



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 237]

FRIDAY, SEPTEMBER 16.

[1938

Factories and Shops Acts.

DETERMINATION OF THE JEWELLERS BOARD.

NOTE.—This Determination on the 19th September, 1938, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Acts*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade or business of a manufacturing jeweller," has made the following Determination, namely:—

(1) That on the 19th September, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers (other than Apprentices or Improvers).		Other Employees.	
APPRENTICES.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	
			FEMALES.		MALES.	
WAGES. per week of 44 hours.					<i>s. d.</i>	
	Males.	Females.				
1st year—	<i>s. d.</i>	<i>s. d.</i>	(a) (1) Engaged at sandblasting, pinning-up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;		Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, moulder, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond moulder, enameller, repairer, or chain maker	95 0
1st six months ..	12 6	12 6	(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;		Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drophammer worker—	
2nd six months ..	15 0	15 0	(3) Filling-in enamel work—		(a) who has been employed at such work prior to the 19th September, 1938 ..	95 0
2nd year—			(4) Carding of jewellery—	<i>s. d.</i>	(b) who is not provided for in sub-clause (a) herein:—	
1st six months ..	17 6	17 6	1st year—		During his 1st six months' experience ..	77 6
2nd six months ..	20 0	20 0	1st six months ..	12 6	During his 2nd six months' experience ..	87 6
3rd year—			2nd six months ..	17 6	Thereafter ..	95 0
1st six months ..	22 6	22 6	2nd year ..	21 0	Plate roller, or wire roller and drawer, without previous experience—	
2nd six months ..	25 0	25 0	3rd year ..	26 0	During the 1st six months' experience ..	77 6
4th year—			4th year ..	32 6	During the 2nd six months' experience ..	87 6
1st six months ..	27 6	27 6	5th year ..	37 6	Thereafter ..	95 0
2nd six months ..	32 6	30 0	(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker—	<i>s. d.</i>	All others ..	87 6
5th year—			1st year—			
1st six months ..	37 6	35 0	1st six months ..	12 6		
2nd six months ..	42 6	37 6	2nd six months ..	17 6		
6th year—			2nd year ..	21 0		
1st six months ..	47 6	40 0	3rd year ..	26 0		
2nd six months ..	52 6	42 6	4th year ..	32 6		
			5th year ..	37 6		

Apprentices or Improvers.		Juvenile Workers. (other than Apprentices or Improvers).		Other Employees.	
IMPROVERS.				WAGES PER WEEK OF 44 HOURS.	
	WAGES. Per week of 44 hours.				FEMALES.
	Males.	Females.			<i>s. d.</i>
	<i>s. d.</i>	<i>s. d.</i>			
1st year—					
1st six months ..	12 6	12 6			
2nd six months ..	17 6	15 0			
2nd year—					
1st six months ..	21 0	17 0			
2nd six months ..	23 6	20 0			
3rd year—					
1st six months ..	25 6	22 0			
2nd six months ..	28 6	24 6			
4th year—					
1st six months ..	35 0	28 6			
2nd six months ..	40 0	32 0			
5th year—					
1st six months ..	52 6	37 6			
2nd six months ..	62 6	40 0			
PROPORTION (IN ANY PLACE).					
<i>Apprentices.</i>					
One male apprentice to every two or fraction of two male workers receiving not less than 87s. 6d. per week of 44 hours.					
One female apprentice to every three or fraction of three female workers receiving not less than 44s. per week of 44 hours.					
The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.					
<i>Improvers.</i>					
One male improver to every four male workers receiving not less than 87s. 6d. per week of 44 hours.					
One female improver to every four female workers receiving not less than 44s. per week of 44 hours.					
				Bracelet and bangle maker, melter or refiner, boltring maker, lapper, moulder, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond moulder, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot 95 0 Maker of the following classes of chain by hand— Up to 5 dwt. to the foot, 18 or 15 carat (solid) 95 0 Up to 4 dwt. to the foot, 9 carat (solid) .. 95 0 Up to 2 dwt. to the foot (hollow) .. 95 0 Examiner, tester, and solderer of machine-made chain (solid)— Up to 5 dwt. to the foot, 18 carat .. 53 0 Up to 4 dwt. to the foot, 15 carat .. 53 0 Up to 3 dwt. to the foot, 9 carat .. 53 0 Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal, jewellery, no part of which is composed of gold or silver, or any person engaged filling-in any enamel work 44 0 Pressworker (weight of press not to exceed 3 cwt.) 47 6 Pressworker (weight of press exceeding 3 cwt.) 56 6 Process worker 47 6 All others 87 6	

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
Saturday—	
7.30 a.m.	1 p.m.
On the other working days of the week—	
7.30 a.m.	6 p.m.

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

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

(5) HOLIDAYS.—(a) All employees shall be entitled to the following holidays without deduction of pay; the days observed as:—New Year's Day, Foundation Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) Any employee who is required to work on any day mentioned in clause 5 (a) or on a Sunday shall be paid double time for such work.

(6) TERMINATING EMPLOYMENT BEFORE A HOLIDAY.—When an employee's services are terminated within two weeks of any one of the days mentioned in clause (5) and such employee is re-engaged by the same employer within two weeks after such holiday, he or she shall be entitled to payment for such holiday.

(7) PAYMENT FOR A SHORT WEEK.—Subject to the provisions of this Determination, where a week of less than 44 hours is worked, the legal rate of payment for such week shall be 1/44 of the rate provided in clause 2 for the class of work done, multiplied by the number of hours actually worked.

(8) DEFINITION :—A process-worker is an employee engaged at:—

- (a) Repetition work on any automatic, semi-automatic, or single purpose machine, or any machine fitted with jigs, gauges, dies or other tools rendering operations mechanical;
- (b) Assembling of parts of metallic articles in which no fitting or adjustment requiring skill is required.

(9) NOTICE OF INTENTION TO WORK OVERTIME.—

- (a) An employer shall, as far as practicable, give 24 hours' notice of his intention to work overtime;
- (b) Should an employer require his employees to work overtime in excess of one hour on any day without giving the notice mentioned in clause 9 (a), he shall pay the employees concerned the following allowances as tea money:—
Adults, 1s. 6d.; other employees, 1s.

- (c) Should an employer give notice as provided in clause 9 (a), and on the day when such overtime was to have been worked cancel the arrangement, he shall pay the following allowances to the employees concerned:—Adults, 1s. 6d.; other employees, 1s. This extra payment, however, need not be paid if the cancellation of the overtime order is made necessary through a machinery breakdown.

(10) ALL WORK TO BE DONE ON EMPLOYERS' PREMISES.—It shall be a breach of this Determination if:—

- (a) An employer requires an employee to take home any material for the purpose of doing any work within the scope of this Determination.
- (b) An employee takes home any material for the purpose mentioned in clause 10 (a).

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

D. B. MORGAN, Acting Secretary.

Melbourne, 25th August, 1938.