



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 40]

TUESDAY, FEBRUARY 28.

[1939

Factories and Shops Acts.

DETERMINATION OF THE SLATERS AND TILERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, or business of a slater, roof-tiler, ridger, shingler, or cement tiler (other than a tiler laying verandah or flooring tiles)" has made the following Determination, namely:—

(1) That on the 24th February, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		WAGES.	Per Hour.	Per Week of 44 Hours.
	Per Week of 44 Hours.		Per Week of 44 Hours.			
	s. d.		s. d.		s. d.	s. d.
1st year ..	20 6	1st year ..	20 6	Slaters employed stripping or repairing roofs or re-covering with second-hand materials ..	2 10½	126 6
2nd „ ..	30 6	2nd „ ..	30 6	Other Slaters ..	2 9	121 0
3rd „ ..	41 0	3rd „ ..	41 0	Tilers employed stripping or repairing roofs or re-covering with second-hand materials ..	2 9	121 0
4th „ ..	51 0	4th „ ..	51 0	All others ..	2 7½	115 6
5th „ ..	66 3	5th „ ..	66 3			
PROPORTION (by any employer).		PROPORTION (by any employer).				
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 115s. 6d. per week of 44 hours.		One improver to the first six workers and thereafter one improver to every six or fraction of six workers receiving not less than the minimum wage of 115s. 6d. per week of 44 hours.				
An indenture of apprenticeship was approved on 18th December, 1911						

(3) TIME OF BEGINNING AND ENDING WORK—

8 a.m. .. 5 p.m. on five days in the week.

8 a.m. .. 12 noon on the other working day of the week on which the half-holiday is locally observed.

(4) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 44 hours in any week, shall be paid for at the rate of time and a half.

(5) ALLOWANCES FOR FARES, TRAVELLING TIME AND COUNTRY WORK.—The following allowances shall be paid:—

(a) For work done within such area as may be reached from Melbourne by tram or electric railway train—

The actual workman's fare from Melbourne to and from the job.

(b) For work done outside the area mentioned in clause (a)—

For all time actually travelling to and from the job 2s. 7½d. per hour shall be paid in addition to fares. Where the job necessitates the employee being away from home for a night, he shall be paid 6s. per day for the first four days of such absence. If he is absent from his home for a longer period than four days an allowance of 25s. per week shall be paid.

(6) **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, 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.

(7) **BOOK OR RECORD.**—Each employer shall keep a book or record showing the name and occupation of each employee, the place of working, the hours worked, the wages rate or piecework price paid and, in respect of piecework, the number of squares and the number of feet of ridging in the roof.

Such book or record shall be filled in and signed by the employee each week and shall be kept by the employer for a period of twelve months at his place of business. During such period it may be inspected during the ordinary working hours by any official of the Slaters, Tilers and Shinglers' Union of Australia duly authorized in writing by the Secretary of such Union, provided that three day's notice of intention to make such inspection has been given to the employer.

(8) **PIECEWORK PRICES.**—The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Slating, 20" x 10", and larger	Two nails, 7s. 3d. per 100 square feet, slater's measurement.
" " "	Three nails, 8s. per 100 square feet, slater's measurement.
		6d. per 100 square feet more for every size smaller.
		Ridging extra.
Terra Cotta Tiling	7s. per 100 square feet, tiler's measurement.
		Ridging extra.
Cement Tiling	7s. 6d. per 100 square feet, tiler's measurement.
		Ridging extra.
For buildings of more than one story	6d. per 100 square feet extra for each story after the first.
Fixing Tile or Cement Ridging	On slate roofs, hiping, 3d. per foot.
" " "	" " crest, 4d. per foot.
" " "	On tile roofs, hiping, 3d. per foot.
" " "	" " crest, 4d. per foot.
" " "	On iron roofs, hiping, 3d. per foot.
" " "	" " crest, 4d. per foot.
For buildings of more than one story	1d. per foot extra for each story after the first.
Mitring hips on slate roofs	Nailed, 9d. per foot.
" " "	Screwed, 1s. per foot.

Fifty per cent. extra on all above prices shall be paid for all work done on roofs of a pitch of 45° or over; 6d. per square foot extra shall be paid for work done on roofs where double batten is used.

(9) **DEFINITION.**—Slater's or tiler's measurement is the net square measurement of the roof with 1 square foot extra for every lineal foot of eaves, hips, valleys, gutters, and gables.

H. J. RICHARDSON, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 7th February, 1939.



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No. 41]

TUESDAY, FEBRUARY 28.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Toys Section.)

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

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

Gold beating.

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

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

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

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

has made, in respect of the manufacturing or preparing of toys, the following Determination, namely:—

(1) That on 6th March, 1939, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1933, shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	16 3	1st six months' experience ..	13 3	Designers ..	99 0	Designers ..	62 9
2nd " ..	22 9	2nd " ..	16 3	Cutters-out ..	86 6	Cutters-out ..	46 9
3rd " ..	31 9	3rd " ..	19 3	Fillers and/or stuffers ..	83 0	Machinists ..	46 9
4th " ..	42 3	4th " ..	22 3	All others ..	79 0	Fillers and/or stuffers ..	44 6
5th " ..	54 3	5th " ..	25 3			All others ..	42 6
6th " ..	62 6	6th " ..	29 0				
7th " ..	67 0	7th " ..	32 0				
		8th " ..	36 0				
		9th " ..	39 0				
		10th " ..	42 0				

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
 (b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

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

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

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

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

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work proscribed in clause (5); or

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

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

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

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

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

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

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

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

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

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

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded, and to be made upon the rates prescribed in the original Determination for this section which came into force on the 26th September, 1938.

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

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 13 0	Melbourne

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

(b) During each future successive period beginning with the first pay period to commence in a June, a September, a December, or a March, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

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

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

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

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 10th February, 1939.

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