



VICTORIA GOVERNMENT GAZETTE.

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No. 106]

FRIDAY, MAY 19.

[1939

Factories and Shops Acts.

DETERMINATION OF THE TANNERS (FURRED SKINS) BOARD

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>			
14 to 15 years of age ..	14 9	} 50 0	13 9	Beam fleshers, pullers on upright knife, shavers ..	£	<i>s. d.</i>	
15 to 16 " ..	19 3		16 0	Operators of rotary shaving knife	4 17 6	
16 to 17 " ..	26 9		20 3	Other males	5 2 0	
17 to 18 " ..	33 6		27 0		..	4 2 0	
18 to 19 " ..	43 6		33 9	<i>Females.</i>			
19 to 20 " ..	51 0		40 0	Females employed in beaming, fleshing, or slickering			
20 to 21 " ..	63 3	82 0	of any furred skins	4 17 6		
			Other females	2 10 0		
PROPORTION (IN ANY PLACE).							
<i>Apprentices and Male Improvers.</i>							
Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.							
<i>Female Improvers.</i>							
One female improver to one,				} Female workers receiving not less than the minimum wage.			
Three female improvers to two.							
And thereafter, Three additional female improvers to every two additional							
An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.							

- (3) DEFINITIONS.—“Flesher” is an adult person removing flesh from raw wet skins on a beam or upright knife.
 “Shaver” is an adult person shaving partly dressed skins with a sharp-edged knife.
 “Puller” is an adult person employed pulling wet raw skins over an upright knife.

(4) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44.

(5) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(d) No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(6) SHIFTS—

(a) Day Shift.—The times of beginning and ending work shall be :—

Time of Beginning (not earlier than)—		Time of Ending (not later than)—	
8 a.m.	1 p.m. on Saturday.
8 a.m.	6 p.m. on the other working days of the week.

Provided that if the majority of the employees in any department desire to begin work at 7.30 a.m., the work may begin in that department at 7.30 a.m.

(b) Afternoon, Night, or Other Shift—

(i) Hours.—The hours of duty on any shift other than day shift shall be arranged mutually between the employer and the majority of the employees, providing that 9 hours shall be the maximum duration of such shift.

(ii) Wages.—An addition of 5 per centum shall be added to the rates fixed for a day shift.

(7) OVERTIME.—All time worked—

(a) Outside the times of beginning and ending work prescribed in clause 6 (a) and agreed upon in 6 (b).

(b) Within such times, but in excess of 44 hours in any one week shall be paid at the rate of time and a half for the first four hours' work and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(8) HOLIDAYS.—All employees shall be granted the following holidays without deduction of pay, viz. :—Good Friday, Labour Day, Christmas Day, Boxing Day, New Year's Day, and the intervening working days between the two last named holidays. If any of the above holidays occur on a Saturday or a Sunday and are not observed on any other day, then employees shall not be paid for such Sunday and shall be paid for such Saturday as for a half day. Provided that any employee who has been in the service of an employer for less than six months shall only be entitled to holiday payment for one day of each month of service in lieu of the aforementioned holidays.

When employment is terminated within twelve months and after three months' service, payment equivalent to one day's pay for each month of service shall be paid in lieu of the above holidays. Provided, however, that in no circumstances shall payment be made for more than ten holidays in any one year of service, the year to commence on 1st January.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Labour Day (21st April), Christmas Day, or Boxing Day, and the intervening working days between 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 holidays, the special rate shall only be payable for work done on the day so substituted.

(10) MEAL TIME.—Meal time shall be taken between 12 noon and 2 p.m.

(11) TOOLS AND APPLIANCES.—Every employer shall provide gloves, apron, leggings with vamps attached, or any tools or implements of trade required by employees in the performance of their duties.

R. J. EDWARDS, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 8th May, 1939.



VICTORIA GOVERNMENT GAZETTE.

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No. 107]

TUESDAY, MAY 23.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (4275).

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2.* (Price 3d.)

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 7th February, 1939, by the Fibrous Plasterers Board, and published in the *Government Gazette* on the 28th February, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base.*

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in June, 1939.

(2)

* Apprentices.				Improvers.							
WAGES.				WAGES.							
	Per week of 44 hours.		Holiday Allowance Payable in Addition.			Per Week of 44 hours.		Holiday Allowance Payable in Addition.			
	A.	B.	A.	B.		A.	B.	A.	B.		
1st year's experience ..	18	3	..	0	6	Under 17 years of age ..	18	3	..	0	6
2nd " " ..	27	6	..	0	9	17 years of age ..	27	6	..	0	9
3rd " " ..	36	6	..	0	11	18 " " ..	36	6	..	0	11
4th " " ..	46	6	..	1	2	19 " " ..	46	6	..	1	2
5th " " ..	55	6	..	1	5	20 " " ..	55	6	..	1	5
and thereafter the minimum wage.											
PROPORTION (by any employer).				PROPORTION (by any employer).							
One apprentice to every three or fraction of three workers receiving not less than 83s. per week of 44 hours.				(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 109s. 2d. per week of 44 hours.							
				(ii) Any other class of work— One improver to every six workers receiving not less than 109s. 2d. per week of 44 hours.							

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

* (a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.

WAGES.

	Per week of 44 hours.		Holiday Allowance Payable in Addition	
	A.	s. d.	B.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster	109	2	2	9
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	83	0	2	1
All others				

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

- (b) Employees { (i) Demolishing old ceilings, or } shall, whilst employed at either class of work have 3d. per square yard distributed equally between them, in addition to the ordinary rates.
 (ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse
 (iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

(3) PRO RATA PAYMENT.—Any person who works less than 44 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(4) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with the fixing of fibrous plaster or acoustic tiles:—

- (a) For work done at such distance as prevents the employee from returning to his home the same night—
 (i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.
 (ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.
 (b) For any other work—
 (i) An amount equal to the fare, by the most economical means of travel, from and to the "centre" to and from the place of employment.
 (ii) Where an employee goes direct from his home to a job which is situated more than 12 miles from the "centre" he shall be paid in respect of time lost in travelling, a daily sum of 1s.
 "Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

- (5) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work shall be—
 Time of Beginning. Time of Ending.
 8 a.m. 12 noon on Saturday.
 8 a.m. 5 p.m. on the other working days of the week.

- (6) OVERTIME.—That the following rate shall be paid for all work done—
 (a) Outside the hours fixed in Clause (5)
 (b) Within the hours fixed in Clause (5) in excess of 44 Time and a half for the first two hours and thereafter double in any week time.

- (7) SPECIAL RATES.—
 (a) An allowance, as per Clause 2b, shall be made in addition to the wages set out in Clause 2, as compensation for time lost on prescribed holidays. Such an allowance to be paid proportionately to the number of hours worked per week.
 (b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall only be payable for work done on the day so substituted.

- (8) PAYMENT OF WAGES.—(a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.
 (b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

- (9) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—
 (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
 (b) if engaged, be deemed to have commenced work at the hour he presents himself for engagement.

(10) TRANSPORT AT NIGHT.—Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(11) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of Two shillings.

(12) HOT WATER IN FACTORIES.—During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of hot water in some central position for the benefit of employees engaged in hand mixing plaster in cold water.

(13) GRINDING AND CLEANING TOOLS.—When an employee is discharged he shall be allowed a half hour at ordinary rates for the purpose of grinding and cleaning his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

(14) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

(15) DRESSING AND DINING ROOM.—A room for employees to use as a dressing and dining room shall be provided at all fibrous plaster mills.

F. A. MARZORINI,
 Secretary for Labour.

Melbourne, 15th May, 1939.



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TUESDAY, MAY 23.

[1939

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act 1934* (No. 4275).

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

FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 12th April, 1938, by the Sugar Refiners Board, and published in the *Government Gazette* on the 3rd May, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the beginning of the first pay period to commence in June, 1939, to any persons employed in connexion with the trade of sugar refining.

(1)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	<i>Adult Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
Under 16 years ..	19 3	19 3	19 3	19 3	Raw Sugar Store—	
16 years ..	25 2	20 11	25 2	20 11	Men unstorng	89 0
17 " ..	34 8	23 8	34 8	23 8	Men cutting in	90 0
18 " ..	44 7	28 4	44 7	28 4	Elevator attendant	88 0
19 " ..	52 10	34 7	52 10	34 7	Wash tank hands	85 0
20 " ..	62 1	42 0	62 1	42 0	Riggers	90 0
					Melting House—	
					Washing fugalmen	88 6
					Melter attendant	85 0
					Mixer	85 0
					Carbonatation House—	
					Men on liquor filter presses	86 0
					Men on mud	86 0
					Leading hand	91 0
					Men on gas tank	87 0
					Men on crushing and stacking lime	85 0
					Men on washing and checking filterpress sheets	85 0
					Char End—	
					Kiln repairers	85 0
					Kiln firemen	91 0
					Wet charmen	91 0
					Char runners	91 0
					Pan Floor—	
					First sugar boilers	105 0
					Second sugar boilers	98 0
					Pan attendant, attending triple offset	85 0
					Refined sugar fugalmen	88 6
					Refined sugar fugalmen—Leading hands	91 6
					Jelly House—	
					Leading hand	88 6
					Jelly fugalmen	85 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands)	88 0
					Iceing mill attendant	85 0
					Driers (leading hand)	87 0
					Driers (others)	85 0
					Automatic scale attendant	88 0
					Leading hand packing floor	88 0
					Hand packing sugar	85 0
					Golden Syrup and Treacle—	
					Men packing and weighing (bulk)	85 0
					Golden syrup and treacle mixer	87 0
					Liquor runners	91 0
					Liquor runners—assistants	85 0
					Leading hand cleaning gang	88 0
					All others	82 0
					Adult females	45 4

PROPORTION (IN ANY FLOOR).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

(2) **SHIFT WORKERS.**—The ordinary working hours of shiftworkers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday and Friday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

7 a.m. to 11 a.m. on Saturdays.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

(3) **DAY WORKERS.**—From 7.30 a.m. to 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and from 7.30 a.m. to 11.30 a.m. on Saturday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

(4) **TERMS OF EMPLOYMENT.**—“Casual Worker” means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis.

This shall not apply to a casual worker storing raw sugar. Employees, other than casual workers, who work less than 44 hours in any week, may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(5) **EXTRA RATES AND ALLOWANCES.**—In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

Any employee who works on shift shall be paid an additional allowance of 6d. per shift.

Employees classified as “All others,” who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers or crystallizers, shall receive an additional 9d. for each hour or part of an hour spent in such work.

(6) **DEFINITION OF JUVENILE WORKERS.**—Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

(7) **OVERTIME.**—(a) *Workers Employed on Shifts.*—All work done in excess of eight hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half.

(b) *All Others.*—All work done in excess of eight hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

(8) **LATE ATTENDANCE.**—Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.

(9) **ANNUAL LEAVE.**—Each employee shall be allowed in each year, commencing with the year 1936, leave of absence for six consecutive working days on full pay (the equivalent of forty-four hours' pay) at the convenience of the employer in respect of service during the previous year.

Provided that where an employee has worked for a period of less than twelve months in any year such employee shall be allowed leave on a proportionate basis for each completed two months of continuous service.

Employees dismissed for misconduct or who voluntarily terminate their employment shall not be entitled to any annual leave.

(10) **SICK PAY.**—Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of 44 hours' pay) in each calendar year.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

(11) **MEAL ALLOWANCE.**—A meal allowance of 1s. 6d. shall be paid to employees (other than casual employees) when required to work overtime without notice being given the day before such overtime is required, and provided a minimum of two hours' overtime is worked.

(12) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—(a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of 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.

(b) Employees (other than casual employees) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

(13) **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 at any work for which the Board has fixed the minimum wage, provided that 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.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 16th May, 1939.



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No. 109]

TUESDAY, MAY 23.

[1939

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

NOTES.—A. This Determination applies to the whole of the State of Victoria.

B. (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, Gisborne-street, Melbourne, C.2. (Price 3d.)

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:—

(1) That as from the beginning of the first pay period to commence in June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

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 and the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.	WAGES.	£ s. d.	£ s. d.
Per Week of 44 hours. s. d.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
1st year 15 0	Bank pipe moulders—		
2nd year 21 6	5 and 6 inch, headmen 5 6 0	5 6 0	5 6 0
3rd year 36 3	5 and 6 inch, footmen 4 15 0	4 15 0	4 15 0
4th year 58 9	4 inch and under, headmen 4 19 0	4 19 0	4 19 0
5th year 73 6	4 inch and under, footmen 4 11 0	4 11 0	4 11 0
	Vertical pipe moulders—		
	Rammers, coremakers, corers, or casters 4 9 0	4 9 0	4 9 0
	Dressers of pipes, including dressers on emery wheels 4 9 0	4 9 0	4 9 0
	Furnacemen 4 13 0	4 13 0	4 13 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron) 4 8 0	4 8 0	4 8 0
	<i>Persons Employed in making Pipes by machinery.</i>		
	Coremakers—		
	5 and 6 inch, faucet 5 6 0	5 6 0	5 6 0
	5 and 6 inch, spigot 4 15 0	4 15 0	4 15 0
	4 inch and under, faucet 4 19 0	4 19 0	4 19 0
	4 inch and under, spigot 4 11 0	4 11 0	4 11 0
	Finishers and Casters—		
	5 and 6 inch 5 6 0	5 6 0	5 6 0
	4 inch and under 4 19 0	4 19 0	4 19 0

PROPORTIONS
(IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 81s. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911.

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 and the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.	
		£ s. d.	£ s. d.	
<i>Improvers.</i> One improver to every three or fraction of three workers receiving not less than 81s. per week of 44 hours.	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>			
	Jobbing moulders or coremakers	5 11 0	5 8 0	
	Agricultural stove dairying implement moulders or core makers ..	5 1 0	4 18 0	
	Machine or plate moulders or coremakers—			
	1st six months	4 10 0	4 7 0	
	2nd six months	4 13 0	4 10 0	
	3rd six months	4 16 0	4 13 0	
	After two years	5 1 0	4 18 0	
	Irondressers using pneumatic hammer	4 15 0	4 15 0	
	Irondressers (including dressers on emery wheels)	4 9 0	4 9 0	
	Furnacemen	4 13 0	4 13 0	
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron)	4 8 0	4 8 0	
	Annealers of malleable iron castings	4 5 0	4 5 0	
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	4 13 0	4 13 0	
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	4 9 0	4 9 0	
	<i>Steel Moulding.</i>			
	Steeldressers using pneumatic hammer	4 17 0	4 17 0	
	Dressers (including dressers on emery wheels)	4 11 0	4 11 0	
	Crucible furnacemen	5 7 0	5 7 0	
	Assistant crucible furnacemen	4 11 0	4 11 0	
	Converter furnacemen (i.e., persons in charge of a converter)	4 19 0	4 19 0	
	Assistant converter furnacemen (i.e., persons in charge of a cupola)	4 11 0	4 11 0	
	Electric furnacemen	5 7 0	5 7 0	
	Assistant electric furnacemen	4 11 0	4 11 0	
	Annealers	4 5 0	4 5 0	
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	4 15 0	4 15 0	
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	4 11 0	4 11 0	
	<i>Labourers.</i>			
	Labourers (steel moulding)	4 3 0	4 3 0	
	All other labourers	4 1 0	4 1 0	

(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, JOBBING COREMAKERS,
PLATE AND MACHINE MOULDERS, AND MACHINE 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, Anzac 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.

J. V. WILLOX, Acting Secretary.

Melbourne, 11th May, 1939.

