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VICTORIA GOVERNMENT GAZETTE.

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No. 208]

THURSDAY, JULY 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS BOARD.

NOTE.—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, and such portions of the city of Sandringham as are 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 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

(1) That on the 26th July, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.	Juvenile Workers.	Other Employees.
WAGES.		WAGES.
Per week of 44 hours.		Per week of 44 hours.
Males. Females.		Males.
<i>s. d. s. d.</i>		<i>s. d.</i>
1st 6 months	Female persons under 21 years of age (other than apprentices or improvers) employed in bag-making at	Combination bag-making machine attendant
2nd	Machining,	Repairs by hand
2nd year	Cutting,	Repairs by machine
3rd	Turning,	All others
4th	Folding,	
5th	Breaking off, or Flying.	
		Females.
PROPORTION.	WAGES.	Per week of 44 hours.
Males.		<i>s. d.</i>
One male improver to every three or fraction of three male workers receiving not less than 92s. per week of 44 hours.	Per week of 44 hours.	Bag-making machinist
	<i>s. d.</i>	Repairs by hand
		Repairs by machine
	1st 6 months	Patchcutters
	2nd	Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—
	2nd year	1st 6 months
	3rd	2nd
	4th	Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—
	5th	1st 3 months
		All others
	PROPORTION.	
	Not more than three juvenile workers to each adult female worker receiving not less than 54s. per week of 44 hours.	

NOTE.—The Board determines that no person shall be employed as an apprentice.

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of beginning—	Time of ending—
7.30 a.m.	12.30 p.m. on the day on which the half-holiday is observed locally.
7.30 a.m.	6 p.m. on the other five working days of the week.

(4) OVERTIME.—For all work done—

- (a) Outside the hours fixed as the times of beginning and ending work,
- (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,
- (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),

a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

(5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid—

- (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum.
- (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 22 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(6) SUNDAYS AND PUBLIC HOLIDAYS.—That double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), 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.

(7) HOLIDAYS.—(a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day.

(b) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

(8) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within four months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day, provided that for the purposes of this Clause, any service prior to the 1st December, 1939, shall not be taken into account.

(9) SICK LEAVE.—No deduction shall be made from the wages of any employee who has had not less than twelve months service with the same employer and who is unavoidably absent through illness for not more than four days in any year commencing on the 1st October annually, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(10) REST PERIOD FOR FEMALES.—A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m. each day shall be given to all female employees, without deduction of pay.

(11) PIECE-WORK.—The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} With 12½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	11d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. "	
Machine repairing on piece-work shall also be paid 1s. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	4½d. each.	

(12) PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.—The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

(13) WAITING TIME.—All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

H. J. RICHARDSON, J.P. Chairman.

H. N. JONES, Secretary.

Melbourne, 8th July, 1941.



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No. 209]

THURSDAY, JULY 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not 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 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, business, or occupation of a watch or clock maker (including repairers)" has made the following Determination, namely:—

(1) That on the 28th July, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.									
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.									
				APPRENTICES.		IMPROVERS.							
				<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>						
1st year's experience	15	0	20	0	Watchmaker	..	..	..	120	0
2nd "	20	0	25	0	Clockmaker	..	..	..	100	0
3rd "	25	0	35	0						
4th "	35	0	45	0						
5th "	45	0	55	0						
6th "	55	0	70	0						

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	
One apprentice to every two or fraction of two workers receiving not less than 100s. per week of 44 hours.	
An indenture of apprenticeship prescribed by the Board was approved on 7th August, 1911.	
<i>Improvers.</i>	
One improver to every three or fraction of three workers receiving not less than 100s. per week of 44 hours.	

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

8 a.m.

8 a.m.

Time of Ending.

1 p.m. on the day on which the half-holiday is usually observed.

6 p.m. on the other working days of the week.

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

(5) HOLIDAYS.—(a) All employees shall be entitled to the following holidays without deduction of pay; the days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(b) Any employee who is required to work on any day mentioned in clause 5 (a) or on a Sunday shall be paid double time for such work.

(6) ANNUAL LEAVE.—Any employee who has been in the service of the same employer for not less than twelve months, shall be entitled to one week's holiday in each year excluding public holidays, without deduction of pay.

(7) WORK GIVEN OUT.—(a) For the purposes of this Determination, every person or body of persons who issues, gives out, or authorizes or permits to be issued or given out any watches whatsoever for the purpose of being cleaned or repaired by any process subject to the jurisdiction of this Board, notwithstanding the fact that the person to whom the work is issued or given out supplies additional material, shall be deemed to be the employer of the person to whom such work is issued or given out.

(b) Every employer within the meaning of this Clause shall keep a record book, which shall contain a correct account written in ink as follows:—

- (i) The name and full address of the person to whom work is issued or given out;
- (ii) The number of articles and description of work issued or given out;
- (iii) The time spent in carrying out and the price paid for such work;
- (iv) The employers record book shall be signed each week by each person to whom work is issued or given out, verifying the accuracy of the amount of payment received for each article on which work has been done.
- (v) Every person to whom work has been given out as aforesaid shall keep a book and enter therein in the same manner weekly the several particulars required by this Determination to be entered in the employer's book.

(c) The record books mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(8) PIECEWORK.—The lowest piecework prices payable to any person wheresoever employed shall be:—

	6½ Ligne and Under.	Over 6½ Ligne up to and including 10½ Ligne.	Over 10½ Ligne up to and including 13 Ligne.	Over 13 Ligne.
	s. d.	s. d.	s. d.	s. d.
Arbor	4 0	4 0	4 0	4 0
Balance (fitting only)	5 0	5 0	5 0	5 0
Barrel (fitting only)	3 6	3 6	3 6	3 6
" hook	2 0	2 0	2 0	2 0
Bouchon, fusee .. .. .	.. .. .	.. .. .	.. .. .	3 0
" others	1 0	1 0	1 0	1 0
Buttons (fitting only)	0 6	0 6	0 6	0 6
Cylinders	6 0	6 0	4 6	4 6
Chain, fusee (fitting only) .. .. .	.. .. .	.. .. .	.. .. .	2 0
" fusee, repairing .. .. .	.. .. .	.. .. .	.. .. .	2 0
Click	2 0	2 0	2 0	2 0
Cap, stud .. .. .	.. .. .	.. .. .	.. .. .	2 0
Cleaning	7 0	6 0	5 6	5 0
" and main spring	9 6	8 6	8 0	7 6
Fly spring .. .. .	.. .. .	.. .. .	.. .. .	5 0
Hair spring, flat	5 0	5 0	5 0	5 0
" spring, Brequet	7 6	7 6	7 6	7 6
Hands (fitting only)	0 6	0 6	0 6	0 6
Jewels, endstones or ruby pins (fitting only)	1 0	1 0	1 0	1 0
Pallet stones, single (fitting only)	2 0	2 0	2 0	2 0
" stones, per pair (fitting only)	3 0	3 0	3 0	3 0
Main spring	3 0	3 0	3 0	3 0
Pallets (fitting only)	3 0	3 0	3 0	3 0
Pinion	7 0	6 0	5 6	5 0
Screws	0 6	0 6	0 6	0 6
Staffs, balance or pallet	5 0	5 0	5 0	5 0
Stem and button	5 0	5 0	5 0	5 0
Sleeve piece (fitting only)	1 0	1 0	1 0	1 0
Shipper springs (fitting only)	1 0	1 0	1 0	1 0
Wheels, crown or castle	3 0	3 0	3 0	3 0

Except where otherwise stated the above piecework prices include supply of material and fitting.

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th July, 1941.