



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE JEWELLERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied 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 process, trade or business of a manufacturing jeweller," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination

2.

Apprentices or Improvers.			WAGES PER WEEK OF 40 HOURS.		JUVENILE WORKERS (Other than Apprentices or Improvers).	
APPRENTICES.			WAGES PER WEEK OF 40 HOURS.		WAGES PER WEEK OF 40 HOURS. MALES.	
					Engaged as Process Workers as defined in clause 8.	
			Males.	Females.	<i>s. d.</i>	
1st year—			<i>s. d.</i>	<i>s. d.</i>	1st year—	
1st six months	.. .. .	.. .. .	17 0	17 0	1st six months	.. .. . 17 0
2nd six months	.. .. .	.. .. .	19 6	19 6	2nd six months	.. .. . 22 0
2nd year—					2nd year—	
1st six months	.. .. .	.. .. .	24 6	24 6	1st six months	.. .. . 26 0
2nd six months	.. .. .	.. .. .	27 0	27 0	2nd six months	.. .. . 30 0
3rd year—					3rd year—	
1st six months	.. .. .	.. .. .	29 6	29 6	1st six months	.. .. . 34 0
2nd six months	.. .. .	.. .. .	32 0	32 0	2nd six months	.. .. . 38 0
4th year—					4th year—	
1st six months	.. .. .	.. .. .	34 6	34 6	1st six months	.. .. . 42 0
2nd six months	.. .. .	.. .. .	39 6	37 0	2nd six months	.. .. . 47 0
5th year—					5th year—	
1st six months	.. .. .	.. .. .	44 6	42 0	1st six months	.. .. . 57 0
2nd six months	.. .. .	.. .. .	54 6	47 0	2nd six months	.. .. . 64 6
6th year—					6th year—	
1st six months	.. .. .	.. .. .	64 6	52 0	1st six months	.. .. . 69 6
2nd six months	.. .. .	.. .. .	74 6	62 0	2nd six months	.. .. . 77 0
					PROPORTION.	
					Three male juvenile workers to each four or fraction of four workers receiving not less than 134s. per week of 40 hours.	
Other Employees.			WAGES PER WEEK OF 40 HOURS.		<i>s. d.</i>	
			MALES.			
Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, enameller, repairer, or chain maker					151 6	
Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker						
During his 1st six months' experience					115 6	
During his 2nd six months' experience					134 0	
Thereafter					151 6	
Plate roller, or wire roller and drawer, without previous experience—						
During the 1st six months' experience					115 6	
During the 2nd six months' experience					134 0	
Thereafter					151 6	
Process Worker—						
During his 1st six months' experience					115 6	
Thereafter					134 0	
All others					134 0	

Apprentices or Improvers.			Wages Per Week of 40 Hours.		Juvenile Workers (Other than Apprentices or Improvers).	
IMPROVERS.			Males.	Females.	FEMALES.	
			<i>s. d.</i>	<i>s. d.</i>		
1st year—					(a) (1) Engaged at sandblasting, pinning-up brooches, scratch brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;	
1st six months			17 0	17 0	(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;	
2nd six months			22 0	19 6	(3) Filling-in enamel work;	
2nd year—					(4) Carding of jewellery—	
1st six months			26 0	22 0	<i>s. d.</i>	
2nd six months			30 0	26 0	1st year—	
3rd year—					1st six months 16 0	
1st six months			34 0	29 6	2nd six months 21 0	
2nd six months			38 0	32 0	2nd year 26 0	
4th year—					3rd year 31 0	
1st six months			42 0	36 0	4th year 36 6	
2nd six months			47 0	39 6	5th year 41 6	
5th year—					6th year 46 6	
1st six months			57 0	42 0	(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker—	
2nd six months			64 6	47 0	<i>s. d.</i>	
6th year—					1st year—	
1st six months			69 6	52 0	1st six months 16 0	
2nd six months			77 0	57 0	2nd six months 21 0	
					2nd year 26 0	
					3rd year 31 0	
					4th year 36 6	
					5th year 41 6	
					6th year 46 6	

PROPORTION (IN ANY PLACE).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than 134s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 66s. 6d. per week of 40 hours.

The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.

Improvers.

One male improver to every four male workers receiving not less than 134s. per week of 40 hours.

One female improver to every four female workers receiving not less than 66s. 6d. per week of 40 hours.

Other Employees.

FEMALES.		<i>s. d.</i>
Bracelet and bangle maker, melter or refiner, boltring maker, lapper, moulder, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond moulder, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot		151 6
Maker of the following classes of chain by hand—		
Up to 5 dwt. to the foot, 18 or 15 carat (solid)		151 6
Up to 4 dwt. to the foot, 9 carat (solid)		151 6
Up to 2 dwt. to the foot (hollow)		151 6
Examiner, tester, and solderer of machine-made chain (solid)—		
Up to 5 dwt. to the foot, 18 carat		82 0
Up to 4 dwt. to the foot, 15 carat		82 0
Up to 3 dwt. to the foot, 9 carat		82 0
Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal jewellery (no part of which is composed of gold or silver), or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery—		
* During 1st 3 months' experience		62 0
{ Thereafter		67 6
Pressworker (weight of press not to exceed 3 cwt.)—		
* During 1st 3 months' experience		66 6
{ Thereafter		72 0
Pressworker (weight of press exceeding 3 cwt.)—		
* During 1st 3 months' experience		81 0
{ Thereafter		87 0
Process worker—		
* During 1st 3 months' experience		66 6
{ Thereafter		72 0
Female employed carding jewellery—		
* During 1st 3 months' experience		62 0
{ Thereafter		66 6
All others		134 0

* Notwithstanding these differential rates any female employed at any of these classes of work on or prior to the 8th December, 1941, shall receive the higher rate in each case.

TIME OF BEGINNING AND ENDING WORK.

3.	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.

OVERTIME.

4. The following rate shall be paid for all work done—
- | | | |
|---|---|------------------|
| (a) Outside the hours fixed in clause 3 | } | Time and a half. |
| (b) Within the hours fixed in clause 3 in excess of 40 hours in any week | | |
| (c) On any day during a week in which any of the holidays mentioned in clause 5 occurs before the usual time of beginning work or after the usual time of ceasing work in the establishment | | |

Compulsory Overtime.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

5. (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.

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(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.

TERMINATING EMPLOYMENT BEFORE A HOLIDAY.

6. When an employee's services are terminated within two weeks of any one of the days mentioned in clause 5 and such employee is re-engaged by the same employer within two weeks after such holiday, he or she shall be entitled to payment for such holiday.

PAYMENT FOR A SHORT WEEK.

7. Subject to the provisions of this Determination, where a week of less than 40 hours is worked, the legal rate of payment for such week shall be $\frac{1}{40}$ of the rate provided in clause 2 for the class of work done, multiplied by the number of hours actually worked.

DEFINITIONS.

8. (a) A process-worker is an employee engaged at:—
- (i) Repetition work on any automatic, semi-automatic, or single purpose machine, or any machine fitted with jigs, gauges, dies or other tools rendering operations mechanical;
 - (ii) Assembling of parts of metallic articles in which no fitting or adjustment requiring skill is required.
- (b) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

NOTICE OF INTENTION TO WORK OVERTIME.

9. (a) An employer shall, as far as practicable, give 24 hours' notice of his intention to work overtime;
- (b) Should an employer require his employees to work overtime in excess of one hour on any day without giving the notice mentioned in sub-clause (a) hereof he shall pay the employees concerned the following allowances as tea money:—Adults, 1s. 6d.; other employees, 1s.
- (c) Should an employer give notice as provided in sub-clause (a) hereof and on the day when such overtime was to have been worked cancel the arrangement, he shall pay the following allowances to the employees concerned:—Adults, 1s. 6d.; other employees, 1s. This extra payment, however, need not be paid if the cancellation of the overtime order is made necessary through a machinery breakdown.

ALL WORK DONE TO BE ON EMPLOYERS' PREMISES.

10. It shall be a breach of this Determination if:—
- (a) An employer requires an employee to take home any material for the purpose of doing any work within the scope of this Determination.
 - (b) An employee takes home any material for the purpose mentioned in sub-clause (a) hereof.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

12. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—
- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
 - (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
 - (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
 - (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absence.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

Attendances at Hospitals, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

TOOLS.

13. An employer shall keep all employees supplied with the necessary files, piercing saws, and scorpers.

PERIODICAL ADJUSTMENT OF WAGES.

14. The adult wages rates set out in clause 2 are based upon the following basic wage rates, 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 adjusted as prescribed by clause 15. Provided that the wage of any such adult female receiving less than the total Basic Wage shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the Basic Wage shall be as prescribed in clause 14.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

Marginal Rates.

16. In addition to the basic wage provided in clause 14 the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins Per Week.
MALES.	
Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, bolt-ring maker, lapper, moulder, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond moulder, enameller, repairer, or chain maker	42 6
Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—	
During his 1st six months' experience	6 6
During his 2nd six months' experience	25 0
Thereafter	42 6
Plate roller, or wire roller and drawer, without previous experience—	
During the 1st six months' experience	6 6
During the 2nd six months' experience	25 0
Thereafter	42 6
Process Worker—	
During his 1st six months' experience	6 6
Thereafter	25 0
All others	25 0
FEMALES.	
Bracelet and bangle maker, melter or refiner, bolt-ring maker, lapper, moulder, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond moulder, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot	42 6
Maker of the following classes of chain by hand—	
Up to 5 dwt. to the foot, 18 or 15 carat (solid)	42 6
Up to 4 dwt. to the foot, 9 carat (solid)	42 6
Up to 2 dwt. to the foot (hollow)	42 6
All others	25 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd November, 1947.