VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 365] FRIDAY, DECEMBER 10. [1937

Factories and Shops Acts.

DETERMINATION OF THE MUSICAL INSTRUMENTS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in manufacturing or tuning any musical instrument of which wood forms a part," has made the following Determination, namely:—

(1) That on the 10th December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

ALL CLASSES OF WORKERS (OTHER THAN THOSE ENGAGED IN THE PROCESS, TRADE, OR BUSINESS OF A BUILDER OF PIPE ORGANS).

(a) Apprentices.	(b) Improvers.	(c) All other Employees.	Weekly Wages.	
Weekly Wages.	Weekly Wages.		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Males. s. d. / Females. s. d.	Males. s. d. / Females. s. d.	*Males.*	£ s. d.	£ s. d.
1st year .. 12 3 / 12 3	1st year .. 12 3 / 12 3	Action fitter	4 19 0	4 16 0
2nd " .. 18 6 / 18 6	2nd " .. 18 6 / 18 6	Action regulator ..		
3rd " .. 25 0 / 26 6	3rd " .. 31 0 / 26 6	Tuner or repairer	4 18 6	4 15 6
4th " .. 31 6 / 35 0	4th " .. 37 6 / 35 0	Part maker	4 16 6	4 13 6
5th " .. 41 6	5th " .. 41 6	Side gluer		
and thereafter the minimum wage.	and thereafter the minimum wage.	Sound board maker ..		
		Fly finisher		
		Iron frame driller ..		
		Iron frame finisher by hand or spray		
	PROPORTION.	Stringer and bass wire spinner	4 2 0	3 19 0
		Veneer presser ..		
	(In any place.)	Veneer scraper ..		
PROPORTION.		Gluer-up		
	Males.	Shaping machinist	4 17 0	4 14 0
(In any place.)		Moulding machinist	4 11 0	4 8 0
Males.	One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	Band, circular, and jig sawyer ..	4 8 0	4 5 0
One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.		Jointer, buzzer, planer, and tenoner	4 11 0	4 8 0
		Sander, morticer, boring, and all other machinists	4 5 0	4 2 0
		Polisher required to spirit off or acid off	5 0 0	4 17 0
		Other polishers	4 14 0	4 11 0
		Spray hands, staining or lacquering	4 11 0	4 8 0
Females.	*Females.*	Persons rubbing down, or filling, or varnishing, or staining (other than spray staining)	4 8 0	4 5 0
		Gramophone-case maker or fitter	5 0 0	4 17 0
One female apprentice to every female worker receiving not less than the minimum wage.	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	All others	3 16 0	3 13 0
		Females.		
		Veneer matcher	2 8 6	2 7 0
		All others	2 1 0	1 19 6

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

Males .. .. 44 hours } To be worked between the times of beginning and
Females .. .. .. 44 hours } ending work shown below.

Times of beginning.	Times of ending.
7 a.m.	6 p.m. Mondays to Fridays.
7 a.m.	1 p.m. Saturdays.

(4) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of eight and three-quarter hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at the rate of double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (14) shall be paid for at the rate of double time.

No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(5) TEA MONEY.—All employees required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed in this Determination when the usual time of ending work is exceeded by two hours.

(6) TERMS OF ENGAGEMENT.—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(7) CASUAL LABOUR.—(*a*) Casual employees shall be paid at the hourly rate prescribed for the particular class of work, with the addition of 10 per cent.

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

"Casual labour" means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(8) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

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

Should an employee be dismissed during the course of a week, any wages due to him shall be paid to him forthwith, or shall be posted to him within 24 hours.

(9) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (14) shall be paid at the rate of ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(10) MIDDAY MEAL.—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(11) REST PERIOD.—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

(12) MATERIALS TO BE PROVIDED.—Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(13) ALLOWANCES FOR TRAVELLING TIME AND BOARD.—All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working, but shall not apply to piano tuners who are members of the staff of a retail selling organization as distinct from a factory.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

(14) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

(15) SICKNESS, ACCIDENTS.—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill-health sufficient to incapacitate him or her for his or her usual work.

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

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(16) PAY DAY.—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(17) PIECE-WORK.—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 76s. and in the case of females not less than 41s.

(18) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (*c*) are based upon the following basic wage rates for adult males and minimum rates for adult females, and, pursuant to the provisions 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 and minimum rates.

The basic wage rates and minimum rates shown hereunder shall be adjusted as prescribed in clause (19) :—

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne—		
Males	3 10 0	Melbourne
Females	1 18 0	
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage and minimum for Melbourne.		
Warrnambool—same as the contemporaneous basic wage and minimum for Melbourne.		
Mildura and Gippsland districts—same as the contemporaneous basic wage and minimum for Melbourne.		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.		
Elsewhere—3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum for Melbourne.		

(19) Adjustment of Basic Wage for Adult Males and Minimum Rate for Adult Females.—(*a*) Until the beginning of the first pay period to commence in June, 1938, the amounts of the basic wage and the minimum for females shall be as prescribed in clause (18).

(*b*) During each future period of six months beginning with the first pay period to commence in a June or a December the amounts of the basic wage and minimum for females 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 to a place is that assigned thereto in clause (18).

2. The Index Number for the calendar half year next preceding the period of six months for which the adjustment is made is to be ascertained.

3. The amount assigned in the following table (or 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 period of six months.

Table.

Index Number Divisions.	Basic Wage.	Minimum for Females.	Index Number Divisions.	Basic Wage.	Minimum for Females.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
735–746	3 0 0	1 13 0	834–845	3 8 0	1 17 0
747–759	3 1 0	1 13 6	846–858	3 9 0	1 17 6
760–771	3 2 0	1 14 0	859–870	3 10 0	1 18 0
772–783	3 3 0	1 14 6	871–882	3 11 0	1 18 6
784–796	3 4 0	1 15 0	883–895	3 12 0	1 19 0
797–808	3 5 0	1 15 6	896–907	3 13 0	1 19 6
809–820	3 6 0	1 16 0	908–919	3 14 0	2 0 0
821–833	3 7 0	1 16 6	920–932	3 15 0	2 0 6
			933–944	3 16 0	2 1 0

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be similarly constituted.

(*c*) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to adjustments of the basic wage calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*d*) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

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

REX L. CECIL, Secretary.

Melbourne, 25th November, 1937.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 366] MONDAY, DECEMBER 13. [1937

Factories and Shops Acts.

DETERMINATION OF THE HORSEHAIR BOARD.

NOTE.—This Determination on the 25th 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 16th June, 1913, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely :—

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

(2)

Apprentices.

WAGES.

	Per Week. s.	d.
1st year	22	0
2nd "	26	9
3rd "	32	6
4th "	39	0
5th "	53	9

NUMBER (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 77s. per week.

Improvers.

WAGES.

	Per Week. s.	d.
1st year	22	0
2nd "	32	6
3rd "	53	9
4th "	62	3

NUMBER (by any employer).

One improver to every five or fraction of five workers receiving not less than 77s. per week.

Apprentices and Improvers shall be subject to the hours per week fixed for their respective sections.

Other Employees.

Preparing Body Hair.

WAGES.

	Per Week. s.	d.
Persons engaged on hair-washing machines	81	0
Persons engaged on hair-drying machines	81	0
Persons who press washed and dried hair into bales ..	81	0
All others	77	0

Preparing any other kind of Hair.

WAGES.

	Per Week. s.	d.
Hand Spinners	94	0
Machine Spinners—		
1st year	84	0
2nd "	90	0
And thereafter	94	0
Drafters	94	0
Wet or dry hacklers ..	94	0
Teasers and tail pullers ..	81	0
All others	77	0

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

Preparing Body Hair .. .. .. 44 hours per week.
Preparing any other kind of Hair .. .. 48 hours per week.

(4) OVERTIME.—Any employee who works for any time in excess of the number of hours fixed for an ordinary week's work, shall be paid for such extra time at the rate of time and a half.

(5) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(6) MEAL ALLOWANCE.—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 2s. meal money.

(7) PRO RATA PAYMENT.—Any person who works less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(8) MACHINERY TO BE STOPPED DURING MEAL HOURS.—In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

(9) SHIFT WORK.—Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.

(10) SPECIAL RATES.—All work done on Sundays, Good Friday, 21st April (Labour Day), and Christmas Day, shall be paid for at the rate of double time, and for all work done on New Year's Day, 26th January (Australia Day), Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, and Boxing Day, the rate of payment shall be time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.

(11) PIECE-WORK.—That the lowest piece-work prices to be paid to persons for doing work of the kind specified in the following schedule shall be :—

Mixing, spinning, and curling hair with use of power	9s. 10½d. per 100 lb.
Curling and spinning hair with use of power	8s. 6d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	8¼d. per lb.
" " " " under 18 inches in length	1s. 4¾d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	9¼d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	1s. 3½d. per lb.
Wet hackling and drafting cowhair	1s. 1⅛d. per lb.
Drafting cowhair (tails) (already wet hackled)	10¾d. per lb.
Pulling—taking long count	3⅝d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	14s. 2¾d. per 100 lb.
" " " (including mane hair and mane hair knots)	17s. 7¼d. "
" " mane hair	26s. 2½d. "
" " cowhair (tails)	18s. 7d. "
Sorting horsehair	10¼d. " extra.

Employer to supply all tools and material.

D. GRANT, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 23rd November, 1937.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 367] MONDAY, DECEMBER 13. [1937

Factories and Shops Acts.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination, from the 9th day of December, 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, and such portions of the City of Sandringham and the Shire of Braybrook as are 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 which since the twenty-third day of 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—

(*a*) the process, trade, or business of a maker of—

(i) agricultural machinery or implements;

(ii) parts of agricultural machinery or implements;

(iii) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or

(iv) garden tools or implements or parts thereof;

(*b*) 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 (*a*),"

has made the following Determination, namely:—

1. That on the 9th day of December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

	Wages per Week of 46 Hours. £	s.	d.
Implement smiths	4	17	0
Bulldozers	4	9	0
Blacksmiths' strikers	4	3	0
Blacksmiths' strikers (on double fires)	4	5	0
Carpenters engaged on agricultural implement making (including tool allowance)	4	17	0
Agricultural implement fitters and comb fitters	4	12	0
Agricultural implement fitters and comb fitters (after two years' experience)	4	15	0
Pattern fitters and finishers	4	15	0
Plough fitters	4	10	0
Assemblers	4	4	6
Assemblers (after two years' experience)	4	8	0
Windmill erectors	4	12	0
Windmill makers other than fitters	4	11	0
Wheel rimmers	4	12	0
Furnacemen on small rivet heating or bolt heating	4	5	0
Furnacemen's assistants	4	5	0
Dressers and fettlers	4	5	0
Grinders and emery-wheel attendants	4	5	0
Grinders (using portable machine)	4	7	0
Heaters	4	3	0
Picklers	4	0	0
Hammer drivers	4	5	0
Wire weavers	4	3	0
Painters (brush hand)	4	3	0
Spray painters	4	7	0
Paint dippers and mixers	4	0	0
Writers and liners	4	12	0
Wire drawers	4	3	0
Chippers	4	3	0
Sand and shot blast dressers	4	7	0
Dismantlers	4	3	0
Checkers	4	5	0
Inspectors	4	5	0
Storemen and packers	4	0	6
Process workers	4	3	0
Patternmakers	5	13	0
All others	3	17	0
Machinists.			
1st class	5	4	0
2nd class	4	15	0
3rd class	4	9	0
Drillers	4	5	0
Die setters and machine setters	4	7	0
Machinists coming within the definition of process workers	4	3	0
Welders.			
1st class	5	7	0
2nd class	4	9	0
3rd class	4	5	0
Tack welders	4	7	0
Sheet Metal Workers.			
1st class bench hand	5	2	0
2nd class bench hand	4	15	0

	Wages per Week of 46 hours. £ s d.
Wood Mill Section.	
Saw doctors	5 7 0
Casemakers	4 9 0
Shaper machinists (wood)	4 18 0
Turners	4 18 0
Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	4 15 0
Moulder machinists (where the machinists set up their machines only)	4 9 0
Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4 12 0
Buzzer machinists (only operating or feeding machines)	4 3 0
Thicknesser machinists	4 3 0
Tenoning machinists (only operating or feeding machines)	4 3 0
Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4 12 0
Boring and drilling machinists	4 3 0
Bending machinists	4 7 0
Morticing machinists	4 3 0
Sanding machinists	4 7 0
Timber markers	4 3 0
Pulling-out machinists	4 3 0
Band sawyers	4 9 0
Circular sawyers	4 7 0
Crosscut sawyers	4 3 0
Casemaking sawyers	4 3 0
Stackers	4 3 0

UNAPPRENTICED MALE JUNIORS AND FEMALES.

3.

	Weekly Hiring.	Hourly Hiring.
Junior Males.		
In blacksmithing, bulldozing, and work associated therewith; furnace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	25 0	26 8
17 and under 18 years of age	44 0	47 0
18 and under 19 years of age	55 9	59 6
19 and under 21 years of age	67 0	71 6
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	22 3	23 9
3rd year's experience	30 6	32 7
4th year's experience	41 3	44 1
5th year's experience	52 6	56 1
6th year's experience	65 0	69 5
Adult Females.		
If of less than twelve months' experience	47 9	50 11
If of twelve months' experience or more	54 0	57 7
Junior Females.		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	28 0	29 11
4th year's experience	35 3	37 8
5th year's experience	40 3	43 0
Thereafter until reaching the age of 21 years	45 0	48 0

HOURS OF EMPLOYMENT.

4. The ordinary hours of employment shall be 46 per week, to be worked, except as to shift workers, between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

SHIFT WORK.

5. For any afternoon or night shift which has been in operation for five nights consecutively and for 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 the ordinary rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

OVERTIME.

6. (*a*) For all work done outside ordinary hours the rate of wage shall be time and a half for the first four hours and double time thereafter.

(*b*) 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 from which he is to hold himself in readiness. But any custom now prevailing under which an employee is required to regularly 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 all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than 6 hours without a break for a meal.

(*g*) An employee working overtime shall be allowed a crib time of twenty 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 meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(*i*) An employee being required to work overtime for more than two hours without being notified the day before that he will be required so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees who live in the same locality as their workshop, and 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 sub-clause (*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 break downs 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 ordinary wage rates for the time occupied in reaching his home.

MIXED FUNCTIONS.

7. An employee engaged on any day on different grades of work shall be paid at the rates prescribed for time actually worked in each grade.

HOLIDAYS AND SUNDAY WORK.

8. (*a*) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (or Labour Day), Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

By an agreement between an employer and his employees other holidays may be substituted for the said days, or any of them, as to such employer's undertaking.

(*b*) Employees shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty at least eight hours. Provided that the employee shall not be paid for the time he is resting.

Provided further that employees engaged in repairs or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery) shall on Sundays or holidays be paid at the rate of time and a half.

PIECEWORK RATES.

9. Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any 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 prescribed hourly or weekly rates.

EXTRA RATES NOT CUMULATIVE.

10. Extra rates prescribed in this determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

11. (a) Wages shall be paid weekly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal, or forwarded to him by post on the following day.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter of an hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

12. (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 an employer, without liability to pay for more than time actually worked, for misconduct, or absence from work without reasonable excuse. If any employee engaged by the week absents himself from duty, except on public holidays, or for days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating 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 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, with leave, on a Saturday.

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

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work, or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

MISCELLANEOUS PROVISIONS.

13. (a) *Tools.*—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metal workers snips used in the cutting of stainless steel, Monel metal, and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) (1) Suitable asbestos sheet and coloured glasses or suitable hoods 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.

(2) Suitable leather or canvas gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(c) Patternmakers, at the conclusion of their employment, shall be allowed one hour for grinding tools.

(d) Employers shall provide proper washing and sanitary conveniences.

TIME AND WAGES BOOK.

14. 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 the allowances paid each week.

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

SPECIAL RATES.

15. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

(a) Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty, 12s. per week extra; more than twenty, 18s. per week extra.

(b) Except where dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job, shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

(c) Where more than one of the disabilities entitling a workman to extra rates exists on the same job the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

DEFINITIONS.

16. For the purposes of this determination the following definitions shall apply:—

(a) "Manufacture and/or Manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus.

(b) "Assembler" means any adult person employed in putting together parts of any agricultural machinery covered by this determination which have been previously fitted. The removal of burrs or rags shall not be deemed to be fitting.

(c) "Process Worker" means an employee engaged on—

(i) Repetition work in manufacture 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 he 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 up by the operator); or

(ii) The assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment calling for the use of tools other than hammers, screw drivers, spanners, and files necessary for the removal of burrs is required; or

(iii) Any specialized manufacturing process not requiring the use of hand tools (except hammers, screw drivers, spanners).

(d) "Shift work"—Afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.

(e) "Sunday" means all time between midnight Saturday and midnight Sunday.

(f) "Patternmaker" means a tradesman engaged in the making of patterns in wood.

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

(h) Second class machinist" 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 and 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.

"Third class machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman, or any machine the setting up of which does not require the knowledge or skill of a second class machinist.

(i) 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 welders, and includes re-welding by hand processes.

(j) "Second class welder" means an adult employee not required to do first class welding but engaged in filling castings, or in manufacturing sheet metal goods, 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.

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

(l) "Sheet metal—First class bench hand" means an adult workman working to scaled prints or drawings or applying general trade knowledge or experience to the making of completed articles and/or the erection and installation thereof.

(m) "Sheet metal—second class bench hand" means an adult workman working at the bench in the making and/or repairing of completed articles not calling for the use of prints or drawings or measurements.

(n) "Plough fitter" means an employee engaged in fitting harrows, scarifiers, drag harrows, disc ploughs, mould board ploughs, disc cultivators, rollers, or stump extractors.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 24th November, 1937.

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