VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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No. 206] **FRIDAY, JUNE 23.** **[1939**

Factories and Shops Act 1928 (3677).

DETERMINATION OF THE EXCAVATION OR ROADWORK 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 which since the 6th May, 1930, 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 at—

(*a*) Excavation or earthwork in connexion with—

(1) the building of wharfs, piers, jetties, or docks,
(2) the forming of street channels or drains,
(3) the diversion of streams or rivers.

(*b*) The construction or maintenance of streets, footpaths, or roads, and any work incidental thereto.

(*c*) Concrete work in connexion with or incidental to—

(1) the construction of street channels or drains,
(2) the diversion of streams or rivers.

(*d*) The construction of storm-water drains (other than main storm-water drains), and any work incidental thereto—

but not including persons who may be or are subject to a Determination of the Sewer Builders Board, has made the following Determination, namely :—

(1) That on the 9th day of June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) IMPROVERS.

Wages.	Per hour.	Proportion (by any Employer).
		IMPROVERS.
Under 18 years of age	1 4	One improver to every twenty-five or fraction of twenty-five workers receiving not less than the rate fixed in this Determination for "All others."
18 years of age and under 20	1 7	
20 years of age and under 21	1 9	

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 unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

	Wages. Per hour.
	s. d.
Rigger	2 3½
Pitcher Setter, Cube Setter, or Pavior	
Splicer of Wire Rope or Hemp Rope	
Weigher of Asphaltic Concrete Mixing Plant	
Bitumen Pourer or Kettle Attendant	
Tunnel Man or Shaft Sinker	
Timber Man in Tunnel or Shaft	
Powder Monkey	
Man-Hole Builder	
Sinkers in Trenches for storm-water drain	
Finisher in Concrete work	

OTHER EMPLOYEES—*continued.*

—	Wages. Per Hour.
Pipe Jointer, or Pipe Layer Leading Tackle Hand Skid Scoop (Tumbling Tommy) Filler and/or Driver Jack Hammer man Mixer, Gauger, Spreading or Layer on of Concrete Batterman using Batter Rule Bituminous-Emulsion Worker Boodler in Tunnel Fencer	2 2¼
Person Laying or Tarring Wood Blocks Rake Hand on Tar Macadam Rake Hand on Asphaltic Concrete Sanitary or Garbage Attendant Scabler in Tunnel Hot Asphaltic Concrete Shoveller; or Forker Metal or gravel spreader Spaller; ploughman, Man-hole Builder's Labourer, and Telford pitcher setter Filler of Monkey-Tail Scoop	2 1¾
Setter out of Re-inforcements Cold Asphaltic Shoveller or Forker Ploughman's Offsider Tipper of Monkey-Tail Scoop Slurry Filler	2 1¼
All Others	2 0¼

(3) HOURS.—The hours of work shall be 44 for each week.

(4) SHIFTS.—That the hour of beginning and the hour of ending each shift shall be as follows :—

—		Time of Beginning.	Time of Ending.
		Where one shift is worked—	
Monday to Friday	(Day shift)	8 a.m.	12 noon
		1 p.m.	5 p.m.
Saturday	,,	8 a.m.	12 noon
		Where two or three shifts are worked—	
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
	(Afternoon shift)	3 p.m.	11 p.m.
	(Night shift)	11 p.m.	7 a.m.

Any of the above times may be varied or the total weekly hours may be worked from Monday to Friday on the vote of a majority of the employees.

(5) OVERTIME.—All work done in excess of the ordinary daily hours of work shall be paid for at one and a half times the ordinary prescribed rate for the first four hours and at double the ordinary prescribed rate for the time thereafter worked.

Provided that horse drivers shall be entitled to payment at ordinary rates only for time spent in taking charge of teams at the yard, camp, or stable, or in taking teams therefrom or returning teams thereto.

(6) MIXED FUNCTIONS.—(*a*) Where an employee is required to do, and does, on any one day for a time exceeding two hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

(*b*) In all other cases where an employee does more than one class of work he shall be paid for each class proportionately to the time he works thereat.

(7) SPECIAL RATES.—Double time shall be the special rate payable to any person who is required to work on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day, but ordinary rates only shall be payable to an employee who works on any of these days at his own request. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(8) WET PAY.—An employee who is required to work in a wet place and who is not provided by the employer with gum boots or oilskins, or both, which will prevent him from getting wet, shall be paid one shilling extra for each day on which he performs any work in such wet place.

A place shall be deemed to be wet when water other than rain is dropping continually from overhead so as to saturate the clothing of the employee if unprotected, or when the water in the place where the employee is standing is over 2 inches deep.

(9) EMPLOYEE RECALLED TO WORK.—Any employee who is recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, shall be paid at the least as for working two hours at overtime rates.

(10) EMPLOYEE NOT REQUIRED ON NEXT SHIFT.—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and who is not put to work at the next shift, although he attends, shall be paid in full wages for half that shift not worked, except when such unemployment is due to circumstances beyond the control of the employer. This clause shall apply only where more than one shift is being worked.

(11) PAYMENT OF WAGES.—Employees shall be paid their wages in working hours, and if not so paid shall be entitled to be paid at ordinary basic wage rates for the time they have to wait for payment, provided that, if because of circumstances beyond the reasonable control of the employer, he cannot so pay the wages, he shall only be bound to pay them at the earliest time reasonable in the circumstances.

(12) TIME RECORD.—(*a*) The employer shall keep a record of the names of the employees of such employer and in respect of each such employee a record from week to week of the periods, times and class of work done and the rates of wage and amounts of wage paid, and shall obtain from week to week the signature of such employee to such record.

(*b*) The Secretary or Branch Secretary of the Australian Workers' Union or of the Municipal and Shire Council Employees Union or an official of either such Union authorized in writing to that effect by the Secretary or Branch Secretary shall be allowed on any day coming two days after a pay day between 10 a.m. and 12 noon, or at such other time as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information.

(13) ROTATION OF SHIFTS.—Where practicable, shifts shall be changed in rotation each week.

(14) CRIB TIME.—Where two or more shifts are worked, twenty minutes shall be allowed during each shift for "crib time," without deduction from wages.

(15) MAXIMUM OVERTIME PERIOD BETWEEN MEALS.—When overtime is worked by an employee, or any work is performed by an employee on a Sunday, not more than four hours shall be worked without a break for a meal.

(16) REST PERIOD AFTER OVERTIME DUTY.—When an employee has been on duty so long as not to have had eight hours at least for rest before his next proper or usual starting time, he shall be entitled to be absent until he has had eight hours off duty.

(17) WATER FOR ROCK DRILLING BY MACHINE.—In places where rock-drilling machines are used in tunnels or in shafts over 10 feet deep, the employer shall, where practicable, provide, and the employee shall use, water when drilling rocks by machines. In other rock-drilling places, where practicable and reasonable, water shall be provided and used.

(18) CLOGS.—Rakers and shovellers of asphaltic concrete shall be provided, by the employer, with clogs.

(19) VENTILATION.—The employer shall install, where necessary, appliances for proper and adequate ventilation of shafts and tunnels.

(20) WATER.—Sufficient water for each gang shall be provided by the employer free of charge.

(21) SANITATION.—In all camps, where the pan system is not in use, the employer shall install fly-proof sanitary conveniences and provide attention thereto. In shifting camps, practicable and reasonable temporary provision shall be made by the employer.

(22) CHANGING HOUSE.—Where required, the employer shall provide on each job a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(23) FIRST-AID OUTFIT AND STRETCHER.—The employer shall provide at every job a sufficient first-aid box and a stretcher for the use of sick or injured employees, and shall keep the same always in proper order.

(24) POWDER-MONKEY'S WORK.—Where explosives are used, the work of a powder-monkey shall be done only by a man competent for that work.

(25) TOOLS.—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

(26) PAY DAY.—Payment of wages due under this Determination shall be made on any day other than Saturday.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO WORK DONE OUTSIDE THE METROPOLITAN DISTRICT AS DEFINED IN THE "FACTORIES AND SHOPS ACTS" AND THE ORDER IN COUNCIL THEREUNDER.

(27) ERECTING AND SHIFTING CAMP.—Employees shall be paid at their respective ordinary rates for all time occupied by them during their ordinary hours of duty in erecting or shifting camp and in removing plant and equipment. For such work performed outside the ordinary hours of duty employees shall be paid at overtime rates.

(28) WALKING AND TRAVELLING TIME—

(a) Where the employee has to walk between the yard, camp, depot or picking-up place of the employer and his work, and the distance to be walked is in excess of 1 mile, he shall be paid for each mile of such excess distance at the rate of one-third of the hourly rate provided for "All others."

(b) Where the employee is conveyed between the said yard, camp, depot or picking-up place and the place of work, for all time in excess of twenty minutes each way spent in such conveying he shall be paid at the rate fixed for "All others."

(29) CAMP ALLOWANCE—

(a) Employees who in order to be available for their work have to live in a camp established either by employers or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day in which they are required to hold themselves and do hold themselves available in the camp for work throughout the said day, whether or not work is done thereon, provided that the employer shall not be bound to pay any camping allowance if—

(i) the employer provides the employee with a proper mess room and with cooked food thereat at cost price; such price not to exceed in any case 25s. per week per employee;

(ii) proper board, at not exceeding 25s. per week, can be obtained by the employee within a reasonable distance from the camp.

whether or not the employee avails himself of these facilities.

(b) Nothing in this clause shall entitle the employer to deprive a married man living in the camp with his wife of the camp allowance, unless the employer supplies such an employee with a house at a reasonable rent.

(30) FARES.—The fares of an employee proceeding for the first time to work from the place of engagement shall be paid by the employer, who may deduct the amount thereof from his first or later wages.

Provided that the amount so deducted shall be refunded to the employee if he continue to work for the employer for at least two months, or for so long as the work continues should the work cease sooner.

(31) USE OF TENTS AND CUBICLES.—When employees have to camp out to be near their work, tents and tent poles or cubicles shall be provided by the employer free of charge.

(32) STRETCHERS.—The employer shall supply, free of charge, material for stretchers.

(33) WOOD AND WATER.—The employer shall provide at the camp a reasonable quantity of wood and water for all employees living in or about the camp.

(34) DRYING SHEDS.—The employer shall provide adequate conveniences for employees to dry their working clothes.

(35) MESS ROOM.—The employer shall, if required by the majority of the employees, provide a mess room in a fixed camp containing twenty or more men where the camp is likely to continue for at least six months.

(36) FIRST AID.—The employer shall employ a man with first-aid qualification on all works employing 100 or more men, and a person with first-aid knowledge in other circumstances reasonably requiring the same.

(37) ACCOMPANYING INJURED OR SICK EMPLOYEES.—No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance to his home or a hospital. All expenses incurred in such patient's removal shall be paid by the employer.

(38) RETURN OF TOOLS AND TENTS.—If the employer requires an employee, when discharged or leaving, to take down tents or return tools or tents, he shall pay the employee for the time so occupied at the rate fixed for "all others."

D. BERRIMAN, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 23rd day of May, 1939.

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GOVERNMENT GAZETTE.

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No. 207] FRIDAY, JUNE 23. [1939

Factories and Shops Acts.

DETERMINATION OF THE ORGAN 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 a builder of pipe organs" has made the following Determination, namely:—

(1) That on the 8th June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.

WEEKLY WAGES.

	Per Week of 44 Hours. s.	d.
1st year	16	2
2nd ,, ...	24	5
3rd ,, ...	32	9
4th ,, ...	48	11
5th ,, ...	64	6

Proportion (in any Place).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.

Improvers.

WEEKLY WAGES.

	Per Week of 44 Hours. s.	d.
Under 16 years of age	14	7
16 and under 17 ..	16	2
17 ,, ,, 18 ..	24	5
18 ,, ,, 19 ..	32	9
19 ,, ,, 20 ..	48	11
20 ,, ,, 21 ..	64	6

Proportion (in any Place).

One improver to every six or fraction of six workers receiving not less than the minimum wage.

Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.

Other Employees.

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. £ s. d.	Elsewhere in Victoria. £ s. d.
Organ builder or persons erecting, dismantling, or repairing organs ..	5 7 0	5 4 0
Woodworkers	5 7 0	5 4 0
Polisher required to spirit and/or acid off	5 7 0	5 4 0
Other polishers	4 18 0	4 15 0
Voicer	5 7 0	5 4 0
Tuner	5 7 0	5 4 0
Metal pipe maker ..	5 7 0	5 4 0
All others	4 0 0	3 17 0

(3) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be 44, to be worked between the times of beginning and ending work shown below:—

Times of Beginning.	Times of Ending.
7.30 a.m.	5 p.m. Mondays to Fridays.
7.30 a.m.	12 noon Saturdays.

(4) OVERTIME.—All time worked:—

(a) Before or after the usual times of beginning and ending work;
(b) In excess of nine hours per day;
(c) 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.

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

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

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

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

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

(7) Casual Labour.—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

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

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

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

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

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

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

(9) Special Rates for Sundays and Holidays.—Any employee who is employed on any holiday specified in clause (14), shall be paid at the rate of the ordinary time in addition to the usual rate.

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

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

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

(12) Materials to be Provided.—Any person employed in wholly or partly preparing or manufacturing any article shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at French polishing shall be supplied with all materials, including rags, brushes, and kit-box.

13. Allowances for Travelling Time and Board.—All time reasonably occupied by an employee in travelling to or from work outside the factory 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 home to a job outside the factory, he shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his 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 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.

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

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

All employees working on piecework or task-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.

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 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 from work shall not be entitled to payment for such holiday.

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

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

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

(16) Pay Day.—All employees shall be paid weekly on any other day than Saturday. No employer shall hold more than two days' pay in hand.

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

(17) 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.

(18) Right of Entry of Union Official.—A duly accredited representative of the Federated Furnishing Trade Society of Australia 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 interview 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 this Wages Board.

(19) PIECEWORK.—The employer may fix his own piecework 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 piecework prices shall be paid to all pieceworkers doing the same operation in the factory whether they be apprentices or improvers on piecework or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, not less than 80s.

(20) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (3) are based upon the following basic wage rates for adult males and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased by the same amount and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (21):—

Place.	Basic Wage for Adult Males.	Index Number Set Assigned.	Original Index Number Division.
	£ s. d.		
Within 20 miles of G.P.O., Melbourne—Males	3 14 0	Melbourne	908-919
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne.			
Warrnambool—same as the contemporaneous basic wage for Melbourne.			
Mildura and Gippsland districts—same as the contemporaneous basic wage for Melbourne.			
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.			
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.			

ADJUSTMENT OF BASIC WAGE FOR ADULT MALES.

(21) (*a*) Until the beginning of the first pay period to commence in December, 1939, the amounts of the basic wage shall be as prescribed in clause 20.

(*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 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 20.
(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 amount assigned in the following table (or any extension thereof) to the index number division comprising that number is to be ascertained.
(4) The basic wage shall be of those assigned amounts during such period of six months.

Table.

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

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

(*c*) The amounts of the weekly rates for apprentices and improvers shall be adjusted proportionately to the basic wage, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

(*d*) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen in the respective classes.

D. F. GERITY, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 24th May, 1939.

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No. 208] FRIDAY, JUNE 23. [1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

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

(*b*) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say :—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

- Designs for paper patterns or for other paper articles whatsoever.
- Paper crackers or bon-bons.
- Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
- Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
- Articles made of feathers, including dress ornaments and boas.
- Vinegar and yeast.

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 following trades and branches of trades that is to say :—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
- Abrasive paper or cloth;
- Asbestos articles;
- Blue prints;
- Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
- Button badges;
- Carbon articles;
- Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Lead and shot;
Silk or parchment lamp shades;
Mica products;
Fishing and other nets
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, **in respect of the manufacturing or preparing of :—**

(*a*) **designs for paper patterns or for other paper articles whatsoever;**

(*b*) **paper articles not subject to any Board heretofore appointed—**

the following Determination, namely :—

(1) That this Determination shall be operative on and after 26th June, 1939.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.

Males.

	s.	d.
1st year's experience	16	9
2nd ,, ,, ...	23	6
3rd ,, ,, ...	32	6
4th ,, ,, ...	43	6
5th ,, ,, ...	55	9
6th ,, ,, ...	64	3
7th ,, ,, and until 21 years of age	68	9

Females.

	s.	d.
1st six months' experience ..	13	6
2nd ,, ,, ..	16	9
3rd ,, ,, ..	19	9
4th ,, ,, ..	23	0
5th ,, ,, ..	26	0
6th ,, ,, ..	29	9
7th ,, ,, ..	32	9
8th ,, ,, ..	37	0
9th ,, ,, ..	40	0
10th ,, ,, and until 21 years of age ..	43	3

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

Females.

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(b) ADULTS.

Males.

	s.	d.
All adults	85	0

Females.

	s.	d.
(a) Designer of patterns to be used for producing articles of wearing apparel ..	111	0
(b) Assistant to (a) above ..	76	3
(c) Designers of patterns used for the production of transfers as applied to fabrics	76	3
(d) Assistants to (c) above ..	61	3
(e) Operator of perforating machine	56	3
(f) Any other adult	45	9

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

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

(5) 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.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); 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.

(7) 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 person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

(8) 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.

(9) REST ROOM.—A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

(10) REST PERIOD FOR FEMALES.—Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rate for males set out in clause (2) (b) is based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rate shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Basic Wage.

Place	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	3 15 0	Melbourne

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in September, 1939, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a September, a December, a March, or a June, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statisticians' "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 is that assigned to Melbourne.

(2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

Table.

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

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 3rd June, 1939.

By Authority: T. RIDER, Acting Government Printer, Melbourne.