



VICTORIA GOVERNMENT GAZETTE.

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No. 304]

THURSDAY, NOVEMBER 9.

[1939

Factories and Shops Acts.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

NOTES.—(a) This Determination on the 9th day of November, 1939, applied to the whole of the State of Victoria.

(b) On the 27th November, 1934, the Cement Articles 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 the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 24th April, 1939, 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 making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material; has made the following Determination, namely:—

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

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.			Per Week of 44 Hours.	WAGES.			Per Week of 44 Hours.
			s. d.				s. d.
16 and under 17 years of age	..	..	28 4	Wet Machine Leading Hand (where in sole charge of running)	..	..	91 0
17 and under 18 years of age	..	..	31 8	Mixer Attendant in Charge	..	..	90 0
18 and under 19 years of age	..	..	37 9	Asbestos Disintegrator (asbestos treatment) attendant	..	..	89 0
19 and under 20 years of age	..	..	46 3	Leading cutter-off	..	..	88 0
20 and under 21 years of age	..	..	58 4	Accessories moulders	..	..	88 0
No apprentices or improvers under the age of sixteen years to be engaged.				Wiremen in charge of Pressure Pipe Machine	..	..	88 0
PROPORTION (IN ANY PLACE).				Wet trimmer (Power Guillotine only)	..	..	87 6
Apprentices and Improvers.				Dry trimmer in charge of Power-Cutting Machines	..	..	87 6
Two apprentices or improvers to every three or fraction of three workers receiving not less than 85s. per week of 44 hours.				Cutters and turners Pressure Pipe	..	..	87 6
				Leading attendant Pressure Pipe Curing Tanks	..	..	87 6
				All others	..	..	85 0

(3) ALLOWANCE FOR AFTERNOON AND NIGHT SHIFT.—Persons working on afternoon or night shift, shall be paid at the rate of 5s. per week in addition to the rates set out in Clause (2).

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

(a) outside the usual starting and finishing times.

(b) within the usual starting and finishing times, in excess of the number of hours fixed as a week's work.

Provided that a shift worker shall not be entitled to overtime unless he has worked more than 132 hours during any three consecutive weeks.

(5) HOLIDAYS.—All employees 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, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in Clause (6) (Special rate for Sundays and Holidays).

(6) SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, 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, then the special rate shall be payable only for the day so substituted.

(7) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within three months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day.

Provided that any employee, who leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be given or paid for holidays pro rata in accordance with the length of service, viz., one day for each completed four months of service.

Payment for such holiday pay shall be calculated on an average of the three completed weeks immediately preceding such holidays.

RAY. H. BEERS, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 24th October, 1939.



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No. 305]

FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE LIMEBURNERS 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 12th October, 1939, by the Limeburners Board, and published in the *Government Gazette* on the 26th October, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid, to any persons employed in the trade of making Lime.

(1) The adjusted rates herein shall be paid as from the 1st day in December, 1939.

(2)

Apprentices or Improvers. (Day Shift.)	Other Employees. (Day Shift.)
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
18 years of age or under s. d. 31 0	Lime Burners or Feeders 88 0
17 years of age 36 6	Drawers 88 0
18 years of age 45 0	Crusher hands 83 6
19 years of age 55 6	Operator of a Mechanical Bagging Machine 88 0
20 years of age 69 0	Hydrator Attendant 97 6
PROPORTION (within any place).	Lime Screeners 86 6
One apprentice and one improver to every three or fraction of three workers receiving not less than 80s. 6d. per week of 44 hours.	Attendant on an Automatic Feeder 89 0
An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.	All others 80 6

(3) EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.—Employees on Afternoon or Night Shift shall receive the rates provided in Clause (2) plus 5%.

(4) SHIFTS.—That—

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

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

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 total length of any shift be increased.

(5) OVERTIME:—

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.

(6) **TIME WAGES.**—Any person employed on time wages for less than the number of hours provided 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 sixty-six and two-thirds per centum
- (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(7) **SUNDAYS.**—Time and a half shall be the special rate payable for all work done on Sundays.

(8) **PUBLIC HOLIDAYS.**—Double time shall be the special rate payable for all work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, 21st April (Labour Day), Good Friday, Easter Monday, Anzac Day, and King's Birthday; 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.

(9) **CRIB TIME.**—Time allowed as Crib time for employees on afternoon or night shift shall be deemed to be time worked.

(10) **SICK LEAVE.**—Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

(11) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for not less than twelve months shall be granted one week's holiday on full pay, and thereafter one week's holiday (with full pay) on each completed year of service, provided that for the purpose of administering this clause any service prior to the 27th October, 1939, shall not be taken into account.

Melbourne, 6th November, 1939.

F. A. MARZORINI,
Secretary for Labour.

[3629]



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No. 306]

FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE MOTOR DRIVERS 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 29th August, 1938, by the Motor Drivers Board, and published in the *Government Gazette* on the 16th September, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any persons employed—

- (1) driving mechanically-propelled vehicles hired or plying for hire;
- (2) cleaning or attending to the running requirements (not including repairs) of mechanically-propelled vehicles which are—
 - (a) hired, plying for hire, or used in connexion with a trade or business;
 - (b) stalled in a public garage or in an engineer's workshop;
 - (c) as conductors in connexion with mechanically-propelled passenger vehicles hired or plying for hire.

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

(2) APPRENTICES OR IMPROVERS.

Apprentices.					Improvers.						
WAGES.					WAGES.						
					Per week of 48 hours.						
					s. d.						
1st year's experience	18	9	1st year's experience	24	3
2nd "	"	"	"	24	3	2nd "	"	"	"	30	3
3rd "	"	"	"	30	3	3rd "	"	"	"	41	6
4th "	"	"	"	36	0	4th "	"	"	"	47	6
and thereafter the minimum wage.					and thereafter the minimum wage.						
PROPORTION.					PROPORTION.						
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					One improver to every seven or fraction of seven workers receiving not less than the minimum wage.						

OTHER EMPLOYEES.

	"A."	"B."	"C."	"D."	Per Week of—
	Operating exclusively within the Metropolitan District.	Operating to or from a terminal within the Metropolitan District to or from a terminal outside such District but which is not more than 13 miles from the G.P.O., Melbourne.	Operating to or from a terminal within the Metropolitan District to or from a terminal outside such District but which is more than 13 miles from the G.P.O., Melbourne.	Operating in all other parts of Victoria.	
<i>Vehicles Engaged on Regular Services.</i>					
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Hrs.
In which the licensed passenger seating capacity exceeds 19 persons	103 0	103 0	..	98 0	48
In which the licensed passenger seating capacity exceeds 14 but does not exceed 19 persons ..	99 6	99 6	..	94 6	48
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons ..	95 6	95 6	92 6	90 6	48
In which the licensed passenger seating capacity does not exceed 7 persons	93 6	93 6	90 6	88 6	48
In which the licensed passenger seating capacity exceeds 22 persons .. .. .	..	..	96 6	..	48
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons ..	..	..	94 6	..	48
<i>Vehicles Not Engaged on Regular Services.</i>					
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—					
In which the licensed passenger seating capacity exceeds 22 persons	96 6	..	..	91 6	48
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons ..	94 6	..	..	89 6	48
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons ..	92 6	..	..	87 6	48
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	89 6	..	..	84 6	48
All other drivers	87 0	87 0	87 0	82 0	48
<i>Other Employees.</i>					
Conductors (including females)	90 6	90 6	90 6	85 6	48
Greasers	88 6	..	..	83 6	46
Cleaners	85 0	..	..	80 0	46
All others—					
Males	85 0	..	..	80 0	48
Females	49 0	..	..	43 6	48

Where a vehicle with licensed passenger seating capacity exceeding 7 persons is engaged on regular service within the area or on any of the routes referred to in Columns "A," "B," and "D" of this clause and the driver is required to collect fares and/or give change, he shall be paid 3d. an hour or part thereof with a minimum of 1s. a day and a maximum of 1s. 6d. a day of 8 hours and for each additional hour beyond 8, 3d.

(3) HOURS OF WORK.—The number of hours to be worked in any day shall be eight with a break of not more than one hour for a meal. In the case of persons provided for in column "C" of clause (2) hereof, the eight hours may be worked inclusive of meal time within a continuous period of 10½ hours from the commencement of the shift.

(4) OVERTIME.—(a) For all work done in excess of eight hours in any day by drivers provided for in columns "A," "B," and "D" of clause (2) hereof when driving vehicles not engaged on regular services—

- For the first two hours Ordinary rate.
- For the next three hours Time and a quarter.
- Thereafter Time and a half.

(b) For all work done after the expiration of 10½ hours from the commencement of their shift by drivers provided for in column "C" of clause (2) hereof—

- For the first two hours Time and a quarter.
- Thereafter Time and a half.

(c) By all other employees in excess of eight hours in any day—

- For the first four hours Time and a quarter.
- Thereafter Time and a half.

(5) ANNUAL HOLIDAYS.—Employees who have been in the service of an employer for a period of not less than twelve months shall be granted the following holidays in each year on full pay:—

- (a) Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services 12 days.
- (b) All other employees 6 days

Should any employee be dismissed or leave his employment prior to completing a full year's service with that employer, he shall be entitled to a proportionate holiday calculated on a quarterly basis as follows :—

- | | |
|---|--|
| (i) For 13 and not more than 26 weeks' service | One-quarter of the prescribed annual holiday. |
| (ii) For more than 26 and not more than 39 weeks' service | One-half of the prescribed annual holiday. |
| (iii) For more than 39 and less than 52 weeks' service | Three-quarters of the prescribed annual holiday. |

or he shall be paid a sum corresponding to the number of holidays to which he is entitled under this clause, calculated on the average of his weekly earnings during the preceding four weeks. Except as otherwise provided herein, holidays shall be allowed and taken within three months of the completion of each twelve months of service.

(6) **SPECIAL RATES.**—Time and a quarter shall be the special rate for all work done on Christmas Day, Boxing Day, Show Day, New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, and King's Birthday; 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.

(7) **CASUAL EMPLOYMENT.**—Any employee who contracts for less than a week's work shall be paid for the first 21 hours at the rate of time and a third, and for every hour thereafter ordinary time.

Provided that an employee who completes the full number of hours prescribed for an ordinary week's work shall not receive more than the ordinary rate prescribed for that week, in addition to any overtime to which he may be entitled under clause (4) hereof.

Provided further that an employee starting work under this clause shall be entitled to a minimum of four hours' consecutive work or to four hours' pay for the job.

(8) **NIGHT SHIFT.**—Employees (other than drivers and conductors) working between the hours of 8 p.m. and 7 a.m. shall be paid 3d. per hour extra with a maximum of 1s. a shift, and a maximum of 4s. a week.

(9) **MEAL TIME.**—(a) A driver not engaged on regular services who is not given a meal time within five hours of commencing duty shall have such meal time taken off at the end of his shift.

(b) A driver of a regular service vehicle shall have time off for a meal within five hours of commencing duty.

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

(11) **TIME BOOKS.**—(a) Each employer shall at the garage or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee working under this determination, in which shall be entered the time of starting and finishing work each day.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to an official of the Motor Transport and Chauffeurs' Association of Australia duly authorized in writing by the president and secretary of the local branch or sub-branch of such organization, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month, except on pay day or the day before.

In the case of the first inspection, seven days' notice shall be given to the employer of the intended inspection, and in the case of any subsequent inspection, one day's notice shall be given.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

(12) **DEFINITION.**—Distance is to be measured in a straight line.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 6th November, 1939.





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No. 307]

FRIDAY, NOVEMBER 10.

[1939

DETERMINATION OF THE SALTWORKERS 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 29th June, 1939, by the Saltworkers Board, and published in the *Government Gazette* on the 20th July, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid, to any person or persons or classes of persons employed in the trade of gathering, extracting, manufacturing, or refining salt.

(1) The adjusted rates herein shall be paid as from the beginning of the first pay period commencing in December, 1939.

(2) (a)

WAGES.

Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).			
MALES.	MALES.	MALES.			
Per Week of 44 Hours.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.		
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
14 years of age .. 19 6	14 years of age .. 19 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— Foreman—i.e., one who has the control of more than six men 2 3 ⁴ / ₁₁ Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men 2 1 ¹ / ₂ Truckman or brakeman— (a) Power trucks 2 1 ⁵ / ₃₂ (b) Horse trucks or wagons 1 11 ¹⁹ / ₃₂ Employees in charge of movement of sea water and engaged in preparation of brine 2 0 ¹⁵ / ₃₂ Thatcher of salt stacks 2 0 ¹⁵ / ₃₂ Stack builder, where mechanical stackers are used 2 0 ¹⁵ / ₃₂ All others 1 11 ¹⁹ / ₃₂	101 0		
15 " " .. 24 6	15 " " .. 24 6		93 6		
16 " " .. 30 0	16 " " .. 30 0		92 6		
17 " " .. 39 0	17 " " .. 39 0		87 6		
18 " " .. 49 6	18 " " .. 49 6		90 6		
19 " " .. 60 6	19 " " .. 60 6		90 6		
20 " " .. 71 0	20 " " .. 71 0		90 6		
			87 6		
FEMALES.	FEMALES.				
Per Week of 44 Hours.	Per Week of 44 Hours.				
16 years of age .. 17 6	16 years of age .. 17 6				
17 " " .. 19 6	17 " " .. 19 6				
18 " " .. 23 6	18 " " .. 23 6				
19 " " .. 29 0	19 " " .. 29 0				
20 " " .. 34 6	20 " " .. 34 6				
PROPORTION (in any place).	Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Persons employed treating, crushing, or refining salt:— Shed hand in charge of seven or more men 2 3 ⁹ / ₃₂ Shed hand in charge of six or less men 2 1 ¹ / ₂ Shed hand who is required to stack 1 11 ¹⁹ / ₃₂ Shift Foreman— In charge of a wet and dry plant 2 5 ¹³ / ₃₂ In charge of a dry plant 2 3 ⁹ / ₃₂ In charge of a wet plant 2 3 ⁹ / ₃₂ Millwrights 2 3 ⁹ / ₃₂ Hydro Operator 1 11 ¹⁹ / ₃₂ All Others 1 11 ¹⁹ / ₃₂	100 6	
One improver to each worker receiving not less than the minimum wage.		93 6			
		87 6			
		108 6			
		100 6			
		100 6			
		100 6			
		86 0			
		84 6			
		FEMALES.			
		Per week of 44 hours	1 0 ²¹ / ₃₂	47 6	

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 5 per cent.

(3) TIMES OF BEGINNING AND ENDING WORK:—

(a) When day shift only is worked—

Time of Beginning.	..	..	..	Time of Ending.
7.30 A.M.	..	..	..	12 NOON Saturday.
7.30 A.M.	..	..	..	6 P.M. on the other working days of the week.

The abovementioned times of beginning and ending work may be varied on any job by mutual consent of the employer and a majority of the employees.

(b) Shift workers—

(i) *Where Two Shifts are Worked.*—An employer may require two shifts a day to be worked provided that the time of beginning the first shift shall be not earlier than 6 a.m. and that the time of ending the second shift shall be not later than 1 a.m. on the following morning, and also provided that the ordinary spread of hours of each shift shall not exceed eight hours.

(ii) Where three shifts are worked—

	..	..	..	..	..	Time of Ending.
First shift..	..	..	..	8 a.m.	..	4 p.m.
Second shift	..	..	..	4 p.m.	..	12 midnight
Third shift	..	..	..	12 midnight	..	8 a.m.

(4) HOURS FOR A WEEK'S WORK.—The hours for an ordinary week's work for all employees shall be 44 hours per week provided that the hours of shift workers may be varied by agreement between an employer and an employee so that 48 hours may be worked one week, and 40 hours during the succeeding week, which hours shall be the hours of duty.

(5) OVERTIME.—Except as provided in sub-clause (c) overtime shall be payable as follows:—

(a) Any employee who works in excess of the maximum number of hours fixed for a week's work shall be paid for such work at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

(b) Any employee who works outside the hours fixed in clause (3) shall be paid for such work at the rate of time and a half for the first four hours and thereafter at the rate of double time.

(c) The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(6) EMPLOYEE REPORTING FOR WORK AND NOT ALLOWED TO START.—An employee who reports for work and is not allowed to start shall be paid for two hours' work. Provided that this clause shall not operate if a stoppage of work has taken place through some cause over which the employer has no control.

(7) EMPLOYEE WORKING IN WET PLACES.—Any employee who is required to work in water exceeding 4 inches in depth shall be provided with gum boots or shall receive an allowance of 1s. per day for each day he is so required to work.

(8) HOLIDAYS.—Employees shall be entitled to the following holidays without reduction of pay:—The days observed as New Years Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(9) SPECIAL RATE FOR WORK DONE ON SUNDAYS AND HOLIDAYS.—Double time shall be payable for all work done on Sundays or on any of the days mentioned in clause (8) except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to the work of installing new machinery.

(10) ANNUAL LEAVE.—An employee on completion of each twelve months' continuous service with an employer shall be entitled to six days' leave with full pay. Where an employee does not complete a term of twelve months' service he shall be entitled to leave with full pay as follows:—

After completing four months' continuous service—Two days' leave.

After completing each subsequent two months' continuous service—One day's leave.

(11) MIXED DUTIES.—An employee who is required to do work for which a higher rate is fixed than that provided for his ordinary duties shall if such work exceeds a total of two hours on any day be entitled to be paid for all work done on such day at the higher rate.

(12) TOOLS.—The employer shall provide an employee with all tools necessary for the work to be done.

(13) PAYMENT OF WAGES.—Wages shall be paid during an employee's ordinary working hours, and such payment shall be made at least once in each fortnight.

(14) CRIB TIME.—An employee on shift work shall be allowed a crib time during each shift. For the purpose of administering this clause crib time shall be deemed to mean time taken for a meal at suitable opportunities in a shift so as not to interfere with an employee's duties.

(15) RIGHT OF ENTRY OF UNION OFFICIAL.—Provided he reports to the works manager before so doing a duly accredited representative of the Australian Workers Union not more often than once a fortnight shall have the right to enter during the midday meal hour the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods the employer may refuse the right of entry.

(16) LIMITATION OF WORK.—

(a) No employee under 18 years of age shall be required to wheel on a two-wheel truck a weight exceeding 2 cwt.

(b) No employee under 18 years of age shall be required to press salt into blocks exceeding 5 lb. in weight.

(17) SHELTER SHEDS.—Efficient shelter sheds shall be provided for all employees.

(18) PIECEWORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework 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 piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 6th November, 1939.



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No. 308]

FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS 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 12th May, 1939, by the Mining Engine-drivers Board, and published in the *Government Gazette* on the 8th June, 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 December, 1939, to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about mines or in or about plants for crushing metalliferous ores—
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines, compressed air engines, or electrical engines in or about mines or in or about plants for crushing metalliferous ores.

(2) WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

Apprentices or Improvers.	Other Employees.		
	<i>s. d.</i>	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Waihalda, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If under 16 years of age	36 0		
16 and under 18 years of age	48 6		
18 and under 19 years of age	56 6		
19 and under 20 years of age	73 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 78s. 6d. per week of 44 hours.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 78s. 6d. per week of 44 hours.			
		108 0	105 0
		102 0	99 0
		98 0	95 0
		95 0	92 0
		95 0	92 0
		98 0	95 0
		95 0	92 0
		95 0	92 0
		92 0	89 0
		86 0	83 0
		86 0	83 0
		87 6	84 6
		89 0	86 0
		84 0	81 0
		81 6	78 6

WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

					s.	d.
17 years of age	..	..	..	..	55	6 per week
18 "	"	"	..	..	65	0 "
19 "	"	"	..	..	72	9 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 76s. 6d. per week of 44 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

(3) EXTRA RATES.—Extra rates payable, in addition to those mentioned in clause (2) :—

	Per Week Extra.
	s. d.
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	6 0
Engine-drivers or firemen in charge of plant	6 0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	3 0
Greasers, if under the supervision of an engine-driver, they stop and start engines	6 0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	3 0

Greasers doing engine-drivers' work other than starting and stopping engines under the supervision of an engine-driver, shall be paid engine-drivers' rates.

Any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate, 9d. per hour extra.

(4) WEEKLY ENGAGEMENT.—(a) Except as hereinafter provided all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees effected. Employment shall be terminated only by a week's notice being given on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages shall be paid up to the 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 by any cause for which the employer cannot reasonably be held responsible. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

(b) Any employee, competent to do the work he is engaged to do, who is employed for less than six days from the date he starts work, and is refused work or dismissed without any fault of his own shall be entitled to be paid for each day so worked 10 per cent. more than one-fourth of the weekly rate prescribed by this Determination for the work performed by him, multiplied by the number of hours actually worked.

(5) OVERTIME.—(NOTE.—Nothing in this clause shall apply to persons working underground in a coal mine). Time and a half shall be paid for all work done :—

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

(b) On Saturdays, and in excess of eight hours 48 minutes on other days (where an ordinary week's work is worked on five week days (Monday to Friday)).

The hourly rate on which the overtime additional rates shall be computed shall be one-fourth of the weekly rate prescribed in Clause (2) for the class of work done.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

(6) MEAL INTERVAL.—(a) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(b) Employees on shift work shall be given a meal interval of half-an-hour whilst "standing by" their engines. Such interval shall be included as part of the day's work, and if an employee is required for work during same he shall be paid for such work at the rate of time and a half.

(7) SUNDAYS AND HOLIDAYS.—(a) Time and a half shall be paid for all work done on Sundays.

(b) An employee shall be entitled to the following six holidays without deduction of pay, viz. :—New Year's Day, Good Friday or Easter Monday (alternately at the option of the employer to be declared on or before the Monday before Good Friday), Labour Day, Anzac Day, Christmas Day, and Boxing Day, or any day which by Act of Parliament or proclamation shall be substituted for any of the abovementioned holidays, or any such other days not less than six as the employer may substitute for the employee with the consent of the Union through its nearest local representative.

(c) In the event of an employee being called upon to work on any of the above holidays or substituted holidays, he shall be paid for each day so worked an additional sum of one-sixth of his ordinary weekly wage.

(8) ANNUAL LEAVE.—In addition to the holidays provided for in Clause (7) an employee shall be entitled to annual leave on full pay for a period amounting to one day for every two months of his service during the year next preceding the annual leave, but subject to the following conditions :—

(a) The date of the leave shall be fixed by the employer.

(b) In order to claim the leave on pay each employee shall attend his work regularly, not losing more than one shift in each calendar month without valid reason, valid reasons being :—

(i) Bona fide cases of accident or sickness.

(ii) Business of which prior notice is given and approved by the Mine Manager.

(iii) Some urgent matter of which prior notice could not be given, but which is reported to the Mine Manager at the earliest possible moment and approved by him.

(iv) Business in connexion with the Union of which notice is given.

(v) Absence of the employee through no fault of his own.

(vi) Accident to the mine or works.

(c) Any employee who is discharged from his employment or leaves shall for every complete two months of service complying with condition (b) herein given to the employer since the employee's last annual leave (if any) hereunder shall be entitled to one day's pay at his ordinary rate at the time of discharge or leaving.

(9) SICK PAY.—All employees necessarily absent on account of sickness, or through an accident whilst at work, shall be entitled to six days' leave on full pay in each year, provided satisfactory evidence of such illness or accident is produced to the management within 24 hours of his first absence from work.

Sick pay shall be payable on the first pay day after becoming due.

(10) DEFINITIONS.—(a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is steam, and shall include the operator or driver of an internal combustion engine, a compressed air engine, or electrical engine.

(b) "Winding and haulage engine-driver" shall mean and include an engine-driver who takes charge of the principal winding plant or plants (other than a Holman or similar baby hoist) on or below the surface of a mine, whether the motor power is steam, air, water, gas, oil, or electricity.

(c) "Winch driver" shall mean and include an engine-driver (other than a winding or haulage engine-driver, as defined in sub-clause (b)) in charge of and working a geared winding engine.

(d) An engine-driver shall be deemed to be "in charge of plant"—

- (i) When two or more drivers are employed at the plant at one time, and he is the driver invested with the superintendence and responsibility; or
- (ii) When a driver, being the only person of his class employed on the plant, does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists the fitter or engineer to do such work.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 6th November, 1939.

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FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE CORDAGE 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 3rd October, 1939, by the Cordage Board, and published in the *Government Gazette* on the 12th October, 1939, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of rope, twine, cordage, halters, coir mats, or coir matting.

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

(2) JUNIORS.

	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.		
			Males.	Females.	
<i>Hard Fibre Department.</i>			<i>Other Junior Workers.</i>		
Males.			<i>s. d.</i>	<i>s. d.</i>	
Hand reellers	55 9	Under 16 years of age	17 0	16 0	
Attendants to rope house machine—for under 2 inch circumference	48 9	From 16 to 17 years of age	22 9	20 3	
Lappers of clothes lines	47 9	" 17 to 18 " "	27 9	24 3	
Persons balling lashing	38 3	" 18 to 19 " "	32 9	28 3	
Persons balling binder twine	34 9	" 19 to 20 " "	41 3	33 3	
Females.			" 20 to 21 " "	51 9	36 3
Balling binder twine	47 3				
Balling lashing	47 3				
Bagging binder twine	46 3				
All others	43 3				

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed two juniors to one adult in the hard fibre section of the industry and three juniors to one adult in the soft fibre section.

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
(a) Adult Males.	
First rope layer on heavy type 12 strand machine	102 0
Rope layer on heavy type 9 strand machine	97 0
Foreman in charge of spinning and preparing departments	98 0
Other rope layers in walk with travellers	93 0
Rope splicer on driving ropes and springs	92 0
Storeman in charge	90 0
Packer working press (hand or power), pressing over 28 lb. in weight	88 0
Rope house machine making up to and including 4 inch	88 0
Rope house machine making over 4 inch	91 0
Power reeler or finisher in connexion with heavy type 12 strand machine	88 0
Feeder of 1st spreader	86 0
Traveller driver on heavy type 12 strand machine	86 0
Damp mixer or batcher	85 0
Feeder of softeners or batchers	85 0
Rope and binder twine packer	85 0
Winder and warper in tarring department	86 0
Winding, oiling, and tarring yarn	86 0
Oil and/or belt repairer	86 0
Maker of rope fenders	86 0
Maker of pig nets	85 0
Power reeler or finisher in walk	85 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	83 0
Opening manila hemp	83 0
Soutcher	83 0
Lumping, loading or unloading hemp, flax, or twine in store or factory	83 0
Feeder of tow breaker card	83 0
Lumping hemp, flax, or binder twine on wharf	86 0
Packing and balling shop twine	85 0
Mat finisher	85 0
Layer of lines or cords in walk	89 0
Twister or layer of yarn in walk	85 0
Maker of fishing lines	85 0
Hand reelers	83 0
Matting weavers	85 0
All other machine operators or employees feeding or taking from machines	83 0
All others	80 0
(b) Adult Females.	
Hard Fibre Department.	
Balling binder twine	47 3
Balling lashing	47 3
Bagging binder twine	46 3
All others	43 3
Soft Fibre Department.	
Feeding breaker card with clock	47 3
Feeding spreaders	46 3
Feeding finisher cards (hemp)	46 3
Spinning	47 3
Wet spinning	48 3
All other machine operators and employees feeding or taking from machines	46 3
All others	43 3

(3) NIGHT SHIFT.—Employees working on night shift shall be paid 7½ per centum in addition to the wages prescribed for their ordinary hours of employment.

(4) LIMITATION OF WORK TO FEMALES.—Only the following classes of work may be performed by females:—

Hard Fibre Department.

Opening hemp; delivery end first spreader; feeding and delivery of all subsequent spreaders and drawing frames; balling binder twine; spooling binder twine; balling lashing; bagging binder twine; sweeping.

A female under 21 years of age shall not be employed on the above-named machines or work unless at adult female rates

Tow Department.

Delivery end breaker card; feeding and delivery other cards and drawing frames; sweeping.

A female under 17 years of age shall not be employed in this department.

Soft Fibre Department.

Spreaders; breaker cards; finisher cards; drawing frames, roving frames; spinning frames; winding frames; twisting and laying machines; balling shop twine; reeling and spooling shop twine; weighing and parcelling shop twine; pressing and parcelling bagging twine; reeling; plaiting and braiding, covering cordage with canvas and paper, sweeping; making cores for spooling machine; lappers; doffing, piecing and spinning.

Cordage Department.

Hanking and parcelling plough reins and sash lines; making nets from small rope twine and cords; opening, plaiting, and finishing halters; making shanks for halters; hanking, making up, and parcelling fish and other lines.

Mat Department.

Mat makers on looms; mat makers on frames; making bordered mats; carders; plaiters; and winders (including cop winders).

(5) HOURS OF DAY WORK.—(a) The hours for day work shall be 44 per week. Ordinary time shall be worked between the hours of 7.30 a.m. and 6 p.m., Monday to Friday inclusive, with one break for a meal between noon and 1 p.m., or as may be arranged between the employer and his employees, and on Saturday between 7.30 a.m. and noon.

(b) An employee called upon to oil, repair and/or clean machinery during his or her ordinary meal hour shall be granted equivalent time off immediately preceding such ordinary meal hour, otherwise the said employee shall be paid at the rate of time and a half until such meal hour is granted.

(6) HOURS AND SPECIAL CONDITIONS FOR NIGHT SHIFT.—(a) The hours of work on night shift shall be 44 per week.

(b) An employee transferred from day work to night work shall be guaranteed his position on day work after he has completed his work on night shift.

(c) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.

(d) A junior employee under the age of 18 years shall not be required to work at night.

(e) A female employee shall not be employed on night shift.

(f) The employment on night shift of adult workers who are not eligible for transfer to day work may be terminated by one week's notice on either side on other than seasonal work and 24 hours notice on either side on seasonal work.

(g) The employment of male junior employees between 18 and 21 years of age on night shift may be terminated by 24 hours notice on either side.

(h) By mutual agreement between an employer and his employees and with the consent of the Australian Rope and Cordage Worker's Union a short shift may be worked without payment of the night shift rates provided in this clause: Provided that in the event of the said Union refusing such permission the matter may be referred to this Wages Board.

(7) OVERTIME AND SUNDAY WORK.—(a) Subject to clause 5 hereof hours of work shall be fixed by each employer for day work. For work performed outside the fixed hours, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid after 44 hours have been worked, at the rate of time and a half for the first four hours and double time thereafter.

(c) For all time of duty on Sunday all employees shall be paid at the rate of double time for time actually worked with a minimum of four hours.

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

(e) 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.

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

(8) HOLIDAYS.—(a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Monday, Easter Saturday, Anzac Day, King's Birthday, Christmas Day, Boxing Day.

(b) In Melbourne, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

(c) Employees working on any of these days shall be paid double ordinary rates for time actually worked with minimum of four hours.

(d) Where 75 per cent. of employees in any factory in a ballot conducted under the auspices of the Australian Rope and Cordage Workers Union express a desire not to work on a holiday other than those prescribed by sub-clause (a) hereof or on some special day the employer may close his factory and employees shall not be entitled to payment for such holiday.

(9) ANNUAL LEAVE.—(a) Except as hereinafter provided employers shall in each year 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 work 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 so continuously employed 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.

(10) WEEKLY HIRING.—(a) Employment shall be terminated only by a week's notice on either side, and such notice may be given at any time during any week.

(b) This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the 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 by any cause for which the employer cannot reasonably be held responsible.

(c) This clause shall not apply to workers on night shift or to junior workers.

(d) Casual employees may be employed by the hour provided they are paid Ten per centum more than the weekly rates prescribed for their occupations.

(11) SICKNESS.—(a) An employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than four days in each year.

(b) An employee may leave work at any time on account of sickness, and shall not be prejudiced in his or her employment by so doing, provided satisfactory evidence of his or her inability to work is given to the employer. This sub-clause is subject to the provisions of the Determination relating to weekly hiring and sick pay.

(c) Junior employees shall not be entitled to payment for non-attendance on the ground of personal ill-health.

(12) FEMALE WORKERS.—(a) Where practicable, seats shall be provided for all female employees who are on duty.

(b) A rest room with proper seating accommodation and a couch shall be provided for female employees who may be temporarily indisposed during working hours.

(13) PAYMENT OF WAGES.—(a) All wages due shall be paid not later than Friday in each week.

(b) An employer shall not be allowed to keep more than two day's pay in hand. Such pay shall be forfeited by any employee who leaves his employment except by his employer's consent without giving notice as prescribed in clause (10) hereof.

(c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, provided that the necessary money is available at the factory office.

(d) All wages shall be paid during ordinary working hours.

(14) TOOLS OF TRADE.—The employer shall provide all tools of trade excepting knives.

(15) HEAVY WEIGHTS.—(a) A male employee shall not be employed to pull, drag, or push more than 8 cwt. on a level surface, except in trucks on rails, the floor or surface to be kept in good order and repair.

(b) A female employee under 18 years of age shall not be obliged to lift or carry a greater weight than 25 lb.

(16) DINING-ROOM ACCOMMODATION.—Proper dining-room accommodation, with sufficient supply of boiling water at meal hours, shall be provided by the employer for the use of employees.

(17) REST PERIOD.—A rest period of ten minutes shall be given to all female employees between the hours of 9.30 a.m. and 11.30 a.m. Employees shall assist in avoiding stoppage of machinery by taking their rest periods as directed from time to time.

(18) UNION DELEGATE.—The secretary or branch secretary of The Australian Rope and Cordage Workers' Union or any official thereunto authorized by the said union shall not be prevented by any employer from visiting and conversing with employees at meal time or before or after the hours of work in a place mutually agreed upon by the employer or his works manager and the said union secretary or other authorized official.

(19) UNION BUSINESS.—Members of the Australian Rope and Cordage Workers' Union may leave their work to attend to the business of the said union after at least one day's notice has been given to the employer, but without being paid while absent.

(20) ROPE SPlicERS.—All splicers shall be paid expenses when working away from home. All time shall start from the time that rope splicers leave the factory.

(21) MIXED FUNCTIONS.—When an employee works for any part of a day on work of a higher grade than that which he usually performs he shall be paid for the whole day at the higher rate provided in the Determination.

(22) TIME AND WAGES BOOK.—(a) Each employer shall keep a record or time book at his factory or any office convenient thereto in which shall be entered the name of each employee working for him, his occupation, the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee.

(b) Such record or time book shall, on demand, be produced by the employer for inspection to an official of The Australian Rope and Cordage Workers' Union, duly authorized in writing by the president or secretary of the local branch or sub-branch of the said Union at the place where the records or time books are kept between the hours of 10 a.m. and noon on any one day between the 1st to the 27th, inclusive, of each calendar month except on pay day or the day before.

No authority to inspect shall be given by the said Union unless the president and secretary have good reason to suspect that a breach of this Determination has been committed by the employer whose time sheets are to be inspected.

(c) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time worked by each employee, in which case the employee shall at the end of each week enter the wages and overtime received on some card or check used in connexion with such clock.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 30th October, 1939.



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FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE BOILERMAKERS 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 11th January, 1939, by the Boilermakers Board, and published in the *Government Gazette* on the 26th January, 1939, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any persons employed in the trade of:—

- (a) Boilermaking ;
 (b) Iron or steel working in connexion with—
 (1) Ship or bridge building,
 (2) Girder, tank, wagon, or truck making,
 (3) Wrought iron or steel pipe making,
 (4) Structural iron or steel work"—

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

(2)

Apprentices or Improvers.				Juvenile Workers, i.e., Persons under 21 Years of Age (other than Apprentices or Improvers).		
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.		
				Weekly Hiring.	Hourly Hiring.	
				s. d.	s. d.	
1st year's experience	..	..	..	15	0	
2nd "	"	..	..	21	6	
3rd "	"	..	..	35	9	
4th "	"	..	..	58	0	
5th "	"	..	..	72	9	
PROPORTION.						
<i>Apprentices.</i>						
One apprentice to every two or fraction of two workers receiving not less than 110s. per week of 44 hours.						
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.						
<i>Improvers.</i>						
One improver to the first four or fraction of four workers receiving not less than 89s. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.						
				Employed in—		
				(a) All operations in "manufacturing" as defined in this Determination—		
				1st year's experience .. 15 6 16 8		
				2nd " " .. 23 3 24 9		
				3rd " " .. 31 9 33 10		
				4th " " .. 43 0 45 10		
				5th " " .. 54 9 58 4		
				6th " " .. 63 9 67 11		
				7th " " .. 67 6 71 11		
				(b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring—		
				Under 16 years of age .. 17 0 18 3		
				16 years of age .. 26 0 27 8		
				17 " " .. 45 9 48 9		
				18 " " .. 58 0 61 9		
				19 and 20 years of age .. 69 9 74 3		

(3)

Other Employees.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O. Melbourne; Mildura and Gippsland Districts; and within a Radius of 10 Miles of Geelong or Warrnambool Post Offices.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Tradesmen engaged in window-frame making	5 10 0	5 16 6	5 7 0
Assembler (not coming within definition of tradesman) engaged in window-frame making	4 18 0	5 4 6	4 15 0
Machinist—engaged in window-frame making—			
First class	5 10 0	5 16 6	5 7 0
Second class	5 0 0	5 6 0	4 17 0
Third class	4 14 0	5 0 6	4 11 0
Process worker engaged in window-frame making	4 8 0	4 14 6	4 5 0
Welder—			
First class (other than when using Cutler machine)	5 13 0	5 19 6	5 10 0
First class (using Cutler machine)	5 2 0	5 8 6	4 19 0
Second class	4 14 0	5 0 6	4 11 0
Third class	4 10 0	4 16 6	4 7 0
Tack welder	4 12 0	4 18 6	4 9 0
Tradesman employed in boilermaking, ship, bridge, and girder construction	5 10 0	5 16 6	5 7 0
Tradesman employed in boilermaking, ship, bridge, and girder construction, the greater part of whose time is occupied in marking off and/or template making	5 14 0	6 0 6	5 11 0
Boilersmiths and/or angle-iron smiths	5 13 0	5 19 6	5 10 0
Plate setters and frame benders	5 12 0	5 18 6	5 9 0
Drillers using portable machines in boilermaking and ship construction	5 7 0	5 13 6	5 4 0
Drillers using stationary machines in boilermaking and ship construction	4 10 0	4 16 6	4 7 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities	5 10 0	5 16 6	5 7 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities, the greater part of whose time is occupied in marking off and/or template making	5 14 0	6 0 6	5 11 0
Machinist—			
First class, employed on standardized frame buildings made in quantities	4 16 0	5 2 6	4 13 0
Second class, employed on standardized frame buildings made in quantities	4 10 0	4 16 6	4 7 0
Emery wheel attendant	4 11 0	4 17 6	4 8 0
Blacksmith's striker	4 9 0	4 15 6	4 6 0
Blacksmith's striker on double fires	4 11 0	4 17 6	4 8 0
Furnacoman	4 15 0	5 1 6	4 12 0
Attendants on small rivet heating or bolt beating or similar types of fires	4 11 0	4 17 6	4 8 0
Holder up	4 11 0	4 17 6	4 8 0
Benders of iron and steel frames used for reinforcing concrete	4 11 0	4 17 6	4 8 0
Painters of ironwork other than ship painters (brush)	4 9 0	4 15 6	4 6 0
Painters of ironwork using spray	4 10 0	4 16 6	4 7 0
Friction saw operators	4 9 0	4 15 6	4 6 0
Cold saw operators	4 11 0	4 17 6	4 8 0
Dogman	4 11 0	4 17 6	4 8 0
Riggers and splicers except on ships and buildings	4 11 0	4 17 6	4 8 0
Riggers and splicers on ships and buildings	4 15 0	5 1 6	4 12 0
Cleaners and chippers (inside of boilers)	4 15 0	5 1 6	4 12 0
Workmen engaged directly assisting tradesmen, machinists, and welders	4 9 0	4 15 6	4 6 0
Labourers	4 0 0	4 6 6	3 17 0
Steel pipe making section—			
Pipe builders	4 12 6	4 18 6	4 9 0
Machine operators (in charge of machines)	4 12 6	4 18 6	4 9 0
Faucet maker in charge of furnace	4 15 0	5 1 6	4 12 0
Man assisting furnace faucet maker	4 8 0	4 14 6	4 5 0
Man in charge of ring-making machine	4 12 0	4 18 6	4 9 0
Man assisting at ring-making machine	4 8 0	4 14 6	4 5 0
Man on tar dip and sand rolling	4 8 0	4 14 6	4 5 0

Leading hands—

- In charge of not less than three and not more than ten employees, 6s. per week extra.
- In charge of more than ten employees and not more than twenty employees, 12s. per week extra.
- In charge of more than twenty employees, 18s. per week extra.

NOTE.—If the employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 5s. per week (see clause 12 (b)).

(4) **OTHER SHIFTS.**—The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:—

Afternoon or night shift—

- During first month's employment on such shift 10 per cent.
- Thereafter 7½ per cent.
- Shift workers in continuous process employed on a shift other than a day shift 5 per cent.
- Shift workers on ship repairs work, not less than three consecutive nights Time and a quarter.

(5) **ALLOWANCES**—

Persons working—

- (a) for more than one hour in the shade where the artificial temperature is between 115° and 130° Fahr., 1¼d. per hour extra;

(b) for more than one hour in the shade where the artificial temperature exceeds 130° Fahr., 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130° Fahr., employees shall be entitled to twenty minutes rest after every two hours without deduction of pay;

(c) for more than one hour where the artificial temperature is below zero, 1½d. per hour extra. Where work continues for more than two hours in temperatures below zero, employees shall be entitled to a rest period of twenty minutes every two hours without deduction of pay.

All employees working in wet places, 1½d. per hour extra.

All employees working in confined spaces, 3d. per hour extra.

Boilermakers and their assistants and drillers engaged in the erection of steel frame buildings, bridges, and gasometers at a height of 50 feet or more above the nearest horizontal plane shall be paid 6s. per week extra.

All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards shall be paid 1d. per hour extra.

Employees working on repairs to smoke-boxes or fire-boxes of locomotives, or on repairs to the smoke-box, uptake funnel, flue, furnace or combustion chamber of marine type boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

Employees working on repairs in oil tanks or meat digesters, 1½d. per hour extra.

Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

Tradesmen employed in large operating power houses, i.e., power houses developing more than 8,000 kilowatts, other than tradesmen not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra; such amount shall be deemed to include the special rate for leading hands.

Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

Shift workers working eight hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week, provided that they are given one fortnight's holiday in each year on full pay as compensation for working on Saturday afternoons, holidays, or Sunday shifts, provided that any shift worker ceasing to be employed on shift by the employer concerned before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein prescribed.

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

(6) **SHIFTS.—That—**

(a) The hour of beginning and the hour of ending each shift shall be between—

	Where one Shift is worked.	
	Time of Beginning.	Time of Ending.
Monday to Friday (day shift)	7 a.m.	5.30 p.m.
Saturday (day shift)	7 a.m.	12 noon
	Where two Shifts are worked.	
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
	Where three Shifts are worked.	
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday (night shift)	11 p.m.	7 a.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 concerned, but in no case shall the total length of any shift be increased without payment for overtime.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee (other than a shift worker in a continuous process)—

- (1) before or after his shift;
- (2) in excess of 8 hours 48 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week;
- (3) in excess of eight hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or four hours on Saturday when 44 hours are worked during six days of the week—

shall be time and a half for the first four hours, and double time thereafter until an employee has been relieved from work for at least eight hours, provided that no employee be entitled to payment for his rest period.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the relief does not come on duty at the proper time, provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(7) **OVERTIME—**

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

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

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

(d) For work done during meal hours and thereafter until a meal hour break is allowed, time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.

(e) An employee working overtime shall be allowed a cribtime 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.

(f) 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 1½ hours. Any employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

- (g) Any employee required to work overtime for more than two hours without being notified prior to the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals.

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.

- (h) Any employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein proscribed whenever instructed to do so.
- (i) In computing overtime, each day's work shall stand alone.
- (j) 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 his current wage for the time occupied in reaching his home.

(8) TRAVELLING TIME—

Persons employed on work away from the workshop shall receive:—

- (a) The fares necessarily expended in going to and fro.
- (b) For time occupied in traveling either during or outside the usual working hours, payment at rates fixed in Clause (3) up to a maximum of twelve hours out of every 24, except on Sundays, when time and a half shall be paid.
- (c) An employee engaged in Melbourne to work in the country, or sent from one country centre to work in another, shall be entitled to travelling time, and for a period not exceeding three months, to expenses.
- (d) On jobs of less than three months' duration, a camping allowance of 3s. per day, including Sundays, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable, and camping tents or other temporary shelters is necessary.
- (e) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.
- (f) Any employee engaged for the erection of a job who has previously been engaged by the same employer in the fabrication of the job in a workshop shall be paid fares in excess of those incurred in travelling to and from the workshop.

(9) SUNDAYS AND HOLIDAYS.—For all time of duty on Sundays or holidays, employees not engaged in a continuous process shall be paid at double rates, except in the case of employees engaged in repairs to or renewals of their employer's plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this Determination shall include New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(10) PIECE-WORK.—The Board determines, under the provisions of section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(11) DEFINITIONS—

- "Boilermaking and ship construction" means the fabrication, erection, and/or repairing of steel or iron ships, or of boilers or other vessels subject to greater pressure than the weight of their contents, bridges, girders, columns, principals (roof or otherwise) and trusses used in steel frame buildings (other than standardized frame buildings made in quantities), but does not include drilling by stationary machines.
- "Window-frame making" means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentations used in buildings.
- "Tradesman" means an adult employee who is required to develop work from scale drawings or prints, or to make templates, or to apply general trade experience, and includes riveting by hand or machine, caulking, chipping, and working rivet busters, and upon all machines used in connexion with boilermaking, as defined, other than drilling by stationary machines.
- "First class machinist" means an adult employee engaged solely in working one or more of the following machines:— Bending rollers, gag straight liners (straightening machines), guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drills, portable reamers and tappers.
- "Second class machinist" means an adult employee engaged solely in operation one or more of the following machines:— Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drills, stationary reamers and tappers, cold saw, friction saw, plate edge planers, and other machines.
- "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.
- "Second class welder" means an adult employee engaged in manufacturing of sheet metal goods or welding with the aid of jigs, or operating automatic welding machines for the setting up of which he is not responsible.
- "Third class welder" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.
- "Rigger and splicer" means an adult workman responsible for the erection of tackle and who, amongst other duties, is required to splice wire rope.
- "Manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with window-frames.
- "Process worker" means an employee engaged on repetition work 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 by the operator).
- "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place in which water accumulates under foot to a depth exceeding 2 inches.
- "Confined space" means a working space the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.
- "Continuous process" means a process in which work is carried on continuously, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

(12) CONTRACT OF EMPLOYMENT—

- (a) With the exceptions hereafter 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 terminates it without such notice) by payment of one week's wages. Except in establishments mainly engaged in shipbuilding or ship repairing, any employee (unless continuing on after working through the night) commencing a day's work at the usual starting time of the workshop shall be paid at least a day's wages; but any employer may engage an employee to start work at any time during the day, provided the work continues as overtime or is resumed the next day until a full day's pay is earned.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than actual time 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.

- (b) If the contract of employment is for hourly hiring, the rates prescribed in Clause (3) shall be increased five shillings per week (with a proportionate amount added to the rates fixed for weekly hiring of juvenile workers), 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.
- (13) MISCELLANEOUS PROVISIONS—
- (a) *Tools.*—The employer shall provide for each employee all necessary tools. The employee shall replace or pay for any tools so provided if lost through negligence.
- (b) Suitable asbestos sheet and coloured glasses 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.
- (c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.
- (d) Hand riveting on rivets $\frac{1}{4}$ -in. diameter and upwards shall be performed double handed.
- (e) Tradesmen employed in boilermaking, ship construction, and steel construction, who, in the course of their work are called on to operate any machine shall be paid the tradesman's rate for all work done.
- (14) EXTRA RATES NOT CUMULATIVE.—Extra rates in this Determination prescribed, including rates prescribed in Clause (5), are not cumulative so as to exceed the maximum of double the ordinary rates.
- (15) RIGHT OF ENTRY OF UNION OFFICIALS.—For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Federated Society of Boilermakers Iron Shipbuilders and Structural Iron and Steel Workers of Australia shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 1st November, 1939.

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VICTORIA GOVERNMENT GAZETTE

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No. 311]

FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE CEMENT ARTICLES 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 17th August, 1939, by the Cement Articles Board, and published in the *Government Gazette* on the 1st September, 1939, hereby issue an adjusted Determination showing the adjusted wages rates to be paid, to any persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete.

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

(2)

(a) Apprentices and Improvers.		Per Week of 44 Hours.	(b) Other Employees.		Per Week of 44 Hours.
WAGES.		s. d.	WAGES.		s. d.
Under 16 years of age		23 0	Leading hand (i.e., one having under his control and being responsible for the work done by four or more men)	91 0	
" 17		30 0	Man operating a machine mixing cement or concrete	90 0	
" 18		37 6	Other mixers of cement or concrete	88 0	
" 19		46 9	Moulders on centrifugal pipe machines	89 0	
" 20		54 6	Other moulders of cement or concrete articles	88 0	
" 21		63 3	Repairers or renderers of cement or concrete articles	88 0	
PROPORTION (in any Factory or Place).			Mould assemblers	86 6	
<i>Apprentices.</i>			Where the load carried per man is of a greater average weight than 90 lb.:—		
One apprentice to every three or fraction of three workers receiving not less than 82s. per week of 44 hours.			(a) Lumpers of cement or concrete articles (in and out of tanks)	85 6	
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.			(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles, other than circular or cylindrical articles which are rolled into position	85 6	
<i>Improvers.</i>			Wirers on drums or mandrils for pipe-making	84 6	
Cement Tilemakers' Section.			Operator of cement sprayer	86 0	
Three improvers to four workers ..	}	Receiving not less than 82s. per week of 44 hours.	Tile or ridge makers and the takers off of same	87 6	
Four improvers to five or six workers ..			Crusher or crusher screen attendant	85 6	
Five improvers to seven workers ..			Strippers	85 6	
Six improvers to eight workers, and thereafter one improver to every two workers			Finisher of pipes made on vibrator	83 0	
All Other Sections.			All others	82 0	
One improver to every three or fraction of three workers receiving not less than 82s. per week of 44 hours.			NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel.		

(3) ALLOWANCES.—The following allowances in addition to the rates provided in clause 2 (b) shall be paid:—

(a) Lumpers of cement or concrete articles (in and out of tanks) 2d. per hour in respect of such time actually spent in tanks containing water.

(b) For work done away from the employer's place of business—

(i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.

(ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night, 6s. per day extra for the first seven days, and thereafter 30s. per week extra.

(4) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning	Time of Ending
7 a.m.	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m.	5.30 p.m. on each of the other five working days of the week.

(5) OVERTIME.—The following rates shall be paid for all work done, except where shifts are worked:—

- | | | |
|--|---|---|
| <p>(a) Outside the hours fixed as the times of beginning and ending work</p> <p>(b) Within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed as a week's work</p> | } | <p>Time and a half for first three hours' work in any one day and thereafter double time in that day.</p> |
|--|---|---|

(6) SHIFTS.—Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 2d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in Clause (5).

(7) TIME WAGES.—Any person employed 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;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) MIXED FUNCTIONS.—An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

(9) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

(10) TEA MONEY.—An allowance of 2s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(11) TOOLS, BOOTS, ETC.—The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots and waders.

(12) ANNUAL HOLIDAYS.—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted the following holidays on full pay, viz:—Christmas Day, Boxing Day, New Year's Day, and all intervening working days. Should an employee's services be terminated before the expiration of twelve months' service or before the completion of any subsequent year of service, he shall be entitled in lieu of holidays to two and a half hours' pay for each completed month of service.

(13) RIGHT OF ENTRY OF UNION OFFICIALS.—For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 1st November, 1939.



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No. 312]

FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE PLASTIC MOULDING BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (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 3rd March, 1939, by the Plastic Moulding Board, and published in the *Government Gazette* on the 25th March, 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 December, 1939, to any person or persons or classes of persons employed in the process, trade, or business of wholly or partly preparing or manufacturing articles from synthetic resin, casein, or other substance of a similar nature.

(1)

IMPROVERS OR JUVENILE WORKERS. 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.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st year ..	17	9	17	9	21	0	1st year ..	17	9	21	0	23	3
2nd year ..	21	6	21	6	29	3	2nd year ..	21	6	23	3	29	3
3rd year ..	29	3	32	0	35	3	3rd year ..	29	3	32	0	35	3
4th year ..	35	3	37	9	43	6	4th year ..	35	3	37	9	..	..
5th year ..	49	6	55	6	..	..	5th year and until	..	..	..	..	..	..
6th year and until	..	..	..	..	..	..	21 years of age	40	6	..	..	..	..
21 years of age	58	0	..	..	..	..			

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 80s. per week of 44 hours. | One female improver to every female worker receiving not less than 45s. per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with section 26 (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.

(2)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 44 hours.

	<i>s.</i>	<i>d.</i>
Employees engaged on all classes of presses	88 0
Employees engaged in the mixing room or powder room	88 0
All others	80 0
<i>Casein Industry only—</i>		
Employees engaged on all classes of presses	88 0
Employees engaged on extruding machines	88 0
Employees engaged on lathe machines	94 0
Employees engaged on acid and/or formaldehyde baths	88 0
Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room	88 0
All others	80 0

Night Shift.

Night shift employees shall be paid 1s. per shift in addition to the rates hereinbefore mentioned for day shift.

FEMALES.

	Per week of 44 hours.
	s. d.
Employees engaged in the powder room	49 0
Employees engaged finishing, folding, labelling, despatching, examining, or on machines ..	46 0
All others	45 0

(3) HOURS OF EMPLOYMENT.—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 12 noon on Saturday.

(4) CONTINUOUS WORK SHIFTS.—The ordinary hours of duty of employees on continuous work shifts shall not exceed 8 hours in any one day nor 48 in any one week nor an average of 44 per week during the period of employment upon such shifts, nor a total of 132 hours during any three consecutive working weeks of the period of employment upon such shifts without payment of overtime at the rates mentioned in clause (5).

Employees on continuous work shifts shall work such shifts up to six per week as may be required.

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

- | | | |
|---|---|--|
| (a) by employees on continuous work shifts in excess of 8 hours per shift, or in excess of 132 hours in three consecutive working weeks | } | Time and a half for the first four hours and double time thereafter. |
| (b) by employees other than those on continuous work shifts, in excess of 8 hours 48 minutes in any one day | | |

Provided that in computing overtime under sub-clause (b) of this clause, each day's work shall stand alone.

(6) PROHIBITION OF EMPLOYMENT.—No employee under the age of 16 years shall work between the hours of 9 p.m. and 6 a.m. and no employee under the age of 18 years shall work between the hours of 12.30 a.m. and 6 a.m.

(7) DEFINITIONS—

“ JUVENILE WORKERS.”—Juvenile workers are persons under 21 years of age (other than improvers) engaged on any work except moulding or laminating on presses, or handling drums of powder.

“ NIGHT SHIFT.”—Night shift means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m.

(8) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, 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. By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(9) PAYMENT FOR HOLIDAYS.—(a) All employees shall be entitled to the holidays mentioned in clause (8) without deduction of pay.

(b) When the employer terminates the employment of an employee, unless through misconduct, within fourteen days 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 month prior to the termination of the employment.

(10) MEALS.—An interval of not less than 30 minutes shall be allowed day shift employees for the mid-day meal as near as possible to the middle of the day's work. Night shift employees shall have a meal interval of not less than 20 minutes in each shift; such interval shall count as time worked.

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

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

(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

(c) If an employee leaves after giving notice as prescribed in clause (13) or is dismissed, he shall be paid his wages on leaving, except in cases when the employment is terminated outside ordinary office hours, in which case he shall receive his wages on the first succeeding working day.

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

(14) PRO RATA PAYMENT.—Any employee 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.

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

(16) REST INTERVAL FOR FEMALES.—A specified rest time of ten minutes shall be allowed to all female employees in the forenoon; such rest period shall count as time worked.

(17) BREAKDOWN IN MACHINERY.—When a breakdown exceeding half an hour occurs an employee shall be entitled to half an hour's pay as compensation for waiting for a resumption of work.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 1st November, 1939.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) 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 16th May, 1939, by the Engineers and Brassworkers (Unskilled) Board and published in the *Government Gazette* on the 15th June, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any unskilled persons employed:—

- (a) in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher or of any electrical apparatus or machinery or parts thereof;
- (b) in the process, trade or business of a mechanical engineer, including—
- | | | |
|------------------------------|-------------------|-------------------------|
| (1) a patternmaker, | (4) a blacksmith, | (7) a borer, |
| (2) an iron or brass turner, | (5) a planer, | (8) a milling machiner; |
| (3) a fitter, | (6) a slotter, | |
- (c) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;
- (d) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;
- (e) in preparing iron or steel material for reinforcing concrete for building or other purposes;
- (f) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board;
- (g) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys;
- (h) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge;
- (i) in the process, trade, or business of making or repairing typewriters, book-keeping machines, adding machines, or calculating machines; ”

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

(2)

Adults.	Wages per Week of 44 Hours.	
	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.
	£ s. d.	£ s. d.
Blacksmith's striker	4 9 0	4 6 0
Blacksmith's striker on double fires and other assistant	4 11 0	4 8 0
Man attending small rivet heating, bolt heating, or similar type of fires	4 11 0	4 8 0
Men engaged in the erection of block and tackle gear	4 11 0	4 8 0
Hammer drivers	4 11 0	4 8 0
Forger's assistant	4 11 0	4 8 0
Motor car chassis assembler (other than assembler of engines)	4 11 0	4 8 0
Belt repairers	4 9 0	4 6 0
Overhead oilers	4 9 0	4 6 0
Laggers	4 9 0	4 6 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more	4 9 0	4 6 0
Persons working with hammer 14 lb. weight or over—		
On repair work	4 19 3	4 16 3
On other work	4 11 3	4 8 3
Persons working on ship or steamer under construction or repair	4 18 0	4 15 0

Adults.	Wages per Week of 41 Hours.	
	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.
Dresser, Fettler, and Grinder	£ s. d. 4 11 0	£ s. d. 4 8 0
Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over	4 13 0	4 10 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	4 9 0	4 6 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—		
On bending and cutting machines	4 11 0	4 8 0
On bending and cutting machines (assistants)	4 8 0	4 5 0
On steel fabric machines	4 11 0	4 8 0
On steel fabric machines (assistants)	4 6 0	4 3 0
Assemblers (leading hand)	4 11 0	4 8 0
Assemblers (assistants)	4 6 0	4 3 0
All others	4 0 0	3 17 0

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(3) (a) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machines and appliances, and in core-making, in which females were employed on 15th May, 1935. The wages of adult females shall be at the following weekly rates of wage—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
If of less than 12 months' experience	49 6	52 8
If of 12 months' or more experience	56 3	59 10

(b) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	29 0	30 11
4th year's experience	36 6	38 11
5th year's experience	41 9	44 6
Thereafter until reaching 21 years of age	46 9	49 9

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 18 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except also in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 6	16 8
2nd year's experience	23 3	24 9
3rd year's experience	31 9	33 10
4th year's experience	43 0	45 10
5th year's experience	54 9	58 4
6th year's experience	63 9	67 11
7th year's experience	67 6	71 11

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 18) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	17 0	18 3
16 and under 17 years of age	26 0	27 8
17 and under 18 years of age	45 9	48 9
18 and under 19 years of age	58 0	61 9
19 and under 21 years of age	69 9	74 3

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

HOURS OF EMPLOYMENT.

(4) With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 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.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

Exceptions.

(i) The ordinary hours of employment of forger's assistant shall be five shifts per week of nine and a half hours each, including crib time, for which no deduction of pay shall be made.

(ii) Employees working in country towns where Wednesday afternoon is recognized as the usual half working day of the week shall work the Saturday afternoon at ordinary rates: Provided that for work done after noon on a Wednesday overtime rates be paid.

SHIFT WORK.

Continuous Work Shifts.

(5) (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

(i) 8 in any one day; nor

(ii) 48 in any one week; nor

(iii) an average of 44 per week during the period of employment upon such shifts; nor

(iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor

(v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor

(vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one forty-third ($1/43$) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds ($44/43$) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year, one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(d) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (c) hereof, an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift, or when the relief does not come on duty at the proper time: Provided that where not less than 8 hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

(f) Employees on continuous work shifts, working any Sunday or holiday shift, shall be paid at the rate of time and a half for such shift.

Shift Work in other than Continuous Work.

(g) In shift work, not upon continuous work as herein defined, any afternoon or night shift which does not continue for five successive working nights or more in a five day workshop, or six successive working nights or more in a six day workshop, shall be paid for at the rate of time and a half.

(h) Except as hereinafter provided for any afternoon or night shift which has been in operation for five nights or more and 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 $7\frac{1}{2}$ per cent. more than ordinary rates shall be paid.

(i) On ship repair work shifts may be worked for not less than three successive nights at the rate of time and a quarter, but when five or more successive night shifts have been worked the rate shall be 10 per cent. more than ordinary rates, and after such shifts have continued for more than one month $7\frac{1}{2}$ per cent. more than ordinary rates.

(j) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

(j) (i) Employees who, during a period of engagement, work only on night shifts shall be paid at the rate of time and a quarter.

(j) (ii) When employees are called on to work afternoon and nights shifts only they shall change over week and week about and shall be paid 10 per cent. above ordinary rates for both shifts.

Where men work day and afternoon shifts only they shall change over week and week about and shall be paid 10 per cent. extra for afternoon shifts.

MIXED FUNCTIONS.

(6) An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

(7) (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours: Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above 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 so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to 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) Employees shall not work overtime while competent labour is available.

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

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) 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 employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

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

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

(k) Subject to the provisions of the second part of sub-clause (g) of this clause an employee shall work during meal breaks at the ordinary rate 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.

(l) 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 his current wage for the time occupied in reaching his home.

HOLIDAYS AND SUNDAY WORK.

(8) (a) Employees shall be entitled to the following public holidays (without pay as hereinafter provided):—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.

Exceptions.

By agreement between any 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 not engaged in continuous processes 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 for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for 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) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours work.

PIECE-WORK RATES.

(9) (a) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

(10) Extra rates in this Determination, including rates prescribed in clause 15, are not cumulative so as to exceed the maximum or double the ordinary rates.

PAYMENT OF WAGES

(11) (a) Wages shall be paid weekly or fortnightly. 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.

(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-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 any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 6s. per week (with a proportionate amount added to the wages of females and juniors), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) Casual employees, i.e., employees for whom a full week's work is not provided shall for any such work be paid 10 per cent. in addition to the total wage prescribed for their occupations.

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.

(b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

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 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 3 and not more than 10 employees, including apprentices, 6s. per week extra; more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.

(b) Working in wet places—1½d. per hour extra.

Working in confined spaces—3d. per hour extra.

Working in ship's bilges or in boiling-down works, lead works, sanitary works or slaughter-yards—1d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues or other types of boilers, 1d. per hour extra.

(f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.

(g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(h) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

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

TRAVELLING TIME, ALLOWANCE AND BOARD.

(16) (a) When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop, depot or district centre shall be paid for at ordinary rates up to a maximum of twelve hours out of every twenty-four (except on Sunday when payment shall be at the rate of time and a half, a maximum of eight hours out of each twenty-four). An employee required to work at a job away from his workshop, depot or district centre shall, at the direction of his employer, present himself for work at such job at the usual time for starting work.

(b) An employee engaged in a capital city to work in the country or sent from one country centre to work in another, shall be entitled to travelling time, and, for a period not exceeding three months, to expenses.

All excess fares and reasonable travelling expenses, including board and lodging and 2s. for each meal (if any) incurred in such travelling time, shall be paid by the employer.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all night travelling is involved, when they shall be first class.

(c) On jobs of less than three months duration a camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents or other temporary shelters is necessary.

(d) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

RIGHT OF ENTRY OF UNION OFFICIALS.

(17) A duly accredited representative of the Federated Ironworkers Association of Australia not more than once a week shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed during the midday meal hour for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

GENERAL DEFINITIONS.

(18) For the purposes of this Determination the following definitions shall apply:—

"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 and of locks, scales, and other metallic articles.

"Continuous process" means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

"Year" means each period of 365 consecutive days, starting from the 15th day of May, 1935.

"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.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.

"Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

SPECIAL EXEMPTION.

(19) *Agricultural Implement and Bedstead Making*.—Employers engaged in the making of agricultural and dairying implements and bedsteads shall, as to employees engaged in the making of such agricultural and dairying implements (including engines used for agricultural purposes) and bedsteads, be exempt from this Determination.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 1st November, 1939.





VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

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

(B) The following trades were proclaimed as apprenticeship trades under the *Apprenticeship Act 1928*, for the Metropolitan District :—

- (1) On 5th March, 1930—
 - (i) Motor mechanics.
 - (ii) Motor cycle mechanics.
- (2) On 1st April, 1936—
 - (a) Mechanical engineering :—
 - (i) Patternmaking.
 - (ii) Fitting and/or turning.
 - (iii) Machinist.
 - (b) Brassfinishing (except the making of parts by specialized processes, and the assembling thereof).
 - (c) Smithing :—
 - (i) Blacksmithing (engineering).
 - (ii) Copper and/or brass smithing.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2. (Price 3d.)

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 May, 1939, by the Engineers and Brassworkers (Skilled) Board and published in the *Government Gazette* on the 8th June, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any skilled persons employed—

- (a) in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade or business of a brassfounder or brassfinisher of any electrical apparatus or machinery, or parts thereof ;
- (b) in the process, trade or business of a mechanical engineer, including—
 - (1) a patternmaker,
 - (2) an iron or brass turner,
 - (3) a fitter,
 - (4) a blacksmith,
 - (5) a planer,
 - (6) a slotter,
 - (7) a borer,
 - (8) a milling machiner;
- (c) in the trade of a maker of scientific instruments, fire-proof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality ;
- (d) in performing any engineering, fitting, or engineering machining work not already under the jurisdiction of the Board ;
- (e) in preparing iron or steel material for reinforcing concrete for building or other purposes ;
- (f) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board ;
- (g) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys ;
- (h) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge ;

(i) in the process, trade or business of making or repairing typewriters, book-keeping machines, adding machines calculating machines, or duplicating machines:—

- (1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in December, 1939.
 (2)

Adults.	Wages per Week of 44 Hours.	
	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.
	£ s. d.	£ s. d.
Aero mechanic holding A and B certificates	6 0 0	5 17 0
Aero mechanic holding C and D certificates	5 10 0	5 7 0
Patternmaker	5 19 0	5 16 0
Toolmaker	5 16 0	5 13 0
Tradesman, the greater part of whose time is occupied in marking off	5 13 0	5 10 0
Tradesman in gun armament, instrument, and torpedo work	5 16 0	5 13 0
Tradesman, turbine-blade fitter	5 13 0	5 10 0
Tradesman	5 10 0	5 7 0
Motor mechanic	5 7 0	5 4 0
Motor tuner and tester	5 7 0	5 4 0
Motor cycle mechanic	5 7 0	5 4 0
Tradesman, wet-stone grinder and glazier	5 10 0	5 7 0
Tradesman, brassfinisher	5 10 0	5 7 0
First-class machinist	5 10 0	5 7 0
Second-class machinist	5 0 0	4 17 0
Third-class machinist	4 14 0	4 11 0
Process worker	4 8 0	4 5 0
Forger and/or faggoter	6 2 0	5 19 0
Tool smith	5 13 0	5 10 0
Angle-iron smith	5 13 0	5 10 0
Annealer and/or case hardener	5 5 0	5 2 0
Copper smith, brass smith, and other smiths	5 11 0	5 8 0
Blacksmith's machinist	4 14 0	4 11 0
Welder—		
First-class (other than when using Cutler machine)	5 13 0	5 10 0
First-class, using Cutler machine	5 2 0	4 19 0
Second-class	4 14 0	4 11 0
Third-class	4 10 0	4 7 0
Tack welder	4 12 0	4 9 0
Moulding and brass moulding—		
Jobbing moulder	5 10 0	5 7 0
Jobbing coremaker	5 10 0	5 7 0
Plate and machine moulder and/or coremaker—		
1st six months	4 9 0	4 6 0
2nd six months	4 12 0	4 9 0
3rd six months	4 15 0	4 12 0
After two years	5 0 0	4 17 0
Forge furnaceman	5 7 0	5 4 0
Cupola furnaceman	4 18 0	4 15 0
Electric furnaceman	4 17 0	4 14 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires)	4 15 0	4 12 0
Brass polisher	4 16 0	4 13 0
Casting dresser (brass)	4 11 0	4 8 0
(b) Window-frame Making.		
Tradesman	5 10 0	5 7 0
Assembler and fitter (not coming within the definition of tradesman)	4 18 0	4 15 0
Machinist (not a process worker)	4 14 0	4 11 0
Process worker	4 8 0	4 5 0
(c) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, or Duplicating Machines.		
Adding, calculating and book-keeping machine mechanic	5 11 0	5 8 0
Tradesman	5 10 0	5 7 0
First-class mechanic	5 5 0	5 2 0
Second-class mechanic	5 2 0	4 19 0
Process worker	4 8 0	4 5 0

NOTE.—Persons engaged on ship repairs shall be paid the following amounts in addition to the rates specified in clause 2:—

	s. d.
Tradesmen	3 0 per week.
All other labour	2 0 ..

APPRENTICESHIP.

3. (1) Minors shall not be engaged in the following occupations except under contracts of apprenticeship:—

(a) Mechanical engineering, i.e., one or more of the following:—

- (i) Pattern-making.
- (ii) Fitting and turning.
- (iii) First and second-class machinist.
- (iv) First-class welding.

(b) Locksmithing—the making and/or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof.

(c) Motor mechanic.

(d) Safe and strongroom making.

- (e) Scale-making (except the making of parts by specialized processes and the assembling thereof).
- (f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).
- (g) Window-frame fitting.
- (h) Smithing—
 - (i) Blacksmithing.
 - (ii) Copper and/or brass smithing.
- (i) Moulding—one or more of the following :—
 - (i) Jobbing, moulding and core making
 - (ii) Jobbing, brass moulding and core making.

(2) The proportion of apprentices who may be taken by any employer shall be as follows :—
 Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.
 Locksmithing—one apprentice for every three, or fraction of three, tradesmen.
 Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.
 Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.
 Scalemaking—one apprentice for every three, or fraction of three, tradesmen.
 Smithing—one apprentice for every three, or fraction of three, tradesmen.
 Moulding—one apprentice for every two, or fraction of two, tradesmen.
 Brass polishing—one apprentice for every three, or fraction of three, tradesmen.
 Adding machine, calculating machine, book-keeping machine, or first-class mechanic—one apprentice to every three or fraction of three adults receiving not less than 105s. per week.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

(3) The periods of apprenticeship shall be as follow :—
 For the trades included in sub-clauses (a), (b), (c), (h) and (i) of this clause : If the apprentice when articulated is under the age of 17, 5 years ; if over the age of 17, 4 or 5 years, at the option of the contracting parties.
 For the trades included in sub-clauses (d), (e), (f) and (g) of this clause, 4 or 5 years, at the option of the contracting parties.

(4) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(5) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.

(6) Until further order any contract of apprenticeship hereafter made may contain the following provision :—
 If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

<i>Wages.</i>										Per Week of 44 hours.	
										<i>s.</i>	<i>d.</i>
(7) Five-year terms—										..	15 0
1st year ..	..	..	..	..	..	..	..	..	..	..	21 6
2nd year ..	..	..	..	..	..	..	..	..	..	..	35 9
3rd year ..	..	..	..	..	..	..	..	..	..	..	58 0
4th year ..	..	..	..	..	..	..	..	..	..	..	72 9
5th year ..	..	..	..	..	..	..	..	..	..	..	..
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—										<i>s.</i>	<i>d.</i>
1st year ..	..	..	..	..	..	..	..	..	..	..	18 0
2nd year ..	..	..	..	..	..	..	..	..	..	..	34 9
3rd year ..	..	..	..	..	..	..	..	..	..	..	58 0
4th year ..	..	..	..	..	..	..	..	..	..	..	72 9
The sum of 2s. 6d. shall be added to the above rates where the apprentice is in the trade of pattern making.											
Four-year terms—entered into irrespective of age in occupations set out in (d), (e), (f) and (g) of this clause—										<i>s.</i>	<i>d.</i>
1st year ..	..	..	..	..	..	..	..	..	..	..	16 0
2nd year ..	..	..	..	..	..	..	..	..	..	..	22 0
3rd year ..	..	..	..	..	..	..	..	..	..	..	41 3
4th year ..	..	..	..	..	..	..	..	..	..	..	52 6

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(8) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 14 (a) to the number of 4 days per annum.

(9) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(10) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

(11) An apprentice shall not work under any system of payment by results.

(12) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

(13) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(14) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(15) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(16) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

(17) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

IMPROVERS.

4. Employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, or duplicating machines.

Wages.								Per Week of 44 hours.
								<i>s. d.</i>
1st year	..	..	..	..	..	..	..	15 0
2nd year	..	..	..	..	..	..	..	21 6
3rd year	..	..	..	..	..	..	..	35 0
4th year	..	..	..	..	..	..	..	58 0
5th year	..	..	..	..	..	..	..	72 9

Notwithstanding anything elsewhere in this determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, or duplicating machines, he shall be paid four-fifths of the second-class mechanics time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines or duplicating machines—One improver to every two or fraction of two workers receiving not less than 88s. per week.
Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, or duplicating machines.

(b) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core-making, in which females were employed on the 15th May, 1935.

The wages of adult females shall be at the following weekly rates of wages:—

				Weekly Hiring.	Hourly Hiring.
				<i>s. d.</i>	<i>s. d.</i>
If of less than 12 months' experience	..	..	..	49 6	52 8
If of 12 months' or more experience	..	..	..	56 3	59 10

(c) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages:—

				Weekly Hiring.	Hourly Hiring.
				<i>s. d.</i>	<i>s. d.</i>
1st year's experience	..	..	..	14 0	15 0
2nd year's experience	..	..	..	18 9	20 1
3rd year's experience	..	..	..	29 0	30 11
4th year's experience	..	..	..	36 6	38 11
5th year's experience	..	..	..	41 9	44 6
Thereafter until reaching 21 years of age	..	..	..	46 9	49 9

(d) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 20 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except in nut, bolt and spike manufacturing, at the following weekly rates of wages:—

				Weekly Hiring.	Hourly Hiring.
				<i>s. d.</i>	<i>s. d.</i>
1st year's experience	..	..	..	15 6	16 8
2nd year's experience	..	..	..	23 3	24 9
3rd year's experience	..	..	..	31 9	33 10
4th year's experience	..	..	..	43 0	45 10
5th year's experience	..	..	..	54 9	58 4
6th year's experience	..	..	..	63 9	67 11
7th year's experience	..	..	..	67 6	71 11

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wittingly employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(e) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 20) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages:—

				Weekly Hiring.	Hourly Hiring.
				<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	..	..	..	17 0	18 3
16 and under 17 years of age	..	..	..	26 0	27 8
17 and under 18 years of age	..	..	..	45 9	48 9
18 and under 19 years of age	..	..	..	58 0	61 9
19 and under 21 years of age	..	..	..	69 9	74 3

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.
Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

HOURS OF EMPLOYMENT.

6. With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 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.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

Exceptions.

- (i) The ordinary hours of employment of forgers and forge furnacemen shall be five shifts per week of 9½ hours each, including crib time, for which no deduction of pay shall be made.
- (ii) Employees working in country towns where Wednesday afternoon is recognized as the usual half working day of the week shall work the Saturday afternoon at ordinary rates: Provided that for work done after noon on a Wednesday overtime rates be paid.

SHIFT WORK.*Continuous Work Shifts.*

7. (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 44 per week during the period of employment upon such shifts; nor
- (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
- (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
- (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one forty-third (1/43) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds (44/43) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year, one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(d) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (c) hereof, an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift, or when the relief does not come on duty at the proper time: Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

(f) Employees on continuous work shifts, working any Sunday or holiday shift, shall be paid at the rate of time and a half for such shift.

Shift Work in other than Continuous Work.

(g) In shift work, not upon continuous work as herein defined, any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop, or six successive working nights or more in a six-day workshop, shall be paid for at the rate of time and a half.

(h) Except as hereinafter provided for any afternoon or night shift which has been in operation for five nights or more and 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 7½ per cent. more than ordinary rates shall be paid.

(i) On ship repair work shifts may be worked for not less than three successive nights at the rate of time and a quarter, but when five or more successive night shifts have been worked the rate shall be 10 per cent. more than ordinary rates, and after such shifts have continued for more than one month 7½ per cent. more than ordinary rates.

(j) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

(j) (i) Employees who, during a period of engagement, work only on night shifts shall be paid at the rate of time and a quarter.

(j) (ii) When employees are called on to work afternoon and night shifts only they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.

Where men work day and afternoon shifts only they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.

MIXED FUNCTIONS.

8. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

9. (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours. Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above 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 so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to 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) As far as practicable employees shall not work overtime while competent labour is available.

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

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) 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 employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

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

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

(k) Subject to the provisions of the second part of the sub-clause (g) 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.

(l) 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 his current wage for the time occupied in reaching his home.

SPECIAL CONDITIONS APPLICABLE TO EMPLOYMENT IN UNDERTAKINGS RESPONSIBLE FOR THE INSTALLATION, MAINTENANCE, AND SUPPLY OF ELECTRIC LIGHT AND POWER.

10. The following special conditions shall apply to all employees employed in undertakings concerned in the installation, maintenance, and supply of electric light and power :—

(a) (in lieu of clause 6 "Hours of Employment" of this Determination)—

The hours of employment, except of employees who were working 44 hours on this date shall be 48 per week to be worked (with the exception of shift workers and patrolmen) in five and a half days consecutively between 6 a.m. and 6 p.m., but this spread of hours may be altered by mutual agreement between an employer and his employees. Patrolmen, subject to continuance of existing conditions, shall work at such hours as the employer may direct.

(b) (in lieu of clause 7 "Shift Work" of this Determination)—

(i) Employees working in continuous work shall work such shifts as may be required.

(ii) A shift shall consist of 8 hours inclusive of such time as by mutual arrangement may be taken for meal breaks.

By agreement with his employees an employer may allow a fixed meal hour for each shift without payment for such break. Employees engaged on continuous work on afternoon and night shifts shall be paid 5 per cent. extra for such shifts and all employees working on any Sunday or holiday shift shall be paid time and a half for such shifts.

(iii) Employees not engaged in a continuous work working on afternoon or night shift which does not continue for more than three successive nights shall be paid for such shifts at the overtime rates prescribed in this clause.

(iv) Shift workers shall be paid at the rate of time and a half for all time worked in excess of shift hours, except when such overtime is due to arrangement between the employees themselves, or is necessary in effecting periodical rotation of shifts, or is owing to the failure of a shiftman, who should relieve, to present himself for duty at the appointed time, in which cases ordinary time only shall be paid.

(v) All prevailing customs for holidays and annual leave of absence for shift workers, shall continue.

(c) The following sub-clause is added to clause 9 :—

Employees effecting repairs to and engaged in the maintenance necessary for continuity of supply of electric light and of power plant and equipment shall be paid for all such overtime at the rate of time and a half.

(d) In lieu of clause 9 (c)—

An employee recalled after leaving work to work overtime shall be paid for a minimum of one hour's work at the appropriate rate.

(e) Clause 9 (f) and 9 (i) shall not be applicable to employees mentioned in this clause.

(f) If an employee works 8 hours on a Sunday he shall be given a day off duty during the following week, but payment shall not be made for such day off duty. If, in case of emergency, the employee cannot be granted such day-off he shall be paid for any such day (which would have been his rest day) at the rate of time and a half for the hours worked on that day.

HOLIDAYS AND SUNDAY WORK.

11. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided) :—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.

Exceptions.

By agreement between any 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 not engaged in continuous work 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 for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for 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) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

PIECEWORK RATES.

12. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

13. Extra rates in this Determination, including rates prescribed in clause 18, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

14. (a) Wages shall be paid weekly or fortnightly. 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.

(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-hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

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

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

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

(c) Casual employees, i.e., employees for whom a full week's work is not provided shall for any such work be paid 10 per cent. in addition to the total wage prescribed for their occupations.

MISCELLANEOUS PROVISIONS.

16. (a) *Tools.*—The employer shall provide for each employee all necessary tools, including micrometer, where used, but excluding other measuring or precision tools less than 13". The employee shall replace or pay for any tools so provided if lost through his negligence.
- (b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.
- (c) Suitable asbestos sheet and coloured glasses 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.
- (d) Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.
- (e) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.
- (f) All ladles of a holding capacity of 15 cwt. or more shall be fitted with safety-work gear or an equivalent safety fitting.
- (g) Not more than $\frac{1}{4}$ cwt. of molten metal per man shall be placed in ladles carried by hand.
- (h) Where molten metal is carried by hand a clear passageway not less than 2 feet wide shall be made.

TIME AND WAGES BOOK.

17. 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 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.

18. 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 3 and not more than 10 employees, including apprentices, 6s. per week extra ; more than 10 and not more than 20, including apprentices, 12s. per week extra ; more than 20, including apprentices, 18s. per week extra.
- (b) Working in wet places—1½d. per hour extra.
Working in confined spaces—3d. per hour extra.
Working in ship's bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards—1d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra ; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.
- (e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.
- (f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.
- (g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (h) Patternmaker in lignum vitae outside the workshop and fitting to stern bushes, 3d. per hour extra.
- (i) Tradesmen and/or welders employed in large operating power-houses, i.e., power-houses developing more than 8,000 kilowatts, other than those not on the regular staff, engaged on new construction shall be paid 6s. per week extra ; such amount shall be deemed to include all special rates provided in this clause except in sub-clause (a).
- (j) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (k) Except when 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.
- (l) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.
- (m) The rate for forger and/or faggoter set out herein and the rate for torge furnacemen shall be for a 44-hour week. The hourly rate shall be ascertained by dividing the respective weekly rate as adjusted by 44.

TRAVELLING TIME, ALLOWANCE, AND BOARD.

19. (a) When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop, depot, or district centre shall be paid for at ordinary rates up to a maximum of twelve hours out of every twenty-four (except on Sunday when payment shall be at the rate of time and a half, or a maximum of eight hours out of each twenty-four). An employee required to work at a job away from his workshop, depot, or district centre shall, at the direction of his employer, present himself for work at such job at the usual time for starting work.
- (b) An employee engaged in a capital city to work in the country or sent from one country centre to work in another, shall be entitled to travelling time, and, for a period not exceeding three months, to expenses.
- All excess fares and reasonable travelling expenses including board and lodging and 2s. for each meal (if any) incurred in such travelling time shall be paid by the employer.
- The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all night travelling is involved when they shall be first class.
- (c) On jobs of less than three months' duration a camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents or other temporary shelters is necessary.
- (d) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

DEFINITIONS.

20. For the purposes of this Determination the following definitions shall apply :—

"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 and of electrical machinery and apparatus and of locks, scales, window frames, and other metallic articles.

"Process worker" means an employee engaged on—

- (1) Repetition work 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 by the operator), or

- (2) in the assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment requiring skill is required, or
- (3) in specialized processes—not requiring the use of hand tools (except hammers, screw drivers, or spanners) in or in connexion with manufacturing, or
- (4) in the assembling of typewriters, and/or book-keeping, and/or adding, and/or calculating, and/or duplicating machines, for the first time in Australia, but does not include tuning, and/or testing, and/or adjustment of such machines.
- “First Class Mechanic” means an adult employee who fits, repairs, maintains, and/or services wholly or in part any typewriter and/or duplicating machine.
- “Second Class Mechanic” means an adult employee who adjusts or aligns machines for the first time in Australia.
- “Tradesman in making or repairing typewriters, bookkeeping, adding, calculating, or duplicating machines,” means an adult employee who makes parts.
- “Tradesman” means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.
- “Precision measurements” means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale, or rule.
- “Tradesman in gun armament, instrument, and torpedo work” means a tradesman who is required to lay out and repair or make naval gun optical instrument or torpedo mechanisms, and includes a tradesman engaged dismantling, assembling, and rating torpedoes, also tradesmen engaged dismantling, assembling, and fitting in turrets of actual parts of gun mountings and guns.
- “Patternmaker” means a tradesman engaged in the making of patterns in wood.
- “Toolmaker” means a tradesman making and/or repairing any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.
- “First-class machinist” means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine and grinding machine.
- “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 or 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, or a second-class brass finisher or as a pipe fitter on low pressure work.
- “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.
- “Window-frame making” means the making in quantities of metal window frames, metal doors, and grilles, and metal ornamentalions used in buildings.
- “Motor mechanic” means an adult employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts (including electric) of the engines of motor cars, motor cycles, or other motor vehicles.
- “Locksmith” means a tradesman engaged in the making (except in quantities by manufacturing methods) and/or repairing of locks and the mechanism of safe and strong-room doors.
- “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 welder, and includes re-welding by hand processes.
- “Second-class welder” means an adult employee not required to do first-class welding, but engaged in filling castings or in manufacturing of 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.
- “Third-class welder” means an adult employee using electric spot or butt welding machine, or cutting scrap with oxy-acetylene blowpipe.
- “Other smiths” includes ajax forger, blacksmith bulldozer, Bradley hammer smith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling-stock smith, and wheelwright smith.
- “Jobbing moulder” means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.
- “Jobbing coremaker” means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.
- “Plate and machine moulder” means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.
- “Machine coremaker” means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.
- “Furnaceman” means an employee in charge of a furnace used for smelting metals or ores, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.
- “Year” means each period of 365 consecutive days, starting from the 15th day of May, 1935.
- “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.
- “Sunday” means all time between midnight Saturday and midnight Sunday.
- “Wet place” means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.
- “Confined place” means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.
- “Ship repairs” means (a) all repair work done on ships, (b) all work other than the making of spare parts and stores done in a workshop used for ship repairs only, (c) work done in a workshop used for both ship repairing, general engineering metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

SPECIAL EXEMPTIONS.

21. (a) *Motor Body Building*.—Employers engaged in motor body building and the assembling of motor chasses shall be exempt from this Determination as to the making of motor bodies and the assembling of chasses.

(b) *Agricultural Implement Making*.—Except as to the Wages prescribed for Tradesmen.—Employers engaged in the making of agricultural and dairying implements shall, as to employees engaged in the making of such agricultural and dairying implements (including engines used for agricultural purposes), be exempt from this Determination.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 1st November, 1939.