



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 240]

TUESDAY, AUGUST 19.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE PAINTERS BOARD.

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

(2) **Painting, Decorating, and Signwriting were proclaimed on 28th November, 1928, as apprenticeship trades under the "Apprenticeship Act 1927" for the Metropolitan District.**

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which, since 7th August, 1933, has had the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of—

- (a) Painting, other than ship painting or painting under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed;
- (b) Paperhanging;
- (c) Sign or poster writing, and any work incidental thereto;
- (d) Producing signs or posters by means of stencils, screens, or other like methods, and any work incidental thereto—

has made the following Determination, namely:—

(1) That, on the 15th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a) *Apprentices or Improvers.				(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.							
				WAGES.							
				Per week of 44 hours.							
				s. d.							
1st year's experience	..	..	..	17	0	1st year's experience	..	..	..	17	0
2nd "	"	"	"	24	11	2nd "	"	"	"	24	11
3rd "	"	"	"	34	4	3rd "	"	"	"	34	4
4th "	"	"	"	47	10	4th "	"	"	"	47	10
5th "	"	"	"	59	11	5th "	"	"	"	59	11

  

PROPORTION (BY ANY EMPLOYER).				PROPORTION.			
<i>Apprentices.</i>				(a) Where one screen table is in operation—			
One apprentice to every three journeymen or fraction of three journeymen employed.				Two juvenile workers to each person receiving not less than 12s. 6d. per week of 44 hours.			
In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.				(b) Where two or more screen tables are in operation—			
				For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 12s. 6d. per week of 44 hours.			
<i>Improvers.</i>							
One improver to three	..	..	..	workers receiv-			
Two improvers to six	..	..	..	ing not less			
Three improvers to twelve and there-	..	..	..	than 12s. 6d.			
after one additional improver to every	..	..	..	per week of			
twelve additional	..	..	..	44 hours.			

\* See Note 2 above. The employment, within the Metropolitan District, of any improver is illegal.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne;		(ii) Within 5 Miles of the Post Office at Mildura;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn);		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
	WAGES.	WAGES.	WAGES.	WAGES.	WAGES.	WAGES.				
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.
Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A)	<i>s. d.</i> 2 9 <sup>3</sup> / <sub>32</sub>	<i>s. d.</i> 121 6	<i>s. d.</i> 2 10 <sup>10</sup> / <sub>11</sub>	<i>s. d.</i> 128 0	<i>s. d.</i> 2 8 <sup>7</sup> / <sub>22</sub>	<i>s. d.</i> 118 6				
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto.										
Persons employed at— (i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)	<i>s. d.</i> 2 9 <sup>3</sup> / <sub>32</sub> 2 0 <sup>6</sup> / <sub>11</sub>	<i>s. d.</i> 121 6 90 0	<i>s. d.</i> 2 10 <sup>10</sup> / <sub>11</sub> 2 27 <sup>2</sup> / <sub>22</sub>	<i>s. d.</i> 128 0 96 0	<i>s. d.</i> 2 8 <sup>7</sup> / <sub>22</sub> 1 11 <sup>6</sup> / <sub>11</sub>	<i>s. d.</i> 118 6 87 0				
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen	} 1s. per day in addition to the ordinary rate.		} 1s. per day in addition to the ordinary rate.		} 1s. per day in addition to the ordinary rate.					

Note—The rates prescribed in Clause (2) (c) (above) include 3s. per week war-time loading.

(3) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
8 a.m. . . . .	12 noon on Saturdays, and
8 a.m. . . . .	12 noon } on the other working days of the week (luncheon
1 p.m. . . . .	5 p.m. } hour being from 12 noon to 1 p.m.)

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

Outside the times of beginning and ending work as fixed in Clause (3) . . . . . } Time and a half for the first three hours' overtime; thereafter double time.  
 Within the times of beginning and ending work, in excess of 44 hours in any week . . . . . }

When working overtime for 2 hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each 4 hours of continuous work, such periods of 30 minutes not to count as time worked. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

An employee who has worked continuously (except for meal intervals) for 20 hours shall have a break of at least 12 hours before again starting work.

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

(6) ALLOWANCES.—(i) The following extra rates shall be paid to any person on all work distant from a centre:—

- (a) 1½ miles and up to 3 miles, 3d. per hour extra;
- (b) Over 3 miles and up to 5 miles, 1d. per hour extra;
- (c) Over 5 miles and up to 10 miles, 1½d. per hour extra;
- (d) Over 10 miles and up to 12 miles, 2d. per hour extra.
- (e) Over 12 miles, 2½d. per hour extra, together with an additional allowance of 1s. per day.

Provided that an employer shall not be liable for such extra hourly rates when he conveys an employee to and from a job to a centre, nevertheless an employee shall not be under an obligation to use the conveyance provided by the employer unless the same is reasonable and convenient.

(ii) An employee engaged to proceed to work in such a locality as to necessitate his sleeping elsewhere than at his usual place of residence and where suitable board and lodging are not provided by the employer free, shall receive 5s. per day extra including Saturdays, Sundays, holidays, or days on which work is stopped for some cause for which the employee cannot be held responsible. The employer shall convey the worker to and from the job free of charge or pay his fare. Ordinary rates shall be paid for such travelling time.

(iii) Time occupied in travelling during working hours shall be paid for at ordinary wages rates.

(iv) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

(7) SWING SCAFFOLD WORK.—Any person working on a swing scaffold shall be paid, for the time so spent, at the rate of 1½d. per hour in addition to the ordinary wage.

Provided that no person who, in any day, has completed at least one hour's work on a swing scaffold shall be paid, in addition to his ordinary wage, less than sixpence in respect of such day.

(8) PAYMENT OF WAGES:—

- (a) If employment is terminated by discharge, whether by notice or otherwise, all wages due up to the time of ceasing work shall be paid immediately on cessation of work.
- (b) Except as provided in the preceding sub-clause, payment of wages and other moneys due shall be made not later than 5 p.m. on Thursday in each week. Provided that this provision may be varied by the mutual agreement of the employer and the majority of employees on any job.

(9) TOOLS AND APPLIANCES:—

- (a) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, and glazing knife.
- (b) Each paperhanger shall provide himself with a lay-brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.
- (c) Each signwriter shall provide himself with a mahi-stick, rule, straight-edge, chalk-line, pencils and gilding cushion, mop, knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

(10) MEAL MONEY.—Any employee who is called upon to work overtime for over two hours without receiving notice of such overtime on the previous day, shall be paid an allowance of one shilling and sixpence for a meal, or shall be supplied by the employer with a reasonable meal in lieu thereof.

(11) SUPPLY OF HOT WATER.—Except in the case of work on private dwellings, the employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at lunch time.

(12) CARE OF EMPLOYEES' TOOLS, ETC.—The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employees' tools and gear when not in use.

(13) TIME BOOK.—The employer shall keep at his centre a time book or a time-sheet in which shall be recorded indelibly the name of each worker and the following particulars:—

- (a) the number of hours worked each day;
- (b) the total number of hours worked each week;
- (c) the wages, amount for overtime, and allowances paid therefor.

(14) TRANSPORT.—Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

(15) WASHING TIME.—Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

(16) ANNUAL LEAVE.—All employees shall be entitled to one week's holiday on full pay for each completed period of twelve months' continuous service with the same employer. Such holiday shall be granted at such time as is convenient to the employer not later than three months after it becomes due. For the purposes of this clause service prior to the 4th June, 1941, shall be disregarded.

(17) EMPLOYEES REPORTING FOR DUTY.—An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

(18) WAITING TIME.—An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

(19) DEFINITIONS.—"Gippsland District" shall mean the following area, viz.:—From Hallam (beyond Dandenong) to the south to Lyndhurst, to Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Walhalla, to Noojee, to Hallam.  
"Centre" shall mean the employer's usual place of business.

(20) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (c) are based upon the following basic wage for adult males, and, pursuant to 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.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (21).

Place.	Needs Basic Wage for Adult Males (adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Within 20 miles of the Principal Post Office at Elizabeth-street, Melbourne—Males	4 1 0	0 6 0	4 7 0	Melbourne
Within 10 miles of the principal Post Offices at Geelong and Warrnambool respectively—same as the contemporaneous basic wage for Melbourne.				
Within 5 miles of the Post Office at Mildura; within the Gippsland District as herein defined (except Yallourn)—same as the contemporaneous basic wage for Melbourne.				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

(21) ADJUSTMENT OF BASIC WAGE FOR ADULT MALES.—(a) Until the beginning of the first pay period to commence in November, 1941, the amounts of the basic wage shall be as prescribed in clause (20).

(b) 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 needs 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 to a place is that assigned thereto in clause (20).
- (2) The Index Number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amounts assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number are to be ascertained.
- (4) The needs basic wage shall be those assigned amounts during such period of or near a quarter.

Table.

Index Number Divisions.	Needs Basic Wage.	Index Number Divisions.	Needs Basic Wage.
	£ s. d.		£ s. d.
821-833	3 7 0	920-932	3 15 0
834-845	3 8 0	933-944	3 16 0
846-858	3 9 0	945-956	3 17 0
859-870	3 10 0	957-969	3 18 0
871-882	3 11 0	970-981	3 19 0
883-895	3 12 0	982-993	4 0 0
896-907	3 13 0	994-1006	4 1 0
908-919	3 14 0	1007-1018	4 2 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 31st July, 1941.

The first part of the report discusses the general situation of the country, including the political, economic, and social aspects. It mentions the recent elections and the role of the military in the government. The second part of the report focuses on the human rights situation, detailing the activities of the military and the police, as well as the actions of the opposition groups. The report also mentions the role of the international community and the need for reform.

The report is a detailed and comprehensive document that provides a clear and concise overview of the situation in the country. It is a valuable resource for anyone interested in the human rights situation in the region.