

[3797.]



VICTORIA GOVERNMENT GAZETTE.

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No. 375]

MONDAY, OCTOBER 21.

[1940

Factories and Shops Acts.

DETERMINATION OF THE ENGRAVERS BOARD.

NOTE.—(1) This Determination applies to 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.

(2) The Engravers Board when first constituted had power to fix rates for any person or persons, or classes of persons, employed in the process, trade, or business of a process engraver. This power was taken away by Order in Council dated 26th August, 1913.

(3) On the 2nd October, 1917, the powers of the Engravers Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of making (but not enamelling) metal badges.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of an engraver or die-sinker," has made the following Determination, namely :—

(1) That on the 22nd October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.	Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.		
	APPRENTICES.	IMPROVERS.	s. d.		£	s. d.
1st year's experience...	s. d. 12 0	s. d. 20 9	1st year 18 0	Die-sinkers by hand	5	17 0
2nd " " " ..	17 0	26 0	2nd " " " .. 21 9	Engravers by hand	5	6 0
3rd " " " ..	26 6	31 3	3rd " " " .. 26 6	Engravers, copper plate ..	5	6 0
4th " " " ..	34 3	36 6	4th " " " .. 35 6	Steel stamp cutters	5	10 6
5th " " " ..	40 3	47 3	5th " " " .. 44 0	Pantagraph operators	4	17 0
6th " " " ..	58 3	57 9	6th " " " .. 53 6	Tool makers	4	13 0
and thereafter the minimum wage				Stencil plate cutters	4	7 0
PROPORTION (IN ANY PLACE).				All others	4	4 0
Apprentices.						
One apprentice to every three or fraction of three workers receiving not less than 84s. per week.						
An indenture of apprenticeship prescribed was approved on 13th March, 1914.						
Improvers.						
One improver to every four workers receiving not less than 106s. per week.						

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.
On the day on which the half-holiday is usually observed	7.45 a.m. ..	12.30 p.m.
On the other working days of the week	7.45 a.m. ..	6 p.m.

(4) OVERTIME—

(a) Outside the hours fixed in Clause 3—

(i) Between 10 p.m. and midnight	Time and three quarters.
(ii) Between midnight and 6.30 a.m.	Double time.
(iii) Any other time outside the times of beginning and ending work	Time and a half.

(b) Within the hours fixed in Clause 3 in excess of 44 hours in any week .. Time and a half.

(5) HOLIDAYS AND SUNDAY WORK.—Employees shall be entitled to the following public holidays without deduction of pay :— New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day (in the Metropolitan District), 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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(6) EMPLOYMENT FOR LESS THAN FULL WEEK.—Subject to clause (5) persons who are employed for less than 44 hours during any week shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(7) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) 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*, this Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices, improvers, and juveniles shall be adjusted proportionately to adjustments of the basic wage such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (8).

Basic Wage.

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

(8) 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 (7).

(b) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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 Numbers Divisions.	Basic Wage.
	£ s. d.
736-746	3 0 0
747-759	3 1 0
760-771	3 2 0
772-783	3 3 0
784-796	3 4 0
797-808	3 5 0
809-820	3 6 0
821-833	3 7 0
834-845	3 8 0
846-858	3 9 0
859-870	3 10 0
871-882	3 11 0
883-895	3 12 0
896-907	3 13 0
908-919	3 14 0
920-932	3 15 0
933-944	3 16 0
945-956	3 17 0
957-969	3 18 0
970-981	3 19 0
982-993	4 0 0

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th October, 1940.



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No. 376]

TUESDAY, OCTOBER 22.

[1940

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 2 (BOOT REPAIRERS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said 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 the 24th May, 1938, has had the power to determine the lowest prices or rates which may be paid to any person employed—

(a) in the process, trade, business, or occupation of a boot repairer;

(b) in a boot repair shop selling grindery or other goods usually sold in such shops,

has made the following Determination, namely:—

(1) That on the 23rd October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.					
	s. d.	s. d.	s. d.	s. d.					s. d.
1st year	13 6	20 6	20 6	30 3	Under 16 years of age .. .. .	..	..	..	22 0
2nd year	20 6	30 3	30 3	38 9	16 and under 17 years of age .. .. .	..	..	..	24 6
3rd year—					17 and under 18 years of age .. .. .	..	..	..	27 3
1st 6 months	30 3	38 9	38 9	55 0	18 and under 19 years of age .. .. .	..	..	..	29 9
2nd 6 months	30 3	38 9	38 9	63 3	19 and under 20 years of age .. .. .	..	..	..	33 0
4th year—					20 and under 21 years of age .. .. .	..	..	..	35 6
1st 6 months	38 9	47 6	55 0	Minimum wage					
2nd 6 months	38 9	47 6	63 3						
5th year—									
1st 6 months	47 6	55 0	Minimum wage						
2nd 6 months	47 6	63 3							
6th year—									
1st 6 months	55 0	Minimum wage							
2nd 6 months	63 3								
Thereafter									

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 102s. per week of 44 hours.

Improvers.

One improver to every four workers receiving not less than 102s. per week of 44 hours.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.

Improvers.

Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.

(3)

OTHER EMPLOYEES.

WAGES.										Per Week of 44 Hours. s. d.
Males	..	..	..	..	..	..	..	..	..	102 0
Female Receiver, Despatcher, or Saleswoman—										Per Week of 47 Hours. s. d.
21 years of age	..	..	..	..	..	..	..	..	..	39 3
22 years of age	..	..	..	..	..	..	..	..	..	46 0
23 years of age	..	..	..	..	..	..	..	..	..	52 3

(4) TIMES OF BEGINNING AND ENDING WORK.—

										Time of Beginning.	Time of Ending.
(a) For Males—											
On Saturday	..	..	..	..	..	..	..	..	..	8 a.m.	12.30 p.m.
On each of the other working days of the week	..	..	..	..	..	..	..	..	..	8 a.m.	6 p.m.
(b) For Females—											
On Saturday	..	..	..	..	..	..	..	..	..	8 a.m.	1 p.m.
On the usual late trading night	..	..	..	..	..	..	..	..	..	8 a.m.	9 p.m.
On all the other working days of the week	..	..	..	..	..	..	..	..	..	8 a.m.	6 p.m.

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

(a) By Males—											
Outside the times of beginning and ending work	..	..	..	..	..	..	..	..	..	..	Double time.
Within the times of beginning and ending work, in excess of 44 hours in any week	..	..	..	..	..	..	..	..	..	..	Time and a quarter.
(b) By Females—											
Outside the times of beginning and ending work	..	..	..	..	..	..	..	..	..	..	} Time and a quarter.
Within the times of beginning and ending work, in excess of 47 hours in any week	..	..	..	..	..	..	..	..	..	..

(6) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Trade Picnic Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder), Good Friday, Easter Monday, Anzac Day, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

(7) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, 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.

Provided that outside the Metropolitan District another holiday may be substituted for Melbourne Cup Day in Clauses 6 and 7.

(8) MEAL INTERVALS.—

(a) Males.

(i) In places where work is done on Saturdays—

A lunch period of not less than three-quarters of an hour shall be allowed on each working day except Saturday.

(ii) In places where work is not done on Saturdays—

A lunch period of not less than half an hour shall be allowed on each working day.

(b) Females.

All female employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such interval, viz.:—From Monday to Friday one hour for lunch and, in addition on the usual late shopping night, three-quarters of an hour for tea.

NOTE.—Section 117 (3) of the *Factories and Shops Act* 1928 (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

RAY H. BEERS, P.M., Chairman.

W. HEATH, Secretary.

Melbourne, 8th October, 1940.



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No. 377]

TUESDAY, OCTOBER 22.

[1940

Factories and Shops Acts.

DETERMINATION OF THE WATCH CASES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing or preparing watch cases" has made the following Determination, namely:—

(1) That on the 25th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.			
Males.			Females.					
Experience	Commencing Age							
	Under 17 Years	17 Years	18 Years or over			Within a radius of 50 miles of the G.P.O., Melbourne.	All other parts of Victoria.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	1st year's experience	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year	16 3	21 0	23 6	2nd "	19 9	102 0	99 6	
2nd "	24 9	26 3	31 6	3rd "	31 0	92 0	89 6	
3rd "	33 9	36 9	42 0	4th "	38 9			
4th "	45 9	45 9	..	5th "	44 6			
5th "	58 3	..	..	Thereafter until reaching 21 years of age	49 9	84 0	81 6
6th "	67 9	..	..			92 0	89 6
7th "	72 0	..	..			

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

Adult Males—			
First class watch case tradesman ..	102 0	99 6	
Second class watch case tradesman	92 0	89 6	
All others—			
(a) With less than 3 years' experience	84 0	81 6	
(b) With 3 years' experience or more	92 0	89 6	
Adult Females—			
(a) If of less than 12 months' experience	52 0	51 0	
(b) If of 12 months' or more experience	59 0	58 0	

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

(3) DEFINITIONS.—(a) "First Class Watch Case Tradesman" means an employee working at a bench and engaged in making complete cases which require hinges, and making by hand and fitting any special loop attachments.

(b) "Second Class Watch Case Tradesman" means an employee working at a bench engaged in assembling cases, but not being required to make loops by hand, hinge cases, or 'make and fit' any special hand-made attachments.

(c) "Experience" means work done in the trade of watch case making for any employer whether as an adult worker, apprentice, or improver.

(4) TIME OF BEGINNING AND ENDING WORK BY EMPLOYEES NOT ENGAGED ON NIGHT SHIFT.—

	Time of Beginning.	Time of Ending.
Saturday	7.30 a.m.	1 p.m.
On the other working days of the week	7.30 a.m.	6 p.m.
Time of beginning and ending work by employees engaged on night shift.	9 p.m.	7.30 a.m.

- (5) OVERTIME.—The following rates shall be paid for all work done—
(a) Outside the hours fixed as the times of beginning and ending work ..
(b) Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week } Time and a half.
- (6) SHIFTS.—Where an employee is employed on night shift he shall be paid Ten per cent. in addition to the rates fixed in clause (2).
- (7) PAYMENT FOR A SHORT WEEK.—Subject to the provisions of this Determination, where in any week any factory is open for work for less than 44 hours, the legal rate of payment for such week shall be 1/44 of the rate provided in this determination for the class of work done, multiplied by the number of hours actually worked.
- (8) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, 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. Provided that in Bendigo "Picnic Day" shall be observed as a substitute for Melbourne Cup Day.
- (9) HOLIDAYS.—All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz., New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor. Provided that in Bendigo "Picnic Day" shall be substituted for Melbourne Cup Day.
- (10) TEA MONEY.—Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals. 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.
- (11) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Provided that this clause shall only apply to an employee who has been continuously in the same employment for not less than four weeks.
- (12) TOOLS.—The employer shall provide the necessary tools required by him to be used by each employee under 21 years of age.

Melbourne, 10th October, 1940.

RAY H. BEERS, P.M., Chairman.

W. HEATH, Secretary.