

[1001]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 53]

FRIDAY, APRIL 2.

[1937

## MINING NOTICES.

### SOUTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 15th (March) Call of Threepence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 13th April, 1937, at a quarter to Twelve o'clock a.m., unless previously redeemed.

F. L. SMYTH, Manager.

Commercial Union Buildings, 413 Collins-street, Melbourne.  
9366

### VIRGINIA SOUTH EXTENDED GOLD NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 25th (March) Call of Threepence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 13th April, 1937, at a quarter to Twelve o'clock a.m., unless previously redeemed.

F. L. SMYTH, Manager.

Commercial Union Buildings, 413 Collins-street, Melbourne.  
9367

### VICTORIA MAY QUEEN MINES NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 2nd (March) Call of Threepence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 13th April, 1937, at a quarter to Twelve o'clock a.m., unless previously redeemed.

F. L. SMYTH, Manager.

Commercial Union Buildings, 413 Collins-street, Melbourne.  
9368

### CENTRAL BLUE GOLD MINES NO LIABILITY.

THE undersigned manager of the above-named company, hereby give notice that an increase in the capital of the said company was, on the twenty-second day of March, 1937, resolved on.

The mode adopted for the increase is by raising the amount of each of the sixty thousand shares existing in the company from Ten shillings to Twenty shillings.

Dated at Melbourne this twenty-fourth day of March, 1937.

F. L. SMYTH, Manager of the above-named company.

R. T. TREMBATH, Director of the above-named company.  
L. G. MAY, Director of the above-named company. 9365

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



[1003]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 54]

TUESDAY, APRIL 6.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE PRINTERS BOARD.

NOTE.—(a) This Determination, on the 22nd March, 1937, applied to the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the City of Sandringham as is not included in the said District.

(b) The following Printing Trades were proclaimed on 27th February, 1929, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan District:—

1. Hand composition.
2. Hand and machine composition, and attending and adjusting slug-casting and type-casting machines.
3. Bookbinding or guillotine machine operating.
4. Paper ruling.
5. Edge gilding.
6. Letter-press printing.
7. Lithographic printing.
8. Stereotyping or electrotyping.

Full particulars of the apprenticeship regulations for these trades 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 appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Printing;
  - (b) Bookbinding (including making loose sheet covers of any kind);
  - (c) Paper ruling;
  - (d) Stereotyping or electrotyping;
  - (e) Preparing printed matter for sale or distribution;
  - (f) Carbonising.
- Gumming,  
Varnishing, or  
Waxing

} Paper, cardboard, or similar materials;

but not including any process subject to the jurisdiction of the Stationery Board,"

has made the following Determination, namely:—

(1) That on the 22nd March, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1 ..	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d.
2 ..	Probationary machine compositor—	5 5 0
	(a) For a first period of six months' probation .. .. .	4 16 0
	(b) For a second period of six months' probation .. .. .	4 19 0
	(c) Thereafter the rate for a machine compositor .. .. .	5 5 0
3 ..	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than thirteen ems measure in six-point type shall be paid .. .. .	5 5 0
4 ..	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine .. .. .	4 16 0
5 ..	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	4 3 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued</i> .		
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	£ s. d. 4 16 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	4 3 0
8	Proof reader and/or reviser	4 19 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand)	4 16 0
10	Electrotypist	4 16 0
11	Stereotypist	4 16 0
12	Letterpress machinist	4 16 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	4 16 0
14	Railway ticket printer—single machine	4 7 0
15	Railway ticket printer—multiple machine	4 9 0
16	Machinist working a flat-bed machine printing from a reel	4 16 0
17	Rotary machinist	4 16 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	4 5 0
19	Lithographic machinist (including lithographic tin printer, lithographic transferor and/or pressman)	4 16 0
20	Stone and/or plate preparer	3 17 0
21	Bookbinder	4 16 0
22	Marbler	4 16 0
23	Hand indexer	4 16 0
24	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	4 16 0
25	Finisher	4 16 0
26	Pocket-book maker	4 16 0
27	Ticket-maker, turned-in work	4 16 0
28	Blotting pad maker	4 16 0
29	Portfolio maker	4 16 0
30	Person engaged in sawing and/or rolling books	4 16 0
31	Loose sheet cover maker	4 16 0
32	Edge gilder	4 16 0
33	Leather cutter	4 16 0
34	Where an employee employed in any class for which a margin is prescribed by Items 21 to 32 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 34 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 33)	4 1 0
35	Map and plan mounter and/or varnisher	4 16 0
36	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	4 16 0
37	Guillotine machine operator	4 16 0
38	Waxer	4 2 0
39	Varnisher	3 13 0
40	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	3 15 0
41	Printing ink mixer and/or maker	3 13 0
42	Bronzing machine operator	3 18 0
43	Roller maker	3 13 0
44	Feeder on any kind of machine when printing more than one colour	3 13 0
45	Storeman	3 15 0
46	Packer and/or despatcher	3 15 0
47	Any other adult male	3 9 0
48	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him.	
TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	4 16 0
2	Female head packer when employed as such	2 7 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	2 7 0 2 6 0
4	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	2 5 0 2 6 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	2 6 0

First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.
	TABLE "B"—ADULT FEMALES—continued. (Including Non-Adult Females of at least Five Years' Experience.)	£ s. d.
6 ..	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) .. .. .	2 5 0
7 ..	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A" .. .. .	2 5 0
8 ..	Female copy holder .. .. .	2 5 0
9 ..	Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine .. .. .	2 4 0
10 ..	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) .. .. . (b) from 9 to 15 employees (both inclusive) .. .. . (c) over 15 employees .. .. .	2 9 0 2 15 0 3 1 0
11 ..	Female employees not otherwise specified .. .. .	1 17 0

NOTE.—See clause 31 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

### RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—

[illegible]

Where the work is performed by a male apprentice—

where the work is performed by a male apprentice—							
8.	First year	..	..	..	..	..	0 15 0
9.	Second year	..	..	..	..	..	0 19 0
10.	Third year	..	..	..	..	..	1 3 6
11.	Fourth year	..	..	..	..	..	1 12 0
12.	Fifth year	..	..	..	..	..	2 0 6
13.	Sixth year	..	..	..	..	..	2 17 6

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Where the work is performed by a female junior—

											<i>Per week.</i>
											£ s. d.
1. First year's experience .. .. .	" "	" "	" "	" "	" "	" "	" "	" "	" "	" "	0 15 0
2. Second year's experience .. .. .	" "	" "	" "	" "	" "	" "	" "	" "	" "	" "	0 18 0
3. Third year's experience .. .. .	" "	" "	" "	" "	" "	" "	" "	" "	" "	" "	1 1 6
4. Fourth year's experience .. .. .	" "	" "	" "	" "	" "	" "	" "	" "	" "	" "	1 5 6
5. Fifth year's experience .. .. .	" "	" "	" "	" "	" "	" "	" "	" "	" "	" "	1 13 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

### LIMITATION OF EMPLOYMENT OF JUNIORS.

(5) (a) No department shall be manned exclusively by juniors.  
(b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department.  
(c) For purposes of this provision an apprentice shall be deemed to be a junior.

(c) No junior, unless an apprentice, under 18 years of age, shall be employed on a monotype casting machine or an Elrod or similar casting machine.

(d) No junior, unless an apprentice, under 18 years of age, shall be employed on a power-driven guillotine, or on a platen machine or cylinder machine used for carton cutting.

(e) In all parts of the industry, juniors shall (except in any branch of the industry in respect of which provision is made for apprenticeship) be given reasonable opportunities to become proficient in different classes of work, and shall be taught higher grade work as they progress in the knowledge of their work.

(f) In connexion with any branch of the industry in respect of which provision is made for apprenticeship, no employer shall engage any male persons under the age of 21 years, or continue the employment of any such male person engaged but not indentured before the commencement of this Determination, except as an apprentice or probationer for apprenticeship (provided that the period of such probation shall not exceed six months from the engagement of such male person, and that such person shall not at any time during his probation be more than 18 years of age).

Nothing in this sub-clause shall affect the employment of boys in such work as going messages, sweeping-up, and cleaning or feeding printing machines.

HOLIDAYS.

(6) (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Melbourne Cup Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

(d) 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.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(g) The provisions of this clause (6) shall apply only to weekly employees.

#### CONSTANT SERVICE LEAVE OR BONUS.

(7) (a) In addition to the holidays provided for by clause (6) hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith give the employee two days' leave of absence on full pay.

Provided that the employer may, if he think fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.

Provided further that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.

(c) Where any of the holidays provided for in clause (6) hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

(d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.

Provided that where leave of absence for two instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.

(e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(f) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(g) In this clause employee means either a male or female employee, and the clause shall be construed accordingly.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

Provided that persons in employment on the 1st day of January, 1938, shall for the purposes of this clause be deemed to have commenced their service on that date.

(j) This clause shall come into operation on the 1st day of January, 1938.

(k) On application by any employer, this Wages Board, if satisfied that, because of the economic position of any part of the industry to which this Determination applies, injury to such part will be caused by the operation of this clause, may postpone or suspend such operation for such time as it may think fit.

#### FEMALES NOT TO WASH-UP OR FEED MACHINES, ETC.

(8) A female shall not be required or permitted to wash-up or clean a printing machine; or feed any Army press or platen machine used for carton cutting; or operate any guillotine machine; or feed a platen printing machine if under the age of eighteen years.

#### REST INTERVAL FOR FEMALES.

(9) There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

#### FIVE-DAY WEEK.

(10) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses (11) (b), (13) (b) and (c), and (13) (k) hereof. In default of agreement, such hours may be decided by this Wages Board.

#### HOURS.

(11) (a) The day-work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday, provided that the time of starting work of the linotype mechanic or other male person who attends to arrange the heating of linotype or like metal pots may be 7.30 a.m.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

#### NIGHT WORK.

(12) (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive, provided that for machine compositors on night shift the hours of duty shall not exceed 42 per week.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

## OVERTIME.

(13) (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses (11) or (12) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses (11) or (12) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any day of his annual leave or on any public holiday mentioned in clause (6) hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker, and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior, apprentice or female is required to work overtime, or is given notice of overtime and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours, between shifts.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses (10) and (11) (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by, for work, shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

## EMPLOYEE MISSING USUAL CONVEYANCE.

(14) Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

## MEAL PERIOD.

(15) (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

## TERMS OF EMPLOYMENT AND SICK PAY.

(16) (a) No person shall be employed except as—

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the date on which this Determination came into force.

(ii) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim, shall, if his claim succeeds, but not otherwise, be entitled to be paid by the employer for the time of his attendance, if a time-worker, at his usual rate, or if a piece-worker, at the corresponding time-worker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker :—

- (i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.
- (ii) If he has not been informed as provided in the foregoing paragraph, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.
- (iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination, or in the Schedule thereto.
- (2) In this paragraph the words "the corresponding time-worker" mean—
  - (a) As to an adult male, as defined by clause (34) (f) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;
  - (b) As to an adult female, as defined by clause (34) (f) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and
  - (c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and
  - (d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.
- (3) For any week in which he has worked the full hours of duty, the weekly piece-worker shall be paid at least the corresponding time-workers' wage.
- (4) For any week in which, though he has complied with the provisions of paragraph (i) hereof, he is not required to work the full hours of duty, he shall be paid for that week the corresponding time-workers' wage.
- (5) If in any week there occurs a public holiday, as provided in clause (6) hereof, upon which the weekly piece-worker is not required to work, he shall be paid, in addition to his aggregate piece-work earnings for that week, a sum equivalent to that paid to the corresponding time-worker for such public holiday.
- (iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a piece-worker to the benefits of this sub-clause (d). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.
- (e) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.
- (ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee, whether a weekly time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.
- (f) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.
- (g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

#### CASUAL EMPLOYEES.

- (17) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.
- (b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker, except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding time-worker's rate.
- (c) A casual employee, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 12½ per cent.
- (d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

#### PROBATIONERS ON SLUG-CASTING OR TYPE-CASTING MACHINES.

- (18) An employer shall not employ any employee as a probationer on the keyboard of a slug-casting or type-casting machine unless such employee is a compositor who has served a full term of apprenticeship, or is an apprentice who has served three years' apprenticeship as a compositor.

#### MIXED FUNCTIONS.

- (19) Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

#### PIECE-WORK.

- (20) (a) Without prejudice to the rights of a weekly piece-worker under clause (16) (d) hereof no piece-work shall be performed by any employee other than in respect of work done in connexion with machine composition.
- (b) The minimum piece-work rates payable to an employee by an employer shall be the rates prescribed in the schedule to this Determination.
- The schedule hereinbefore mentioned is hereby incorporated in this Determination.
- (c) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.
- (d) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A pieceworker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

#### WAGES AND PAY DAY.

- (21) Subject to clause (16) (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

#### WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

- (22) No work shall be taken off the employer's premises to be executed by any employee.



## TIME BOOK.

(23) (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause (20) (d) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime and allowance paid each week; provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

## AUTHORIZED PERSON MAY ENTER FACTORY.

- (24) (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and  
 (2) The secretary of the appropriate branch or sub-branch thereof of the said union, or  
 (3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch

shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piece-work operation is being carried on, and to interview the employees in regard to piece-work rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piece-work employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piece-work employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

## UNION OFFICIAL VISITING FACTORY.

(25) Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.
- (b) That the representative interviews employees only at places where they are taking their meals.
- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.
- (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection 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, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

## UNION DELEGATE.

(26) Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

## SEATING PROVISION.

- (27) (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.  
 (b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

## DETERMINATION, ETC., TO BE POSTED.

(28) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

## HEALTH NOTICES.

(29) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

## APPRENTICES.

(30) (a) A beginner shall be apprenticed to learn and shall be fully and thoroughly taught and instructed by the employer in one, but not more than one, of the following branches of the printing industry:—

- (i) Hand composition.
- (ii) Hand and machine composition with instruction in the mechanism of slug-casting or type-casting machines.
- (iii) Stereotyping and/or electrotyping.
- (iv) Bookbinding and/or guillotine machine operating.
- (v) Paper ruling and/or guillotine machine operating.
- (vi) Edge gilding.
- (vii) Letterpress printing.
- (viii) Lithographic printing.

## BRONZING OR DUSTING-OFF.

(31) (a) Bronzing and dusting-off by machine shall not be done except under such conditions as to prevent, as far as practicable, the escape of dust into the air of any occupied room.

(b) Bronzing or dusting-off by hand shall not be done except in connexion with—

- (i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or
- (ii) An appliance or within a structure of canvas, wood, or other suitable material so constructed as to prevent, as far as practicable, the escape of dust into any occupied room.
- (iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.

(c) There shall be provided—

- (i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off, which shall be washed or otherwise effectively cleansed at least once every week when in use.
- (ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.

(d) Every person employed in bronzing or dusting-off shall—

- (i) Wash the face and hands before partaking of any food or leaving the premises;
- (ii) wear the overalls and head coverings supplied as provided herein;
- (iii) deposit clothing put off during working hours in the place or places provided in pursuance of these regulations.

(e) Where bronzing or dusting-off is regularly done there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a lavatory with a sufficient supply of clean towels and soap and nail brushes, and having a supply of hot and cold water.

(f) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.

(g) Any person employed in bronzing by hand or dusting-off by hand, shall be paid 6d. an hour, in addition to any other money payable under this Determination.

(h) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.

(i) Each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

#### HEALTH PROVISIONS.

(32) (a) Type metal or type metal shavings shall not be permitted to accumulate on the floor or in the vicinity of slug-casting or type casting machines or on the floor of the stereotyping and/or electrotyping departments.

(b) Dry cleaning shall not be permitted or carried out in any printing factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.

(c) The employer shall provide a suitable place for employees to wash their hands.

(d) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(e) All metal pots, other than those electrically heated, shall be provided with proper and suitable hoods, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.

(f) The melting down of linotype or stereotype or like metal, or the cleaning of linotype plungers, shall be done away from the workrooms, or, where this is not practicable, shall be done in such a manner as to cause the fumes or dust to be carried away from the workroom into the open air.

(g) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

#### FIRST-AID CHEST.

(33) The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factories and Workshops in which not more than 30 Persons are Employed.	Any factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution .. .. .	1 bottle .. .. .	1 bottle .. .. .
Bandages, cotton and gauze .. .. .	1 doz. assorted sizes .. .. .	1 doz. assorted sizes .. .. .
Castor oil .. .. .	1 ounce .. .. .	2 ounces .. .. .
Iodine, tincture of .. .. .	1 ounce .. .. .	2 ounces .. .. .
Manual, First-aid .. .. .	1 jar .. .. .	1 jar .. .. .
Petrolatum, carbolized .. .. .	1 jar .. .. .	1 jar .. .. .
Picric acid solution, made according to the following recipe or prescription:—1½ teaspoonsful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water .. .. .	1 packet .. .. .	1 packet .. .. .
Pins, safety .. .. .	1 ounce .. .. .	6 ounces .. .. .
Sal-volatile .. .. .	1 pair .. .. .	1 pair .. .. .
Scissors .. .. .	1 pair .. .. .	1 pair .. .. .
Tourniquet .. .. .	1 pair .. .. .	1 pair .. .. .
Tweezers .. .. .	1 pair .. .. .	1 pair .. .. .
Cotton, absorbent .. .. .	An adequate assortment	
Gauze, sterilized, plain .. .. .		
Lint, absorbent .. .. .		
Plaster, adhesive .. .. .		

#### INTERPRETATION OF THE DETERMINATION.

(34) (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State Branch of the said union.

(f) A copy-holder, unless an apprentice to hand composition or hand and machine composition, shall not be entitled to do the work of reading, revising, checking, or correcting proofs.

#### SCHEDULE "A"—MACHINE COMPOSITION.

##### PIECE-WORK RATES FOR MACHINE COMPOSITION.

1. The piece-work rate for machine composition shall be 4½d. per thousand ems, but where such work is done on a night shift the rate shall be 5½d. per thousand ems, and such piece-work shall be done subject to the provisions of the Determination and of this schedule.

##### CAST-UP AND MINIMUM MULTIPLIER.

2. The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this schedule shall be observed. A fraction of an en, if more than 5, shall count an en for the machine compositor, and if less shall not be counted. If it is 5, it shall count alternately for the house and the machine compositor.

##### LARGE TYPE.

3. Matter 13 ems and under 13 ems measure, composed in 10-point type, shall be charged ½d. per thousand ems extra, and all types above 10-point in size shall be charged ¾d. per thousand ems extra.

##### BORDERED MATTER.

4. Matter having a machine-set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

##### DIALECTS, ETC.

5. Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid at rate and a half.

##### FOREIGN LANGUAGES.

6. Matter set in any language other than English shall be paid for at double rate.

##### "TAKE" OF COPY.

7. Twelve lines of 16 ems measure, or their equivalent in wider measures, shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles, shall constitute one "take".

## TOP AND BOTTOM RULES.

8. The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table, when set or required to be inserted by the machine compositor, are reckoned in the depth.

## COLUMN OR TABULAR MATTER.

9. Column or tabular matter cast on one bar shall be charged:—Two columns (two justifications or arrangements), rate and a third; three columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at the machine compositor's time-rate with the addition of 12½ per cent.

## HEADINGS.

10. Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

## SMALL CAPITALS, ITALICS OR SORTS NOT ON KEYBOARD.

11. (a) For small capitals, italics, clarendon or other faces and sorts of type or characters of any kind, not on the keyboard but fed in by hand, one line extra shall be allowed for each word of six letters or less and two lines extra for each word of more than six letters.

(b) Where intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, excepting small capitals, which shall be paid one line extra for each word. When double letter matrices are used, and matter is set up on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter up to 25 continuous lines shall be paid at rate and a half, and all matter beyond 25 continuous lines shall be paid at rate and a quarter.

## RUN-ON LISTS AND SIMILAR MATTER.

12. Run-on subscription lists, share lists, land sales, wool sales, show-prize lists, cargo lists, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which are figures only), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results and similar matter, shall be paid for at rate and a half. University and other school lists and examination results, consisting of figures only, lottery results, consisting of figures only and other run-on figure matter, consisting of figures only, shall be paid for at double rate.

## LEADERED MATTER.

13. All leadered matter, if leaders are ranged, and other leadered matter of 20 ems measure or over, shall be paid for at rate and a third.

## INDENTED MATTER.

14. All matter set to 13 ems measure or less in 8-point or over, indented one or more ems each end or two ems or over on one end, shall be paid for at rate and a half.

## HOUSE MARKS—AUTHOR'S PROOFS.

15. (a) Alterations from copy to the first proof shall be paid for at double rate. House marks or author's proofs shall be paid for at double rate, but twelve lines shall be the minimum charge. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines.

(b) When an author's proof contains matter to be set in various measures, and the appropriate matter for one measure is intermixed with that of other measures necessitating the proof and/or copy being traversed three or more times before being completed, the charge shall be increased by one-third except where the matter makes nine lines or less.

(c) The House shall be entitled to correct all author's proofs or revises on time.

## CORRECTION OF PROOFS ON TIME.

16. The House may at any time, in its discretion, correct proofs on time and deduct from the machine compositor the number of lines requiring alteration. The machine compositor shall have the opportunity of seeing proofs containing any correction charged against him.

## SLUGGING, ETC.

17. The insertion of all display or corrected slugs, cutting, fitting or whiting, shall be done by the House.

## WHITE LINES, ETC., INSERTED BY THE HOUSE.

18. The machine compositor shall not be paid for white lines, rules or other matter, inserted by the House, except where the same are set or are required by the House to be inserted as part of a "take."

## MULTIPLE BAR MATTER TO BE LAID OUT BY THE HOUSE.

19. Where matter is set on two or more bars it shall be laid out by the House, but the machine compositor shall be responsible for any mistake made by him.

## EXTRA CHARGE FOR MULTIPLE BAR MATTER.

20. Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

## FULL LINES.

21. Each line cast by the machine shall be paid for as a full line, except when the vice jaw is reduced, when the full measure shall be charged for the first twenty lines only.

## COPY TOO BIG FOR TRAY.

22. All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray, shall be paid for at rate and a third.

## BAD OR INDISTINCT COPY.

23. Bad or indistinct copy, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and a third.

## CONTRACTIONS—EXTRA CHARGE.

24. Where the machine compositor has to make contractions, he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as St. for street, Rd. for road, Co. for Company, Ltd. for Limited, lb. for pound, oz. for ounce, &c. Further, this provision does not apply to work done on a directory or a telephone list.

## DEFECTIVE MACHINES.

25. The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift, or some responsible person is present, his attention is called to the defect and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was, or should reasonably have been observed by him.

## LOWER MAGAZINE.

26. Where a machine compositor sets from a lower magazine from which the matrices assemble down a chute, the machine compositor may at his option do such work at the time rates for a machine compositor.

## TIME-WORK.

27. A machine compositor, who may be temporarily required to do hand work on any day on which he is employed as a machine compositor, shall be paid therefor not less than the time rate for a machine compositor.

## WAITING TIME.

28. Waiting time shall be paid for at the time rate for a machine compositor. All stoppages shall be cumulative, and shall be charged as waiting time, provided that such stoppages have not been caused by the fault of the machine compositor.

## CHANGING MAGAZINE.

29. For changing magazine or mould in any slug-casting machine, the machine compositor shall be paid 5d., and for emptying or refilling magazine, 1s. 3d. In the case of a multi-magazine machine, or a machine of similar design, he shall be paid 1d. for each change, and 1d. for each return where the change and return of magazine is made by manipulation of handle or lever.

## ATTENDING AND ADJUSTING.

30. On any shift a machine compositor on piece-work attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a piece-worker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

## LONG MEASURE.

31. Slugs of 28-ems pica measure and over set in 6-point or smaller type shall be paid  $\frac{1}{2}$ d. per 1,000 ems in addition to the rate. Measures of 27-ems pica and over set in type larger than 6-point shall be paid  $\frac{1}{2}$ d. per 1,000 ems in addition to the rate.

## CHANGING MACHINE OR MAGAZINE.

32. If a machine is changed by order to a different type, the machine compositor shall not be required to change again to make corrections. Such corrections shall be done on a vacant machine if possible, but when they are done by another machine compositor, at the order of the House, one line shall be charged against the machine compositor who set the matter, and one line against the House for each line re-set.

## INSTRUCTIONS.

33. Instructions shall be given to the machine compositor with the first "take" in each job.

## CATCHLINES.

34. A piece-work machine compositor shall be paid for all catchlines when set by him.

## FULL FOUNT OF MATRICES.

35. Each machine shall be provided with at least 25 space bands, and such a fount of matrices as will enable the machine compositor to do his work without delay.

## CROSS RULES.

36. All cross rules when set by the machine compositor, whether in reading or advertisements, shall be paid for as separate lines.

TABLE OF MULTIPLIERS.

Measure. Pica ems.	Pearl or 5-point.	Agate or 5½-point.	Nonpareil or 6-point.	Minion or 7-point.	Brevier or 8-point.	Bourgeois or 9-point.	Long Primer or 10-point.	Small Pica or 11-point.	Pica or 12-point.	English or 14-point.
6 .. ..	40	40	40	40	40	40	40	40	40	40
7 .. ..	40	40	40	40	40	40	40	40	40	40
8 .. ..	40	40	40	40	40	40	40	40	40	40
9 .. ..	43	40	40	40	40	40	40	40	40	40
10 .. ..	48	44	40	40	40	40	40	40	40	40
11 .. ..	53	48	44	40	40	40	40	40	40	40
12 .. ..	58	52	48	41	40	40	40	40	40	40
13 .. ..	62	57	52	45	40	40	40	40	40	40
14 .. ..	67	61	56	48	42	40	40	40	40	40
15 .. ..	72	65	60	51	45	40	40	40	40	40
16 .. ..	77	70	64	55	48	43	40	40	40	40
17 .. ..	82	74	68	58	51	45	41	40	40	40
18 .. ..	86	79	72	62	54	48	43	40	40	40
19 .. ..	91	83	76	65	57	51	46	41	40	40
20 .. ..	96	87	80	69	60	53	48	44	40	40
21 .. ..	101	92	84	72	63	56	50	46	42	40
22 .. ..	106	96	88	75	66	59	53	48	44	40
23 .. ..	110	100	92	79	69	61	55	50	46	40
24 .. ..	115	105	96	82	72	64	58	52	48	41
25 .. ..	120	109	100	86	75	67	60	55	50	43
26 .. ..	125	113	104	89	78	69	62	57	52	45
27 .. ..	130	118	108	93	81	72	65	59	54	46
28 .. ..	134	122	112	96	84	75	67	61	56	48
29 .. ..	139	127	116	99	87	77	70	63	58	50
30 .. ..	144	131	120	103	90	80	72	65	60	51

W. H. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 5th March, 1937.

[1013]



# VICTORIA GOVERNMENT GAZETTE.

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No. 55]

TUESDAY, APRIL 6.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE POTTERY BOARD.

NOTE.—This Determination on the 3rd April, 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 persons employed in the trade of making pottery, tiles (other than cement tiles), or pipes, and digging the clay used in connexion therewith," has made the following Determination, namely:—

(1) That on the 3rd April, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

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

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

### WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.				FEMALES.						
Wages per Week of 48 hours.				Wages per Week of 46 hours.						
				Commencing Age.						
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
				s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15 years of age	..	..	..	17 0						
15 years of age	..	..	..	18 9						
16 "	..	..	..	22 9						
17 "	..	..	..	26 0						
18 "	..	..	..	36 6						
19 "	..	..	..	42 9						
20 "	..	..	..	52 3						
And thereafter the Minimum Wage.				1st 6 months	17 0	..	..	..	..	..
				2nd 6 months	19 0	..	..	..	..	..
				1st year	..	19 0	20 3	23 6	26 3	29 9
				2nd "	21 9	23 9	25 9	29 9	33 9	..
				3rd "	23 9	25 9	29 9	33 9	..	..
				4th "	25 9	29 9	33 9	..	..	..
				5th "	29 9	33 9	..	..	..	..
				6th "	33 9	..	..	..	..	..
				And thereafter the Minimum Wage.						

**Apprentices or Improvers—continued.**  
**PROPORTION (in any factory or place).**

*Apprentices.*

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.  
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.  
*An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.*

*Improvers.*

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

**ALL OTHER EMPLOYEES.**

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 8677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.
	Per Week of 48 hours.	Per Week of 48 hours.	
<i>All Departments.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Head burner .. .. .	85 0	81 0	81 0
All other burners .. .. .	81 0	77 0	77 0
Mouldmakers .. .. .	87 0	83 0	83 0
Clayhole men (employers to provide tools) .. .. .	79 6	75 6	75 6
Men boring or using explosives .. .. .	83 6	79 6	79 6
<i>FEMALES.</i>	<i>Per Week of 46 hours.</i>		<i>Per Week of 46 hours.</i>
Females .. .. .	41 3		38 3
<i>MALES.</i>	<i>Per Week of 48 hours.</i>		<i>Per Week of 48 hours.</i>
<i>Glazed Pipes and Salt-glazed Ware.</i>	<i>s. d.</i>		<i>s. d.</i>
Flanger .. .. .	86 0		82 0
Man in charge of plunge .. .. .	80 6		76 6
Pressers .. .. .	81 0		77 0
Setters .. .. .	83 0		79 0
Junction sticker .. .. .	81 0		77 0
Man working pipe flanging machine .. .. .	79 0		75 0
Bitumen Jointers .. .. .	78 0		74 0
Drawers .. .. .	79 0		75 0
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	79 0		75 0
Man carrying or wheeling into or out of kiln .. .. .	77 0		73 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	75 0		71 0
<i>Dust Tile Making.</i>			
Leading hand slip making .. .. .	80 0		76 0
Slip House Attendants .. .. .	77 0		73 0
Head placer inside a kiln .. .. .	80 0		76 0
Man dipping tiles and in charge of dipping room .. .. .	79 0		75 0
Man hand-pressing dust tiles with 6-in. press .. .. .	79 0		75 0
Sagger maker .. .. .	79 0		75 0
Head packer .. .. .	81 0		77 0
Packer who packs articles with protective substances into containers with secured lids .. .. .	78 0		74 0
Other packers .. .. .	76 0		72 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	75 0		71 0
<i>General Pottery.</i>			
Sanitary ware presser .. .. .	81 0		77 0
Head packer .. .. .	81 0		77 0
Packer who packs articles with protective substances into containers with secured lids .. .. .	78 0		74 0
Other packers .. .. .	76 0		72 0
Leading hand slip making .. .. .	80 0		76 0
Slip House Attendants .. .. .	77 0		73 0
Tea-pot hand pressers .. .. .	80 0		76 0
Hollow ware presser, turner, or head dipper .. .. .	80 0		76 0
Caster .. .. .	80 0		76 0
Stoneware thrower—			
4th year's experience .. .. .	77 0		73 0
5th .. .. .	81 0		77 0
and thereafter .. .. .	87 0		83 0
Head placer inside a kiln .. .. .	80 0		76 0
Other placers .. .. .	79 0		75 0
Sagger maker .. .. .	79 0		75 0
Jolly and jigger hands .. .. .	79 0		75 0
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	79 0		75 0
Grinders of burnt ware .. .. .	80 0		76 0
Potters' printer .. .. .	77 0		73 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	75 0		71 0
<i>Plastic Tile and Terra-cotta Making.</i>			
Flower pot, or flower-pot saucer throwers .. .. .	84 0		80 0
Facemen .. .. .	80 6		76 6
Pressers .. .. .	80 6		76 6
Setters .. .. .	83 0		79 0
Vent makers .. .. .	79 0		75 0
Man in charge of plunge .. .. .	79 0		75 0
Drawers .. .. .	79 0		75 0
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	79 0		75 0
Man taking off roofing tile press .. .. .	77 0		73 0
Man carrying or wheeling into or out of kiln .. .. .	77 0		73 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	75 0		71 0

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

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

## (4) OVERTIME—

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

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

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

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

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

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

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

## PIECE-WORK.

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

Within the Metropolitan District as defined in the Factories and Shops Act 1923 (No. 3677) and the Order in Council thereunder such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Ettham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

## GLAZED PIPES AND SALT-GLAZED WARE.

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

## GENERAL POTTERY.

Cane Bakers (Hand Pressed).				Pans (Throwing).			
7 inches	..	..	9s. 3½d. per gross	Bread or Cream—	..	..	..
8	..	..	12s. 7½d. "	Not more than 1½ gallons	..	37s. 5d. per 100	gallons
9	..	..	15s. 3½d. "	More than 1½ gallons	..	33s. 11½d. "	gallons
10	..	..	18s. 9½d. "	Sпитtoons (Hand Pressed).			
11	..	..	21s. 8½d. "	Large	..	25s. 9½d. per gross	..
12	..	..	24s. 9d. "	Small	..	21s. 5½d. "	..
or 16s. 10d. per gross all round.				Vases.			
Chambers (Hand Pressed).				Vases	..	21s. 2d. per gross	..
12s	..	..	32s. 5½d. per gross	Bottles (Throwing).			
9s	..	..	41s. 5½d. "	Acid bottles, including stopping and	..	..	..
6s	..	..	46s. 0½d. "	stamping (3 gallon)	..	9s. 2½d. per dozen bottles	..
Fluted chambers, finishing and handling				Bung Jars and Demijohns (Throwing).			
4s. 3½d. per gross extra to be allowed for embossed chambers.				1 gallon	..	1s. 10½d. per dozen	..
Chambers (Jiggered).				2 gallon	..	3s. 3d. "	..
Jiggering.	..	Turning.	Handling.	3 gallon	..	5s. 10½d. "	..
per gross.	per gross.	per gross.	per gross.	5 gallon	..	12s. 10½d. "	..
12s	..	10s. 6d.	8s. 8d.	7½d. per dozen extra for handle bottles.			
9s	..	12s. 7½d.	9s. 8½d.	Pedestal Pans (Hand Pressed).			
6s	..	14s. 5d.	11s. 8d.	Sizes whether in straight or hollow fronts			
4s. 4½d. per gross extra to be allowed for embossed chambers.				not exceeding 24½ in. x 16½ in. x 15			
Bed Slippers and Bed Pans (Hand Pressed).				in. or its equivalent in cubic inches—			
Bed slippers, large and small	..	..	8s. 11d. per dozen	Straight fronts—			
Bed pans	..	..	8s. 11d. "	Cane	..	3s. 11½d. each	..
Ewers (Hand Pressed).				White	..	4s. 3½d. "	..
9s	..	..	5s. 10½d. per dozen	Hollow fronts—			
6s	..	..	6s. 2½d. "	Cane	..	3s. 6d. "	..
Lip Bowls (Hand Pressed).				White	..	3s. 11½d. "	..
No. 1 (11 inches or under)	..	..	28s. 3½d. per gross	Sizes exceeding the above dimensions—			
No. 2 (12 inches)	..	..	31s. 8d. "	Cane	..	4s. 5½d. "	..
No. 3 (13 inches)	..	..	36s. 0½d. "	White	..	5s. 1½d. "	..
No. 4 (14 inches or over)	..	..	40s. 9½d. "	State pattern—			
Oval Cover Dishes, with Raised Foot (Hand Pressed).				Cane	..	3s. 10½d. "	..
7 and 8 inches	..	..	6s. 3½d. per dozen	White	..	4s. 2½d. "	..
9 and 10 inches	..	..	7s. 2½d. "	Jugs (Throwing).			
Soap Dishes.				39s	..	8s. 5½d. per gross	..
3-piece soap dishes	..	..	27s. 2½d. per gross	36s	..	9s. 0½d. "	..
1-piece soap dishes	..	..	15s. 5½d. "	30s	..	11s. 2d. "	..
Male and Female Urinals.				24s	..	12s. 3½d. "	..
Male and female urinals	..	..	5s. 7½d. per dozen	12s	..	17s. 1½d. "	..
Cottage Pans and Traps.				Barrels (Throwing).			
		Cane.	White.	Barrels	..	37s. 5d. per 100	gallons
Pans	..	14s. 10½d. per dozen	16s. 0d. per dozen				
Traps	..	14s. 10½d. "	16s. 0d. "				

## PIECE-WORK—continued.

## Within the Metropolitan District, &amp;c.—continued.

## GENERAL POTTERY—continued.

<i>Washing or Toilet Bowls (Hand Pressed).</i>				<i>Jelly Moulds.</i>			
Plain	..	..	36s. 7d. per gross	1, 1½, and 2 pints	..	..	33s. 6½d. per gross
Embossed	..	..	40s. 8d. "	<i>Jars (Throwing).</i>			
<i>Foot Warmers (Hand Pressed).</i>				Squat jars—	..	..	26s. 9½d. per 100
Plain	..	..	6s. 2d. per dozen	Under 2 gallons	..	..	gallons
Plain, with screw top	..	..	7s. 6½d. "	2 gallons and over	..	..	24s. 3½d. "
Embossed, with screw top	..	..	6s. 0½d. "	<i>Filter Shells (Throwing).</i>			
<i>Jam Jugs.</i>				Dripstone	..	..	37s. 5½d. per 100
Handling jam jugs	..	..	9n. 6½d. per gross	Candles (making and shaving)	..	..	7½d. per gallon
<i>Syrup Jars.</i>				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
Large	..	..	11s. 5d. per dozen	1 gallon (screwed)	..	..	27s. 1½d. per gross
Small	..	..	8s. 5½d. "	Ale bottles	..	..	9s. 1½d. "
<i>Pudding Bowls.</i>				Others	..	..	4s. 10½d. "
9's	..	..	16s. 7½d. per gross	<i>Jugs (Hand Pressed).</i>			
12's	..	..	11s. 5d. "	30's	..	..	25s. 6½d. per gross
18's	..	..	8s. 8½d. "	24's	..	..	30s. 9l. "
24's	..	..	5s. 2½d. "	12's	..	..	37s. 2½l. "
<i>Flower-pots (Throwing and Finishing).</i>				<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
3 inches	..	..	2s. 0½d. per gross	<i>Crimp-pots.</i>		<i>Crimp-pot Saucer</i>	
4 "	..	..	2s. 8½l. "	5 inches	..	7s. 5d. per gross	4s. 7½d. per gross
5 "	..	..	4s. 0½d. "	6 "	..	9s. 0½d. "	6s. 2½d. "
6 "	..	..	5s. 4½d. "	7 "	..	12s. 3½d. "	7s. 7d. "
7 "	..	..	6s. 6d. "	8 "	..	17s. 3½d. "	11s. 1½d. "
8 "	..	..	10s. 8½d. "	9 "	..	19s. 8d. "	14s. 9½d. "
9 "	..	..	13s. 3½d. "	10 "	..	24s. 6½d. "	18s. 4½d. "
10 "	..	..	16s. 5½d. "	<i>Seed Pans.</i>			
12 "	..	..	33s. 0½d. "	8 inches	..	..	10s. 8d. per gross
13 "	..	..	48s. 3½d. "	9 "	..	..	13s. 3d. "
14 "	..	..	63s. 8d. "	10 "	..	..	14s. 9½d. "
15 "	..	..	79s. 2½d. "	12 "	..	..	22s. 1d. "
18 "	..	..	159s. 10½d. "	13 "	..	..	27s. 6½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>				14 "	..	..	34s. 2½d. "
4 inches	..	..	1s. 11½d. per gross	15 "	..	..	42s. 8½d. "
5 "	..	..	2s. 8½d. "	<i>Butter Coolers and Butter-cooler Saucers.</i>			
6 "	..	..	4s. 1½d. "	<i>Butter Coolers.</i>		<i>Butter-cooler Saucers.</i>	
7 "	..	..	5s. 5½d. "	8's	..	4s. 7½d. per dozen	9d. per dozen
8 "	..	..	7s. 11½d. "	9's	..	5s. 2½d. "	1s. 0d. "
9 "	..	..	10s. 6½d. "	<i>Chimney-pots.</i>			
10 "	..	..	12s. 6½d. "	18 inches and under	..	..	7s. 4½d. per dozen
12 "	..	..	16s. 6d. "	Over 18 inches	..	..	9s. 2½d. "
13 "	..	..	24s. 6d. "	NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.			
14 "	..	..	31s. 8½d. "				
15 "	..	..	39s. 6½d. "				
<i>Ridging.</i>							
Ridging made by hand from wood or plaster moulds	..	..	2s. 2½d. per dozen				

## Within all other parts of Victoria.

## GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	1s. 5d. per trap	Disconnectors	..	..	9½d. each
Boundary traps, 4 inches	..	..	11½l. "	Basins	..	..	9½d. "
Gully Traps (flanged)	..	..	7½d. each	Junctions	..	..	12s. 1½d. per 100

## GENERAL POTTERY.

<i>Cane Bakers (Hand Pressed).</i>				<i>Chambers (Jiggered).</i>			
7 inches	..	..	8s. 9½d. per gross	Jiggering.	..	Turning.	Handling.
8 "	..	..	12s. 0½d. "	per gross.	..	per gross.	per gross.
9 "	..	..	14s. 9½d. "	12's	..	9s. 10d. "	8s. 2½d. "
10 "	..	..	17s. 10½d. "	9's	..	12s. 0½d. "	9s. 5½d. "
11 "	..	..	20s. 7½d. "	6's	..	13s. 10½d. "	11s. 2½d. "
12 "	..	..	23s. 11d. "	4s. 1½d. per gross extra to be allowed for embossed chambers.			
or 16s. 4d. per gross all round.				<i>Bed Slippers and Bed Pans (Hand Pressed).</i>			
<i>Chambers (Hand Pressed).</i>				Bed slippers, large and small	..	..	8s. 6½d. per dozen
12's	..	..	30s. 11½d. per gross	Bed pans	..	..	8s. 6½d. "
9's	..	..	39s. 7d. "	<i>Ewers (Hand Pressed).</i>			
6's	..	..	43s. 5d. "	9's	..	..	5s. 7½d. per dozen
Fluted chambers, finishing and handling	..	..	16s. 10d. "	6's	..	..	5s. 11½d. "
4s. 1½d. per gross extra to be allowed for embossed chambers							



## PIECE-WORK—continued.

Within all other parts of Victoria—continued.

## GENERAL POTTERY—continued.

Lip Bowls (Hand Pressed).			
No. 1 (11 inches or under)	..	..	26s. 9½d. per gross
No. 2 (12 inches)	..	..	29s. 9½d. "
No. 3 (13 inches)	..	..	34s. 5½d. "
No. 4 (14 inches or over)	..	..	38s. 9d. "

Oval Cover Dishes, with Raised Foot (Hand Pressed).			
7 and 8 inches	..	..	6s. 0d. per dozen
9 and 10 inches	..	..	6s. 10½d. "

Soap Dishes.			
3-piece soap dishes	..	..	26s. 9½d. per gross
1-piece soap dishes	..	..	14s. 8d. "

Male and Female Urinals.			
Male and female urinals	..	..	5s. 4½d. per dozen

Cottage Pans and Traps.			
		Cane.	White.
Pans	..	14s. 2½d. per dozen	15s. 3d. per dozen
Traps	..	14s. 2½d. "	15s. 3d. "

Pans (Throwing).			
Bread or Cream—			
Not more than 1½ gallons	..	..	34s. 6d. per 100 gallons
More than 1½ gallons	..	..	32s. 2½d. "

Spittoons (Hand Pressed).			
Large	..	..	24s. 6d. per gross
Small	..	..	20s. 7½d. "

Vases.			
Vases	..	..	20s. 1d. per gross

Bottles (Throwing).			
Acid bottles, including stopping and stamping (3 gallon)	..	..	8s. 7½d. per dozen bottles

Bung Jars and Demijohns (Throwing).			
1 gallon	..	..	1s. 9½d. per dozen
2 gallon	..	..	3s. 1½d. "
3 gallon	..	..	5s. 5½d. "
5 gallon	..	..	12s. 3½d. "
8d. per dozen extra for handle bottles.			

Pedestal Pans (Hand Pressed).			
Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—			
Straight fronts—			
Cane	..	..	3s. 9½d. each
White	..	..	4s. 1½d. "
Hollow fronts—			
Cane	..	..	3s. 6½d. "
White	..	..	3s. 9½d. "
Sizes exceeding above dimensions—			
Cane	..	..	4s. 2½d. "
White	..	..	4s. 9d. "
State Pattern—			
Cane	..	..	3s. 7½d. "
White	..	..	4s. 0½d. "

Flower-pots (Throwing and Finishing).			
3 inches	..	..	2s. 0d. per gross
4 "	..	..	2s. 6d. "
5 "	..	..	3s. 9½d. "
6 "	..	..	5s. 1d. "
7 "	..	..	6s. 3½d. "
8 "	..	..	10s. 2d. "
9 "	..	..	12s. 7½d. "
10 "	..	..	15s. 9½d. "
12 "	..	..	21s. 4½d. "
13 "	..	..	45s. 10½d. "
14 "	..	..	61s. 0d. "
15 "	..	..	75s. 5½d. "
18 "	..	..	150s. 11½d. "

Jugs (Throwing).			
39's	..	..	8s. 1½d. per gross
38's	..	..	8s. 5½d. "
30's	..	..	10s. 7½d. "
24's	..	..	11s. 6½d. "
12's	..	..	16s. 4d. "

Barrels (Throwing).			
Barrels	..	..	34s. 8½d. per 100 gallons

Washing or Toilet Bowls (Hand Pressed).			
Plain	..	..	34s. 2½d. per gross
Embossed	..	..	38s. 8½d. "

Foot Warmers (Hand Pressed).			
Plain	..	..	5s. 11½d. per dozen
Plain, with screw top	..	..	7s. 6½d. "
Embossed, with screw top	..	..	9s. 2½d. "

Jam Jugs.			
Handling jam jugs	..	..	9s. 0½d. per gross

Syrup Jars.			
Large	..	..	10s. 7½d. per doz.
Small	..	..	8s. 0½d. "

Pudding Bowls.			
9's	..	..	14s. 10½d. per gross
12's	..	..	10s. 11½d. "
18's	..	..	8s. 2½d. "
24's	..	..	4s. 11½d. "

Jelly Moulds.			
1, 1½, and 2 pints	..	..	32s. 0½d. per gross

Jars (Throwing).			
Squat jars—			
Under 2 gallons	..	..	25s. 9d. per 100 gallons
2 gallons and over	..	..	23s. 2½d. "

Filter Shells (Throwing).			
Dripstone	..	..	34s. 8½d. per 100 gallons
Candles (making and shaving)	..	..	7d. per gallon

Ginger Beer and Ale Bottles (Throwing).			
1 gallon (screwed)	..	..	25s. 3d. per gross
Ale bottles	..	..	8s. 8½d. "
Others	..	..	4s. 9d. "

Jugs (Hand Pressed).			
30's	..	..	23s. 11d. per gross
24's	..	..	29s. 2½d. "
12's	..	..	35s. 3½d. "

## TERRA COTTA.

Flower-pot Saucers (Throwing and Finishing).			
4 inches	..	..	1s. 10½d. per gross
5 "	..	..	2s. 6d. "
6 "	..	..	3s. 10½d. "
7 "	..	..	4s. 11½d. "
8 "	..	..	7s. 7½d. "
9 "	..	..	10s. 2½d. "
10 "	..	..	11s. 11d. "
12 "	..	..	15s. 7½d. "
13 "	..	..	23s. 1½d. "
14 "	..	..	30s. 4d. "
15 "	..	..	36s. 11½d. "

Ridging.			
Ridging made by hand from wood or plaster moulds	..	..	2s. 0½d. per dozen

## PIECE-WORK—continued.

Within all other parts of Victoria—continued.

## TERRA COTTA—continued.

<i>Crimp-pots and Saucers (Throwing and Finishing).</i>				<i>Butter Coolers and Butter-cooler Saucers.</i>			
		Crimp-pots.	Crimp-pot Saucers.			Butter Coolers.	Butter-cooler Saucers.
5 inches ..	..	7s. 0½d. per gross..	4s. 8½d. per gross	8's ..	..	4s. 5½d. per dozen ..	8½d. per dozen
6 " ..	..	8s. 11½d. " ..	5s. 11d. "	9's ..	..	4s. 9d. " ..	11½d. "
7 " ..	..	11s. 7½d. " ..	7s. 0½d. "	<i>Chimney-pots.</i>			
8 " ..	..	16s. 4½d. " ..	10s. 7½d. "	16 inches and under ..	..	..	6s. 11½d. per dozen
9 " ..	..	18s. 9½d. " ..	13s. 10½d. "	Over 16 inches ..	..	..	8s. 7½d. "
10 " ..	..	23s. 0½d. " ..	17s. 5½d. "				
<i>Seed Pans.</i>							
8 inches ..	..	..	10s. 2d. per gross				
9 " ..	..	..	12s. 7½d. "				
10 " ..	..	..	14s. 0½d. "				
12 " ..	..	..	20s. 4½d. "				
13 " ..	..	..	26s. 3½d. "				
14 " ..	..	..	32s. 7d. "				
15 " ..	..	..	39s. 8½d. "				

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

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

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

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

## PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(9) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3877), that any employer may fix and pay piece-work prices to any person employed in the glass pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

E. E. O'GRADY, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 18th March, 1937.



# VICTORIA GOVERNMENT GAZETTE

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No. 56]

TUESDAY, APRIL 6.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE WIRE FENCE AND TUBULAR GATE BOARD.

NOTE.—This Determination, on the 2nd April, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District (excepting the Central and Southern Ridings of the Shire of Braybrook) as defined in the *Factories and Shops Act 1928* (No. 3677); the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; such portion of the City of Sandringham as is not included in the said Metropolitan district; 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 22nd November, 1928, 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 the trade of making or erecting woven wire fence (other than wire netting) and tubular gates, has made the following Determination, namely:—

(1) That on the 2nd April, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.	Per Week of 48 Hours.	WAGES.	Per Week of 48 Hours.	WAGES.	Per Week of 48 Hours.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience ..	15 6	Under 16 years of age ..	19 6	Paint Spray Operators or Welders	91 0
2nd " " ..	21 0	16 years of age ..	25 0	Machinists, being those engaged in	
3rd " " ..	28 0	17 " " ..	31 6	working on ring lock, or any other	
4th " " ..	36 6	18 " " ..	40 0	class of fence-making machines,	
5th " " ..	42 6	19 " " ..	46 0	chain netting machines, or picket	
6th " " ..	53 6	20 " " ..	58 0	fabric machines ..	88 6
And thereafter the minimum wage.		NUMBER (by any employer).		Persons employed in attaching	
NUMBER (by any employer).		One improver to every three or fraction		chain netting, fabric, or wire	
One apprentice to every three or fraction		of three workers receiving not less than		cables to gates or frames ..	88 6
of three workers receiving not less than		77s. per week of 48 hours.		Scroll makers or tubular frame	
77s. per week of 48 hours.				makers ..	88 6
Any apprentice or improver while employed at paint spraying shall be paid 6d.				Persons employed in erecting	
per hour in addition to the rates fixed above.				woven wire fence or tubular gates	88 6
				Stump hands ..	82 0
				All other adult employees ..	77 0
				Provided that any person without previous	
				experience doing work for which the rate is	
				fixed at 88s. 6d. per week, shall be paid 82s.	
				per week of 48 hours for the first six weeks	
				of such employment.	

### (3) TIME OF BEGINNING AND ENDING WORK:—

Time of Beginning.

Time of Ending.

7.30 a.m. .. 5.30 p.m. on each of five days of the week.

7.30 a.m. .. 1 p.m. on the other working day of the week on which the half-holiday is usually observed.

### (4) OVERTIME:—

For work done within the times of beginning and ending work in excess of 48 hours in any week .. } Time and a third.  
 For work done between 1 p.m. and midnight on the day on which the half-holiday is usually observed .. }  
 For work done between 5.30 p.m. and midnight on the other working days .. }  
 For work done between midnight and 7.30 a.m. .. } Double time.

(5) SPECIAL RATES.—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), 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 only be payable for work done on the day so substituted.

(6) PAYMENT FOR PUBLIC HOLIDAYS.—Ordinary rates shall be paid for the following holidays if not worked:—New Year's Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, Boxing Day, or such other days as are observed in lieu of the above days.

- (7) ALLOWANCES.—
- (a) All employees engaged on outside work shall be conveyed to and from work free, or shall be allowed expenses to and from the work.
  - (b) When an employee is sent to work at a distance of more than thirty miles from the employer's usual place of business, the employer shall pay for or provide suitable board and lodging.
- (8) PAYMENT OF WAGES.—All payments of wages shall be made within ten minutes of the time of the workers ending work, on a day not later than Friday of each week.
- (9) TOOLS.—All tools used by employees, except those engaged on outside work, shall be provided by the employer free of charge.
- (10) TERMINATION OF EMPLOYMENT.—Except in a case where the employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.
- (11) PIECEWORK.—The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1928 (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed in erecting woven wire fence or tubular gates, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework 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.

W. W. HARRIS, Chairman.  
R. DUFFY, Secretary.

Melbourne, 16th March, 1937.



# VICTORIA GOVERNMENT GAZETTE.

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No. 57]

TUESDAY, APRIL 6.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE IRONMOULDERS 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 of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

NOTES.—(a) Section 168 of the *Factories and Shops Act 1928* (No. 3677) extends the powers of this Board to "steel moulding."

(b) The following trades were proclaimed on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Public Offices, Treasury Gardens, Melbourne. (Price 3d.)

(1) That on the 31st March, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

		Per Week of 44 Hours.*		
Apprentices or Improvers.	Other Employees.	Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District.	Within the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.				
Per Week of 44 Hours.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>	£ s. d.	£ s. d.	£ s. d.
s. d.				
1st year .. 16 3	Bank pipe moulders—			
2nd year .. 21 8	5 and 6 inch, headmen .. .. .	4 13 0	4 13 0	4 13 0
3rd year .. 34 3	5 and 6 inch, footman .. .. .	4 2 0	4 2 0	4 2 0
4th year .. 51 9	4 inch and under, headmen .. .. .	4 6 0	4 6 0	4 6 0
5th year .. 65 3	4 inch and under, footmen .. .. .	3 18 0	3 18 0	3 18 0
	Vertical pipe moulders—			
	Rammers, coremakers, corers, or casters ..	3 15 0	3 15 0	3 15 0
	Dressers of pipes, including dressers on emery wheels ..	3 15 0	3 15 0	3 15 0
	Furnacemen .. .. .	3 19 0	3 19 0	3 19 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) .. .. .	3 14 0	3 14 0	3 14 0
	<i>Persons Employed in Making Pipes by Machinery.</i>			
	Coremakers—			
	5 and 6 inch, faucet .. .. .	4 13 0	4 13 0	4 13 0
	5 and 6 inch, spigot .. .. .	4 2 0	4 2 0	4 2 0
	4 inch and under, faucet .. .. .	4 6 0	4 6 0	4 6 0
	4 inch and under, spigot .. .. .	3 18 0	3 18 0	3 18 0
	Finishers and Casters—			
	5 and 6 inch .. .. .	4 13 0	4 13 0	4 13 0
	4 inch and under .. .. .	4 6 0	4 6 0	4 6 0
PROPORTIONS (IN ANY PLACE).				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 69s. per week of 44 hours.				
An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911				

\* The hours of persons engaged in the Agricultural and Dairying Implement Industries shall be 46 per week.

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.*		
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District.	Within the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
		£ s. d.	£ s. d.	£ s. d.
<b>Improvers.</b>  One improver to every three or fraction of three workers receiving not less than 69s. per week of 44 hours.	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>			
	Jobbing moulders or core makers .. ..	4 19 0	5 0 0	4 16 0
	Agricultural stove dairying implement moulders or core makers .. ..	4 9 0	4 10 0	4 6 0
	Machine or plate moulders or core makers—			
	1st six months .. ..	3 18 0	3 19 0	3 15 0
	2nd six months .. ..	4 1 0	4 2 0	3 18 0
	3rd six months .. ..	4 4 0	4 5 0	4 1 0
	After two years .. ..	4 9 0	4 10 0	4 6 0
	Irondressers using pneumatic hammer .. ..	4 1 0	4 1 0	4 1 0
	Irondressers (including dressers on emery wheels) ..	3 15 0	3 15 0	3 15 0
	Furnacemen .. ..	3 19 0	3 19 0	3 19 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) .. ..	3 14 0	3 14 0	3 14 0
	Annealers of malleable iron castings .. ..	3 11 0	3 11 0	3 11 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin .. ..	3 19 0	3 19 0	3 19 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin .. ..	3 15 0	3 15 0	3 15 0
	<i>Steel Moulding.</i>			
	Steeldressers using pneumatic hammer .. ..	4 3 0	4 3 0	4 3 0
	Dressers (including dressers on emery wheels) ..	3 17 0	3 17 0	3 17 0
	Crucible furnacemen .. ..	4 13 0	4 13 0	4 13 0
	Assistant crucible furnacemen .. ..	3 17 0	3 17 0	3 17 0
	Converter furnacemen (i.e., persons in charge of a converter) .. ..	4 5 0	4 5 0	4 5 0
	Assistant converter furnacemen (i.e., persons in charge of a cupola) .. ..	3 17 0	3 17 0	3 17 0
	Electric furnacemen .. ..	4 13 0	4 13 0	4 13 0
	Assistant electric furnacemen .. ..	3 17 0	3 17 0	3 17 0
	Annealers .. ..	3 11 0	3 11 0	3 11 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin .. ..	4 1 0	4 1 0	4 1 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin .. ..	3 17 0	3 17 0	3 17 0
	<i>Labourers.</i>			
	Labourers (steel moulding) .. ..	3 11 0	3 11 0	3 11 0
	All other labourers .. ..	3 9 0	3 9 0	3 9 0

\* The hours of persons engaged in the Agricultural and Dairying Implement Industries shall be 46 per week.

(3) OVERTIME.—(a) Moulders (except Pipe Moulders).

All time worked outside ordinary daily hours shall be paid for at the rate of time and a half for the first four hours and double time thereafter, such double time to continue 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) All others.

All time worked outside the ordinary daily hours in any place shall be paid for at the rate of time and a half, and each day shall carry its own overtime.

(4) SHIFT WORK.—i.e., for work done outside the ordinary time of starting and finishing for five or more days consecutively the rate to be paid shall be ordinary time with addition of five per cent.

Such shift workers times of starting and finishing to be arranged by mutual agreement.

All shift workers shall be paid overtime rates in excess of shift hours agreed upon.

CONTRACT OF EMPLOYMENT FOR JOBBING MOULDERS AND JOBBING COREMAKERS.

(5) (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 public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of apprentices or 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 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.

MEAL ALLOWANCE.

(6) 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 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 work-shop 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.

## PAYMENT FOR HOLIDAYS.

(7) (a) Employees, excepting jobbing moulders and jobbing coremakers, shall be entitled to the following public holidays (without deduction of pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, 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.

(b) Any employee who is absent without leave prior to a holiday and who does not resume work after the holiday shall not be entitled to holiday pay. An employee meeting with an accident at work before a holiday shall be paid for such holiday if no new hand is put on in his place.

(c) "Where rationing is in operation during four weeks prior to a holiday occurring, such holiday shall be paid for proportionate to the time worked".

(d) "Where an employee's services are terminated a week before the occurrence of a holiday and he is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday and he is re-employed immediately after the holiday, payment shall be made for such holiday".

(8) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Saturday, Easter Monday, Australia Day (26th January), Labour Day (21st April), King's Birthday, Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays the special rate shall only be payable for work done on the day so substituted.

(9) DAY AND HOUR FOR PAYMENT OF WAGES.—All payments of wages shall be made within a quarter of an hour from the time of the worker ending work on each pay day.

(10) TERMINATION OF EMPLOYMENT.—Excepting for jobbing moulders and jobbing coremakers, four hours' notice of termination of employment shall be given by either employer or worker.

(11) TIME LOST THROUGH INJURY.—Any employee injured whilst at work shall, provided he returns to duty the same day, be paid at his ordinary rate of wages for the time lost in receiving first-aid or medical attention for the injury sustained.

(12) 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 in the process, trade, or business of an ironmoulder, 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.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 16th March, 1937.

