

[1869]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 138]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS BOARD.

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

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Acts*, the cities of Ballarat, Bendigo, Geelong, and Warrnambool, the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

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 9th March, 1938, by the Dyers and Clothes Cleaners Board and published in the *Government Gazette* on 7th April, 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 person or persons or classes of persons employed in the process, trade, or business of a dyer or clothes cleaner.

(1)

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.	Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.	Male Juveniles. Definition Clause (3)
	Weekly Wages.	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 12 6	0 9 0	1 4 0	16 years of age .. 0 19 0
2nd "	0 15 6	0 12 0	1 10 0	17 " " .. 1 5 6
3rd "	0 19 6	0 15 0	1 16 0	18 " " .. 1 18 0
4th "	1 2 6	0 18 6	2 1 6	19 " " .. 2 17 0
5th "	1 6 0	1 4 0	..	20 " " .. 3 9 6
6th "	1 12 0	1 10 0	..	
7th "	2 1 0	1 16 0	..	
8th "	2 11 0	2 1 6	..	

And thereafter the minimum weekly wage or piece-work price.

NOTE.—These rates include the additional amounts prescribed by Clause (12) herein.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

No. 138.—6671/39.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

(2) *Other Persons except Apprentices, Improvers, and Juvenile Workers.*

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	5 10 0	5 10 0
Pressers, employed pressing off any part of articles of wearing apparel of all descriptions ..	4 12 0	..
Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine	4 12 0	..
Other dry cleaners	4 8 0	..
All other cleaners, finishers, or spotters	4 5 0	..
Hat blockers employed blocking hats	4 11 0	..
All others	4 2 0	..
<i>Journeywomen.</i>		
Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted or similar material .. .. .	..	4 12 0
Pressers, employed pressing-off any part of male outer garments .. .. .	..	4 12 0
Pressers employed pressing any article using an iron exceeding 9 lb. in weight .. .. .	..	4 12 0
Pressers employed pressing any article using an iron not exceeding 9 lb. in weight .. .. .	..	2 11 3
Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. .. .	..	4 12 0
Other dry cleaners .. .. .	..	2 8 3
Wet-cleaners, spotters, glove-cleaners or steamers .. .. .	..	2 8 3
Repairers, employed repairing articles of all descriptions .. .. .	..	2 12 9
Receivers or despatchers .. .. .	..	2 8 3
Feather dressers and hat trimmers .. .. .	..	2 8 3
All others .. .. .	..	2 5 3

NOTE.—These rates include the additional amounts prescribed by Clause (13) herein.

DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

- (3) A *journeyman* is a male person other than an apprentice or improver or juvenile worker. (i) Who has served the term of experience prescribed by this Determination; or
- A *journeywoman* is a female person other than an apprentice or improver. (ii) Who has attained the age of 21 years; or
- (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piecework.

A *juvenile worker* is a male person under the age of 21 years, other than an apprentice or improver.

HOURS OF EMPLOYMENT.

(4) Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that receivers and despatchers may be required to work on Friday evenings in shops without payment of overtime, on condition that not more than 48 hours per week are worked. Provided further that if the majority of the employees desire to start at 7.30 a.m. the work may begin at 7.30 a.m.

OVERTIME.

(5) (a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary pieceworker prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
- (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
- (d) No employee under the age of sixteen years shall be employed overtime.

MIDDAY MEAL.

- (6) (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.
- (b) No work shall be performed during such meal time.

TASK SYSTEM.

(7) No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed :—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
- (b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following :—
 - (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage proscribed by this Determination for the class of work to be performed ; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(8) HOLIDAYS.

- (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) All employees working on piecework or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.
- (c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.
- (d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(9) TERMS OF ENGAGEMENT.

- (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.
- (b) All weekly wages shall be paid to the employees in full, with the following exceptions :—
 - (i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
 - (ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required : but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.
 - (iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.
 - (iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.
- (c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.
- (d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.

(e) Terminating Employment in Relation to a Holiday.—

- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

- (ii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (i) hereof be deemed to be a group of holidays.
- (iii) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

*(f) Employees Absenting Themselves.—*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.

OUTSIDE WORKERS.

(10) (a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3677) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been licensed by the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) In factories where a task rate is fixed in respect to the same class of work as that given to outside workers, then, in every such case, the rate so fixed shall be the piecework price to be paid to such outside workers. In factories where no such task rate is fixed for the class of work performed by outside workers, then such outside workers shall be paid such piecework price as will enable an outside worker to earn at least 1s. 6d. per hour in the case of a female and 2s. 3d. per hour in the case of a male.

(c) Every outside worker shall be provided, free of charge, with cotton, silk thread and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory or workshop shall keep a record book, which shall contain a correct account written in ink as follows:—

- (i) The name and full address of the outside worker.
- (ii) The number of articles and description of work given out.
- (iii) The price paid for such work.
- (iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned on the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

MISCELLANEOUS PROVISIONS.

(11) (a) *Record of Time Worked and Wages Paid.*—1. The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (ii) shall be kept correctly entered up in ink; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

2. The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—1. Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

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

(e) Authorized Person may Enter Factory.—

- (i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) Union Official Visiting Employer's Establishment.—The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the midday meal time for the purpose of:—

- (i) Collecting members' contributions;
- (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee, his right to visit may be terminated by the Secretary for Labour on the application of the employer.

For the purpose of this clause, 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, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(12)

PIECEWORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be improvers, apprentices, or juveniles on piecework or otherwise.

(b) All piece-workers who are available and ready and willing to work during the ordinary working hours, shall be paid in each week:—In the case of journeymen and journeywomen who at the piecework prices so fixed are unable to earn the rate for "All others," not less than such rate; and in the case of apprentices or improvers, not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer, or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer, or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the factory where such piecework is being performed.

(13) ADDITIONS TO NEEDS BASIC WAGE CONSTITUENT FOR MALES AND TO WAGE FOR ADULT FEMALES, APPRENTICES, AND IMPROVERS.

(a) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.

(b) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult female employees shall be increased by the constant amount of 2s. 9d.

(c) From the beginning of the first pay period to commence in June, 1939, the rates for piecework prices shall be increased in the same proportion at the same time.

(d) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all apprentices and improvers shall be increased by the following constant amounts:—

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months	0 6	0 6	1 0
2nd "	0 6	0 6	1 0
3rd "	1 0	0 6	1 6
4th "	1 0	1 0	1 6
5th "	1 6	1 0	..
6th "	1 6	1 0	..
7th "	1 6	1 6	..
8th "	2 0	1 6	..

NOTE.—The rates set out in Clauses (1) and (2) INCLUDE the above additional rates.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 26th May, 1939.

Published by Authority.

No. 1391

THURSDAY, JUNE 1.

[1939

DETERMINATION OF THE FUR TRADE BOARD.

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

(1)

APPRENTICES AND IMPROVERS.

(a) WEEKLY WAGES.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 1st April, 1938, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(2) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

JOURNEYMEN.

Note.—The above rates INCLUDE the additional amounts prescribed by Clause (13) herein.

No. 139.—8763/39.

(3) DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

- A journeyman is a male person other than an apprentice or improver
 A journeywoman is a female person other than an apprentice or improver
- (i) Who has served the term of experience prescribed by this Determination; or
 (ii) Who has attained the age of 21 years; or
 (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piecework.

(4) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

(5) OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
 (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
 (d) No employee under the age of sixteen years shall be employed overtime.

(6) MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.
 (b) No work shall be performed during such meal time.

(7) TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
 (b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
 (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata*, plus 10 per cent.
 (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
 (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
 (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
 (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(8) HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

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

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

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

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(9)

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer, upon the date of such termination, shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs and such employee is re-employed within a period of one month after such holiday the employee shall be paid for such holiday or holidays prescribed by this Determination provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs, and such employee is re-engaged within a period of one month or normal business is resumed within such period of one month after such holiday the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(f) *Employees Absenting Themselves.*—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.

(10)

OUTSIDE WORKERS.

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section 23 of the *Factories and Shops Act 1928* (No. 3677) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been licensed by the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) In factories where a task rate is fixed in respect of the same class of work as that given to outside workers, then, in every such case, the rate so fixed shall be the piecework price to be paid to such outside workers. In factories where no such task rate is fixed for the class of work performed by outside workers, then such outside workers shall be paid such a price as will enable an outside worker to earn at least 1s. 6d. per hour in the case of a female, and 2s. 3d. per hour in the case of a male.

(c) Every outside worker shall be provided, free of charge, with cotton, silk thread, and all other sewing and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory or workshop shall keep a record book, which shall contain a correct account written in ink as follows:—

(i) The name and full address of the outside worker.

(ii) The number of articles and description of work given out.

(iii) The price paid for such work.

(iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(11)

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—1. The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (ii) shall be kept correctly entered up in ink; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

2. The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time book, or sheet, or record. Such time book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—1. Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

2. A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

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

(e) *Authorized Person May Enter Factory.*—

- (i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book, or time sheet, or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—1. The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of:—

- (i) collecting members' contributions;
- (ii) posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

2. Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

3. For the purpose of this clause 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, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(12)

PIECEWORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be improvers, apprentices, or juveniles on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours, shall be paid in each week:—In the case of journeymen and journeywomen, who at the piecework prices so fixed are unable to earn the rate fixed for all others not less than the all others rate; and in the case of apprentices or improvers, not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer, or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer, or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed.

(13) ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES AND TO WAGE FOR ADULT FEMALES, APPRENTICES, AND IMPROVERS.

(a) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.

(b) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult female employees shall be increased by the constant amount of 2s. 9d.

(c) Piecework prices shall be increased in the same proportion at the same time.

(d) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all apprentices and improvers shall be increased by the following constant amounts:—

Experience.					Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.
					£ s. d.	£ s. d.	£ s. d.
1st six months	..	..	..	..	0 0 6	0 0 6	0 1 0
2nd "	"	..	..	..	0 0 6	0 0 6	0 1 0
3rd "	"	..	..	..	0 1 0	0 0 6	0 1 6
4th "	"	..	..	..	0 1 0	0 1 0	0 1 6
5th "	"	..	..	..	0 1 6	0 1 0	..
6th "	"	..	..	..	0 1 6	0 1 0	..
7th "	"	..	..	..	0 1 6	0 1 6	..
8th "	"	..	..	..	0 2 0	..	..
9th "	"	..	..	..	0 2 0	..	..
10th "	"	..	..	..	0 2 0	..	..

NOTE.—The rates set out in Clauses (1) and (2) INCLUDE the above additional amounts.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 25th May, 1939.

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VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 140]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE MUSICAL INSTRUMENTS 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.

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 23rd November, 1938, by the Musical Instruments Board, and published in the *Government Gazette* on the 15th December, 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 manufacturing or tuning any musical instrument of which wood forms a part.

(1).

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

(a) Apprentices.		(b) Improvers.		(c) All other Employees.	Weekly Wages.	
Weekly Wages.		Weekly Wages.			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Males. Females. s. d. s. d.		Males. Females. s. d. s. d.		Males.	£ s. d.	£ s. d.
1st year	16 2 16 2	Under 16 years of age	14 7 13 6	Action fitter ..	5 3 0	5 0 0
2nd "	24 5 24 5	16 years of age, and under 17 years	16 2 16 2	Action regulator ..		
3rd "	32 9 28 0	17 " " "	18 " 24 5 24 5	Tuner or repairer ..	5 2 6	4 19 6
4th "	48 11 36 4	18 " " "	19 " 32 9 28 0	Part maker ..		
5th "	64 6 44 0	19 " " "	20 " 48 11 36 4	Side gluer ..	5 0 6	4 17 6
and thereafter the minimum wage.		20 " " "	21 " 64 6 44 0	Sound board maker ..		
		and thereafter the minimum wage.		Fly finisher ..		
				Iron frame driller ..		
				Iron frame finisher by hand or spray ..		
				Stringer and bass wire spinner ..	4 6 0	4 3 0
				Veneer presser ..		
				Veneer scraper ..		
				Gluer-up ..		
				Shaping machinist ..	5 1 0	4 18 0
				Moulding machinist ..	4 15 0	4 12 0
				Band, circular, and jig sawyer ..	4 12 0	4 9 0
				Jointer, buzzer, planer, and tenoner ..	4 15 0	4 12 0
				Sander, morticer, boring, and all other machinists ..	4 9 0	4 6 0
				Polisher required to spirit off or acid off ..	5 7 0	5 4 0
				Other polishers ..	4 18 0	4 15 0
				Spray hands, staining or lacquering ..	4 15 0	4 12 0
				Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) ..	4 12 0	4 9 0
				Gramophone-case maker or fitter ..	5 7 0	5 4 0
				All others ..	4 0 0	3 17 0
				Females.		
				Veneer matcher ..	2 10 6	2 9 0
				All others ..	2 3 0	2 1 6

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

ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:			
Males .. .. .	.. .. .	44 hours	} To be worked between the times of beginning and ending work shown below.
Females .. .. .	.. .. .	44 hours	
. Times of beginning.		Times of ending.	
7 a.m. .. .. .	.. .. .	6 p.m.	Mondays to Fridays.
7 a.m. .. .. .	.. .. .	1 p.m.	Saturdays.

(3) OVERTIME.—(a) All time worked—

- (i) Before or after the usual times of beginning and ending work;
- (ii) In excess of 9 hours per day;
- (iii) In excess of 44 hours in any week;

shall be paid for at the rate of time and one-half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

(b) All work done outside the times of beginning and ending work on any holiday specified in clause 13 shall be paid for at the rate of double ordinary time.

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

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

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

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

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

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

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

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

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

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

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

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

(8) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (13) shall be paid at the rate of ordinary time in addition to the usual rate.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 80s. and in the case of females not less than 43s.

(17) **MIXED FUNCTIONS.**—(a) Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination, but if he or she is engaged for less than half of any such week, he or she shall be paid at the rates fixed by this Determination only for the work he or she actually performs.

(18) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (b) That he interviews employees only at the places where they are taking their meal;
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop 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 representative shall have the right to bring such refusal before the Musical Instruments Wages Board.

(19) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink, and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(20) **POSTING OF DETERMINATION.**—A copy of this Determination shall be kept posted prominently in every place where it applies.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 25th May, 1939.



[1905]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 141]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by the *Factories and Shops (Sundays) Act* 1932, No. 4102.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 12th February, 1935, 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 process, trade, or business of—

(i) knitting or crocheting fabric, or any article of human wear;

(ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;

(iii) spinning or preparing silk yarn,"

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in June, 1939, the adjusted Determination which became operative as from the beginning of the first pay period to commence in December, 1938, shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS. (DAY SHIFT.)

JUNIORS.

Hosiery Section.

MALES.								FEMALES.							
Experience.	Commencing Age.							Experience.	Commencing Age.						
	15 years or under.	16	17	18	19	20			15 years or under.	16	17	18	19	20	
1st six months	s. d. 16 0	s. d. 17 6	s. d. 20 6	s. d. 25 0	s. d. 30 0	s. d. 35 6		1st six months	s. d. 14 6	s. d. 15 0	s. d. 16 0	s. d. 17 6	s. d. 19 6	s. d. 21 0	
2nd "	17 0	19 6	23 0	27 6	34 0	50 6		2nd "	15 0	16 6	17 6	19 0	22 0	32 0	
3rd "	18 0	21 0	25 6	31 0	37 6	..		3rd "	17 0	18 6	20 0	22 6	25 0	..	
4th "	20 6	24 0	28 6	35 6	57 0	..		4th "	18 6	20 0	22 0	25 0	33 6	..	
5th "	22 6	26 6	31 6	40 0	..	..		5th "	20 0	22 0	24 0	27 0	..	..
6th "	25 6	30 6	37 6	59 0	..	..		6th "	22 0	24 0	26 6	34 6	..	..
7th "	28 6	35 6	44 6	..	..	..		7th "	24 0	26 6	29 6	..	..	..
8th "	34 6	41 6	61 0	..	..	..		8th "	26 6	29 0	37 6	..	..	..
9th "	39 6	49 0	..	..	..	..		9th "	28 0	32 6	..	..	..	..
10th "	46 6	63 0	..	..	..	..		10th "	30 0	38 0	..	..	..	..
11th "	52 6	..	..	..	..	..		11th "	33 6	..	..	..	..	..
12th "	59 6	..	..	..	..	..		12th "	36 0	..	..	..	..	..
7th year ..	66 0	..	..	..	..	..		7th year ..	38 0	..	..	..	..	..

Any Other Section.

MALES.								FEMALES.							
Experience.	Commencing Age.							Experience.	Commencing Age.						
	15 years or under.	16	17	18	19	20	15 years or under.		16	17	18	19	20		
1st six months	s. d. 17 0	s. d. 18 6	s. d. 21 6	s. d. 26 0	s. d. 31 0	s. d. 36 6	1st six months	s. d. 15 6	s. d. 16 0	s. d. 17 0	s. d. 18 6	s. d. 20 6	s. d. 22 0		
2nd "	18 0	20 6	24 0	28 6	35 0	57 6	2nd "	16 0	17 6	18 6	20 0	23 0	33 0		
3rd "	19 0	22 0	26 6	32 0	38 6	..	3rd "	18 0	19 6	21 0	23 6	26 0	..		
4th "	21 6	25 0	29 6	36 6	58 0	..	4th "	19 6	21 0	23 0	26 0	34 6	..		
5th "	23 6	27 6	32 6	41 0	..	..	5th "	21 0	23 0	25 0	28 0	..	..
6th "	26 6	31 6	38 6	60 0	..	..	6th "	23 0	25 0	27 6	35 6	..	..
7th "	29 6	36 6	45 6	..	..	..	7th "	25 0	27 6	30 6	..	..	..
8th "	35 6	42 6	62 0	..	..	..	8th "	27 6	30 0	38 6	..	..	..
9th "	40 6	50 0	..	..	..	..	9th "	29 0	33 6	..	..	..	..
10th "	47 6	64 0	..	..	..	..	10th "	31 0	39 0	..	..	..	..
11th "	53 6	..	..	..	..	..	11th "	34 6	..	..	..	..	..
12th "	60 6	..	..	..	..	..	12th "	37 0	..	..	..	..	..
7th year ..	67 0	..	..	..	..	..	7th year ..	39 0	..	..	..	..	..

Note.—Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for juniors shall apply only to such employees as are under 21 years of age.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage:

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing division shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

OTHER EMPLOYEES.

Wages per Week of 44 Hours (Day Shift).

	Hosiery Section.	Any Other Section.
<i>Adult Males.</i>		
Mechanics on full-fashioned machines	s. d. 99 0	s. d. ..
Mechanics on all other machines	94 0	96 0
Operators of single unit full-fashioned machines	99 0	..
Operators of other full-fashioned machines (leggers and footers)—		
First year's experience	94 0	..
Thereafter	99 0	..
Pliers	94 0	..
Welt turners	85 0	..
Board and press hands	84 0	86 0
Electric machine cutters	89 0	91 0
Hand cutters	86 6	88 6
Warpers	84 0	86 0
Hand knitters on flat machines	86 6	88 6
Circular machine knitters	84 0	86 0
Millmen, scourers, bleachers, or shrinkers	83 0	85 0
Leading hand employed on dye machines or vats	87 0	89 0
All other dye-house employees operating or attending machines	82 0	84 0
All other machine operators or attendants	82 0	84 0
Warehousemen, oilers, or cleaners	82 0	84 0
Persons not otherwise provided for	79 0	81 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes	46 6	..
Operators of steam presses (except manual screw press)	45 6	47 6
Electric machine cutters	52 6	54 6
Hand cutters	46 6	48 6
Hand knitters on flat machines	47 6	49 6
Knitters on other machines	45 6	47 6
Linkers	47 6	49 6
Seamers, welters, overlockers, flat lockers, or interlockers	46 6	48 6
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned)	45 6	47 6
Ironers	45 6	47 6
Clockers	47 6	..
Examiners, folders, graders, pairers, sorters, or parcelers	44 6	46 6
Menders on full-fashioned hose	47 6	..
Other menders	45 6	47 6
Persons not otherwise provided for	42 6	44 6

(3) DEFINITIONS.—(a) "Leading hand" means an employee in charge of any operation where no foreman or assistant foreman is employed, or an employee who is empowered by the management to discharge such duties as would devolve upon such foreman or assistant, if employed.

(b) "Machine operator or attendant" means an employee who, in the course of his or her duty, is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

- (c) "Continuous process" means the working of three shifts per day from Monday to Saturday inclusive.
- (d) "Union" means the Victorian Branch of the Australian Textile Workers' Union.
- (4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.
- (5) SHIFTS.—(a) A "day shift" shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.
- (b) A "night shift" shall be a shift worked between the hours of 7 p.m. and 7 a.m. Monday to Saturday inclusive.
- (c) In addition to the rates payable to day shift employees, workers employed on night shift shall be paid at the rate of 6s. per week, unless engaged in a continuous process. If adult employees in such continuous process work three alternating shifts, they shall be paid 5 per cent. extra, if alternating afternoon and night shift $7\frac{1}{2}$ per cent. extra. Male junior employees shall be paid 1s. per shift extra on afternoon or night shifts with a maximum payment of 5s. per week.
- (d) Workers employed on a shift extending after 7 p.m. shall be paid at night shift rates for the time worked after 7 p.m., provided that workers employed on a shift commencing after 5 p.m. shall be paid at night shift rates throughout.
- (e) By mutual arrangement between the employer and his employees, the hours of duty prescribed herein for workers on night shift may be worked in four shifts without payment for overtime. Under any such arrangement arrived at after 5th July, 1935, all hours of duty beyond ten hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.
- (f) The employment of females before 7 a.m. or of males under 18 years of age after 9 p.m. is prohibited.
- (g) As far as practicable employees shall work shifts in rotation.
- (6) OVERTIME.—(a) Overtime shall be paid for work performed before or after the usual starting and finishing time of each shift, or after any employee has completed the ordinary hours of duty at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter:
- Provided, however, that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.
- (b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the union.
- (c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 1s. 6d. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money proscribed herein shall be paid.
- (d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled.
- (e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:
- Provided that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be four hours.
- (7) TERMS OF ENGAGEMENT.—(a) Engagement in the industry shall be on an hourly basis, except 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 stand down employees at any time when no work is offering or to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which 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, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be 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 or her employment without notice shall forfeit 44 hours' wages which may be deducted from any wages due.
- (c) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.
- (d) Any day worker starting work shall be entitled to at least half a day's pay, and any pieceworker to half a day's work.
- (8) MEAL HOURS.—(a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.
- (b) Time and a half rates shall be paid to any employee required to work during his or her meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.
- (c) An employee engaged in the maintenance of plant, when breakdowns occur, shall work meal hours at the ordinary rates herein prescribed whenever instructed so to do.
- (d) Meal intervals having been fixed shall not be altered except on seven days' notice to the Union.
- (9) POSTING OF DETERMINATION.—A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.
- (10) NOTICE BOARD.—The employer shall permit to be erected in a prominent position in his establishment a notice board upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.
- (11) PAYMENT OF WAGES.—Wages shall be paid weekly not later than Friday: Provided that where a shift finishes on a Saturday morning payment may be made on the Saturday.
- Wages shall be paid during working hours, and any employee kept waiting for his or her wages, beyond the ordinary working hours, shall be paid at overtime rates for such waiting time. Provided that the present practice as to payment to employees on night shifts in each factory or mill shall continue.
- Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- Not more than two days' pay of each employee shall be kept in hand by an employer.
- (12) CERTIFICATE OF SERVICE.—An employee, if he or she asks for it, shall be entitled on termination of service to a certificate of length of service with an employer and the nature of the work upon which he or she was employed.
- (13) BONUS PAYMENTS.—In all establishments in which tasks are set and employees are paid for extra production the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations and so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent., and juniors of average capacity in receipt of wages less than 17s. per week at least 25 per cent. in addition to the rates prescribed for their occupations.
- (14) TIME AND WAGES BOOK.—(a) The employer shall keep a time and wages book or record, in English, showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowances paid each week.
- (b) When any junior employee is engaged, he or she shall furnish a certificate or statutory declaration as to his or her age, and the employer may rely on such certificate or declaration until or unless he has notice of its inaccuracy. Any junior employee giving misleading or false information as to his or her experience and/or age shall be deemed to be guilty of a breach of this Determination.

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

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place, provided that no inspection shall be demanded unless the secretary of the Union or the branch secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(15) HOLIDAYS AND SUNDAY WORK.—(a) Subject to the limitations mentioned hereinafter, the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment, such payment to be to the full extent of the ordinary daily wage.

(c) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

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

(e) When an employee is absent through illness or other reasonable excuse from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond the fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances, and then only with the consent of the Secretary for Labour.

(g) All work done by time workers on the before prescribed holidays, and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate. All such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery), if worked on holidays and Sundays, shall be paid at the rate of time and a half.

(16) ANNUAL HOLIDAYS.—(a) Except as hereinafter provided employers, in each year, shall give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday, shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any employee dismissed during the two weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(17) RIGHT OF ENTRY.—The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit his right to visit may be determined by the employer affected.

(18) PIECEWORK.—(a) The lowest piecework price payable to any outside worker for performing any of the undermentioned work shall be as specified in the following schedule, viz.:—

Description of Work.	Price per Garment.		
	Knitting or Crocheting.	Finishing.	Wholly Making up.
	s. d.	s. d.	s. d.
Pullovers, or Sweaters, or Jumpers, power fabric	0 9	2 3	3 0
Cardigans or Jackets, power fabric	0 9	2 6	3 3
Pullovers, or Sweaters, or Jumpers, hand flat fabric	1 3	2 3	3 6
Cardigans or Jackets, hand flat fabric	1 3	2 6	3 9

In the case of garments with a chest measurement not exceeding 32", the above prices may be reduced as follow:—

Knitting or Crocheting ..	4d. per garment reduction
Finishing	8d. " " "
Wholly making up	1s. 0d. " " "

(b) Except as provided in the preceding sub-clause, any employer may fix piecework prices for any process, provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework prices shall be posted in the mill or factory and a copy thereof forwarded to the secretary of the local branch of the Union.

(c) Piecework prices now paid may be re-adjusted by employers to meet new circumstances created by this Determination, before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked on piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework prices.

(f) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piecework earnings.

(h) Male pieceworkers called upon to perform work before the usual starting time or after the usual finishing time, shall be paid for the first three hours 1s. per hour extra on the normal piecework price, and female pieceworkers 7d. per hour extra on the normal piecework price, and for any overtime extending beyond three hours at twice the rates prescribed in this sub-clause.

(i) Pieceworkers on the employer's premises at the employer's request, ready and willing to work, for each pay period shall receive at least the time rate prescribed for their occupations.

(19) ADDITIONAL PAYMENTS.—(a) An employee who is required to change from one shift to another without two days' notice of such change of shifts, shall be paid 3s. extra as compensation for change.

(b) An employee who is employed as first aid man or woman, and who holds a first aid certificate, shall be paid 5s. per week extra

(20) **MIXED FUNCTIONS.**—An employee engaged for more than half of one day, or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift; if for less than half of one day or shift he or she shall be paid the higher rate for the time so worked.

(21) **LIMITATIONS.**—(a) Where practicable, each machine shall be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.

(c) No female shall be required to use an iron weighing more than 8½ lb.

(d) No female shall be employed operating a manual screw press other than those now employed, and the rates now paid to females for such work shall be continued.

(e) One operator receiving not less than an adult operator's wage shall be employed on full-fashioned machines totalling eighteen heads or more.

(22) **OUTSIDE WORKERS.**—(a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour: Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Every outside worker shall be paid the prescribed piecework prices or wages rates as the case may be.

(f) Every outside worker shall be provided, free of charge, with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of garments.

(g) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) Except as provided in this clause no employer shall require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(1) In any place other than his usual workshop or factory; and/or

(2) By any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer to contract, sub-contract, let, or sub-let to any person employing not fewer than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

(23) **LIMITATION OF EMPLOYER'S LIABILITY.**—Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee, or some person on his behalf.

(24) **GENERAL.**—(a) *Hot Water.*—Employees shall be provided with hot water free of charge.

(b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided for female employees in positions handy to their work.

(c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot water bag.

(d) *Dining-Room.*—Proper dining room accommodation shall be provided by the employer when requested to do so by a majority of his employees.

(e) *First Aid Chest.*—The employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

(f) *Clothing.*—When requested by the employees concerned, the employer shall provide employees working in the wool scouring dye house, milling and scouring, yarn dyeing and piece carbonizing (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs, and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

(g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.

(i) *Morning Tea.*—Opportunities for morning tea shall be afforded by the employer to female employees between the hours of 10 a.m. and 11 a.m.

(j) *Floor Coverings, &c.*—Where practicable, wooden platforms shall be placed before machines, and no employee shall be called upon to stand on a bare concrete, or brick, or stone floor when operating or attending to a machine.

(25) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates, for adults, set out in clause (2) are based upon the following basic wage rate for adult males and minimum rate for adult females, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such wages rates shall be automatically increased or decreased by the same amounts and at the same time as such basic wage rate and minimum rate.

The basic wage rate and minimum rate shown hereunder shall be adjusted as prescribed in clause (26).

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies—		
Males	3 14 0	} Weighted average.
Females	2 2 6	
		Sydney ..
		Melbourne ..
		Adelaide ..
		Perth ..
		Hobart ..

(26) ADJUSTMENT OF BASIC WAGE FOR ADULT MALES AND MINIMUM RATE FOR ADULT FEMALES.—(a) Until the beginning of the first pay period to commence in June, 1939, the amounts of the basic wage for males and the minimum rate for females shall be as prescribed in clause (25).

(b) During each future period of six months beginning with the first pay period to commence in a June, or a December, the amounts of the basic wage for males and minimum rate for females shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers" or any like expression means the numbers stated to be such Index Numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The Index Number set to be applied to a place is that assigned thereto in clause (25).
- (2) The Index Number for the half year ending March or September next preceding the period of six months for which the adjustment is made is to be ascertained.
- (3) The amounts assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number to be ascertained.
- (4) The basic wage for males and minimum rate for females shall be of those respective assigned amounts during such period of six months.

TABLE.

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

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

(c) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to adjustments of the basic wage, for males and minimum wage for adult females, as the case may be, calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

SCHEDULE "A"—See clause 22 (A).

EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of

Name of employer

Address

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments							
Hose							
Half Hose							

Weight and description of raw material supplied

By whom made { Name

Address

Signature of employer

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.

To be lodged within seven days after the end of each calendar month.

SCHEDULE "B"—See clause 22 (h).
OUTSIDE WORKER'S RETURN.

For month of _____

Name of outside worker _____

Address _____

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments							
Hose							
Half Hose							

Weight and description of raw material supplied _____

For whom made .. { Name _____
Address _____

Signature of outside worker _____

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.
To be lodged within seven days after the end of each calendar month.

W. W. HARRIS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 11th May, 1939.

[1913]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 142]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE COUNTRY AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination applies to the whole of the State OUTSIDE AND EXCEPTING the following parts of Victoria namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and such portion of the shire of Braybrook as is NOT included in the Metropolitan District.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 23rd July, 1934, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

(1) The process, trade, or business of a maker of—

(a) agricultural machinery or implements;

(b) parts of agricultural machinery or implements;

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

(d) garden tools or implements or parts thereof.

(2) Assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (1)”—

has made the following Determination, namely:—

(1) That 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)	*Wages per Week of 44 Hours.				*Wages per Week of 44 Hours.		
	£	s.	d.		£	s.	d.
Implement smiths	4	18	0
Bulldozers	4	10	0
Blacksmiths' strikers	4	4	0
Blacksmiths' strikers (on double fires)	4	6	0
Carpenters engaged on agricultural implement making (including tool allowance)	4	18	0
Agricultural implement fitters and comb fitters	4	13	0
Agricultural implement fitters and comb fitters (after two years' experience)	4	16	0
Pattern fitters and finishers	4	16	0
Plough fitters	4	11	0
Assemblers	4	5	6
Assemblers (after two years' experience)	4	9	0
Windmill erectors	4	13	0
Windmill makers other than fitters	4	12	0
Wheel rimmers	4	13	0
Furnacemen on small rivet heating or bolt heating	4	6	0
Furnacemen's assistants	4	4	0
Dressers and fettlers	4	6	0
Grinders and emery-wheel attendants	4	6	0
Grinders (using portable machine)	4	8	0
Heaters	4	4	0
Picklers	4	1	0
Hammer drivers	4	6	0
Wire weavers	4	4	0
Painters (brush hand)	4	4	0
Spray painters	4	8	0
Paint dippers and mixers	4	1	0
Writers and liners	4	13	0
Wire drawers	4	4	0
Chippers	4	4	0
Sand and shot blast dressers	4	8	0
Dismantlers	4	4	0
Checkers	4	6	0
Inspectors	4	6	0
Storemen and packers	4	1	6
Process workers	4	4	0
Patternmakers	5	14	0
All others	3	18	0

Machinists.				Welders.			
1st class .. .. .	..	..	..	1st class .. .. .	..	..	..
2nd class .. .. .	..	..	..	2nd class .. .. .	..	..	..
3rd class .. .. .	..	..	..	3rd class .. .. .	..	..	..
Drillers .. .. .	..	..	..	Tack welders .. .. .	..	..	..
Dio setters and machine setters .. .. .	..	..	..	
Machinists coming within the definition of process workers .. .. .	..	..	..	
				Sheet Metal Workers.			
				1st class bench hand .. .. .	..	..	..
				2nd class bench hand .. .. .	..	..	..
				Wood Mill Section.			
				Saw doctors .. .. .	..	..	..
				Casemakers .. .. .	..	..	..
				Shaper machinists (wood) .. .. .	..	..	..
				Turners .. .. .	..	..	..
				Moulding machinists (where the machinists set up their machines and grind their knives or cutters) .. .. .	..	..	..
				Moulder machinists (where the machinists set up their machines only) .. .. .	..	..	..
				Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters) .. .. .	..	..	..
				Buzzer machinists (only operating or feeding machines) .. .. .	..	..	..
				Thickener machinists .. .. .	..	..	..
				Tononing machinists (only operating or feeding machines) .. .. .	..	..	..
				Tononing machinists (using straight irons and setting up machines and grinding knives and cutters) .. .. .	..	..	..
				Boring and drilling machinists .. .. .	..	..	..
				Bending machinists .. .. .	..	..	..
				Morticing machinists .. .. .	..	..	..
				Sanding machinists .. .. .	..	..	..
				Timber markers .. .. .	..	..	..
				Pulling-out machinists .. .. .	..	..	..
				Band sawyers .. .. .	..	..	..
				Circular sawyers .. .. .	..	..	..
				Crosscut sawyers .. .. .	..	..	..
				Cosmaking sawyers .. .. .	..	..	..
				Stackers .. .. .	..	..	..

* HOURLY HIRING.—For conditions regarding hourly hiring see clause 12 (b).

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring.
<i>Junior Males.</i>	<i>s. d.</i>	<i>s. d.</i>
In blacksmithing, bulldozing, and work associated therewith: furnace work and heating—		
Under 16 years of age ..	17 0	18 3
16 and under 17 years of age ..	26 3	27 11
17 and under 18 years of age ..	46 6	49 6
18 and under 19 years of age ..	58 9	62 6
19 and under 21 years of age ..	70 9	75 3
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience ..	15 6	16 8
2nd year's experience ..	23 6	25 0
3rd year's experience ..	32 3	34 4
4th year's experience ..	43 6	46 4
5th year's experience ..	55 6	59 1
6th year's experience ..	68 6	72 11
<i>Adult Females.</i>		
If of less than twelve months' experience ..	50 3	53 5
If of twelve months' experience or more ..	57 0	60 7
<i>Junior Females.</i>		
1st year's experience ..	14 0	15 0
2nd year's experience ..	18 9	20 1
3rd year's experience ..	29 6	31 5
4th year's experience ..	37 0	39 5
5th year's experience ..	42 6	45 3
Thereafter until reaching the age of 21 years ..	47 6	50 6

HOURS OF EMPLOYMENT.

(4) The ordinary hours of employment shall be 44 per week, to be worked, except as to shift workers, between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

SHIFT WORK.

(5) For any afternoon or night shift which has been in operation for five nights consecutively and for less than one month 10 per cent. more than ordinary rates shall be paid, and after such shifts have continued for more than one month 5 per cent. more than the ordinary rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

OVERTIME.

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

(b) In computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is to hold himself in readiness. But any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than 6 hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

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

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

If an employee, pursuant to notice, has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

(j) Subject to the provisions of the second part of sub-clause (f) of this clause, an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break downs of plant, or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance, or pay him ordinary wage rates for the time occupied in reaching his home.

MIXED FUNCTIONS.

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

HOLIDAYS AND SUNDAY WORK.

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

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

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

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

PIECEWORK RATES.

(9) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

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

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

CONTRACT OF EMPLOYMENT.

(12) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day, or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer, without liability to pay for more than time actually worked, for misconduct, or absence from work without reasonable excuse. If any employee engaged by the week absents himself from duty, except on public holidays, or for days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturdays, in shops working six days, and one-fifth in shops working five days per week. Provided that only time actually lost shall be deducted when an employee is absent, with leave, on a Saturday.

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

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

MISCELLANEOUS PROVISIONS.

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

(b) (1) Suitable asbestos sheet and coloured glasses or suitable hoods shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

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

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

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

TIME AND WAGES BOOK.

(14) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day and the wages and the allowances paid each week.

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

SPECIAL RATES.

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

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

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

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

DEFINITIONS.

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

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

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

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

(i) Repetition work in manufacture on any automatic, semi-automatic or single-purpose machine, or any machine fitted with jigs, gauges, or other tools

rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set up by the operator); or

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

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

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

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

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

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

(h) "Second class machinist" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings and prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of first class machinist, or who is engaged operating a key-seating machine.

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

(i) "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welders, and includes re-welding by hand processes.

(j) "Second class welder" means an adult employee not required to do first class welding but engaged in filling castings, or in manufacturing sheet metal goods, or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

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

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

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

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

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 12th May, 1939.



[1917]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 143]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said district; the Cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the Town of Newtown and Chilwell; and the Boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the twenty-third day of July, 1934, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

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

- (i) agricultural machinery or implements;
- (ii) parts of agricultural machinery or implements;
- (iii) bag-filling machinery, bone-crushers, buttermaking machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or

(iv) garden tools or implements or parts thereof;

(b) assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (a)."

has made the following Determination, namely:—

1. That 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.

		Wages per Week of 44 Hours.	
		Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.
		£ s. d.	£ s. d.
		<p>Pattern fitters and finishers .. 4 19 0 4 16 0</p> <p>Plough fitters 4 14 0 4 11 0</p> <p>Assemblers 4 8 6 4 5 6</p> <p>Assemblers (after two years' experience) 4 12 0 4 9 0</p> <p>Windmill erectors 4 16 0 4 13 0</p> <p>Windmill makers other than fitters 4 15 0 4 12 0</p> <p>Wheel rimmers 4 16 0 4 13 0</p> <p>Furnacemen on small rivet heating or bolt heating 4 9 0 4 6 0</p> <p>Furnacemen's assistants 4 7 0 4 4 0</p> <p>Dressers and fettlers 4 9 0 4 6 0</p> <p>Grinders and emery-wheel attendants 4 9 0 4 6 0</p> <p>Grinders (using portable machine) 4 11 0 4 8 0</p> <p>Heaters 4 7 0 4 4 0</p> <p>Picklers 4 4 0 4 1 0</p> <p>Hammer drivers 4 9 0 4 6 0</p> <p>Wire weavers 4 7 0 4 4 0</p> <p>Painters (brush hand) 4 7 0 4 4 0</p> <p>Spray painters 4 11 0 4 8 0</p> <p>Paint dippers and mixers 4 4 0 4 1 0</p> <p>Writers and liners 4 16 0 4 13 0</p> <p>Wire drawers 4 7 0 4 4 0</p> <p>Chippers 4 7 0 4 4 0</p> <p>Sand and shot blast dressers 4 11 0 4 8 0</p> <p>Dismantlers 4 7 0 4 4 0</p> <p>Checkers 4 9 0 4 6 0</p> <p>Inspectors 4 9 0 4 6 0</p> <p>Storemen and packers 4 4 6 4 1 6</p> <p>Process workers 4 7 0 4 4 0</p> <p>Patternmakers 5 17 0 5 14 0</p> <p>All others 4 1 0 3 18 0</p>	
		<p style="text-align: center;"><i>Machinists.</i></p> <p>1st class 5 8 0 5 5 0</p> <p>2nd class 4 19 0 4 16 0</p> <p>3rd class 4 13 0 4 10 0</p> <p>Drillers 4 9 0 4 6 0</p> <p>Die setters and machine setters 4 11 0 4 8 0</p> <p>Machinists coming within the definition of process workers 4 7 0 4 4 0</p>	
		<p>Implement smiths 5 1 0 4 18 0</p> <p>Bulldozers 4 13 0 4 10 0</p> <p>Blacksmiths' strikers 4 7 0 4 4 0</p> <p>Blacksmiths' strikers (on double fires) 4 9 0 4 6 0</p> <p>Carpenters engaged on agricultural implement making (including tool allowance) 5 1 0 4 18 0</p> <p>Agricultural implement fitters and comb fitters 4 16 0 4 13 0</p> <p>Agricultural implement fitters and comb fitters (after two years' experience) 4 19 0 4 16 0</p>	

	Wages per Week of 44 Hours.	
	Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.
Welders.		
1st class	5 11 0	5 8 0
2nd class	4 13 0	4 10 0
3rd class	4 9 0	4 6 0
Tack welders	4 11 0	4 8 0
Sheet Metal Workers.		
1st class bench hand	5 6 0	5 3 0
2nd class bench hand	4 19 0	4 16 0
Wood Mill Section.		
Saw doctors	5 11 0	5 8 0
Casemakers	4 13 0	4 10 0
Shaper machinists (wood)	5 2 0	4 19 0
Turners	5 2 0	4 19 0
Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	4 19 0	4 16 0
Moulder machinists (where the machinists set up their machines only)	4 13 0	4 10 0
Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4 16 0	4 13 0
Buzzer machinists (only operating or feeding machines)	4 7 0	4 4 0
Thickener machinists	4 7 0	4 4 0
Tenoning machinists (only operating or feeding machines)	4 7 0	4 4 0
Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4 16 0	4 13 0
Boring and drilling machinists	4 7 0	4 4 0
Bending machinists	4 11 0	4 8 0
Morticing machinists	4 7 0	4 4 0
Sanding machinists	4 11 0	4 8 0
Timber markers	4 7 0	4 4 0
Pulling-out machinists	4 7 0	4 4 0
Band sawyers	4 13 0	4 10 0
Circular sawyers	4 11 0	4 8 0
Crosscut sawyers	4 7 0	4 4 0
Casemaking sawyers	4 7 0	4 4 0
Stackers	4 7 0	4 4 0

3. UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
Junior Males.		
In blacksmithing, bulldozing, and work associated therewith: furnace work and hoisting—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	26 3	27 11
17 and under 18 years of age	46 6	49 6
18 and under 19 years of age	58 9	62 6
19 and under 21 years of age	70 9	75 3
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	23 6	25 0
3rd year's experience	32 3	34 4
4th year's experience	43 6	46 4
5th year's experience	55 6	59 1
6th year's experience	68 6	72 11

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
Adult Females.		
If of less than twelve months' experience	50 3	53 5
If of twelve months' experience or more	57 0	60 7
Junior Females.		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	29 6	31 5
4th year's experience	37 0	39 5
5th year's experience	42 6	45 3
Thereafter until reaching the age of 21 years	47 6	50 6

HOURS OF EMPLOYMENT.

(4) The ordinary hours of employment shall be 44 per week, to be worked, except as to shift workers, between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

SHIFT WORK.

(5) For any afternoon or night shift which has been in operation for five nights consecutively and for less than one month 10 per cent. more than ordinary rates shall be paid, and after such shifts have continued for more than one month 5 per cent. more than the ordinary rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

OVERTIME.

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

(b) In computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is to hold himself in readiness. But any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

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

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

If an employee, pursuant to notice, has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

(j) Subject to the provisions of the second part of sub-clause (f) of this clause, an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good breakdowns of plant, or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance, or pay him ordinary wage rates for the time occupied in reaching his home.

MIXED FUNCTIONS.

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

HOLIDAYS AND SUNDAY WORK.

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

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

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

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

PIECEWORK RATES.

(9) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

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

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

CONTRACT OF EMPLOYMENT.

(12) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day, or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer, without liability to pay for more than time actually worked, for misconduct, or absence from work without reasonable excuse. If any employee engaged by the week absents himself from duty, except on public holidays, or for days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturdays, in shops working six days, and one-fifth in shops working five days per week. Provided that only time actually lost shall be deducted when an employee is absent, with leave, on a Saturday.

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

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

MISCELLANEOUS PROVISIONS.

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

(b) (1) Suitable asbestos sheet and coloured glasses or suitable hoods shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

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

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

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

TIME AND WAGES BOOK.

(14) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and the allowances paid each week.

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

SPECIAL RATES.

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

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

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

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

DEFINITIONS.

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

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

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

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

(i) Repetition work in manufacture on any automatic, semi-automatic, or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set up by the operator); or

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

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

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

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

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

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

(h) "Second class machinist" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings and prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of first class machinist, or who is engaged operating a key-seating machine.

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

(j) "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welders, and includes re-welding by hand processes.

(k) "Second class welder" means an adult employee not required to do first class welding but engaged in filling

castings, or in manufacturing sheet metal goods, or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

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

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

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

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

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 12th day of May, 1939.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 144]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHIC GOODS 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 process, trade, or business of manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—

(1) That on the 1st June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.	
Age.			s. d.		
	Males.	Females.		s. d.	
Under 16 years of age	21 6	21 3		Adult Males—	
16 and under 17 years of age	27 6	26 3		Emulsion mixers, emulsion washers, finishers, melters,	
17 " 18 "	35 0	30 3		preparers of emulsion for coating, coaters, and	
18 " 19 "	42 6	34 3		employees in coating room	
19 " 20 "	56 0	37 3		All others	
20 " 21 "	68 6	42 3		Adult females	
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.				Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."	
PROPORTION (in any place). Apprentices or Improvers.				Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."	
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.					
An indenture of apprenticeship has been prescribed by the Board.					

(3) TIME OF BEGINNING AND ENDING WORK.—

	Time of beginning—	Time of ending—
Employees whose work is not essential to work in the coating room or emulsion room ..	8 a.m.	5.30 p.m.
Female employees whose work is essential to work in the coating room	7.45 a.m.	6.45 p.m.
Male employees whose work is essential to work in the coating room or emulsion room ..	6 a.m.	11.30 p.m.

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

(a) Outside the hours fixed as the times of beginning and ending work	} Time and a half.
(b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Thursday inclusive 8½ continuous hours and on Friday 9 continuous hours	
(c) Within the hours fixed as the times of beginning and ending work in excess of 44 hours	

(5) PIECE WORK.—The Board determines under the provisions of the Factories and Shops Acts that any employer and any employee may agree to fix and respectively pay and receive piece-work prices in respect of the work of such employee. Provided that the piece-work prices so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate prescribed for such employee.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup 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, the special rate shall only be payable for work done on the day so substituted. Provided that time and a half shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room.

(7) HOLIDAYS.—(a) All employees, including piece-workers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

(b) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein without permission from the employer shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill-health.

(c) Any employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(8) SICK LEAVE.—(a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate five days during any one year of the employment, or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(9) REST PERIOD.—An interval of ten minutes to be selected by the employer shall be allowed to females between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

(10) ANNUAL LEAVE.—In each calendar year, or within one month thereafter, each employee who has been in the continuous employment of the same employer for not less than one year shall be granted eight continuous working days holiday on full pay (exclusive of the holidays specified in clause 7). Provided that if the factory or works at which he is employed shall be closed for the purpose of granting general annual holidays to the persons employed thereat, any employee who has been employed for less than one calendar year shall be entitled to *pro rata* holidays on full pay, i.e., one day for each complete six weeks of such service.

RAY H. BEERS, P.M., Chairman.

W. HEATH, Secretary.

Melbourne, 11th May, 1939.

[1923]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 145]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF DRY BATTERIES 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 (other than persons subject to the Determination of the Tinsmiths Board) employed in the process, trade, or business of wholly or partly preparing or manufacturing dry cell electric batteries" has made the following Determination, namely:—

(1) That 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)

IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	18 6	18 6	21 0	26 3	31 6	36 6	1st year ..	16 0	18 0	21 0	26 3	31 3
2nd ..	21 0	22 0	27 3	33 6	39 3	..	2nd ..	19 0	22 0	27 6	32 6	..
3rd ..	26 3	28 9	35 9	42 0	..	..	3rd ..	23 6	28 9	34 0	..	..
4th ..	34 0	38 9	46 3	..	..	..	4th ..	29 9	35 3	..	..	..
5th ..	44 6	50 3	..	..	..	..	5th year and until 21 years of age ..	36 6	..	..	..	..
6th year and until 21 years of age ..	57 3	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 8s. per week of 44 hours.

Four female improvers to every female worker receiving not less than 44s. per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with Section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(3)

OTHER EMPLOYEES.

(a) Males.												Per week of 44 hours.
												s. d.
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	..	91 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	..	87 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	..	87 0
Operator of power driven machines ..	..	..	..	..	..	..	..	..	..	..	..	85 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	..	84 0
All others ..	..	..	..	..	..	..	..	..	..	..	..	81 0
(b) Females.												
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	..	47 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	..	47 3
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	..	46 0
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	..	46 0
All others ..	..	..	..	..	..	..	..	..	..	..	..	44 0

(4) **HOURS OF EMPLOYMENT.**—The ordinary hours for a week's work shall be 44 per week, to be worked in five days of eight hours, and one day (Saturday) of four hours, or five days of eight hours forty-eight minutes each.

(5) **OVERTIME.**—Time and a half shall be paid for all work done—

(a) In excess of four hours on Saturday and eight } Where an ordinary week's work is worked on six week days.
hours on other days.

(b) On Saturdays, and in excess of eight hours } Where an ordinary week's work is worked on five days (Monday to
forty-eight minutes on other days. } Friday).

(6) **CONTRACT OF EMPLOYMENT.**—(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 on days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days of 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 3 (a) hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of females and 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.

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

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

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

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.

(8) **MEAL ALLOWANCE.**—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 1s. 6d. meal money.

(9) **MEAL BREAK.**—The meal-break shall be a period of not less than thirty minutes between noon and 2 p.m.

(10) **REST INTERVAL.**—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 Friday inclusive, in each week for each employee, 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.

(11) **SEATS FOR FEMALES.**—Seats where practicable shall be provided for all female workers whilst on duty.

(12) **PAYMENT OF WAGES.**—(a) Wages shall be paid during working hours not later than Friday in each week.

(b) Where the services of an employee are dispensed with wages shall be paid on the day of dismissal or forwarded by post on the day following.

(13) **PIECE-WORK.**—The Board determines under the provisions of the Factories and Shops Acts that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, 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 10 per centum in addition to the wages rates that are fixed by the Board for such work.

D. GRANT, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 15th May, 1939.

[1925]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 146]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Carbon Articles Section.)

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.

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 14th April, 1939, by the General Board, and published in the *Government Gazette* on the 27th April, 1939, 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 person or persons or classes of persons employed in manufacturing or preparing carbon articles.

(1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.						(b) Other Employees.					
					s. d.						s. d.
Under 16 years of age					18 0	Foreman in charge					107 0
16 years of age and under 17 years					26 6	All others					92 0
17	"	"	18	"	46 6						
18	"	"	19	"	59 0						
19	"	"	21	"	70 9						
<i>Proportion (in any place).</i>											
Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.											

Proportion (in any place).

Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.

(2) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of beginning (not earlier than)	Time of ending (not later than)
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(5) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (4); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for 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.

No. 146.—6832/39.

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is 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 only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

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

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(7) 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.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 27th May, 1939.

[1927]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 147]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Blue Print Section.)

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.

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 March, 1938, by the General Board, and published in the *Government Gazette* on the 31st March, 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 person or persons or classes of persons employed in manufacturing or preparing blue prints.

(1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.		
Males.		Females.				
	s. d.		s. d.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
1st year's experience	16 9	1st six months' experience	13 6			
2nd "	23 6	2nd "	16 9			
3rd "	32 6	3rd "	19 9			
4th "	43 6	4th "	23 0			
5th "	55 9	5th "	26 3			
6th "	64 6	6th "	29 6			
7th "	68 9	7th "	32 9			
		8th "	37 0			
and thereafter the minimum wage.				Operators of blue-printing machines—		
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.				Males	84 0	81 0
				Females	47 0	47 0
PROPORTION. Two improvers to each person of the same sex receiving not less than the minimum wage.				All other persons—		
				Males	81 0	78 0
				Females	43 9	43 9

(2) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—
Time of Beginning (not earlier than).
7.30 a.m. 12 noon on Saturday.
7.30 a.m. 5.30 p.m. on the other working days of the week.

(5) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (4); or
(b) Within such prescribed times, but in excess of 44 hours in any one week—
shall be paid for 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.

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is 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 only when the working week consists of five and a half days.

No. 147.—6833/39.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

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

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(7) 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.

F. A. MARZORINI,
Secretary for Labour.

Melbourne. 25th May, 1939

[1929]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 148]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Cake Ornament Section.)

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.

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 16th November, 1937, by the General Board, and published in the *Government Gazette* on the 2nd December, 1937, 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 person or persons or classes of persons employed in manufacturing or preparing ornaments for cakes.

(1) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience	16 9	1st six months' experience ..	13 6		
2nd " "	23 6	2nd " " " " ..	18 9		
3rd " "	32 6	3rd " " " " ..	19 9		
4th " "	43 6	4th " " " " ..	23 0		
5th " "	55 9	5th " " " " ..	26 3		
6th " "	64 6	6th " " " " ..	29 6	Males	81 0
7th " "	68 9	7th " " " " ..	32 9	Females	43 9
		8th " " " " ..	37 0		

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(2) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m. .. ..	.. ..	12 noon on Saturday.	
7.30 a.m. .. ..	.. ..	5.15 p.m. on the other working days of the week.	

(5) OVERTIME.—That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause (4); or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for 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.

No. 148.—6840/39.

(6) **HOLIDAYS AND SUNDAY WORK.**—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, 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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(7) **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.

(8) **REST PERIOD FOR FEMALES.**—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 25th May, 1939.

[1931]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 149]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Buttons and Buckles Section.)

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.

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 19th November, 1937, by the General Board, and published in the *Government Gazette* on the 2nd December, 1937, 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 person or persons or classes of persons employed in manufacturing or preparing buttons and buckles other than those subject to the Determination of the Plastic Moulding Board.

(1) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 16 0	1st six months' experience	13 0	Males	.. .. 81 0	Females	.. .. 43 9
2nd " "	.. 22 9	2nd " "	16 9				
3rd " "	.. 31 6	3rd " "	19 9				
4th " "	.. 42 6	4th " "	23 0				
5th " "	.. 54 3	5th " "	26 3				
6th " "	.. 62 3	6th " "	29 6				
7th " "	.. 66 6	7th " "	32 9				
		8th " "	37 0				

And thereafter the minimum wage prescribed for adults

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male worker receiving not less than the minimum wage.

Females.

Two improvers to each female person receiving not less than the minimum wage.

(2) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(3) HOURS OF EMPLOYMENT.—Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

(4) OVERTIME.—(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed or in excess of 44 hours in any week, shall be paid overtime at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(5) MIDDAY MEAL.—(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is 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 only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

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

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(f) 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.

(7) TERMS OF EMPLOYMENT.—(a) Except as hereinafter provided, employment shall be on a weekly basis, and 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.

Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

(8) ACCOMMODATION FOR FEMALES.—(a) The employer shall provide a suitable seat for females to rest.

(b) A restroom shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

(9) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.

(d) Not more than two days' pay of any employee shall be kept in hand by an employer.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 25th May, 1939.

[1933]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 150]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Asbestos Articles Section.)

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.

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 28th July, 1938, by the General Board, and published in the *Government Gazette* on the 8th September, 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 person or persons or classes of persons employed in manufacturing or preparing asbestos articles.

(1)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.				
				s. d.					s. d.
Under 17 years of age	..	..	..	17	9				
17 years of age	..	..	..	26	9	Oven hands	..	..	85 0
18 " "	..	..	..	35	9	Machine attendants	..	..	85 9
19 " "	..	..	..	48	3	All others	..	..	81 0
20 " "	..	..	..	58	9				
Proportion (in any place).					Females.				
One improver to every three adult employees.					All adults	..	..	..	44 9

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

(2) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(3) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning. (Not earlier than).	Time of Ending. (Not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(4) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in Clause (3), or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for 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.

(5) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, 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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(6) **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.

(7) **REST PERIOD FOR FEMALES.**—That females engaged in any work where the spell of duty exceeds four hours shall be allowed during each morning, an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 25th May, 1939.

[1935]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 151]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Chalk and Crayon Section.)

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.

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 26th November, 1937, by the General Board, and published in the *Government Gazette* on the 8th December, 1937, 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 person or persons or classes of persons employed in manufacturing or preparing chalk, crayons, or other articles from mineral earth.

(1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.					
	s. d.		s. d.				s. d.
1st year's experience	16 9	1st six months' experience	13 6	Grinding mill attendant .. .. .	..	..	85 0
2nd	23 6	2nd	16 9	Person engaged in testing and/or checking formulæ ..	..	..	91 0
3rd	32 6	3rd	19 9	Person in charge of mixing ingredients and making	..	..	86 0
4th	43 6	4th	23 0	chalks from given formulæ .. .. .	..	..	86 0
5th	55 9	5th	26 3	Persons not otherwise provided for—			
6th	64 6	6th	29 6	Males .. .. .	..	..	81 0
7th	68 9	7th	32 9	Females .. .. .	..	..	43 9
		8th	37 0				
and thereafter the minimum wage.							
Proportion.							
Three male improvers to each male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							

(2) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m. ..	.. .. .	12 noon on Saturday.	.. .. .
7.30 a.m. ..	.. .. .	5.30 p.m. on the other working days of the week.	.. .. .

(5) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (4); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for 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

(6) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, 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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(7) 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.

(8) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 27th May, 1939.

[1937]



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 152]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

By Orders in Council made on the 10th September, 1913, and 21st October, 1930, this Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer;
- (b) coal mine owner;
- (c) gas company;
- (d) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company,

and such power was conferred exclusively on the Coal and Coke Board.

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—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;
- (c) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke"—

has made the following Determination, namely:—

(1) That on the 3rd 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.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	
Apprentices.		Hay, Corn, or Chaff Stores.		All other parts of Victoria where this Determination applies.	
1st year	s. d.	Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store		s. d.	
2nd "	31 9	Drivers of motor wagons—		87 0	per week of 44 hours
3rd "	38 3	(a) having a capacity of 2 tons or less		81 0	" 44 "
4th "	47 9	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		86 0	" 44 "
5th "	53 3	(c) having a capacity exceeding 4 tons		92 0	" 44 "
	58 0	Carters driving one horse		78 0	" 44 "
		Carters driving two horses		83 0	" 44 "
		And for every additional horse		2 0	extra per week
		All others		81 0	per week of 44 hours
				87 0	per week of 44 hours

Apprentices or Improvers.		Other Employees.	
WAGES PER WEEK OF 44 HOURS—continued. <i>Improvers.</i> <div style="display: flex; justify-content: space-between;"> <i>s. d.</i> </div> <div style="display: flex; justify-content: space-between;"> Under 17 years of age .. 31 9 </div> <div style="display: flex; justify-content: space-between;"> 17 years of age .. 38 3 </div> <div style="display: flex; justify-content: space-between;"> 18 .. 47 9 </div> <div style="display: flex; justify-content: space-between;"> 19 .. 53 3 </div> <div style="display: flex; justify-content: space-between;"> 20 .. 58 0 </div> PROPORTION. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 77s. per week of 44 hours.		WAGES—continued. <i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i> Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard .. Drivers of motor wagons— (a) having a capacity of 2 tons or less .. (b) having a capacity exceeding 2 tons, but not exceeding 4 tons .. (c) having a capacity exceeding 4 tons .. Carters driving one horse .. Carters driving two horses .. And for every additional horse .. All others ..	
<i>Improvers.</i> One improver to the first four or fraction of four workers receiving not less than 77s. per week of 44 hours, and thereafter one improver to each additional four such workers. An indenture of apprenticeship has been prescribed by the Board.		<div style="display: flex; justify-content: space-between;"> <i>s. d.</i> </div> <div style="display: flex; justify-content: space-between;"> 81 0 per week of 44 hours 87 0 per week of 44 hours </div> <div style="display: flex; justify-content: space-between;"> 81 0 .. 44 .. 87 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 86 0 .. 44 .. 92 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 92 0 .. 44 .. 98 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 78 0 .. 44 .. 84 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 83 0 .. 44 .. 89 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 2 0 extra per week .. 2 0 extra per week .. </div> <div style="display: flex; justify-content: space-between;"> 77 0 per week of 44 hours 83 0 per week of 44 hours </div> <i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i> Drivers of motor wagons— (a) having a capacity of 2 tons or less .. (b) having a capacity exceeding 2 tons, but not exceeding 4 tons .. (c) having a capacity exceeding 4 tons .. Carters driving one horse .. Carters driving two horses .. And for every additional horse .. All others ..	
<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood).</i> Benchmen .. Drivers of motor wagons— (a) having a capacity of 2 tons or less .. (b) having a capacity exceeding 2 tons, but not exceeding 4 tons .. (c) having a capacity exceeding 4 tons .. Carters driving one horse .. Carters driving two horses .. And for every additional horse .. All others ..		<div style="display: flex; justify-content: space-between;"> <i>s. d.</i> </div> <div style="display: flex; justify-content: space-between;"> 81 0 per week of 44 hours 87 0 per week of 44 hours </div> <div style="display: flex; justify-content: space-between;"> 86 0 .. 44 .. 92 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 92 0 .. 44 .. 98 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 78 0 .. 44 .. 84 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 83 0 .. 44 .. 89 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 2 0 extra per week .. 2 0 extra per week .. </div> <div style="display: flex; justify-content: space-between;"> 94 0 per week of 44 hours 100 0 per week of 44 hours </div> <div style="display: flex; justify-content: space-between;"> <i>s. d.</i> </div> <div style="display: flex; justify-content: space-between;"> 81 0 per week of 44 hours 87 0 per week of 44 hours </div> <div style="display: flex; justify-content: space-between;"> 86 0 .. 44 .. 92 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 92 0 .. 44 .. 98 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 78 0 .. 44 .. 84 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 83 0 .. 44 .. 89 0 .. 44 .. </div> <div style="display: flex; justify-content: space-between;"> 2 0 extra per week .. 2 0 extra per week .. </div> <div style="display: flex; justify-content: space-between;"> 79 0 per week of 44 hours 85 0 per week of 44 hours </div>	

(3) TIMES OF BEGINNING AND ENDING WORK—

Time of Beginning.		Time of Ending.	
7.30 a.m.	.. ..	12 noon	the day the half-holiday is usually observed.
7.30 a.m.	.. ..	5.15 p.m.	five days in the week.

(4) OVERTIME—

(a) *Carters.*

Outside the times of beginning and ending work as herein fixed	Time and a quarter.
Within the times of beginning and ending work in excess of the number of hours fixed in this	Time and a quarter.
Determination as a week's work—first four hours' work—ordinary rate; thereafter	Time and a quarter.

(b) *All Others.*

Between midnight and 7.30 a.m. . . . .	.. .. .	Time and three-quarters.
At any other time outside the times of beginning and ending work as herein fixed . .	.. .. .	Time and a quarter.
Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work—first four hours' work—ordinary rate; thereafter . .	.. .. .	Time and a quarter.

(5) SPECIAL RATES.—Work done on Sundays or on any of the undermentioned holidays shall be paid for as follows:—

(a) On Sundays—

- | | |
|---|--------------------------|
| (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock .. | Time and a half ; |
| (ii) All other work | Time and three-quarters. |

(b) On New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, Fuel and Fodder Trades' Picnic Day, King's Birthday, Christmas Day or Boxing Day—

- | | |
|---|-------------------|
| (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock .. | Time and a half ; |
| (ii) All other work | Double time. |

If any other day be substituted by Act of Parliament or Proclamation for any of the abovementioned holidays, the special rate prescribed shall be payable only for work done on the day so substituted.

(6) **TIME WAGES.**—Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid for each hour worked up to 22 hours as follows:—

- (a) in any week in which two or more public holidays occur At the ordinary wages rate with an addition of fifty per centum.
- (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable

(7) CASUAL LABOUR.—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

(8) **TERMINATION OF EMPLOYMENT.**—Seven days' notice of termination of employment shall be given by either employer or worker.

PIECE-WORK.

WOOD¹ OR COAL.

(9) The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

<i>Cutting Wood.</i>									
4-ft. or over—one cut..	..	..	..	..	..	..	per ton	..	2s. 2d.
<i>Splitting Wood.</i>									
Box, redgum, or ironbark ²	..	..	..	..	..	..	per ton (40 cubic feet)	..	2s. 10d.
Box, redgum, or ironbark	..	..	..	..	..	..	" (by weight)	..	3s. 11d.
Culled box, redgum, ironbark	..	..	..	..	..	..	"	..	6s. 3d.
Blocks (box, redgum, or ironbark)	..	..	..	..	..	..	per truck (Standard I.)	..	26s. 8d.
1-ft. blocks, common wood	..	..	..	..	..	..	per ton (40 cubic feet)	..	2s. 4d.
2-ft. " " "	..	..	..	..	..	..	"	..	1s. 11d.
1-ft. " " "	..	..	..	..	..	..	per truck (Standard I.)	..	19s. 2d.
2-ft. " " "	..	..	..	..	..	..	"	..	18s. 3d.
Mallee roots	..	..	..	..	..	..	per ton (by weight)	..	4s. 0d.
<i>Loading³ Wood.</i>									
Split box, redgum, or ironbark (culled or otherwise)	..	..	..	..	..	..	per ton (by weight)	..	8d.
Box blocks	..	..	..	..	..	..	"	..	8d.
1-ft. blocks, common wood	..	..	..	..	..	..	per ton (40 cubic feet)	..	8d.
2-ft. " " "	..	..	..	..	..	..	"	..	8d.
1-ft. culled common wood	..	..	..	..	..	..	"	..	8d.
<i>Unloading Wood or Coal.</i>									
Unloading wood, under 5 feet, from Standard I. truck	..	..	..	..	..	..	per truck	..	3s. 1d.
Unloading wood, 5 feet or over, from Standard I. truck	..	..	..	..	..	..	"	..	3s. 6d.
Unloading wood from Standard I. truck and trimming the stack	..	..	..	..	..	..	"	..	4s. 11d.
Unloading coal from trucks	..	..	..	..	..	..	"	..	3s. 11d.
Unloading coal from trucks and trimming same	..	..	..	..	..	..	"	..	5s. 1d.
<i>Sawing Wood.</i>									
Sawing by hand 2-ft. common wood	..	..	..	..	..	..	per ton (40 cubic feet)	..	4s. 6d.
<i>Bagging, Stacking, Carrying, &c.</i>									
Bagging, weighing, and assisting in loading of split wood or blocks	..	..	..	..	..	..	per ton (by weight)	..	2s. 10d.
Carrying and stacking wood	..	..	..	..	..	..	per truck (Standard I.)	..	4s. 10d.
<i>Billeting Wood.</i>									
Billeting	..	..	..	..	..	..	per ton (by measurement)	..	1s. 1d.

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

REX L. CECIL, Secretary.

Melbourne, 15th May, 1939.

