



# VICTORIA GOVERNMENT GAZETTE.

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[1940

Factories and Shops Acts.

## DETERMINATION OF THE POTTERY 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 24th April, 1940, by the Pottery Board, and published in the *Government Gazette* on the 16th May, 1940, 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) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed.
  - (b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed.
- (1) The adjusted rates herein shall be paid as from the beginning of the first pay period to commence in August, 1940.  
(2)

### APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Eerwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Muirgrave, Romsey, Werribee, and Whittlesea.

MALES. Wages per Week of 44 hours.				FEMALES, Wages per Week of 44 hours.								
				Commencing Age.								
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.			
				<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>			
				<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>			
Under 15 years of age	..	..	..	19								
15 years of age	..	..	..	23								
16 "	..	..	..	26								
17 "	..	..	..	31								
18 "	..	..	..	42								
19 "	..	..	..	49								
20 "	..	..	..	61								
And thereafter the Minimum Wage.				1st 6 months	19							
				2nd 6 months	22							
				1st year	22	9	26	6	27	6	30	9
				2nd "	25	6	27	6	30	9	35	0
				3rd "	27	6	30	9	35	0	39	0
				4th "	30	9	35	0	39	0		
				5th "	35	0	39	0				
				6th "	39	0						
And thereafter the Minimum Wage.												

### WITHIN ALL OTHER PARTS OF VICTORIA.

MALES. Wages per Week of 44 hours.				FEMALES, Wages per Week of 44 hours.								
				Commencing Age.								
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.			
				<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>			
				<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>			
Under 15 years of age	..	..	..	19								
15 years of age	..	..	..	20								
16 "	..	..	..	25								
17 "	..	..	..	29								
18 "	..	..	..	41								
19 "	..	..	..	47								
20 "	..	..	..	58								
And thereafter the Minimum Wage.				1st 6 months	19							
				2nd 6 months	21							
				1st year	21	6	22	9	26	6	29	3
				2nd "	24	3	26	9	28	9	33	3
				3rd "	26	9	28	9	33	3	38	0
				4th "	28	9	33	3	38	0		
				5th "	33	3	38	0				
				6th "	38	0						
And thereafter the Minimum Wage.												

**Apprentices or Improvers—continued.**  
Proportion (in any factory or place).

*Apprentices.*

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.  
One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.  
*An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.*

*Improvers.*

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
Three female improvers to every four or fraction of four female workers receiving not less than the minimum wage.

**ALL OTHER EMPLOYEES.**

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.
	Per Week of 44 hours.	Per Week of 44 hours.	
	s. d.	s. d.	
<b>All Departments.</b>			
Head burner .. .. .	94 0	90 0	
All other burners .. .. .	90 0	86 0	
Mouldmakers .. .. .	96 0	92 0	
Clayhole men (employers to provide tools) .. .. .	91 0	87 0	
Men boring or using explosives .. .. .	95 0	91 0	
<b>FEMALES.</b>			
Females .. .. .	45 9	42 9	
<b>MALES.</b>			
<b>Glazed Pipes and Salt-glazed Ware.</b>			
Flanger .. .. .	95 0	91 0	
Man in charge of plunger .. .. .	89 6	85 6	
Pressers .. .. .	92 0	88 0	
Setters .. .. .	92 0	88 0	
Junction sticker .. .. .	92 0	88 0	
Man working pipe flanging machine .. .. .	88 0	84 0	
Bitumen Jointers .. .. .	87 0	83 0	
Drawers .. .. .	88 0	84 0	
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	88 0	84 0	
Man carrying or wheeling into or out of kiln .. .. .	86 0	82 0	
Man sorting pipes .. .. .	86 0	82 0	
Pipe dressers .. .. .	86 0	82 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	84 0	80 0	
<b>Dust Tile Making.</b>			
Leading hand slip making .. .. .	89 0	85 0	
Slip House Attendants .. .. .	86 0	82 0	
Head placer inside a kiln .. .. .	89 0	85 0	
Man dipping tiles and in charge of dipping room .. .. .	88 0	84 0	
Man hand-pressing dust tiles with 6-in. press .. .. .	88 0	84 0	
Sagger maker .. .. .	88 0	84 0	
Head packer .. .. .	90 0	86 0	
Packer who packs articles with protective substances into containers with secured lids .. .. .	87 0	83 0	
Other packers .. .. .	85 0	81 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	84 0	80 0	
<b>General Pottery and Insulator Making.</b>			
Sanitary ware presser .. .. .	90 0	86 0	
Head packer .. .. .	90 0	86 0	
Packer who packs articles with protective substances into containers with secured lids .. .. .	87 0	83 0	
Other packers .. .. .	85 0	81 0	
Leading hand slip making .. .. .	89 0	85 0	
Slip House Attendants .. .. .	86 0	82 0	
Tea-pot hand pressers .. .. .	89 0	85 0	
Hollow ware presser or head dipper .. .. .	89 0	85 0	
Turner .. .. .	91 0	87 0	
Caster .. .. .	89 0	85 0	
Stoneware thrower—			
4th year's experience .. .. .	86 0	82 0	
5th .. .. .	90 0	86 0	
and thereafter .. .. .	96 0	92 0	
Head placer inside a kiln .. .. .	89 0	85 0	
Other placers .. .. .	88 0	84 0	
Sagger maker .. .. .	88 0	84 0	
Jolly and jigger hands .. .. .	90 0	86 0	
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	88 0	84 0	
Grinders of burnt ware .. .. .	89 0	85 0	
Potters' printer .. .. .	86 0	82 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	84 0	80 0	
<b>Plastic Tile and Terra-cotta Making.</b>			
Flower pot, or flower-pot saucer throwers .. .. .	93 0	89 0	
Facemen .. .. .	89 6	85 6	
Pressers (screw and lever type inclusive) .. .. .	89 6	85 6	
Setters .. .. .	92 0	88 0	
Vent makers .. .. .	88 0	84 0	
Man in charge of plunge .. .. .	88 0	84 0	
Drawers .. .. .	88 0	84 0	
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	88 0	84 0	
Man taking off roofing tile press .. .. .	86 0	82 0	
Man carrying or wheeling into or out of kiln .. .. .	86 0	82 0	
Man sorting roofing tiles .. .. .	86 0	82 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	84 0	80 0	

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons except burners and continuous shift-workers:—

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.

(4) OVERTIME—

- (a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week . . . . . Time and a quarter.
- (b) By persons employed on continuous shift work in excess of 44 hours in any one week . . . . . Time and a quarter.
- (c) By any other person:—
  - Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work . . . . . Time and a quarter.
  - Outside the hours fixed as the time of beginning and ending work . . . . . Time and a half.

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

Sundays . . . . .	} Burners, time and a half. All others, double time.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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, the special rate shall only be payable for work done on the day so substituted.

(6) HOLIDAYS.—(a) All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

(b) Terminating employment in relation to a holiday. Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

(7) TEA MONEY.—An allowance of 1s. 6d. 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.

(8) BURNERS.—A burner shall be paid for the full number of hours of the shift worked.

**PIECE-WORK.**

(9) That the lowest piece-work prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District: the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Etham, Ferntree Gully, Gisborne, Kailor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

**GLAZED PIPES AND SALT-GLAZED WARE.**

Boundary traps, 6 inches . . . . .	1s. 9½d. per trap
Boundary traps, 4 inches . . . . .	1s. 3d. "
Gully traps (flanged) . . . . .	1s. 0½d. each
Disconnectors . . . . .	1s. 0½d. "
Basins . . . . .	1s. 0½d. "
Junctions . . . . .	15s. 3½d. per 100

**GENERAL POTTERY.**

*Cane Bakers (Hand Pressed).*

7 inches . . . . .	11s. 3d. per gross
8 " . . . . .	15s. 3½d. "
9 " . . . . .	18s. 7d. "
10 " . . . . .	22s. 0½d. "
11 " . . . . .	26s. 4d. "
12 " . . . . .	30s. 0½d. "

or 20s. 4d. per gross all round.

*Chambers (Hand Pressed).*

12's . . . . .	39s. 4½d. per gross
9's . . . . .	50s. 3½d. "
6's . . . . .	55s. 11d. "

Fluted chambers, finishing and handling . . . . . 21s. 6½d. "

5s. 2½d. per gross extra to be allowed for embossed chambers.

*Chambers (Jiggered).*

	Jiggering.	Turning.	Handling.
	per gross.	per gross.	per gross.
12's . . . . .	12s. 8½d.	10s. 6d.	10s. 6d.
9's . . . . .	15s. 3½d.	12s. 5d.	12s. 5d.
6's . . . . .	17s. 6½d.	14s. 2½d.	14s. 2½d.

6s. 3½d. per gross extra to be allowed for embossed chambers.

*Bed Slippers and Bed Pans (Hand Pressed).*

Bed slippers, large and small . . . . .	10s. 10d. per dozen
Bed pans . . . . .	10s. 10d. "

*Ewers (Hand Pressed).*

9's . . . . .	7s. 1½d. per dozen
6's . . . . .	7s. 6½d. "

*Lip Bowls (Hand Pressed).*

No. 1 (11 inches or under) . . . . .	34s. 3½d. per gross
No. 2 (12 inches) . . . . .	38s. 5½d. "
No. 3 (13 inches) . . . . .	43s. 8½d. "
No. 4 (14 inches or over) . . . . .	49s. 5½d. "

*Oval Cover Dishes, with Raised Foot (Hand Pressed).*

7 and 8 inches . . . . .	7s. 8½d. per dozen
9 and 10 inches . . . . .	8s. 9½d. "

*Soap Dishes.*

3-piece soap dishes . . . . .	32s. 11½d. per gross
1-piece soap dishes . . . . .	18s. 9d. "

*Male and Female Urinals.*

Male and female urinals . . . . .	6s. 9½d. per dozen
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*Cottage Pans and Traps.*

	Cane.	White.
Pans . . . . .	17s. 9½d. per dozen	19s. 5d. per dozen
Traps . . . . .	17s. 9½d. "	19s. 5d. "

*Pans (Throwing).*

Bread or Cream—	
Not more than 1½ gallons . . . . .	45s. 4½d. per 100 gallons
More than 1½ gallons . . . . .	41s. 3d. "

*Spittoons (Hand Pressed).*

Large . . . . .	31s. 3½d. per gross
Small . . . . .	26s. 0½d. "

*Vases.*

Vases . . . . .	25s. 7½d. per gross
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*Bottles (Throwing).*

Acid bottles, including stopping and stamping (3 gallon) . . . . .	11s. 2½d. per dozen bottles
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*Bung Jars and Demijohns (Throwing).*

1 gallon . . . . .	2s. 3½d. per dozen
2 gallon . . . . .	3s. 11½d. "
3 gallon . . . . .	7s. 1½d. "
5 gallon . . . . .	15s. 8d. "

9½d. per dozen extra for handle bottles.

*Pedestal Pans (Hand Pressed).*

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

Straight fronts—	
Cane . . . . .	4s. 11d. each
White . . . . .	5s. 2½d. "
Hollow fronts—	
Cane . . . . .	4s. 3d. "
White . . . . .	4s. 9½d. "
Sizes exceeding the above dimensions—	
Cane . . . . .	5s. 5d. "
White . . . . .	6s. 2½d. "
State pattern—	
Cane . . . . .	4s. 8½d. "
White . . . . .	5s. 1½d. "

**PIECE-WORK—continued.**  
**Within the Metropolitan District, &c.—continued.**

**GENERAL POTTERY—continued.**

<i>Jugs (Throwing).</i>		<i>Putdng Bowls.</i>	
30's .. .. .	10s. 3½d. per gross	9's .. .. .	18s. 11½d. per gross
36's .. .. .	10s. 11½d. "	12's .. .. .	13s. 10½d. "
30's .. .. .	13s. 6½d. "	18's .. .. .	10s. 5½d. "
24's .. .. .	14s. 11d. "	24's .. .. .	6s. 3½d. "
12's .. .. .	20s. 9½d. "		
<i>Barrels (Throwing).</i>		<i>Jelly Moulds.</i>	
Barrels .. .. .	45s. 4½d. per 100 gallons	1, 1½, and 2 pints .. .. .	40s. 8½d. per gross
<i>Washing or Toilet Bowls (Hand Pressed).</i>		<i>Jars (Throwing).</i>	
Plain .. .. .	44s. 4½d. per gross	Squat jars—	
Embossed .. .. .	49s. 4d. "	Under 2 gallons .. .. .	32s. 6d. per 100 gallons
<i>Foot Warmers (Hand Pressed).</i>		2 gallons and over .. .. .	29s. 7½d. "
Plain .. .. .	7s. 5½d. per dozen	<i>Filter Shells (Throwing).</i>	
Plain, with screw top .. .. .	9s. 1½d. "	Dripstone .. .. .	45s. 5½d. per 100 gallons
Embossed, with screw top .. .. .	7s. 3½d. "	Candles (making and shaving) .. .. .	9d. per gallon
<i>Jam Jugs.</i>		<i>Ginger Beer and Ale Bottles (Throwing).</i>	
Handling jam jugs .. .. .	11s. 6½d. per gross	1 gallon (screwed) .. .. .	32s. 11d. per gross
<i>Syrup Jars.</i>		Ale bottles .. .. .	11s. 0½d. "
Large .. .. .	13s. 10½d. per dozen	Others .. .. .	5s. 11½d. "
Small .. .. .	10s. 2½d. "	<i>Jugs (Hand Pressed).</i>	
		30's .. .. .	30s. 11½d. per gross
		24's .. .. .	37s. 4d. "
		12's .. .. .	45s. 1½d. "

**TERRA COTTA.**

<i>Flower-pots (Throwing and Finishing).</i>		<i>Crimp-pots and Saucers (Throwing and Finishing).</i>	
3 inches .. .. .	2s. 5½d. per gross	<i>Crimp-pots.</i>	
4 " .. .. .	3s. 4d. "	Crimp-pots.	Crimp-pot Saucers.
5 " .. .. .	4s. 11½d. "	5 inches .. .. .	8s. 11½d. per gross.. 5s. 7½d. per gross
6 " .. .. .	6s. 6½d. "	6 " .. .. .	11s. 5d. " 7s. 6½d. "
7 " .. .. .	7s. 10½d. "	7 " .. .. .	14s. 4½d. " 9s. 2½d. "
8 " .. .. .	13s. 0½d. "	8 " .. .. .	20s. 3d. " 13s. 6d. "
9 " .. .. .	16s. 1½d. "	9 " .. .. .	23s. 0d. " 17s. 11d. "
10 " .. .. .	19s. 11½d. "	10 " .. .. .	28s. 9d. " 22s. 3½d. "
12 " .. .. .	40s. 1½d. "	<i>Seed Pans.</i>	
13 " .. .. .	58s. 2½d. "	8 inches .. .. .	12s. 11½d. per gross
14 " .. .. .	77s. 2½d. "	9 " .. .. .	16s. 1d. "
15 " .. .. .	95s. 8d. "	10 " .. .. .	17s. 11d. "
18 " .. .. .	193s. 11½d. "	12 " .. .. .	26s. 9½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>		13 " .. .. .	33s. 4½d. "
4 inches .. .. .	2s. 4½d. per gross	14 " .. .. .	41s. 11½d. "
5 " .. .. .	3s. 3½d. "	15 " .. .. .	51s. 9½d. "
6 " .. .. .	5s. 0d. "	<i>Butter Coolers and Butter-cooler Saucers.</i>	
7 " .. .. .	6s. 7½d. "	<i>Butter Coolers.</i>	
8 " .. .. .	9s. 7½d. "	Butter-cooler Saucers.	
9 " .. .. .	12s. 9d. "	8's .. .. .	5s. 7d. per dozen .. 11d. per dozen
10 " .. .. .	15s. 2½d. "	9's .. .. .	6s. 3½d. " 1s. 2½d. "
12 " .. .. .	20s. 0½d. "	<i>Chimney-pots.</i>	
13 " .. .. .	29s. 8d. "	16 inches and under .. .. .	8s. 11½d. per dozen
14 " .. .. .	38s. 6d. "	Over 16 inches .. .. .	11s. 2½d. "
15 " .. .. .	47s. 11½d. "	<i>Ridging.</i>	
<i>Ridging made by hand from wood or plaster moulds .. .. .</i>		2s. 7½d. per dozen	

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

**Within all other parts of Victoria.**

**GLAZED PIPES AND SALT-GLAZED WARE.**

Boundary traps, 6 inches .. .. .	1s. 8½d. per trap	Disconnectors .. .. .	11½d. each
Boundary traps, 4 inches .. .. .	1s. 2d. "	Basins .. .. .	11½d. "
Gully Traps (flanged) .. .. .	9½d. each	Junctions .. .. .	14s. 9d. per 100

**GENERAL POTTERY.**

<i>Cane Bakers (Hand Pressed).</i>		<i>Chambers (Jiggered).</i>		
7 inches .. .. .	10s. 7½d. per gross	Jiggering.	Turning.	Handling.
8 " .. .. .	14s. 7½d. "	per gross.	per gross.	per gross.
9 " .. .. .	17s. 11d. "	12's .. .. .	11s. 11d. .. 10s. 0½d. .. 10s. 0½d.	
10 " .. .. .	21s. 8½d. "	9's .. .. .	14s. 7½d. .. 11s. 5½d. .. 11s. 5½d.	
11 " .. .. .	25s. 0d. "	6's .. .. .	16s. 11d. .. 13s. 7½d. .. 13s. 7½d.	
12 " .. .. .	29s. 1½d. "	5s. 0½d. per gross extra to be allowed for embossed chambers.		
or 19s. 0½d. per gross all round.		<i>Bed Slippers and Bed Pans (Hand Pressed).</i>		
<i>Chambers (Hand Pressed).</i>		Bed slippers, large and small .. .. . 10s. 4d. per dozen		
12's .. .. .	37s. 7½d. per gross	Bed pans .. .. . 10s. 4d. "		
9's .. .. .	48s. 0½d. "	<i>Ewers (Hand Pressed).</i>		
6's .. .. .	52s. 8d. "	9's .. .. . 6s. 10d. per dozen		
Fluted chambers, finishing and handling	20s. 5d. "	6's .. .. . 7s. 2½d. "		
5s. 0½d. per gross extra to be allowed for embossed chambers.				

**PIECE-WORK—continued.**  
**Within all other parts of Victoria—continued**

**GENERAL POTTERY—continued.**

*Lip Bowls (Hand Pressed).*

No. 1 (11 inches or under)	.. ..	32s. 6½d.	per gross
No. 2 (12 inches)	.. ..	36s. 1½d.	"
No. 3 (13 inches)	.. ..	41s. 9½d.	"
No. 4 (14 inches or over)	.. ..	47s. 0½d.	"

*Oval Cover Dishes, with Raised Foot (Hand Pressed).*

7 and 8 inches	.. ..	7s. 3d.	per dozen
9 and 10 inches	.. ..	8s. 4d.	"

*Soap Dishes.*

3-piece soap dishes	.. ..	32s. 6½d.	per gross
1-piece soap dishes	.. ..	17s. 9½d.	"

*Male and Female Urinals.*

Male and female urinals	.. ..	6s. 6½d.	per dozen
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*Cottage Pans and Traps.*

		<i>Cans.</i>	<i>White.</i>
Pans	.. ..	17s. 3d.	per dozen
Traps	.. ..	17s. 3d.	"
		18s. 6½d.	per dozen
		18s. 6½d.	"

*Pans (Throwing).*

<i>Bread or Cream—</i>			
Not more than 1½ gallons	.. ..	41s. 10½d.	per 100 gallons
More than 1½ gallons	.. ..	39s. 1d.	"

*Spitoons (Hand Pressed).*

Large	.. ..	29s. 9d.	per gross
Small	.. ..	25s. 0d.	"

*Vases.*

Vases	.. ..	24s. 4½d.	per gross
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*Bottles (Throwing).*

Acid bottles, including stopping and stamping (3 gallon)	.. ..	10s. 5½d.	per dozen bottles
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*Bung Jars and Demijohns (Throwing).*

1 gallon	.. ..	2s. 2½d.	per dozen
2 "	.. ..	3s. 9½d.	"
3 "	.. ..	6s. 7½d.	"
5 "	.. ..	14s. 11d.	"
9½d. per dozen extra for handle bottles.			

*Pedestal Pans (Hand Pressed).*

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

<i>Straight fronts—</i>			
Cane	.. ..	4s. 7½d.	each
White	.. ..	4s. 11½d.	"
<i>Hollow fronts—</i>			
Cane	.. ..	4s. 3½d.	"
White	.. ..	4s. 7½d.	"
<i>Sizes exceeding above dimensions—</i>			
Cane	.. ..	5s. 0½d.	"
White	.. ..	5s. 9½d.	"
<i>State Pattern—</i>			
Cane	.. ..	4s. 5d.	"
White	.. ..	4s. 11½d.	"

*Jugs (Throwing).*

39's	.. ..	9s. 10½d.	per gross
36's	.. ..	10s. 3½d.	"
30's	.. ..	12s. 10½d.	"
24's	.. ..	12s. 10½d.	"
12's	.. ..	19s. 9½d.	"

*Barrels (Throwing).*

Barrels	.. ..	42s. 1d.	per 100 gallons
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*Washing or Toilet Bowls (Hand Pressed).*

Plain	.. ..	41s. 6d.	per gross
Embossed	.. ..	46s. 11½d.	"

*Foot Warmers (Hand Pressed).*

Plain	.. ..	7s. 2½d.	per dozen
Plain, with screw top	.. ..	9s. 1½d.	"
Embossed, with screw top	.. ..	11s. 1½d.	"

*Jam Jugs.*

Handling jam jugs	.. ..	10s. 11½d.	per gross
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*Syrup Jars.*

Large	.. ..	12s. 10½d.	per dozen
Small	.. ..	9s. 8½d.	"

*Pudding Bowls.*

9's	.. ..	18s. 0½d.	per gross
12's	.. ..	13s. 4½d.	"
18's	.. ..	10s. 0½d.	"
24's	.. ..	5s. 11½d.	"

*Jelly Moulds.*

1, 1½, and 2 pints	.. ..	38s. 9½d.	per gross
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*Jars (Throwing).*

<i>Squat jars—</i>			
Under 2 gallons	.. ..	31s. 3d.	per 100 gallons
2 gallons and over	.. ..	28s. 2½d.	"

*Filter Shells (Throwing).*

Dripstone	.. ..	42s. 1½d.	per 100 gallons
Candles (making and shaving)	.. ..	8½d.	per gallon

*Ginger Beer and Ale Bottles (Throwing).*

1 gallon (screwed)	.. ..	30s. 7½d.	per gross
Ale bottles	.. ..	10s. 7d.	"
Others	.. ..	5s. 9½d.	"

*Jugs (Hand Pressed).*

30's	.. ..	29s. 0½d.	per gross
24's	.. ..	35s. 5½d.	"
12's	.. ..	42s. 10d.	"

**THREA GOOTTA.**

*Flower-pots (Throwing and Finishing).*

3 inches	.. ..	2s. 5d.	per gross
4 "	.. ..	3s. 0½d.	"
5 "	.. ..	4s. 7½d.	"
6 "	.. ..	6s. 2d.	"
7 "	.. ..	7s. 7½d.	"
8 "	.. ..	12s. 4½d.	"
9 "	.. ..	15s. 4d.	"
10 "	.. ..	19s. 1½d.	"
12 "	.. ..	25s. 10½d.	"
13 "	.. ..	55s. 8½d.	"
14 "	.. ..	74s. 0d.	"
15 "	.. ..	91s. 7d.	"
18 "	.. ..	183s. 2½d.	"

*Flower-pot Saucers (Throwing and Finishing).*

4 inches	.. ..	2s. 3½d.	per gross
5 "	.. ..	3s. 0½d.	"
6 "	.. ..	4s. 8½d.	"
7 "	.. ..	6s. 0½d.	"
8 "	.. ..	9s. 3d.	"
9 "	.. ..	12s. 4½d.	"
10 "	.. ..	14s. 5½d.	"
12 "	.. ..	18s. 11½d.	"
13 "	.. ..	29s. 0½d.	"
14 "	.. ..	36s. 9½d.	"
15 "	.. ..	44s. 10½d.	"

*Ridging.*

Ridging made by hand from wood or plaster moulds	.. ..	2s. 5½d.	per dozen
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## PIECE-WORK—continued.

Within all other parts of Victoria—continued.

TERRA COTTA—continued.			
<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
	Crimp-pots.	Crimp-pot Saucers.	
5 inches..	8s. 7d. per gross	5s. 8½d. per gross	
6 " ..	10s. 10½d. "	7s. 2d. "	
7 " ..	14s. 0½d. "	8s. 7d. "	
8 " ..	19s. 10½d. "	12s. 10½d. "	
9 " ..	22s. 9½d. "	16s. 10½d. "	
10 " ..	27s. 11½d. "	21s. 2½d. "	
<i>Seed Pans.</i>			
8 inches	..	12s. 4d. per gross	
9 " ..	..	15s. 3½d. "	
10 " ..	..	17s. 0½d. "	
12 " ..	..	24s. 8½d. "	
13 " ..	..	31s. 10½d. "	
14 " ..	..	39s. 7d. "	
15 " ..	..	48s. 2½d. "	
<i>Butter Coolers and Butter-cooler Saucers.</i>			
	Butter Coolers.	Butter-cooler Saucers.	
8's ..	5s. 5d. per dozen	10½d. per dozen	
9's ..	5s. 9½d. "	1s. 1½d. "	
<i>Chimney-pots.</i>			
16 inches and under	..	8s. 5½d. per dozen	
Over 16 inches	..	10s. 5d. "	
NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.			

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

## PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(10) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above, 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 rates that are fixed by the Board for such work.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 31st July, 1940.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 286]

MONDAY, AUGUST 12.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER— COUNTRY).

NOTE.—(1) This Determination on the 12th August, 1940, applied to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since 18th July, 1938, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation;
- (c) employed in connexion with the sale or distribution of wood, coal, or coke;
- (d) employed in the trade of charcoal burning"—

has made the following Determination, namely:—

(1) That on the 12th August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

IMPROVERS.	OTHER EMPLOYERS.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
<p>Under 17 years of age .. .. 39s.            17 years of age .. .. 45s.            18 " " .. .. 49s.            19 " " .. .. 55s.            20 " " .. .. 62s.</p> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to the first three workers, and thereafter one improver to every ten workers receiving not less than 84s. per week of 44 hours.</p> <p style="margin-top: 20px;">NOTE:—The Board determines that no person shall be employed as an apprentice.</p>	<p style="text-align: center;"><i>Firewood Saw-mills, Charcoal Burning, &amp;c.</i></p> <p>Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker 97s.            Other benchmen .. .. 92s.            Lumpers .. .. 92s.            Trolleymen .. .. 92s.            Skip loaders .. .. 92s.            Truck loaders of wood 4 feet or over .. .. 92s.            Wagon or dray loaders .. .. 92s.            Block stackers .. .. 86s. 6d.            Wood cutters .. .. 92s.            Carters driving one, two, or three horses .. .. 92s.                And 5s. 6d. extra per week for every additional horse in excess of three.            Drivers of motor vehicles having a carrying capacity—                (a) not exceeding 25 cwt. .. .. 90s.                (b) exceeding 25 cwt. but not exceeding 3 tons 96s.                (c) exceeding 3 tons .. .. 102s.                And if a trailer is attached to the vehicle—1s. 6d. per day extra.            All others .. .. 84s.            Foreman.—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate</p> <p style="text-align: center;"><i>Hay, Corn, or Chaff Stores.</i></p> <p>Storemen in charge .. .. 94s.            All others .. .. 88s.</p> <p style="text-align: center;"><i>Wood, Coal, or Coke Yards.</i></p> <p>Carters driving one horse .. .. 89s.                " " two horses .. .. 92s.                And 3s. extra per week for every additional horse.            Drivers of motor vehicles having a carrying capacity—                (a) not exceeding 25 cwt. .. .. 90s.                (b) exceeding 25 cwt. but not exceeding 3 tons 96s.                (c) exceeding 3 tons .. .. 102s.                And if a trailer is attached to a vehicle—1s. 6d. per day extra.            All others .. .. 88s.</p>

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

(4) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; but if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

(5) TIME WAGES.—Any person employed in a factory or shop 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 one-half the number of hours fixed at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.

(6) CASUAL LABOUR.—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work, shall be paid 3d. per hour above the ordinary rate.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(8) CONTRACT WORK.—No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this determination.

(9) PIECE-WORK.—A schedule of piece-work prices to be paid to any person for doing certain kinds of work has been fixed by the Board.

*Firewood Saw-mills, Charcoal Burning, &c.*

CUTTING AND STACKING OR CUTTING AND LOADING ON TO WAGONS OR DRAYS—

Grey box, 6 feet or over .. .. . 31s. per truck (Standard I.B.).  
Ironbark, 6 feet or over .. .. . 29s.

Grey box or ironbark, 4 feet and under 6 feet .. .. .  
 { 4s. 2d. per ton (50 cubic feet) or  
 40s. 7d. per truck (Standard I.B.) loaded to  
 5 feet.  
 45s. 4d. per truck (Standard I.B.) loaded to  
 5 feet 8 inches.  
 48s. 2d. per truck (Standard I.B.) loaded to  
 5 feet 10 inches.

Box or ironbark, 2 feet and under 4 feet .. .. . 6s. per ton (50 cubic feet).

Mixed wood, i.e., all wood other than box, ironbark, or  
ti-tree, 4 feet to 6 feet inclusive .. .. . 4s. 2d. per ton (50 cubic feet).  
2 feet and under 4 feet .. .. . 5s. 6d. per ton (50 cubic feet).

All wood 5 feet or under to be stacked for measurement at the stump or on vehicle.

Red box, 6 feet or over .. .. . 28s. per truck (Standard I.B.).  
Stringybark or gum, 6 feet or over .. .. . 25s. per truck (Standard I.B.).  
Dry gum, 6 feet or over .. .. . 28s. per truck (Standard I.B.).  
Dry gum, 5 feet boiler wood .. .. . 5s. 2d. per ton (50 cubic feet).  
Green gum, 5 feet boiler wood .. .. . 4s. 2d. per ton (50 cubic feet).  
Boiler wood (ironbark or box) .. .. . 5s. per ton (50 cubic feet).

Boiler wood (other than ironbark or box) cut from saplings not exceeding 2 ft. 9 in. in circumference 2 feet from the ground—

(a) within the Shire of Melton, the Shire of Beechworth, and at such places within a radius of 25 miles of the principal Post Offices at Ballarat and Warrnambool respectively as are included in the area to which this Determination applies .. .. . 3s. 2d. per ton (50 cubic feet).

CUTTING—

Ti-tree .. .. . 6s. 2d. per ton (50 cubic feet).

LOADING WAGONS OR DRAYS .. .. .

6s. 2d. per truck (Standard I.B.).

LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck .. .. . 6s. 2d. per truck (Standard I.B.).

TROLLEYING FROM STACK TO BENCH .. .. .

4s. 2d. per truck (Standard I.B.).

TRUCK LOADING—

5 feet boiler wood .. .. .  
 { 6s. 2d. per truck (Standard I.B.)  
 loaded to 5 feet.  
 6s. 8d. per truck (Standard I.B.)  
 loaded 5 feet 8 inches.  
 6s. 11d. per truck (Standard I.B.)  
 loaded 5 feet 10 inches.

STACKING WOOD 6 FEET OR OVER ON END—

Taken from drays .. .. . 1s. 10d. per truck (Standard I.B.).  
Taken from wagons .. .. . 2s. 2d. per truck (Standard I.B.).



## MILLING (OTHER THAN BY SELF-ACTING BENCH)—

	Cutting 1-ft. wood.			Cutting 9-in. wood.		
Where four men are employed—						
Benching .. .. .	4s.	per truck (Standard I.B.).	5s.	per truck (Standard I.B.).		
Lumping .. .. .	3s.	8d.	4s.	7d.		
Handing up .. .. .	3s.	8d.	4s.	7d.		
Stacking .. .. .	3s.	8d.	4s.	7d.		

Benchman to sharpen saws also.

Lumper, hander-up, and stacker to clean up also.

Where three men are employed—

Benching and handing up .. .. .	5s.	2d.	per truck (Standard I.B.).	6s.	5d.	per truck (Standard I.B.).
Lumping and handing up .. .. .	4s.	11d.		6s.	2d.	
Stacking .. .. .	4s.	11d.		6s.	2d.	

Benchman to sharpen saws also.

Lumper and stacker to clean up also.

Where two men are employed each

These men also to sharpen saws and clean up.

## MILLING BY SELF-ACTING BENCH—

Where three men are employed—

Benching .. .. .	4s.	6d.	per truck (Standard I.B.).	5s.	8d.	per truck (Standard I.B.).
Lumping .. .. .	4s.	3d.		5s.	4d.	
Stacking .. .. .	4s.	3d.		5s.	4d.	

Benchman to sharpen saws also.

Lumper and stacker also to clean up.

Where two men are employed—

Benching and lumping .. .. .	6s.	9d.		8s.	4d.	
Stacking .. .. .	6s.	3d.		8s.		

Benchmen to sharpen saws also.

Stacker to clean up also.

Where one man is employed .. .. .

This man also to sharpen saws and clean up.

R. J. EDWARDS, Chairman.

REX L. UECLE, Secretary.

Melbourne, 26th July, 1940.

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# VICTORIA GOVERNMENT GAZETTE.

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No. 287]

MONDAY, AUGUST 12.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE CARPENTERS BOARD.

NOTE.—This Determination, on the 8th August, 1940, applied to the whole of the State of Victoria.

Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 17th May, 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—

(a) employed in the process, trade, or business of—

- (i) a carpenter or joiner (other than a carpenter or joiner subject to the Determinations of the Agricultural Implements Board, the Country Agricultural Implements Board, and the Wharfs and Jetties Board);
- (ii) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;
- (iii) fixing metal ceilings or laying wood block or parquet flooring.

(b) fixing corrugated asbestos-cement sheeting on walls of buildings—

has made the following Determination, namely:—

(1) That, on the 8th August, 1940, the adjusted Determination, which came into force as from the beginning of the first pay period to commence in June, 1940, shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

\*(Except those covered by the *Apprenticeship Act 1928*.)

### Wages.

*Apprentices.					*Improvers.				
Wages per week—					Wages per week—				
				s. d.					s. d.
1st year's experience..	..	..	..	20 0	Under 17 years of age	..	..	..	20 0
2nd "	..	..	..	25 0	17 to 18 "	..	..	..	25 0
3rd "	..	..	..	30 9	18 to 19 "	..	..	..	30 9
4th "	..	..	..	51 0	19 to 20 "	..	..	..	51 0
5th "	..	..	..	68 0	20 to 21 "	..	..	..	68 0

An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.

Apprentices and improvers shall be subject to the weekly hours fixed for their respective sections.

### PROPORTION (BY ANY EMPLOYER).

#### Apprentices.

- (a) In workshops or joinery mills.. Two apprentices to every three or fraction of three } workers receiving not less than
- (b) Elsewhere .. .. . One apprentice to every two or fraction of two } the minimum wage.

The calculation of the above proportion shall be based, when it is proposed to engage a new apprentice, upon the aggregate numbers of persons employed on full time for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

#### Improvers.

- (a) In workshops or joinery mills One improver to every six } workers receiving not less than the minimum wage.
- (b) Elsewhere .. .. . One improver to every four }

Provided that any employer of two adults may employ one improver.

NOTE.—The employment, within the Metropolitan District, of any improver is illegal.

(3) OTHER EMPLOYEES.  
Wages.

	(i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne.	(ii) Within 3 Miles of the Post Office at Mildura.	(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).	(iv) Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Part-of Victoria
<b>*Weekly employees—</b> <b>Any person employed—</b> (a) in a "mixed industry" as herein defined  <i>Or</i> (b) in an employer's workshop or mill (including a person who works on a building fixing material made in his employer's workshop or mill)—						
(i) Shop work .. .. .	Per week. £ s. d. 5 15 0	Per week. £ s. d. 6 2 0	Per week. £ s. d. 5 12 0	Per week. £ s. d. 5 11 0	Per week. £ s. d. 5 12 0	Per week. £ s. d. 5 1 0
(ii) Stock work .. .. .	Per week. £ s. d. 5 4 0	Per week. £ s. d. 6 2 0	Per week. £ s. d. 5 11 0	Per week. £ s. d. 5 11 0	Per week. £ s. d. 5 12 0	Per week. £ s. d. 5 1 0
<b>Hourly employees</b> .. .. .	Per hour. 0 2 9	Per hour. 0 2 11	Per hour. 0 2 11	Per hour. 0 2 11	Per hour. 0 2 11	Per hour. 0 2 8½

\* Provided that if within three months after his first employment in such "mixed industry," workshop, or mill (as the case may be), his employment shall have been terminated for any other cause than misconduct or his voluntary act he shall be entitled, on such termination, to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that prescribed for hourly employees.

(4) ALLOWANCES AND ADDITIONAL PAYMENTS.

In addition to the amounts, otherwise prescribed, there shall be paid to:—

- (a) A "casual hand," as defined herein, 3d. per hour extra for the time employed, such time not to be less than two hours.
- (b) A "leading hand," as defined herein, 1s. per day.
- (c) An employee working pursuant to the order of his employer in a "wet place," as herein defined, 1s. per day.
- (d) An employee engaged on insulation work, as herein defined, 4d. per hour extra.
- (e) An employee engaged in the course of his employment to a job necessitating his absence from home for a night, 6s. a day for the first seven days, and 30s. a week thereafter, together with free transport for himself and his tools.
- (f) A workshop employee, the ordinary rate for all time reasonably and necessarily taken by him in travelling to and returning from any job outside the employer's works or premises in excess of that ordinarily taken by him in going to such works and premises from his home, and returning thereto, together with all fares necessarily incurred thereby.
- (g) Except as to work within a radius of 12 miles of the G.P.O., Melbourne, an employee on construction work, other than an employee in a "mixed industry," all fares necessarily incurred in travelling to and returning from the job to his home above 4d. per day. As to work within the above-mentioned radius, performed by an employee on construction work, there shall be added to the wages of such an employee, computed as in the Determination prescribed, an allowance at the rate of 2s. per week in lieu of excess fares.  
A fare shall be deemed to have been necessarily incurred, under this paragraph, or such additional payment shall be made if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance, but a fare shall not be deemed to have been so incurred or such payment shall not be required to be made where the employer provides or offers to provide a reasonable conveyance free of charge.
- (h) An employee, on whatever work he be engaged, who completes his work at night after trams and other public conveyances have ceased running, and for whom the employer does not provide a conveyance to take him home, such sum as will provide such a conveyance.
- (i) An employee receiving notice to present himself for work by his employer, and whose services on presentation are not required, the sum of 5s. together with any expenses necessarily incurred in travelling to and from such job, but such expenses shall not be deemed to have been so incurred when the employer provides, or offers to provide, a reasonable conveyance free of charge.
- (j) An employee whose clothes or tools have been spoiled by acids, sulphur, or other deleterious substance, such an amount to cover the loss occasioned thereby, as may be agreed upon mutually, or alternatively assessed by the Board of Reference.

To obtain the benefits of paragraphs (f) or (g) (except as to work performed within 12 miles of the G.P.O., Melbourne), or (h) above, an employee shall inform the employer on engagement of his place of residence, and in the event of a change of residence shall inform the employer within seven days of his new address. An employee giving an incorrect address shall be entitled to claim such benefits only after giving seven days' notice of his correct address.

(5) SHIFTS.

Payment for shift work shall be at the ordinary rates for the first or day shift, and at time and a half for the second and the third shift, if any.

(6) HOURS.

(i) The ordinary working hours, except for persons employed in a "mixed industry" shall be 44 per week to be worked between the hours of 8 a.m. and 5 p.m. from Monday to Friday (with one hour off or such other time as may be agreed upon between the employer and the employees' union for luncheon between noon and 1 p.m.) and between 8 a.m. and noon on Saturday.

Provided that the employees' union and any employer may agree that any earlier time than 8 a.m. may be substituted for 8 a.m. in respect of that employer.

- (ii) The ordinary working hours of employees on shift work shall be eight hours per shift.
- (iii) Employees employed in a "mixed industry" shall work the hours or shifts in that industry.

(7) HOLIDAYS.

(i) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day (26th January), Christmas Day, Boxing Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, and one other day to be agreed upon mutually between the employer and the Federal Secretary or the State Secretary of the employees' union.

- (ii) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.
- (iii) Employees in a "mixed industry" shall be entitled to receive the holidays of the majority of employees in such industry.

(8).

## OVERTIME.

(i) All time worked beyond the ordinary hours of work as set out in Clause (6) shall be paid for at the rate of time and a half for the first two hours, and double time thereafter.

(ii) All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time.

(iii) An employee who is required to work overtime for more than two hours after the usual time for ceasing work on any day without receiving notice on the previous day that he will be so required, shall be paid an allowance of 2s. for a meal, or instead shall be supplied by the employer with a reasonable meal.

(iv) An employee who has left the premises in which he is employed and is recalled to work after the usual ceasing time for less than one hour shall receive payment for one hour at overtime rates.

(v) If an employer requires an employee to work during the luncheon time as prescribed in Clause (6) hereof, he shall allow the employee whatever time is necessary to make up the prescribed luncheon time. If an employer requires an employee to work during the prescribed luncheon time, or during such luncheon time and continuously during any further time thereafter up to the substituted luncheon time, he shall pay double time for such work. Provided that the employer shall not be bound to pay in addition for any time allowed in substitution for the prescribed luncheon time, and provided further that if the luncheon time is shortened to 42 minutes at the request of the employee, the employer shall not be required to pay any extra rate in respect of such shortening of the luncheon time.

(vi) Overtime work by shift workers on the second or third shifts shall be paid for at double rates.

(vii) This clause shall not apply to an employee in a "mixed industry" who shall be paid at the rate for overtime of the majority of employees in that industry.

(9)

## TERMS OF EMPLOYMENT FOR WEEKLY EMPLOYEES.

(i) An employee to become entitled to payment of the weekly wages prescribed by this Determination must be ready and willing to perform such work as the employer from time to time shall require on the days and during the hours usually worked by the class of employees to which he belongs.

(ii) Employment during the first two weeks of such engagement shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.

(iii) No employee shall be entitled to payment when absent from work consequent on an accident or personal ill health, not attributable in either case to the employee's misconduct, but otherwise however happening, for more than six days in any one year where the employee usually works six days a week, or for more than five days in any one year where the employee usually works five days a week, and then only when he has produced to the employer or his local manager evidence satisfactory to the employer or his local manager.

Such evidence is to be submitted to the employer or his local manager within 48 hours.

Provided that where, under any scheme of insurance or of an accident, relief, or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay of any of such days.

(iv) Subject to the provisions of the two next succeeding paragraphs, a week's notice of the termination of such engagement shall be given on either side. Such notice may be given on any day during the week to terminate such engagement on the corresponding day of the following week, or on any later day thereof.

(v) The employer may dismiss any employee peremptorily without notice for malingering, inefficiency, neglect of duty, or misconduct, and pay the employee's wages up to the time of dismissal only.

(vi) The employer may deduct payment for any day the employee cannot be usefully employed because of any strike, or because of any breakdown of machinery, or because of any other stoppage of work for any other cause for which the employer cannot be held responsible.

(10)

## PAYMENT OF WAGES.

(i) Except as in the next succeeding paragraph provided, payment of wages shall be made on any day in the week not later than Friday. An employer shall not keep more than one day's pay in hand. An employee whose services end before pay time shall be paid at or before the time for its ending, or by post or otherwise, within 24 hours thereafter. Weekly employees shall be paid within fifteen minutes of ceasing work, and if not paid within such fifteen minutes, they shall be paid at overtime rates for all time they are kept waiting after the time of ceasing work.

(ii) Where the employee is employed in a "mixed industry," the provisions relating to payment of wages prescribed for the majority of employees in that industry shall apply.

(11)

## MISCELLANEOUS PROVISIONS.

(a) Tools—

(i) The employer shall provide the following tools when they are required on the job:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, star bits, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowel plates, trammels, hand-and-thumb screws, spanners, and soldering irons.

(ii) When an employee is discharged, he shall be allowed one and a half hours for grinding tools, or shall receive instead one and a half hours' pay. This sub-clause shall not apply to an employee engaged as a "casual hand" or to an employee dismissed for misconduct or inefficiency.

(iii) The employer shall provide for the use of carpenters and joiners a suitable grindstone on any job where a grindstone is reasonably necessary, together with power (hand or driven) for turning the same.

(iv) On all jobs in towns and cities the employer shall provide a suitable waterproof lock-up in which to store employees' tools.

(b) Posting Notices—

No employer shall prevent an official of the employees' union from posting at any time a copy of this Determination or any notice of the employees' union, not exceeding 14 inches by 9 inches, in a suitable place on any job.

(c) Time Books—

The employer shall keep a record showing the names of the employees, the number of hours worked, the rates of pay, and the wages paid to the employees from week to week.

(d) Sanitary Conveniences and Boiling Water—

On all jobs the employer shall provide for suitable sanitary accommodation to be available, and boiling water ready for the luncheon time when it is necessary.

(e) Prohibition of Employment—

No person under nineteen years of age shall be allowed to attend winches, sling timber, or work power-driven machinery.

(12)

## DEFINITIONS.

(a) "Board of Reference" shall mean a body comprising the President of the Employees' Union as herein defined, the President of the Master Builders' Association of Victoria, or their respective nominees, together with the Chairman of the Carpenters' Wages Board.

(b) "Casual hand" shall mean any hourly employee employed for a period of less than five days—exclusive of overtime—not dismissed summarily for misconduct or inefficiency and not voluntarily leaving his employment.

(c) "Employees' Union" shall mean the Victorian Section of the Amalgamated Society of Carpenters and Joiners of Australia.

(d) "Insulation work" shall mean such work as involves the handling of charcoal, pumice, or other recognized insulating material, but shall not include the handling of malthoid or the making of ice-chests or insulated doors, nor such work as is ordinarily done in a factory.

(e) "Leading hand" shall mean such tradesman as is given the responsibility by the employer or his duly authorized representative of directing and supervising the work of not fewer than two other tradesmen.

(f) "Mixed industry" shall mean an industry where the work performed by carpenters (that is, any work to which the Determination of this Board applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

(g) "Rate of double time" for weekly employees shall mean, as to holidays in sub-clause (i) of Clause (7) hereof, and as to continuous work after overtime work during luncheon hour in sub-clause (v) of Clause (8), an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

(h) "Wet place" shall mean a place where water is dripping from overhead so that the clothing of an employee becomes saturated, or a place where the employee has to stand in water exceeding 2 inches in depth, so that the feet of such employee become wet.

(i) "Carpenter making stock work" shall mean any person making stock doors not larger than 7 feet by 3 feet by 2 inches, double insertion moulded, or ledge doors of the same size; stock sashes not larger than 6 feet by 3 feet by 1½ inches, or stock frames of the same; ladders, step-ladders, skirt-ironing boards, shirt-ironing boards, boot-cutting boards, paste-boards, clothes-horses, fly-wire doors, fly-wire windows, tree-guards, dog-kennels, wheelbarrows, or water closets (other than pedestal seats).

(j) "Gippsland District" shall mean the following area, viz.:—From Hallam (beyond Dandenong) to the south to Lyndhurst, to Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Waihalla, to Noojee, to Hallam.

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (3) 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, and shall conform to the wages rates payable from time to time under the terms of the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

The basic wage shown hereunder shall be adjusted as prescribed in clause (14).

*Basic Wage.*

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 3 18 0	Melbourne

(14) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1940, the amount of the basic wage shall be as prescribed in clause (13).

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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.
831-833 .. .. .	£ s. d. 3 7 0	920-932 .. .. .	£ s. d. 3 15 0
834-845 .. .. .	3 8 0	933-944 .. .. .	3 16 0
846-858 .. .. .	3 9 0	945-956 .. .. .	3 17 0
859-870 .. .. .	3 10 0	957-969 .. .. .	3 18 0
871-882 .. .. .	3 11 0	970-981 .. .. .	3 19 0
883-895 .. .. .	3 12 0	982-993 .. .. .	4 0 0
896-907 .. .. .	3 13 0	994-1006 .. .. .	4 1 0
908-919 .. .. .	3 14 0	1007-1018 .. .. .	4 2 0

C. McLEAN, P.M., Chairman.

REX L. CECIL, Secretary.

Melbourne, 22nd July, 1940.