



# VICTORIA GOVERNMENT GAZETTE.

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[1940

Factories and Shops Acts.

## DETERMINATION OF THE CARRIAGE 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 30th January, 1940, by the Carriage Board, and published in the *Government Gazette* on the 22nd February, 1940, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof, such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (e) aircraft; has made the following Determination, viz.:—

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in May, 1940.

(2)

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 6 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES.	(A <sup>1</sup> )	(B <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )
<i>Development, Tool Room, and Maintenance Sections.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Aero mechanic required to hold "A" and "B" certificates ..	122 0	6 0	119 0	5 10
Aero mechanic required to hold "B" and "C" certificates ..	112 0	5 6	109 0	5 4
Aero mechanic not required to hold any certificate or only "C" certificate ..	109 0	5 4	106 0	5 2
Patternmaker ..	121 0	5 11	118 0	5 9
Toolmaker, tool hardener, and diemaker (in wood or metal) ..	118 0	5 9	115 0	5 8
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) ..	115 0	5 8	112 0	5 6
Tradesman, the greater part of whose time is occupied marking off ..	112 0	5 6	109 0	5 4
Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker ..	112 0	5 6	109 0	5 4
Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work ..	112 0	5 6	109 0	5 4

\* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A<sup>1</sup> or A<sup>2</sup>, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.	(A <sup>1</sup> )	(B <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )
	s. d.	s. d.	s. d.	s. d.
<i>Development, Tool Room, and Maintenance Section—continued.</i>				
(b) On low-pressure work .. .. .	101 0	4 11	99 0	4 10
Plate or machine moulders and/or coremakers—				
1st six months' experience .. .. .	91 0	4 5	88 0	4 4
2nd six months' experience .. .. .	94 0	4 7	91 0	4 5
3rd six months' experience .. .. .	97 0	4 9	94 0	4 7
After two years' experience .. .. .	102 0	5 0	99 0	4 10
Template maker .. .. .	116 0	5 8	113 0	5 6
First-class welder .. .. .	115 0	5 8	112 0	5 6
Second-class welder .. .. .	104 0	5 1	101 0	4 11
Third-class welder .. .. .	96 0	4 8	93 0	4 7
Fourth-class welder .. .. .	91 6	4 6	88 6	4 4
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter .. .. .	109 0	5 4	106 0	5 2
First-class machinist in metal .. .. .	112 0	5 6	109 0	5 4
Second-class machinist in metal .. .. .	102 0	5 0	99 0	4 10
Third-class machinist in metal .. .. .	96 0	4 8	93 0	4 7
Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic .. .. .	91 0	4 5	88 0	4 4
<i>Body-making Section.</i>				
First-class body maker .. .. .	112 0	5 6	109 0	5 4
Second-class body maker .. .. .	109 0	5 4	106 0	5 2
Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line" .. .. .	109 0	5 4	106 0	5 2
Assembler (other than process worker as defined) when not "on the line" .. .. .	104 0	5 1	101 0	4 11
First-class machinist .. .. .	112 0	5 6	109 0	5 4
Second-class machinist .. .. .	102 0	5 0	99 0	4 10
Third-class machinist .. .. .	96 0	4 8	93 0	4 7
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line" .. .. .	102 0	5 0	99 0	4 10
Other oxy and electric welders .. .. .	100 0	4 11	97 0	4 9
Metal panel fixer .. .. .	97 0	4 9	94 0	4 7
Driller and/or borer (not using jigs) .. .. .	96 0	4 8	93 0	4 7
Driller and/or borer (using jigs) .. .. .	91 6	4 6	88 6	4 4
<i>Panel Section.</i>				
First-class panel beater .. .. .	112 0	5 6	109 0	5 4
Second-class panel beater, metal panel worker .. .. .	109 0	5 4	106 0	5 2
Solderer, assembler (other than process worker as defined) air hammer operator .. .. .	104 0	5 1	101 0	4 11
Toledo press operator over 400 tons pressure .. .. .	103 0	5 1	100 0	4 11
Press operator (heavy) .. .. .	103 0	5 1	100 0	4 11
Press operator (light) .. .. .	95 0	4 8	92 0	4 6
Oxy-acetylene and electric welder .. .. .	100 0	4 11	97 0	4 9
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler .. .. .	97 0	4 9	94 0	4 7
Other panel machinists .. .. .	96 0	4 8	93 0	4 7
Driller (not using jigs) .. .. .	93 6	4 7	90 6	4 5
Driller (using jigs) .. .. .	89 0	4 4	86 0	4 3
Tubemaker .. .. .	93 6	4 7	90 6	4 5
Emery grinder, grinder and/or buffer (metal) .. .. .	91 6	4 6	88 6	4 4
Grinder and/or buffer (using portable machine) .. .. .	96 0	4 8	93 0	4 7
Metal band sawyer .. .. .	99 0	4 10	96 0	4 8
Panel edge turner .. .. .	102 0	5 0	99 0	4 10
Rotary buffer operator—				
(a) While doing dent-knocking .. .. .	109 0	5 4	106 0	5 2
(b) While not doing dent-knocking .. .. .	96 0	4 8	93 0	4 7

\* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A<sup>1</sup> or A<sup>2</sup>, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
<b>MALES—continued.</b>				
<i>Smithing Section.</i>				
Smith .. .. .	(A <sup>1</sup> ) s. d. 113 0	(B <sup>1</sup> ) s. d. 5 6	(A <sup>2</sup> ) s. d. 110 0	(B <sup>2</sup> ) s. d. 5 4
Axle maker, axle turner, spring fitter, laminated spring maker ..	112 0	5 6	109 0	5 4
First-class machinist (metal) .. .. .	112 0	5 6	109 0	5 4
Second-class machinist (metal) .. .. .	102 0	5 0	99 0	4 10
Third-class machinist (metal) .. .. .	96 0	4 8	93 0	4 7
Rivetter on motor truck or waggon body .. .. .	109 0	5 4	106 0	5 2
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer .. .. .	102 6	5 0	99 6	4 11
Bulldozer operator—				
(a) Setting up machines .. .. .	102 6	5 0	99 6	4 11
(b) Not setting up machines .. .. .	96 0	4 8	93 0	4 7
Drop hammer smith—				
(a) When dies are not used .. .. .	113 0	5 6	110 0	5 4
(b) When dies are used .. .. .	96 0	4 8	93 0	4 7
Cold setter .. .. .	99 0	4 10	96 0	4 8
Grinder and/or buffer using portable machine .. .. .	96 0	4 8	93 0	4 7
Garnish mould finisher .. .. .	101 0	4 11	98 0	4 10
Cushion and squab spring assembler and frame operative, electric stove attendant .. .. .	97 0	4 9	94 0	4 7
Vyceman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, driller and/or borer (not using jigs) ..	96 0	4 8	93 0	4 7
Driller and/or borer (using jigs), spring service worker .. .. .	91 6	4 6	88 6	4 3
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or tapper	91 6	4 6	88 6	4 4
Striker .. .. .	91 0	4 5	88 0	4 4
<i>Painting Section.</i>				
Writer .. .. .	112 0	5 6	109 0	5 4
Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming)	109 0	5 4	106 0	5 2
Spotter and/or toucher up, duco polisher (using buffers) .. .. .	102 0	5 0	99 0	4 10
Stopper up .. .. .	100 0	4 11	97 0	4 9
Transfer grainer .. .. .	99 0	4 10	96 0	4 8
Acid washer, wet rubber and/or polisher .. .. .	96 0	4 8	93 0	4 7
Brush or spray painters on floors, under-carriages and gear; bow socket enameller .. .. .	93 6	4 7	90 6	4 5
Spray painter (on priming only) .. .. .	101 0	4 11	98 0	4 10
Dipper and hanger .. .. .	90 0	4 5	87 0	4 3
Painter's labourer .. .. .	88 0	4 4	85 0	4 2
<i>Trimming Section.</i>				
Tradesman trimmer (including cutter by hand), squab and/or cushion maker .. .. .	109 0	5 4	106 0	5 2
Electric machine cutter .. .. .	104 0	5 1	101 0	4 11
Sectional trimmer (as defined) .. .. .	100 0	4 11	97 0	4 9
Marker out or scriber using patterns or templates, pleat stuffer (male adult) .. .. .	95 0	4 8	92 0	4 6
Strap maker .. .. .	96 0	4 8	93 0	4 7
Paster (male adult)—				
First year's experience .. .. .	94 0	4 7	91 0	4 5
Second year's experience .. .. .	96 0	4 8	93 0	4 7
Third year's experience and thereafter .. .. .	98 0	4 10	95 0	4 8
Band and/or jig sawer, air hammer operator, skiving machinist, sewing machinist (male adult), camachine operator (male adult) and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools .. .. .	96 0	4 8	93 0	4 7
<i>Woodmill Section.</i>				
Saw doctor .. .. .	115 0	5 8	112 0	5 6
First-class wood machinist (as defined) .. .. .	106 0	5 2	103 0	5 1
Second-class wood machinist (as defined) .. .. .	102 0	5 0	99 0	4 10
Assembler (without use of jigs) .. .. .	106 0	5 2	103 0	5 1
Assembler (with use of jigs) .. .. .	102 0	5 0	99 0	4 10
Sand-paper and emery machinist .. .. .	92 0	4 6	89 0	4 4
Timber stacker, timber kiln attendant .. .. .	88 0	4 4	85 0	4 2

\* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A<sup>1</sup> or A<sup>2</sup>, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
	(A <sup>1</sup> ) s. d.	(B <sup>1</sup> ) s. d.	(A <sup>2</sup> ) s. d.	(B <sup>2</sup> ) s. d.
<b>MALES—continued</b>				
<i>Glass Section.</i>				
Plate-glass cutter, plate-glass beveller, plate-glass driller .. .. .	106 0	5 2	103 0	5 1
Plate-glass grinder .. .. .	93 6	4 7	90 6	4 5
Assembler of prepared parts (not coming within the definition of process worker) .. .. .	99 0	4 10	96 0	4 8
<i>Chassis Assembling Section.</i>				
Motor mechanic .. .. .	109 0	5 4	106 0	5 2
Petrol tank operative .. .. .	98 0	4 10	95 0	4 8
Chassis assembler and/or wiper .. .. .	97 0	4 9	94 0	4 7
Assembler of chassis parts independently of main assembly, body mounter .. .. .	96 0	4 8	93 0	4 7
Rivetter, tire fitter .. .. .	93 6	4 7	90 6	4 5
Driver of chassis .. .. .	89 0	4 4	86 0	4 3
Labourer assisting without using tools .. .. .	86 0	4 3	83 0	4 0
<i>Horse-drawn Vehicle Section.</i>				
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker .. .. .	106 0	5 2	103 0	5 1
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender .. .. .	102 0	5 0	99 0	4 10
Nave mortice and boring machinist .. .. . (All other classifications as prescribed for in other sections.)	92 0	4 6	89 0	4 4
<i>Rolling-stock Section.</i>				
Body maker, wheel turner .. .. .	112 0	5 6	109 0	5 4
Wheel grinder, pitman .. .. . (All other classifications as prescribed for in other sections.)	102 6	5 0	99 6	4 11
<i>Miscellaneous Employees.</i>				
Operator of tractor with or without trailers .. .. .	97 0	4 9	94 0	4 7
Case maker .. .. .	93 6	4 7	90 6	4 5
Die-casting machine operative .. .. .	96 0	4 8	93 0	4 7
Case repairer .. .. .	89 0	4 4	86 0	4 3
Process worker (as defined) in all sections .. .. .	89 0	4 4	86 0	4 3
All others in all sections .. .. .	82 0	4 0	79 0	3 10
Leading hand—all sections (see Clause 15).				

\* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A<sup>1</sup> or A<sup>2</sup>, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

(a) The minimum rates to be paid to female machinists shall be at the rate of—

	Per Week of 44 Hours.	Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.	
		s. d.	s. d.
First six months (without previous experience) .. .. .	£ s. d. 1 8 10	}	s. d. 1 5
Second six months .. .. .	2 0 5		
Third six months .. .. .	2 6 8		
Thereafter .. .. .	2 15 1		
(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding: also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—			
For the first six months .. .. .	1 8 10	28 10	1 5
For the second six months .. .. .	2 0 4	40 5	1 11
Thereafter .. .. .	2 15 1	46 8	2 3
		55 1	2 8

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

(3) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- (c) Painting (coach).
- (d) Trimming.
- (e) Axle-making.
- (f) Wood-turning and woodwork machining.
- (g) Panel-working, including panel beating, sheet metal working and welding.
- (h) Motor body die and tool making.
- (i) Fitting and turning. Metal machining.
- (j) Pattern making.
- (k) Motor mechanic.
- (l) Aircraft making.
- (m) Saw doctoring.
- (n) Electrical fitting.
- (o) Electrical mechanic.

(ii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XIV. below; also (3) (c) (7) ).

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.

(iii) The periods of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

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

(v) 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 and training 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.

(vi)—

WAGES.

	Per Week of 44 Hours.
(vi) (a) For apprentices working under indentures entered into prior to 16th December, 1935—	s. d.
Five-year terms—	
First year .. .. .	13 0
Second year .. .. .	18 0
Third year .. .. .	23 6
Fourth year .. .. .	34 6
Fifth year .. .. .	47 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—	
First year .. .. .	18 0
Second year .. .. .	23 6
Third year .. .. .	34 6
Fourth year .. .. .	47 0
(vi) (b) Other apprentices—	
Five-year terms—	
First year .. .. .	15 0
Second year .. .. .	21 6
Third year .. .. .	36 6
Fourth year .. .. .	59 6
Fifth year .. .. .	74 6
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—	
First year .. .. .	18 0
Second year .. .. .	35 6
Third year .. .. .	59 6
Fourth year .. .. .	74 6

(c) 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.

(d) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 9 (c) to the number of four days per annum.

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

(viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(ix) No apprentice shall work under any system of payment by results.

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

(xi) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer'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.

(xii) No employer shall, 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.

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

(xiv) 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.

**MALE JUNIOR WORKERS.**

(4) (a) Unapprenticed male junior workers may be employed in any occupation covered by this Determination, and shall be paid, per week of 44 hours, on the basis of age plus experience, as indicated in clauses (c) (1) and (c) (2) hereunder, as follows:—

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.					
		1.	2.	3.	4.	5.	6.						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14-15 years ..	18 0	21 3	28 6	35 6	43 0	52 6	64 0	18 0	0 11	35 6	..	1 9	
15-16 ,, ..	18 0	24 9	32 0	39 0	46 6	55 0	..	21 0	..	38 9	..	1 11	
16-17 ,, ..	21 3	28 3	35 6	42 6	52 0	..	..	21 3	..	39 0	..	1 11	
17-18 ,, ..	24 9	31 9	39 0	46 0	..	..	..	24 6	..	42 6	..	2 1	
18-19 ,, ..	28 0	35 3	42 6	..	..	..	..	24 9	..	43 0	..	2 1	
19-20 ,, ..	31 6	38 9	..	..	..	..	..	28 0	..	46 0	..	2 3	
20-21 ,, ..	35 0	..	..	..	..	..	..	28 3	..	46 6	..	2 3	
								28 6	..	52 0	..	2 7	
								31 6	..	52 6	..	2 7	
								31 9	..	55 0	..	2 8	
								32 0	..	64 0	..	3 2	
								35 0	..	..	..	..	
								35 3	..	..	..	..	

(b) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(c) (1) Change of wage rates shall be made once each year and shall be payable as from the beginning of the first pay period after the birthday of the employee concerned.

(2) Completed years of experience only to be taken into account when rate is changed.

(3) Employee to furnish proof of age by means of birth certificate or sworn declaration by parent or guardian.

(4) Employee to prove experience by written statement made by previous employers in the coachbuilding industry.

(5) Employee to receive a length of service record card on leaving the employment of any one employer.

(6) For the purpose of this clause experience shall mean any form of employment in any branch of the industry covered by this Determination.

(7) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory. (See clause (3) (ii).)

**HOURS OF EMPLOYMENT.**

(5) (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four hours, or five days of 8 hours 48 minutes each, continuously except for meal 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 proscribed may be altered by mutual agreement between any employer and his employees.

(b) 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.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

(d) For the purpose of performing work which is preparatory to the daily operations of a plant, employees engaged on such preparatory work may be required to commence their ordinary hours of employment at or after 6.30 a.m. on any day other than Sunday.

**SHIFT WORK.**

**A.—CONTINUOUS WORK SHIFTS.**

(6) (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 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 eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(bb) 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) eight 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 ( $\frac{1}{43}$ ) of the prescribed weekly wage and in the case of hourly employees at the rate of forty-four-thirty-thirds ( $\frac{44}{43}$ ) 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 award 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.

(c) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (bb) 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.

(d) Employees on continuous work shifts working afternoon and night shifts shall be paid 7½ per cent. more than ordinary rates for such shifts.

(e) 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.

**B. IN OTHER THAN CONTINUOUS WORK.**

(f) 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.

(g) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more an employee shall be entitled to the following additional rates:—

(i) 25 per cent. for working on night shift only;

(ii) 10 per cent. for working on alternating night and afternoon shifts;

(iii) 10 per cent. for the night shift for working on alternating day and night shifts;

(iv) 10 per cent. for working on afternoon shift only; and

(v) 7½ per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(h) The extra rates specified in paragraphs (b), (c), and (e) of sub-clause (g) hereof shall be payable only where shifts are changed at least once in every three weeks.

(i) "Afternoon shift" shall mean a shift commencing not later than 6 p.m. on any day.

"Night shift" shall mean a shift commencing at any time after 6 p.m. on any day.

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

(k) Females shall not be allowed to work shift work.

#### MIXED FUNCTIONS.

(7) 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.

(8) (a) For all work done outside ordinary hours the rate of wages shall be time and a half for the first four hours and double time thereafter, such double time to continue to be paid until the employee has been relieved from work for at least eight 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 which he is so told 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) 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.

(g) An employee working overtime shall be allowed a crib-time of 20 minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a break of at least 15 minutes shall be allowed if the period of overtime to be worked is in excess of two hours. An employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) 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 the 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.

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

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

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

(l) Where overtime is worked on account of a breakdown of plant and/or machinery all overtime shall be paid for at the rate of time and a half.

#### SUNDAY AND HOLIDAY RATES.

(9) (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.

(b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.

(c) Where an employee works on any of the holidays (including overtime) specified in clause 10 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause 14 (d) of this Determination.

#### HOLIDAYS.

(10) (a) The day on which the Coachmakers' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day (21st April), 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.

(c) If the contract of employment is for hourly hiring, an allowance (clause (1) B<sup>1</sup>, B<sup>2</sup>), calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (1) A<sup>1</sup>, A<sup>2</sup> of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 (14 x 8) and divided by fifty-two (52), the answer to be calculated to the nearest penny. (Clause 1—A<sup>2</sup> is 3s. less than A<sup>1</sup>, and B<sup>2</sup> is 2d. less than B<sup>1</sup>.)

#### PIECEWORK RATES.

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

#### PAY-DAY.

(12) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

#### PAYMENT FOR PART WEEK.

(13) An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

#### CONTRACT OF EMPLOYMENT.

(14) (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. 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.

(b) 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.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 10 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause 10 (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause 2 of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowance shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause 10 (c) of this Determination shall also be paid in addition to the rates prescribed by clause 2 of this Determination for female workers and male junior workers.

(e) An employee engaged 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 the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

## TIME AND WAGES BOOK.

(15) (a) 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.

(b) 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.

## LEADING HANDS.

(16) Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra, from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

## AIRCRAFT MAKING.

(17) Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

## TRAVELLING TIME.

(18) In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

## DEFINITIONS.

(19) (a) "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.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "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.

(f) "First-class machinist" (in metal) 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.

(g) "Second-class machinist" (in metal) 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 bras finisher or as a pipe fitter on low pressure work.

(h) "Third-class machinist" (in metal) means a machinist, not being a process worker, who operates any machine set up by tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist or any machine other than electric cutters in trim shops used for cutting fabrics.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, ladderman machines, routers, tenoners, sill hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

(i) 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 the worker 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

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instrument or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "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, but not one engaged only in making minor adjustments to engines and chasses.

(o) "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.

(p) "Second-class welder" means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal 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.

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

(r) "Fourth-class welder" means an adult employee cutting scrap with oxy-acetylene blowpipe.

(s) "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.

(t) "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.

(u) "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.

(v) "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.

(w) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(x) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs, or in the repairing of damaged bodies.

(y) "Repairing" means the repairing of individual bodies and the replacement therein of panels and other parts.

(z) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(aa) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(bb) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(cc) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(dd) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(ee) "Smith" includes coach smith, wheelwright smith, angle iron smith and motor smith.

(ff) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.



(gg) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(hh) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(ii) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(jj) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(kk) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(ll) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wirer).

#### GRINDING TOOLS.

(20) (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

#### WATERPROOF CLOTHING.

(21) Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

#### SPRAY PAINTERS.

(22) Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

#### TOOLS TO BE PROVIDED BY EMPLOYER.

(23) Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to  $\frac{1}{4}$  inch and snips, such tools to remain the property of the employer.

#### MISCELLANEOUS PROVISIONS.

(24) (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable 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) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

#### RIGHT OF ENTRY OF UNION OFFICIALS.

(25) A duly accredited representative of the Australian Coach, Motor Car, Tram Car, Waggon Builders, Wheelwrights and Aircraft Rolling Stock Makers Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that this clause shall only apply to those employers who are not respondents to the Federal Award in respect of this industry.

#### LIMITATION OF EMPLOYER'S LIABILITY.

(26) When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 18th April, 1940.

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