



VICTORIA GOVERNMENT GAZETTE.

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No. 220]

FRIDAY, JUNE 30.

[1939

Factories and Shops Act.

DETERMINATION OF THE HORSEHAIR 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 16th June, 1913, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing-horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

(1) That on the 3rd July, 1939, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per Week. s. d.		Per Week. s. d.		Per Week. s. d.
1st year	23 0	1st year	23 0	<i>Preparing Body Hair.</i>	
2nd "	28 3	2nd "	34 0	Persons engaged on hair-washing machines 85 0	
3rd "	34 0	3rd "	56 6	Persons engaged on hair-drying machines 85 0	
4th "	41 0	4th "	65 3	Persons who press washed and dried hair into bales .. 85 0	
5th "	56 6			All others 81 0	
PROPORTION (by any employer).		PROPORTION (by any employer).		<i>Preparing any other kind of Hair.</i>	
One apprentice to every three or fraction of three workers receiving not less than 8s. per week.		One improver to every five or fraction of five workers receiving not less than 8s. per week.		WAGES.	
		<i>Juvenile Workers.</i>		Per Week. s. d.	
		One juvenile worker to every Hand Spinner.		Hand Spinners 98 0	
				Machine Spinners—	
				1st year 88 0	
				2nd " 94 0	
				And thereafter 98 0	
				Drafters 98 0	
				Wet or dry hacklers .. 98 0	
				Tonsers and tail pullers .. 85 0	
				All others 81 0	
Apprentices, Improvers, and Juvenile Workers shall be subject to the hours per week fixed for their respective sections.					

(3) DEFINITIONS.—A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

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

Preparing Body Hair 44 hours per week.
Preparing any other kind of Hair 46 hours per week.

(5) OVERTIME.—Any employee who works for any time in excess of the number of hours fixed for an ordinary week's work, shall be paid for such extra time at the rate of time and a half.

(6) **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.

(7) **MEAL ALLOWANCE.**—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 2s. meal money.

(8) **PRO RATA PAYMENT.**—Any person who works less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(9) **MACHINERY TO BE STOPPED DURING MEAL HOURS.**—In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

(10) **SHIFT WORK.**—Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.

(11) **SPECIAL RATES.**—All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day, shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.

(12) **PIECE-WORK.**—That the lowest piece-work prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	10s. 9d. per 100 lb.
Hand spinning and/or curling of hair with use of power	9s. 3d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	9d. per lb.
" " " under 18 inches in length	1s. 6d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	10d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	1s. 5d. per lb.
Wet hackling and drafting cowhair	1s. 2d. per lb.
Drafting cowhair (tails) (already wet hackled)	11d. per lb.
Pulling—taking long count	3d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	15s. 6d. per 100 lb.
" " " (including mane hair and mane hair knots)	10s. 4d. "
" " mane hair	28s. 8d. "
" " cowhair (tails)	20s. 4d. "
Sorting horsehair	11d. " extra.

Employer to supply all tools and material.

In addition to the piecework rates herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

Melbourne, 5th June, 1939.

D. GRANT, Chairman.

J. V. WILLOX, Acting Secretary.



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No. 221]

MONDAY, JULY 3.

[1939

Factories and Shops Acts.

DETERMINATION OF THE QUARRY BOARD.

NOTE.—This Determination on the 23rd June, 1939, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 13th October, 1924, 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 quarrying not including agriculture;
- (2) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);
- (b) the trade of crushing stone,"

has made the following determination, namely:—

(1) That on the 23rd June, 1939, the last previous Determination of the Quarry Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Other Employees.	Day Shift:		Afternoon or Night Shift.		Hours Per Week.
			Wages.		Wages.		
			Per Hour.	Per Week.	Per Hour.	Per Week.	
	CARTING AND DRIVING.		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
Wages. Per Week.*	Wages. Per Week of 48 Hours. <i>s.</i> <i>d.</i>	Powder monkey†	2	6 ⁴ / ₁₁	112	0	44
		Assistant powder monkey†	2	3 ¹² / ₂₂	101	6	44
		Hammerman ..	2	4 ¹⁰ / ₁₁	106	0	44
		Dresser of pitchers or cubes or Scabblers	2	3	99	0	44
1st year ..	Under 18 years ..	Spaller ..	2	3 ⁹ / ₁₁	102	0	44
2nd ..	18 and under 19 years 68 3	Faceman ..	2	3	99	0	44
3rd ..	19 .. 20 .. 76 0	Feeder of a stone crushing machine ..	2	3	99	0	44
	20 .. 21 .. 83 0	Dust hole men ..	2	3	99	0	44
And thereafter the minimum wage.		Persons boring holes by hand or machine ..	2	3	99	0	44
	ALL OTHER IMPROVERS.	Blacksmith ..	2	3 ⁸ / ₁₁	101	0	44
	Wages. Per Week of 44 Hours. <i>s.</i> <i>d.</i>	Tool sharpener ..	2	3 ⁸ / ₁₁	101	0	44
Proportion (within any place):		Carters or drivers driving—	2	1 ⁷ / ₁₁	94	0	48
One apprentice to every three or fraction of three workers receiving not less than 90s. per week.	1st year ..	One horse ..	2	3	99	0	48
* Apprentices shall be subject to the number of hours per week as fixed for their respective sections.	2nd ..	Two horses ..	2	4 ¹ / ₁₁	103	0	48
An indenture of apprenticeship prescribed was approved on 6th August, 1923.	3rd ..	Three horses ..	2	4 ¹ / ₁₁	103	0	48
	4th ..	Four or five horses ..	2	4 ⁷ / ₁₁	105	0	48
	And thereafter the minimum wage.	And 6d. extra per day for each additional horse.					
	Proportion (within any place).	Drivers of motor vehicles of the following carrying capacity—					
	(A) Where a working crane is in operation for the production of pitchers or building stone:—	Not exceeding 25 cwt.	2	0 ⁸ / ₁₁	90	0	48
	One improver to every three or fraction of three workers receiving not less than 102s. per week of 44 hours.	Exceeding 25 cwt., but not exceeding 3 tons	1	10 ¹² / ₁₆	91	3	48
	(B) Where Spall Quarrying is carried on:—	Exceeding 3 tons	2	0 ¹ / ₁₆	96	3	48
	One improver to every twenty or fraction of twenty workers receiving not less than 90s. per week of 44 hours.	All others ..	2	0 ⁸ / ₁₁	90	0	48
		† See clause 7 re definition					
		‡ See clause 8 re definition					

Where an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

				Where One Shift is Worked.	
				Time of beginning.	Time of ending.
Monday to Friday	..	..	(Day Shift)	8 a.m.	5 p.m.
Saturday	..	..	" "	8 a.m.	12 noon
Where two shifts are worked.					
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
			(Afternoon Shift)	3 p.m.	11 p.m.
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
			(Afternoon Shift)	11 a.m.	3 p.m.
Where three shifts are worked.					
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
			(Afternoon Shift)	3 p.m.	11 p.m.
			(Night Shift)	11 p.m.	7 a.m.
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
			(Afternoon Shift)	11 a.m.	3 p.m.
			(Night Shift)	3 p.m.	7 p.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the spread of hours of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half.

(4) TIME WAGES.—Any person working on time wages in connexion with stonecrushing plants for less than the number of hours of an ordinary week's work, shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work, be paid the ordinary wages rate with an addition of thirty-three and one-third per centum.

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

Sunday	..	..	..	..	..	Double time.
Australia Day, Labour Day, King's Birthday	..	..	..	..	..	Time and a half.
New Year's Day, Good Friday, Easter Monday, Anzac Day, Christmas Day and Boxing Day	..	..	..	..	..	Double time.
provided that time and a half only shall be payable in respect of time worked rendered necessary by a breakdown in plant						

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

(6) TOOLS AND APPLIANCES.—That any employee on wages rates who is called upon to supply any or all of the following Tools or appliances, viz. :—

Picks, shovels, wheelbarrows, face bars, banker bars, drills, jumpers, dressing hammers, spawling hammers, striking hammers, scabbling picks, or any other tools that may be necessary for the process of quarrying, shall be paid by the employer 3d. per hour in addition to the ordinary rates fixed by this Determination.

(7) POWDER MONKEY.—Powder monkey shall mean a person using or having charge of explosives during any portion of a week.

(8) ASSISTANT POWDER MONKEY.—Assistant powder monkey shall mean a person who assists a powder monkey. Provided that if, in the absence of the powder monkey and/or for any other reason, he carries out the duties of a powder monkey, he shall be paid at the rate fixed for such person.

(9) SANITATION.—Proper sanitary conveniences shall be provided by the employer for the use of employees.

(10) PAYMENT OF WAGES.—An employee kept waiting for his wages on pay day for more than a quarter of an hour after—

(a) the usual time of ceasing work in the case of a person not working overtime, or

(b) his time of ceasing work in the case of a person working overtime,

shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

(11) SHELTER SHEDS.—Shelter sheds, to give reasonable protection to the employees, shall be provided by the employer.

(12) CARRYING OF WORKING TOOLS.—All time occupied by an employee in carrying his working tools—

(a) into or out of the quarry, or

(b) for a greater distance than 100 yards to or from the face of the quarry,

shall be paid for at the rate fixed in this Determination for the class of work usually performed by him.

(13) MEAL INTERVAL.—In places where only one shift is worked, each employee shall have not less than one hour meal interval each day.

(14) EMPLOYEE PRESENTING HIMSELF FOR WORK.—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 having presented himself at the time fixed for commencing work, is not employed, shall be paid for two hours on the basis of his classification. Provided that where an employee becomes entitled to payment as aforesaid, and is employed for part of the shift, he shall not receive payment for more than an ordinary day's work for such shift. The provisions of this clause shall not apply where unemployment is caused by a breakdown in machinery, rain, or conditions brought about by wet weather or other act of God.

To be entitled to the benefit of this provision, an employee (other than a driver of a motor vehicle engaged in delivery) shall have worked the whole or part of his immediately preceding shift.

(15) PIECE-WORK.—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing. Per Hundred.	Knocking Out and Dressing. Per Hundred.
	s. d.	s. d.
Pitchers—		
9 inches wide × 9 inches deep × 10 to 14 inches long	11 11	20 4
9 " " × 9 " " × 10 " 13 " "	10 2	18 9
9 " " × 8 " " × 10 " 13 " "	9 5	17 3
9 " " × 4 to 6 inches deep × 10 to 14 inches long	7 11	15 2
Cubes—		
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	9 8	17 10
3½ " 6 " " × 7 inches " × 10 " 14 " "	8 10	15 3
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "	8 1	13 8

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

	Knocking Out and Dressing.	
Pitcher kerb	2½d.	per lineal foot.
Kerbing stones—Hammer dressed—		
12 inches deep × 6 inches to 12 inches wide, not exceeding 5 feet in length	4d.	” ”
All radial stone	8d.	” ”
Building stone up to 12 inches × 12 inches, not exceeding 7 feet in length	6d.	” ”
All stone over 12 inches × 12 inches, not exceeding the cubical content of 15 cubic feet	6d.	per cubic foot.
All stone exceeding the cubical content of 15 cubic feet	9d.	” ”
	When the material is removed in a Wheelbarrow to a distance of more than 50 yards.	
	Per superficial yard.	Per superficial yard.
	<i>s. d.</i>	<i>s. d.</i>
Stripping—		
Not exceeding 18 inches in depth	2 0	1 11
Exceeding 18 inches, but not exceeding 30 inches in depth	2 1	2 0
	Per cubic yard.	Per cubic yard.
Exceeding 30 inches in depth	2 2½	2 1½
Spalling, but not including spalls produced on the banker from cut stone or pitchers	2s. 1½d.	per cubic yard.

PERIODICAL ADJUSTMENT OF WAGES.

(16) The wages rates set out in clause (2) are 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 rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that proportionate adjustments to the rates for apprentices and improvers and to the piecework prices shall be made at the same time as follows:—

- (a) The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.
- (b) The piecework prices as set out in clause (15) to the nearest penny.

The basic wage shown hereunder shall be adjusted as prescribed in clause (17).

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

(17) (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 (16).

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

D. GRANT, Chairman.
GEO. E. PARR, Secretary.

Melbourne, 8th June, 1939.

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