  - 46 hours per week and not more than 9\frac{1}{2} hours per day.
    41\frac{2}{2} hours per week worked in five shifts of equal time. (a) Day shift (b) Night shift
- (8) OVERTIME.-All work done-
  - (a) outside the hours mentioned in Clauses 5 and 6;
- (b) in excess of the hours prescribed for a day's work;
  (c) in excess of the hours prescribed for a week's work—
  shall be paid for at the rate of time and a half for the first two hours and double time thereafter.
- (9) Travelling Time and Allowances.—A bush employee shall have a fixed starting place, and shall be paid at ordinary rates for all time in excess of half an hour whilst he is travelling from such starting place, and returning to such starting place in going to and from the place where work is done. A weekly employee in any other place shall be paid at ordinary rates for all time occupied in travelling in excess of the time usually occupied in travelling to and from his work when he is required to work at any other place but his usual working place. In addition the employer shall pay fares and provide necessary meals and bed for an employee so engaged in travelling, or pay the employee 7s. 6d. per day in lieu thereof.

- (10) TRANSPORT FOR BUSH EMPLOYEES.—All bush employees, together with their families and goods and chattels, shall be transported free of charge within 48 hours of receipt by the *employer* of notice that such transport is required, provided that such employees shall not be entitled to such free transport on a route along which the public is regularly transported for payment.
- (11) Holldays.—(1) All employees, except piece-workers, bush workers, and bush saw-mill employees, shall be entitled to nine holidays with payment therefor in the manner horeinafter prescribed:—Such holidays shall be New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), Christmas Day, Boxing Day, and (a) within 25 miles of the General Post Office at Molbourne, Molbourne Cup Day; (b) outside the radius mentioned in 10 (1) (a) Anzac Day, provided that in any year in which Anzac Day falls on a Sunday King's Birthday shall be observed as a holiday in lieu thereof.
- (2) Bush workers and bush saw mill employees (other than piece-workers) shall have a full week's holiday at Christmas, and half a week's holiday (Good Friday, Easter Saturday, and Easter Monday) at Easter time, and shall be entitled to be paid for same as follows:—
  (a) Three-quarters of a day's pay for each calendar month's work done in each year by an employee before the holidays mentioned.
  (b) In any case whereby under Clause 10, sub-clause 2 (a), an employee does not receive nine days' holiday pay through not being in the service of an employer twelve calendar months, or through leaving the service of an employer before the holidays are due, he shall receive a pro rata payment based on three-quarters of a day's pay for each calendar month's service. If any other day be by Act of Parliament or Proclamation substituted for any of the days mentioned as holidays in this clause such day shall be observed as a holiday in lieu of the one so mentioned.
- (12) Tools to be Supplied.—Employees (other than carpenters and joiners, whim repairers, millwrights, bush carpenters, mantelpiece makers, and piece-workers) shall be supplied by the employer with all necessary tools, implements, and plant.
- (13) SAWYER TO HAVE PULLER-OUT.—No sawyer shall be required to work a running out saw-bench cutting over 3 ft. 6 in. in length without a puller-out.
- (14) Transfort of Injured.—In country towns, in bush mills, and in the bush the employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such assistance.
- (15) Piece-work.—An employer may make a contract with any employee or group of employees for payment by results by piece-work, provided that the prices fixed shall enable a journeyman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage as herein prescribed for such work.

HARRIE B. LEE, Chairman.

J. W. RYAN, Secretary.

Melbourne, 2nd February, 1937.

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