



VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE WIRE FENCE AND TUBULAR GATE BOARD.

NOTE.—This Determination, applies to the following parts of Victoria, namely:—The Metropolitan District (excepting the Central and Southern Ridings of the Shire of Braybrook) as defined in the *Factories and Shops Act 1928* (No. 3877); the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrambool; such portion of the City of Sandringham as is not included in the said Metropolitan district; 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 the 22nd November, 1928, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of making or erecting woven wire fence (other than wire netting) and tubular gates, has made the following Determination, namely:—

(1) That on the 16th August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Apprentices. | | Improvers. | | Other Employees. | |
|---|-----------------------|---|-----------------------|---|-----------------------|
| WAGES. | Per Week of 44 Hours. | WAGES. | Per Week of 44 Hours. | WAGES. | Per Week of 44 Hours. |
| s. d. | | s. d. | | s. d. | |
| 1st year's experience .. | 16 3 | Under 16 years of age .. | 20 6 | Paint Spray Operators or Welders | 98 0 |
| 2nd " " .. | 22 0 | 16 years of age .. | 26 3 | Machinists, being those engaged in working on ring lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines .. | 95 6 |
| 3rd " " .. | 29 3 | 17 " " .. | 33 0 | Persons employed in attaching chain netting, fabric, or wire cables to gates or frames .. | 95 6 |
| 4th " " .. | 38 3 | 18 " " .. | 42 0 | Scroll makers or tubular frame makers .. | 95 6 |
| 5th " " .. | 44 6 | 19 " " .. | 48 3 | Persons employed in erecting woven wire fence or tubular gates | 95 6 |
| 6th " " .. | 56 3 | 20 " " .. | 61 0 | Stump hands .. | 89 0 |
| And thereafter the minimum wage. | | | | All other adult employees .. | 84 0 |
| | | | | Provided that any person without previous experience doing work for which the rate is fixed at 95s. 6d. per week, shall be paid 89s. per week of 44 hours for the first six weeks of such employment. | |
| NUMBER (by any employer). | | NUMBER (by any employer). | | | |
| One apprentice to every three or fraction of three workers receiving not less than 84s. per week of 44 hours. | | One improver to every three or fraction of three workers receiving not less than 84s. per week of 44 hours. | | | |

Any apprentice or improver while employed at paint spraying shall be paid 6d. per hour in addition to the rates fixed above.

(3) TIME OF BEGINNING AND ENDING WORK:—

| Time of Beginning. | Time of Ending. |
|--------------------|---|
| 7.30 a.m. .. | 5.30 p.m. on each of five days of the week. |
| 7.30 a.m. .. | 1 p.m. on the other working day of the week on which the half-holiday is usually observed |

(4) OVERTIME.—All work done outside ordinary hours shall be paid for at the rate of time and a half for the first four hours and thereafter double time. Provided that, in computing overtime each days work shall stand alone.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PAYMENT FOR PUBLIC HOLIDAYS.—Ordinary rates shall be paid for the following holidays if not worked:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Anzac Day, Christmas Day, Boxing Day, or such other days as are observed in lieu of the above days.

(7) ALLOWANCES.—

(a) All employees engaged on outside work shall be conveyed to and from work free, or shall be allowed expenses to and from the work.

(b) When an employee is sent to work at a distance of more than thirty miles from the employer's usual place of business, the employer shall pay for or provide suitable board and lodging.

(8) SICK PAY.—An employee shall be allowed four days' sick leave each year without deduction in pay, provided satisfactory evidence of sickness be produced to the management or employer.

For the purposes of this clause "year" shall mean a period of twelve consecutive calendar months commencing on the first of each July. This clause shall not come into operation until the 1st July, 1940.

(9) PAYMENT OF WAGES.—

(a) All payments of wages shall be made on a day not later than Friday of each week.

(b) Any employee who is kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime at the rate of time and a third after that quarter of an hour, with a minimum of a quarter of an hour. Provided that this sub-clause shall not apply to any employee who is engaged on outside work at the time of ceasing work on pay day.

(10) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of one shilling and sixpence.

(11) TOOLS.—All tools used by employees on inside work, and wire cutting tools for those employed on outside work, shall be provided by the employer free of charge.

(12) TERMINATION OF EMPLOYMENT.—Employment 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.

(13) PIECEWORK.—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 piecework prices to any person or persons or classes of persons employed in erecting woven wire fence or tubular gates, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

E. LAITY, Secretary.

Melbourne, 1st August, 1940