



VICTORIA GOVERNMENT GAZETTE.

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No. 233]

THURSDAY, AUGUST 14.

[1941

Factories and Shops Acts.

DETERMINATION OF THE COAL AND COKE 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 which now has power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer,
- (b) coalmine owner,
- (c) gas company,

(d) agent or contractor who distributes coal or coke for any coal importer, coalmine owner, or gas company"—

has made the following Determination, namely:—

(1) That on the 15th August, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in May, 1941, shall be revoked and replaced by this Determination.

(2)

Improvers.*				Other Employees.			
WAGES PER WEEK.				WAGES PER WEEK.			
			s. d.				s. d.
Under 17 years of age	..	..	..	Persons trimming or spreading coal that is heated or on fire	183	8	
17 years of age	..	..	42 9	Persons employed feeding coal to and/or trimming coal			
18 " "	..	..	49 3	from and/or operating mechanical loader	..	117	8
19 " "	..	..	56 0	Persons trimming from the "Grab"	..	128	4
20 " "	..	..	63 0	Other coal trimmers	..	117	8
			76 9	Coal baggers or loaders	..	121	0
				Persons employed loading by shovel or fork loose coal			
				from vehicles to railway trucks	..	139	8
				Coke stackers at wharf coal yards	..	126	10
				Coke yard employees	..	91	8
				Carters driving one horse	..	92	0
				Carters driving two horses	..	97	0
				Carters driving three horses	..	100	0
				Carters driving four horses	..	102	0
				Carters driving five horses	..	103	0
				And 6d. extra per day for every additional horse			
				Drivers of motor wagons having a carrying capacity of—			
				(a) 25 cwt. or less	..	97	0
				(b) over 25 cwt.; but not over 3 tons	..	101	0
				(c) over 3 tons, but under 6 tons	..	104	0
				Further tonnage—for each complete ton over 5 an			
				extra 1s. per week			
				All others	..	110	4

* NOTE.—The Board has determined, in accordance with Section 25 (1) of the Factories and Shops Act 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

(3) Hours:—

All persons other than carters and drivers 44 hours per week.
Carters and drivers 88 hours per fortnight provided that not more than 48 hours per week shall be worked without payment of overtime.

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(4) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.	
		Five days in the week.	The Day the Half-holiday is Usually Observed.
Carters	7 a.m.	5.45 p.m.	1 p.m.
All others	8 a.m.	5 p.m.	12 noon

(5) OVERTIME.—(a) The following rates shall be paid for all overtime worked:—

(i) Outside the time of beginning and ending work as herein fixed—

Between 12 noon and midnight on the day on which the half-holiday is usually observed ..	Double time.
Between 5 p.m. and midnight on the other working days	Time and a half.
Between midnight and 8 a.m.	Double time.

(ii) Within the times of beginning and ending work in excess of the hours fixed in Clause (3). as a week's work—

First two hours	Time and a half.
Thereafter	Double time.

(b) Special provisions relating to overtime:—

When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause (13) and shall inform casual employees so engaged of the actual time they are expected to commence work.

Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m. he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee's first start be midnight or later he shall if required continue working throughout that day until 5 p.m.

If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m. he shall not be required to resume work next morning if other labour is available.

(6) MINIMUM OF WORK.—Employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours pay at ordinary rates.

(7) BROKEN WORKING HOURS.—Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

(8) TRANSPORT.—When work finishes between midnight and 6 a.m. transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street in the City. This clause shall only apply to the Metropolitan District.

(9) PAY DAY.—All wages due to 5 p.m. on Thursday in each week shall be paid on that day.

(10) SMOKE-OH.—(a) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh:—

DAY: 10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.
3 p.m. to 3.30 p.m. unless work ends at or before 3 p.m.
NIGHT: 9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.
3 a.m. to 3.30 a.m., unless work ends at or before 3 a.m.

(b) Persons employed continuously feeding coal into any mechanical appliance or elevator shall be allowed 30 minutes smoke-oh during each morning and each afternoon.

(11) WET WEATHER PROVISIONS.—(a) A committee consisting of a representative of employers appointed by the Commonwealth Steamship Owners Association and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union shall by agreement determine whether work at the South Wharf Coal Yards shall proceed or cease in the event of wet weather.

(b) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

(c) During the temporary cessation of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows:—

For the first hour—ordinary rates.
Thereafter at one-half ordinary rates.

(d) When the Committee determines that the weather conditions are suitable employees affected shall immediately resume work.

(e) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

(f) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (c) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

(12) MEAL MONEY.—Any person required to continue work until 5.30 p.m. or later shall be paid 1s. 6d. meal money.

(13) PICKING-UP TIME.—The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

(14) PLACE FOR ENGAGEMENT OF LABOUR.—The place for engagement of labour at the South Wharf coal yards shall be at the Harbor Trust shelter shed.

(15) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this determination are employed, for the purpose of interviewing employees on legitimate union business.

(16) DINING AND SANITARY ACCOMMODATION.—Proper dining and sanitary accommodation shall be provided by the employer for the use of employees.

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

	Coal Trade.	Coke Trade.
Sundays	Double time ..	Time and a half.
Australia Day (26th January)	Time and a half ..	"
New Year's Day	" ..	"
Labour Day (21st April)	Double time ..	"
Good Friday	" ..	Double time.
Easter Saturday	Time and a half ..	Time and a half.
Easter Monday	" ..	"
Christmas Day	Double time ..	Double time.
Boxing Day	Time and a half ..	Time and a half.
King's Birthday	" ..	"
Melbourne Cup 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.

(18) **ANNUAL LEAVE.**—A regular employee shall be granted one week's annual leave without deduction of pay in respect of each twelve months' service, such leave to be given within three months of the completion of each twelve months' service. For the purposes of this clause, service prior to 1st December, 1940, shall not be taken into account.

A "regular employee" shall mean a person employed by the same employer for not less than 40 hours per week excepting for breaks caused by public holidays, wet weather, as provided for in clause (11) herein, or sickness not exceeding 4 days in any year, satisfactory proof of which must be supplied to the employer within 24 hours of such sickness.

(19) **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*, 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. Provided that the wages of improvers 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 (20).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	Six Capital Cities (Weighted Average).
Within the area to which this Determination applies	4 1 0	

ADJUSTMENT OF BASIC WAGE.

(20) (a) Until the beginning of the first pay period to commence in November, 1941, the amount of the basic wage shall be as prescribed in clause (19).

(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 for the six capitals (weighted average) is to be applied.
- (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.
	£ s. d.		£ s. d.
735-746	3 0 0	883-895	3 12 0
747-759	3 1 0	896-907	3 13 0
760-771	3 2 0	908-919	3 14 0
772-783	3 3 0	920-932	3 15 0
784-796	3 4 0	933-944	3 16 0
797-808	3 5 0	945-956	3 17 0
809-820	3 6 0	957-969	3 18 0
821-833	3 7 0	970-981	3 19 0
834-845	3 8 0	982-993	4 0 0
846-858	3 9 0	994-1,006	4 1 0
859-870	3 10 0	1,007-1,018	4 2 0
871-882	3 11 0	1,019-1,030	4 3 0

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

J. V. WILLOX, Secretary.

Melbourne, 25th July, 1941.



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THURSDAY, AUGUST 14.

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Factories and Shops Acts.

DETERMINATION OF THE FROZEN GOODS 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 which now has 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 process, trade, business or occupation of freezing or refrigerating goods of any kind for the purpose of trade or sale, including the packing or grading of such goods but not including—

- (a) persons engaged in packing or grading eggs;
- (b) persons engaged in packing ice-cream;
- (c) persons engaged in the slaughtering and boning departments of meat works or abattoirs in the preparation and packing of meats, offals, and by-products in a fresh condition;
- (d) persons subject to the jurisdiction of the Fruit Packing Board and of the Ice Board.

has made the following Determination, namely:—

- (1) That on the 19th August, 1941, the last previous Determination shall be revoked and replaced by this Determination.

- (2) WAGES.

Improvers and Juvenile Workers.					Other Employees.			
					Per Week.			
	Weekly Rate.	War Loading.	Total Weekly Wage.	Per Hour.		Weekly Rate.	War Loading.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	s. d.		£ s. d.	s. d.	£ s. d.
16 years of age and under 17	1 14 10	0 11	1 15 9	0 9½	Chamber hands	5 17 0	4 0	6 1 0
17 " " " 18	1 17 7	0 11	1 18 6	0 10½				
18 " " " 19	2 4 11	1 10	2 6 9	1 0½				
19 " " " 20	2 11 4	1 10	2 13 2	1 2½				
20 " " " 21	3 6 11	2 9	3 9 8	1 7	All others	5 9 10	4 0	5 13 10

For definition of juvenile workers see clause 9.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others."

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilful that no person should be taken as an apprentice to the trade.

- (3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute a week's work shall be 44.

- (4) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work each day shall be as follows:—

	Time of Beginning.	Time of Ending.
(a) Meat Export Works.		
Hanging ground and grading room hands—		
Monday to Friday	7.45 a.m.	5.15 p.m.
Saturday	7.45 a.m.	12 noon
Chamber hands—		
Monday to Friday	8 a.m.	5 p.m.
Saturday	8 a.m.	12 noon
(b) Cool Stores Works.		
All employees—		
Monday to Friday	8 a.m.	6 p.m.
Saturday	8 a.m.	12 noon

- (5) OVERTIME.—The following rates, subject to the conditions stated in clause (7), shall be paid for all work done:—

- (a) Outside the times of beginning and ending work as provided in clause (4).

- (i) On Saturdays.—Time and a half fixed on the ordinary rates before starting time and between 12 noon and 1 p.m., and double time thereafter.

- (ii) On other week days.—Time and a half.

- (b) Within the hours fixed as the time of beginning and ending work:—

- (i) In excess of four hours on Saturday and eight hours on other week days.—Time and a half. This extra rate shall not apply to the hanging ground and grading room employees.

- (ii) In excess of the number of hours fixed for a week's work in clause (3).—Time and a half.

The overtime rates payable for work done on Sundays and holidays are provided for in clause (8).

(6) **LIMITATION OF HOURS OF WORK.**—(i) No employee shall be required to work more than 16 hours in any one day.
 (ii) No employee shall be required to work more than 32 hours' overtime in any one fortnight provided that this limitation of overtime shall not apply to loading out for shipment.

(7) **MINIMUM OF OVERTIME.**—If an employee is required to work more than one hour and a half on any day after the time of ending work as provided in clause (4) or if having ceased work for the day for not less than one hour, an employee is recalled to work he shall receive a minimum of two hours' pay.

(8) **SUNDAYS AND HOLIDAYS.**—(a) Double time fixed on the ordinary rates shall be paid for all work done on Sundays, New Year's Day, Union Picnic Day, Australia Day (26th January), Labour Day (21st April), Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, 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 be payable only for work done on the day so substituted.

An employee called to work on a Sunday shall receive a minimum of four (4) hours' work or shall be paid for same, and if required to work in excess of eight hours on a Sunday or a holiday shall be paid the extra rate provided in this clause plus one-third of such extra rate for such excess work.

(b) Any person (other than a temporary worker) if not called upon to work on any day mentioned in clause (8) (a) as a holiday shall receive a day's pay (based on his ordinary rates) for such day provided that he is called upon to work for any portion of the working week in which such holiday occurs, but any person who is called upon to work on a holiday for a period of less than eight hours shall receive double ordinary rate for the time so worked and ordinary rate for the balance of eight hours.

(9) **DEFINITIONS.**—(a) A juvenile worker shall mean a person under 21 years of age (other than an improver) engaged in stamp marking carcasses, stamping, stringing and putting on tickets, handling or packing offals or by-products, scraping, nailing up, re-wiring, and branding packages, but not stacking cases of butter or eggs, sweeping up and acting as an assistant to a Government Inspector.

(b) A temporary worker shall mean any person (including a juvenile worker) other than a hanging ground or grading room employee who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(10) **MEAL HOURS.**

Clause (a) *Meat Export Works.*—Breakfast. A period of one hour between the hours of 8 a.m. and 9 a.m. shall be allowed for breakfast. Dinner—One hour between 12 noon and 1.30 p.m. shall be observed as a dinner hour. Tea—when work is to be continued for more than one and a quarter hours after the time fixed for ending work in clause (4) (a) one hour between 5 p.m. and 6.30 p.m. shall be observed as a tea hour, and if such overtime is to finish not later than midnight, work shall then proceed uninterruptedly (except for a smoke-oh as provided in clause 11). If however, work is to continue after midnight, one hour (before midnight) shall be observed as a meal hour, and thereafter, one hour after each four hours' work.

Clause (b) Not more than five hours shall be worked by employees in cool stores working between 7 a.m. and 6 p.m. without an interval of one hour for a meal. If work is to continue after 7 p.m., the hour from 5 p.m. to 6 p.m. shall be observed as a meal hour. If, however, work is to continue after midnight one hour (before midnight) shall be observed as a meal hour, and thereafter, one hour after each four hours' work.

Clause (c) All work done during a meal hour stated in clause (10) (a) and (b) shall be paid for at the rate of double time, fixed on the wage for the day on which such meal hour is worked.

(11) **SMOKE-OH.**—Fifteen minutes interval shall be allowed for smoke-oh between ordinary starting time in the morning and 12 noon, and fifteen minutes between 1 p.m. and 6 p.m., provided that no employee shall be required to work for more than 2½ hours without a smoke-oh. Provided also that employees who commence work before 7 a.m. and have no breakfast hour shall be allowed an interval of fifteen minutes at the end of each two hours' work until dinner hour. If men are required to work after 6 p.m. an interval of fifteen minutes after every two hours' work shall be allowed.

GENERAL CONDITIONS.

(12) **WAITING TIME.**—When an employee has been instructed to report at a certain hour and is kept waiting before he commences work such waiting shall be paid for at ordinary rates provided for the class of work to be done.

(13) **MINIMUM OF WORK.**—(a) Employees called to work on any day within the hours set out in clause (4) shall be given a minimum of 3½ hours' work on Saturdays, and 8 hours on other days (except Sundays or holidays) or shall be paid for same, but they may be worked for any period beyond the hours fixed in clause (4) until such amount has been absorbed in payment at the rate applicable to the time worked. This clause shall not apply if there has been a breakdown in the machinery or if work cannot be proceeded with due to a sectional strike.

(b) Employees called to work exclusively outside the hours set out in clause (4) shall be given a minimum of 4 hours' work or shall be paid for same.

(14) **COLD TEMPERATURES.**—Employees called upon to work in a temperature less than four degrees above zero shall be paid 3d. per hour extra. No employee shall be compelled to work in a temperature of below zero, and an employee who becomes overheated working outside a cool chamber shall be allowed to cool down before entering the chamber. This provision shall be reasonably construed.

(15) **LEAKAGE OF AMMONIA.**—No employee shall be called upon to work in a chamber where a leak of ammonia exists.

(16) **CONTINUATION OF WORK BETWEEN MIDNIGHT AND TIME OF COMMENCING AS SET OUT IN CLAUSE (4).**—When an employee works for more than 2 hours between midnight and ordinary time of commencing work, and continues work during the day, the special rate provided in clause (5) (a) for work done outside the hours fixed for a day's work, shall continue to be paid for all work done until the employee has had a clear break from work of 12 hours.

(17) **EMPLOYEES WORKING IN A FREEZING CHAMBER.**—(a) No employee shall work in a freezing chamber, the temperature of which does not exceed 40 degrees Fahr. unless he is paid according to the rates provided for chamber hands in clause 2 of this Determination.

(b) Any employee who is required to work in a freezing chamber for a period exceeding in the aggregate one hour in any one day shall be paid for the whole of such day at the rate set out for chamber hands in clause 2 of this Determination.

(18) **CONTINUITY OF WORK.**—The work of each employee on each day shall be continuous with the customary break for a meal.

(19) **MEAL ALLOWANCE.**—(a) An employee required to work overtime for more than one and a quarter hours in Meat Export Works after the time of ending work in clause (4) shall be paid 2s. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 2s. for each meal so provided.

(b) An employee required to work in Cool Stores for more than nine hours from the time of commencing work shall be granted 2s. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 2s. for each meal so provided.

(20) **TERMINATION OF EMPLOYMENT.**—Employees may be paid off at any time without notice.

(21) **PROVISION OF OUTFIT.**—The following articles shall be provided at each place where work under this Determination is done:—

- (a) An ammonia outfit which shall be kept adjacent to the chambers.
- (b) An alarm outfit in each chamber, such outfit to be connected with the engine-room.
- (c) Waterproof capes and caps for use of employees engaged in de-frosting.
- (d) Bagging for moccasins and suitable hand covering for use of chamber hands.

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

J. V. WILLOX, Secretary.

Melbourne, 4th August, 1941.



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[1941

Factories and Shops Acts.

DETERMINATION OF THE PLUMBERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Plumbing and Gasfitting were proclaimed on the 10th October, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928*, for the Metropolitan District, and on the 23rd March, 1938, for the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorpanyal riding of the shire of Corio.

Full particulars of the *Apprenticeship Regulations* for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which, since the 24th April, 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 wheresoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—

has made the following determination, namely:—

(1) That on the 15th August, 1941, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in May, 1941, shall be revoked and replaced by this Determination.

(2A)

Apprentices (other than those covered by the Apprenticeship Commission).			Improvers.*		Other Employees.		
WAGES.			WAGES.		Persons employed—	Wages Per Week of 44 Hours.	Wages Per Hour.
s. d.			s. d.			£ s. d.	s. d.
	Per Week of 44 Hours.			Per Week of 44 Hours.	(a) Where the artificial temperature is—		
1st year	17 3	1st year	26 0	Over 130° F.	10 15 5	4 10½	
2nd „	24 4	2nd „	32 6	115° F., but not exceeding 130° F.	9 18 7	4 8¾/44	
3rd „	32 0	3rd „	39 0	50° F. or lower	10 15 5	4 10½	
4th „	43 6	4th „	58 5	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	8 16 11	4 0¼	
5th „	57 7	5th „	77 11	(c) Lead burning or at lead work connected therewith	8 0 1	3 7¾/44	
6th „	79 4	6th „	103 0	(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	6 15 10	3 1¼/22	
and thereafter the minimum wage.			and thereafter the minimum wage.		(e) In fixing any material used instead of metal for pipes, guttering or roof covering	6 15 10	3 1¼/22
PROPORTION (within any factory or place).			PROPORTION (within any factory or place).		(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying)	6 15 10	3 1¼/22
One apprentice to every two or fraction of two workers receiving not less than £6 15s. 10d. per week of 44 hours.			One improver to four		NOTE.—See clause 10 re casual rate, and clause 12 re ship work.		
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923			Two improvers to fifteen				
			Three improvers to thirty				
			and thereafter one additional improver to every seven additional				
			workers receiving not less than £6 15s. 10d. per week of 44 hours.				

*The employment of any Improver within the Metropolitan District and any new Improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorpanyal riding of the shire of Corio is illegal.

(2b) The Wages prescribed in 2A hereof include as a war loading the sum of 6s. in the case of rates per week, and the sum of 1¼d. in the case of rates per hour.

No. 235—9989/41.

(3) Times of beginning and ending work—

Time of beginning.	Time of Ending.
7.45 a.m. ..	12 noon on Saturday or the day on which the half-holiday is locally observed, and
7.45 a.m. ..	5.15 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done during the times specified hereunder :—

(a) Outside the hours fixed in Clause 3 :—

	On Saturday or the Day on which the Half-holiday is Locally Observed.	On the other Working Days of the Week.
Between 5.15 p.m. and 6.15 p.m. .. .. .	.. .. .	Time and a half
„ 6.15 p.m. and midnight .. .. .	.. .. .	Double time
„ 12 noon and 1 p.m.	Time and a half	.. .. .
„ 1 p.m. and midnight	Double time	.. .. .
„ Midnight and 7.45 a.m.	Double time	Double time

(b) Within the hours fixed in Clause 3 in excess of 44 hours in any week:—

First hour	Time and a half.
Thereafter	Double time.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act 1928*), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable on the day so substituted.

(6) ALLOWANCES.—The following allowances in addition to wages rates shall be paid :—

(a) To a person employed on work away from the centre—

(i) An amount equal to the fares payable by the most convenient public conveyance to go from and to the centre to and from his work.

The provisions of this sub-clause shall not apply to the Metropolitan Gas Company or where the employer provides a convenient conveyance.

(ii) For time necessarily occupied in travelling from and to the centre to and from his work—

(a) During usual working hours
 (b) Outside usual working hours—
 Time in excess of a total of 1½ hours occupied in going from and to the centre to and from his work } Ordinary rates.

(iii) For work done at a distance from the centre, if the employee is unable to return to his home the same night, and suitable board and lodging has not been provided by the employer .. 9½d. per hour extra.

For the purpose of the above sub-clauses "Centre" shall mean the employer's usual place of business or the employee's residence, whichever is nearer to the work.

(b) To a person employed—

(i) On work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height; or } 1s. for the first four hours or any portion thereof, and

(ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing, and putting same in proper order; or } 3d. for each hour thereafter on any day.

(iii) On work in any confined space other than in a ship; or

(iv) On work in wet places, other than in a ship

(7) MEAL MONEY.—Where an employee is required to work overtime in excess of one hour, and has not been given notice of same on the previous working day, he shall be allowed an amount of 1s. 6d for a meal.

(8) EMPLOYEE ATTENDING FOR DUTY.—When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

(9) TOOLS AND APPLIANCES.—That if any employee is required to provide any or all of the following tools or appliances :—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vices—

1s. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer.

(10) CASUAL LABOUR.—Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary hourly rate with an addition of 10 per centum.

(11) TERMINATION OF EMPLOYMENT.—One hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

(12) SHIP WORK—

(i) All work done on a ship of any class—

(a) whilst it is under way; or
 (b) in wet places or confined spaces; or
 (c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes—

shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workmen be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.

(13) **DAY FOR PAYMENT OF WAGES.**—Wages, allowances and other moneys due shall be paid not later than 5 p.m. on Thursday of each working week. On termination of employment by the employer, all wages, allowances and other moneys shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

The provisions of this clause shall not apply in respect to persons employed by the Metropolitan Gas Company.

14. **ANNUAL LEAVE.**—(a) Except as hereinafter provided a period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave).

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than one week's notice to the employee concerned.

(c) An employer may allow annual leave to an employee before the right thereto has accrued due but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect to which annual leave had been taken before it accrued.

(d) If after six months continuous service in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid one-sixth of a week's wage in respect of each completed two months of continuous service in respect of which leave has not been granted hereunder.

(e) Each employee before going on leave shall be paid a week's wage. For the purpose of this sub-clause and sub-clause (d) hereof the week's wage shall be at the rate prescribed by clause (1) of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of the employment as the case may be.

(f) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clause (d) hereof payment shall not be made or accepted in lieu of annual leave.

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without loss of pay throughout the interval of time—

(i) between the days observed hereunder as the Christmas Day holiday and the New Year's Day holiday; or

(ii) between the day immediately preceding the Good Friday holiday and the Monday next after the Easter Monday holiday shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months service referred to in sub-clause (a) hereof. The provisions of sub-clause (c) hereof shall apply to this sub-clause.

(h) Where leave has been granted to an employee pursuant to sub-clause (c) or (g) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each two complete months of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 5 of this Determination.

(i) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of sickness or accident or military service and in calculating the period of twelve months continuous service absence on account of sickness or accident to the extent of fourteen days in any twelve months shall be deemed to be part of the period of continuous service; or

(iii) any termination of the employment by the employee if such termination has been [made] merely with the intention of preventing the operation of sub-clause (g) hereof.

(j) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

(k) Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the services of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

(15) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause 2 are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time, as such basic wage.

The basic wage shall be adjusted as prescribed in clause 16.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	4 1 0	6 0	4 7 0	Melbourne

(16) **ADJUSTMENT OF NEEDS BASIC WAGE.**—(a) For work done before the beginning of the first pay period to commence in November, 1941, the rates prescribed in clause 2 shall be paid.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a November, a February, a May, or an August, the amounts of the said rates 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 purpose of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the number 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 to a place is that assigned thereto in clause 15.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which adjustment is to be made is to be ascertained.

(3) The amounts of addition or deduction assigned in the following table (or any extension thereof) in the index number division comprising such number are to be ascertained.

(4) These assigned amounts shall for work done during such period of or near a quarter be added to or deducted from the originally prescribed amounts of the rates in accordance with that table.

(5) The division called "original" in the following table is that for the Needs Basic Wage upon which the rates are to be deemed to have been originally prescribed.

Table.—Original Index Number Division.

Index Number Divisions for Additions.	Amounts of Addition or Deduction.		Index Number Divisions for Deduction.
	Per Week.	Per Hour.	
994-1006	s. Nil	s. d. Nil	994-1006
1007-1018	1	0 0 ² / ₁₁	982- 983
1019-1030	2	0 0 ⁸ / ₁₁	970- 981
1031-1043	3	0 0 ⁹ / ₁₁	957- 969
1044-1055	4	0 1 ¹ / ₁₁	945- 956
1056-1067	5	0 1 ⁴ / ₁₁	933- 944
1068-1080	6	0 1 ⁷ / ₁₁	920- 932
1081-1092	7	0 1 ¹⁰ / ₁₁	908- 919
1093-1104	8	0 2 ² / ₁₁	896- 907
1105-1117	9	0 2 ⁵ / ₁₁	883- 895
1118-1129	10	0 2 ⁸ / ₁₁	871- 882

The index number divisions in this table are based upon the equating of the index number 1000 with a basic wage of 81s. per week and any extension of this table must be of the same construction as the table.

The wages rates of apprentices and improvers shall at the same time be adjusted proportionately to the adjustment of the Needs Basic Wage.

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

GEO. E. PARR, Secretary.

Melbourne, 31st July, 1941



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FRIDAY, AUGUST 15.

[1941

Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

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

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

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 persons employed as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

(1) That on the 19th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Juvenile Workers.		All other Employees.			
WAGES. Per Week of 44 Hours.		WAGES. Per Week of 44 Hours.		WAGES. Per Week of 44 Hours.			
					Day Shift and Afternoon Shift.	Night Shift.	
s. d.		s. d.			s. d.	s. d.	
1st year	} — 62 7	Persons under 18 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant 66 9	Man in charge of six or more employees ..	116 6	141 6		
2nd „			Man in charge of hoters, testing ground ..	113 2	138 5		
3rd „			Powder monkey	120 6	147 3		
			Concrete manhole builder	120 2	146 8		
			Man in charge of concrete mixer doing running repairs	110 0	134 8		
			Manhole builders' labourer	107 8	131 8		
			Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete	107 8	131 8		
			Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter	113 2	138 5		
			Renderers employed in pipes, tunnels, or covered drains	144 0	174 0		
			Renderers employed in open drains	130 3	161 2		
			Persons employed patching, i.e., cutting out porous concrete and filling up the hole, or, without cutting out, filling up holes in porous face with cement mortar, and striking and finishing the surface to approximately the same condition as the immediately adjoining concrete surface ..	109 8	134 8		
			Rigger in charge of vent erecting or dismantling ..	122 0	148 6		
			Sinkers (other than manhole sinkers), Drivers, Hammer and drill hands, Jumpermen and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Boreas testing ground ..	107 8	131 8		
PROPORTION.							
Apprentices.							
One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."							
Improvers.							
One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All others."							

NOTE.—Additional rates are provided for persons employed by Contractors. See foot of this clause.

Apprentices or Improvers.	Juveniles.	All other Employees.			
WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.			
			Day Shift and Afternoon Shift.	Night Shift.	
			s. d.	s. d.	
		Man in charge of machine pumping water from trenches and doing running repairs	107 8	131 8	
		Foreman's assistant	107 8	131 8	
		Machine borer, pneumatic pick or scabber user ..	116 6	142 0	
		Pitcher setter	109 6	133 6	
		Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	109 8	134 8	
		Pipe layer or jointer or any other person cut- ting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub- mains in open connexion with live mains or sub-mains	138 6	169 3	
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer ..	120 2	146 8	
		Toolsmith	111 6	137 0	
		Slurry filler	102 9	126 0	
		Topman	97 8	119 8	
		Scoop filler	107 8	131 8	
		Ploughman	113 8	140 6	
		Ploughman's assistant	100 8	124 2	
		Windlass hand working alone on a tripod windlass	103 8	127 2	
		Other Windlass hands	100 8	124 2	
		All others	97 8	119 8	
		Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 5s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.			

Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clauses 5 and 7 (a).

	s. d.
Apprentices or Improvers	3 2 per week
Juvenile Workers	3 4 "
All other Employees	4 6 "

Renderer is a person engaged in applying by hand a continuous coat of cement mortar to any surface, and in bringing the same to true and even surface and lines with a trowel or float.

Any employee who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employees' clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, shall be paid 1s. 4d. per day or portion of a day in addition to the above rates.

Any person classified as a topman or an "All other" working at a depth of 8 feet or more and any other employee working at a depth of 16 feet or more shall be paid 2d. per hour in addition to above rate.

(3) ALLOWANCES.—(i) The following additional rates shall be paid to any person employed—

(a) On all work within the Metropolitan District, 10d. per day or portion of a day.

(b) On all work outside the Metropolitan District, 5d. per day or portion of a day.

(ii) Slurry fillers shall receive 1s. per week extra, unless suitable boots are supplied by the employer.

(4) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

			Where one shift is worked.	
			Time of beginning.	Time of ending.
Monday to Friday	..	.. (Day Shift)	8 a.m.	5 p.m.
Saturday	..	.. (Day Shift)	8 a.m.	12 noon
Where two shifts are worked.				
Monday to Friday	..	.. (Day Shift)	7 a.m.	3 p.m.
	..	.. (Afternoon Shift)	3 p.m.	11 p.m.
Saturday	..	.. (Day Shift)	7 a.m.	11 a.m.
	..	.. (Afternoon Shift)	11 a.m.	3 p.m.
Where three shifts are worked.				
Monday to Friday	..	.. (Day Shift)	7 a.m.	3 p.m.
	..	.. (Afternoon Shift)	3 p.m.	11 p.m.
	..	.. (Night Shift)	11 p.m.	7 a.m.
Saturday	..	.. (Day Shift)	7 a.m.	11 a.m.
	..	.. (Afternoon Shift)	11 a.m.	3 p.m.
	..	.. (Night Shift)	3 p.m.	7 p.m.

* Including 20 minutes for crib-time without deduction from wages.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half for the first two hours, and thereafter double time.

(5) PAYMENT FOR HOLIDAYS.—All employees other than those employed by Contractors shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday).

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on a Sunday, and ordinary rates for work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday), and the employee shall be permitted to take any other day suitable to himself in lieu of such holiday worked and shall be paid at ordinary rates for the day so taken.

(7) **ANNUAL LEAVE.**—(a) All persons other than those employed by Contractors shall receive leave of absence without deduction of pay on the days intervening between Boxing Day and New Year's Day.

(b) Any person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself, an equivalent number of days in lieu thereof as holidays without deduction of pay. This clause shall not apply to persons employed by Contractors.

(8) **SICK PAY.**—Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the beginning of the employee's consequential absence, he shall, on account thereof, be entitled, without deduction of pay, to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of employment.

This clause shall only apply to an employee who has been in the service of the same employer for at least three months, and shall operate from the 24th day of May, 1940.

(9) **PAYMENT OF WAGES.**—All employees shall be paid weekly.

(10) **MEAL ALLOWANCE.**—An employee required to work overtime for two hours or more without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if the work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as the job who can reasonably return home for meals.

(11) **MINIMUM PAYMENT.**—Any employee who starts work on any day shall be entitled to a minimum of two hours' pay.

(12) **EMPLOYEE PRESENTING HIMSELF FOR WORK.**—Any employee who presents himself for work and who is not permitted by the employer to commence work on that day for any of the following reasons, namely:—wet weather, waiting until shafts are bailed out, shortage of materials, or any other reasons over which the employee has no control, shall be paid:—

(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day.

(13) **EMPLOYEE ON JUMP UPS.**—Any employee working on jump ups shall be supplied with assistance.

(14) **CHANGE HOUSE.**—Where six or more men are employed the employer shall provide a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(15) **FIRST-AID OUTFIT.**—Where six or more men are employed a first-aid outfit shall be supplied.

(16) **SANITARY ACCOMMODATION.**—Where six or more men are employed suitable sanitary accommodation shall be provided.

(17) **PROVISION OF STAGE OR WINDLASS.**—Any shaft 11 feet or more deep shall be provided with a stage or windlass.

(18) **SHEETING SHAFTS.**—All shafts sunk in sandy country below a depth of 8 feet shall be sheeted.

(19) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

(20) **CARRYING OF TOOLS.**—Any employee who is instructed to carry his tools to another job on the next working day shall be allowed to cease work twenty minutes earlier on the day he is so instructed and to start twenty minutes later on the following day, and for such time shall be paid at ordinary rates.

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

J. V. WILLOX, Secretary.

Melbourne, 4th August, 1941.



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FRIDAY, AUGUST 15.

[1941

Factories and Shops Acts.

DETERMINATION OF THE OPTICIANS BOARD.

This Determination on the 20th August, 1941, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, 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 appointed to "determine the lowest prices for or rates which may be paid to any persons employed in manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

(1) That on the 20th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.
1st year	17s. 6d.	1st year	17s. 6d.	Foreman, i.e., man in charge of two or more employees	126s. 6d.
2nd year	21s. 6d.	2nd year	24s.	Optical workers and repairers	114s.
3rd year	30s.	3rd year	32s.		
4th year	39s. 6d.	4th year	45s. 6d.		
5th year	58s.	5th year	64s.		
6th year	80s.	6th year	86s.		

PROPORTION (in any factory, shop, or place).
One apprentice to every two or fraction of two workers receiving not less than 114s. per week of 44 hours.

An indenture of apprenticeship prescribed was approved on 15th December, 1914.

PROPORTION (in any factory, shop, or place).
One improver to every three journeymen receiving not less than 114s. per week of 44 hours.
Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.
8 a.m. ...
8 a.m. ...

Time of Ending.

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

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

(4) OVERTIME.—That the following rate shall be paid for all work done—

(a) Outside the hours fixed in Clause (3) up to 3 hours per day ... Time and a half and thereafter double time.

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

(5) TIME RATE.—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 at the ordinary wages rate with an addition of thirty-three 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, together with any overtime rate which is applicable.

(6) 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. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(7) PAYMENT FOR HOLIDAYS.—Employees shall be entitled to the following holidays without deduction of pay:—Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall only apply to the day so substituted.

(8) ANNUAL HOLIDAYS.—An employee who has completed twelve months' continuous or cumulative employment shall receive two weeks' annual leave on full pay to be given at a time to be arranged by the employer, provided that such leave shall be given within sixty days of its becoming due and that an employee having applied for such leave shall be given at least fourteen days' notice of the date from which leave is to commence.

(9) SPECIAL RATES.—That double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, New Year's 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.

H. J. RICHARDSON, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 5th August, 1941.

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