



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE WATCHMAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a watch or clock maker (including repairers)" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 27th February, 1948, the last previous Determination of this board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
		APPRENTICES: IMPROVERS.					
		s.	d.			s. d.	
1st year's experience	19 6	..	..	..	26 0
2nd "	"	..	24 0	..	..	..	33 0
3rd "	"	..	33 0	..	..	..	46 0
4th "	"	..	46 0	..	..	..	59 6
5th "	"	..	59 6	..	..	..	72 6
6th "	"	..	72 6	..	..	..	92 6
Watchmaker	155 0
Clockmaker	132 0

An amended form of Indenture has been prescribed by the Board.

APPRENTICESHIP.

3. (a) An employer shall not employ any minor in watch or clockmaking and/or repairing unless under a contract of apprenticeship, provided that any person who, on the 1st August, 1947, was employed as an improver may continue to be so employed and paid at the rate prescribed in clause 2 for an improver of like experience.

As from the 1st August, 1947, no person may be bound as an apprentice to the trade except with the permission of the Chairman of the Wages Board.

Proportion.

(b) One apprentice to every two or fraction of two workers receiving not less than 132s. per week of 40 hours, provided that an employer may, on application to and with the consent of the Wages Board, after satisfying such Board that he has the plant, equipment, and staff necessary for the proper tuition of each apprentice, take apprentices in excess of the proportion herein prescribed.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Wages Board, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Adult Apprentices.

(e) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-first birthday may, by consent of the Secretary for Labour, serve as an apprentice until he completes his indenture.

Annual Leave.

(f) Apprentices shall be entitled to annual leave in accordance with the provisions of clause 9 hereof.

Lost Time.

(g) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(h) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Probationary Period.

(i) Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first six months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

Tools.

(j) The employer shall supply all necessary tools in the first year of apprenticeship, and the apprentice shall supply all tools excepting a lathe in the second and succeeding years, provided that the apprentice shall supply his own lathe by the beginning of the fifth year.

HOURS OF WORK.

4. The ordinary hours of work shall be 40 per week to be worked in five days of 8 hours (Monday to Friday inclusive) and one day (Saturday) of 4 hours; or five days (Monday to Friday inclusive) of 8 hours 48 minutes each continuously except for meal breaks at the discretion of the employer, between 7.30 a.m. and 6 p.m. on Monday to Friday inclusive, and 8 a.m. and 1 p.m. on Saturday.

OVERTIME.

5. For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or an improver the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

In computing overtime each day's work shall stand alone.

HOLIDAYS.

6. Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

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

PAYMENT OF WAGES.

7. (a) Wages shall be paid weekly or fortnightly.

(b) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

CONTRACT OF EMPLOYMENT.*Weekly Employment.*

8. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus ten per cent., together with any payment to which he is entitled pursuant to the provisions of the Act referred to in clause 9 hereof.

ANNUAL HOLIDAY.

9. 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.

WORK GIVEN OUT.

10. Any person or body of persons covered by this Determination who issues, gives out, or authorizes or permits to be issued or given out any watches and/or clocks whatsoever for the purpose of being cleaned or repaired by any process subject to the jurisdiction of this Board shall, notwithstanding the fact that the person to whom the work is issued or given out supplies additional material, keep a record book which shall contain a correct description of such work and the price paid for same. A similar record shall be kept by the person to whom such work is issued or given out.

The records herein prescribed shall be available for inspection by an official of the Department of Labour on demand.

PIECWORK.

The lowest piecwork prices payable for the following kinds of work shall be :—

	s. d.
Barrel hook	3 0
Crown, fitting only, ordinary Swiss	1 6
Bouchon	3 0
Click, ordinary Swiss type	3 6
Centre pin to hollow centre pinion	3 0
Centre pin to hollow centre pinion, with set square	4 6
Endpiece, ordinary Swiss	1 6
Hairspring, flat	6 0
Hairspring, briquet and overcoil	7 6
Jewel, with cleaning	2 6 plus cost of cleaning
Jewel, brass set	4 6 plus cost of cleaning
Mainspring, ordinary timepiece	3 6
Mainspring, ordinary timepiece	2 6 plus cost of cleaning
Pinion, ordinary solid type centre	11 6
Pinion, 3rd, 4th, and escape	9 0
Canon pinion	5 0
Pinion, pivoted only	5 0
Roller pin	3 6
Stone, pallet, each	4 6
Stones, pallet, pair	7 6
Screw, setting lever and shoulder	2 6
Screw, plate, index, and other type	0 9
Spring, click	2 6
Spring, shipper	3 6
Stem, winding, ordinary Swiss type with crown	7 6
Staff, pallet, ordinary Swiss timepiece	7 6
Staff balance $3\frac{1}{2}$ and under	10 0
.. .. $3\frac{1}{2}$ to $8\frac{1}{2}$	8 6
.. .. $9\frac{1}{2}$ and over	7 6

In addition to the above prices the cost of materials shall be added in the supplying of the following articles :—

Clicks, end pieces, hair-springs, main-springs, roller pins, pallet stones, crowns only, and jewels.

Cleaning and Regulating.

$3\frac{1}{2}$ and under	8 6
$3\frac{1}{2}$ to $8\frac{1}{2}$	7 6
$9\frac{1}{2}$ and over	6 6
Watch of nineteen jewels and over	10 6
Centre seconds	1 0 extra

Chronographs Cleaning, Regulating, and Adjustments.

Chronograph with minute recorder	10 6
Chronograph with split seconds	15 0
Chronograph and timepiece	18 6
Chronograph, timepiece with split seconds	25 0

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

J. W. RYAN, Secretary.

Melbourne, 11th February, 1948.

