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[1951]

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

A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire, wire nails, or wire mattresses."

has made the following Determination, viz. :—

1. That as from the beginning of the first pay period to commence in May, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Wages per week of 40 hours.

No. 706.—4733/51.—PRICE 6D.

## 3.

## TIME OF BEGINNING AND ENDING WORK.

## Time of Beginning.

## Time of Ending.

- 7.45 a.m. .. 5.30 p.m. on each of five days of the week.  
 7.45 a.m. .. 12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

## EMERGENCY PROVISIONS.

3A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

- (iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

- (4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

## OVERTIME.

4. (a) For work done within the times of beginning and ending work in excess of 40 hours in any week, time and a half.

(b) For all work done outside the times of beginning and ending work the wages rates shall be time and a half for the first four hours and double time thereafter. In computing overtime each day's work shall stand alone.

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.

## MEAL ALLOWANCE.

5. Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a reasonable meal by the employer or paid an allowance of one shilling and sixpence.

## SPECIAL RATES.

6. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day, King's Birthday, 9th May, 1951 and 13th November, 1951, 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.

## PAYMENT FOR HOLIDAYS.

7. Ordinary rates shall be paid, if not worked, for the days observed as:—New Year's Day, Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 9th May, 1951, and 13th November, 1951.

## ANNUAL HOLIDAY.

8. 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.

9. (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 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<sup>n</sup> coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn<sup>n</sup> 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 Absences.

(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) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

## Attendance at Hospital, &amp;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.

## Definition.

- (e) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

## ALLOWANCES.

10. Any employee engaged on work away from the workshop shall be—

- (a) conveyed to and from work free or allowed the fares necessarily expended in going to and from;
- (b) paid the ordinary rate of wages for time occupied in travelling.

## PROHIBITION OF EMPLOYMENT.

11. No person under the age of 16 years shall be engaged in the operation of paint-spraying

## PIECWORK.

12. The lowest piecework prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.)

## SCHEDULE.

		s.	d.	
<b>Baskets—</b>				
Fry-baskets, 2 inches deep, long or drop handles .. .. .	.. .. .	0	3½	per inch.
Vegetable baskets, 4½ inches deep, long or drop handles .. .. .	.. .. .	0	4½	"
(To be made in not less than one dozen lots, assorted sizes.)				
<b>Cages, cockatoo—</b>		s.	d.	
18-in. .. .. .	.. .. .	6	0	each
20 " .. .. .	.. .. .	6	7	"
22 " .. .. .	.. .. .	9	8	"
24 " .. .. .	.. .. .	11	9	"
(To be made in lots of not less than half-a-dozen of each size.)				
<b>Cages, canary (common)—</b>		s.	d.	
9-in., with bell-tops .. .. .	.. .. .	12	0	per dozen.
9 " without bell tops .. .. .	.. .. .	11	2	"
(To be made in three (3) dozen lots.)				
<b>Cages, parrot (common)—</b>		s.	d.	
12-in. .. .. .	.. .. .	14	9	per dozen.
14 " .. .. .	.. .. .	16	9	"
16 " .. .. .	.. .. .	19	6	"
18 " .. .. .	.. .. .	22	3	"
20 " .. .. .	.. .. .	29	9	"
(To be made in not less than four (4) dozen lots, assorted or otherwise.)				
<b>Cages, parrot (galvanized)—</b>		s.	d.	
12-in. .. .. .	.. .. .	14	9	per dozen.
14 " .. .. .	.. .. .	16	9	"
16 " .. .. .	.. .. .	19	6	"
18 " .. .. .	.. .. .	22	3	"
20 " .. .. .	.. .. .	29	9	"
(To be galvanized after made, and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 11½d. each extra.)				
<b>Cage fronts—</b>		s.	d.	
Wiring fronts, wood frames provided .. .. .	.. .. .	7	10	per dozen.
Wire fronts (all wire) .. .. .	.. .. .	15	5	"
<b>Diamond Work—</b>		s.	d.	
4-in. mesh, 9 gauge wire .. .. .	.. .. .	23	3	per 100 square ft.
3 " 9 " .. .. .	.. .. .	23	3	"
2½ " 10 " .. .. .	.. .. .	31	0	"
1½ " 10 " .. .. .	.. .. .	38	8	"
1½ " 12 " .. .. .	.. .. .	35	0	"
1 " 13 and 14 gauge wire .. .. .	.. .. .	58	0	"
1½ sq. crimped mesh, 12 gauge wire .. .. .	.. .. .	23	3	"
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra. (To be made in quantities of not less than 100 square feet.)				
<b>Dog muzzles, complete, with binding and straps .. .. .</b>		s.	d.	
(To be made in quantities of not less than one gross, assorted.)	.. .. .	12	0	per dozen.
<b>Door mats .. .. .</b>		s.	d.	
Fender sheets—	.. .. .	0	7½	per square foot
½-in. mesh .. .. .	.. .. .	0	4½	per square foot.
¾ " .. .. .	.. .. .	0	5½	"
(To be made in not less than one (1) dozen lots.)				
Fixing sheets on frames .. .. .	.. .. .	1	4½	each.
Making frames, brass tops and plates, all sizes .. .. .	.. .. .	5	6	"
" " without brass top and plates, all sizes .. .. .	.. .. .	4	7	"
<b>Fern baskets—</b>		s.	d.	
8-in. .. .. .	.. .. .	5	6	per dozen.
10 " .. .. .	.. .. .	6	7	"
12 " .. .. .	.. .. .	8	4	"
(To be made in lots of not less than one (1) gross.)				
<b>Floral designs—</b>		s.	d.	
8-in. .. .. .	.. .. .	4	7	per dozen.
10 " .. .. .	.. .. .	4	7	"
12 " .. .. .	.. .. .	4	7	"
14 " .. .. .	.. .. .	7	5	"
16 " .. .. .	.. .. .	7	5	"
<b>Flowerstands—</b>		s.	d.	
½ round, 3 steps .. .. .	.. .. .	16	9	each
" 4 " .. .. .	.. .. .	25	11	"
Oblong Gothic .. .. .	.. .. .	9	4	"
Flat back, 3 steps .. .. .	.. .. .	16	9	"
" 4 " .. .. .	.. .. .	25	11	"
<b>Gridirons—</b>		s.	d.	
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size .. .. .	.. .. .	70	0	per gross.
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch size .. .. .	.. .. .	78	7	"
(To be made in lots of not less than one (1) gross.)				
<b>Rat traps, patent, ½-in. mesh, finished .. .. .</b>		s.	d.	
" " flat bottomed .. .. .	.. .. .	78	2	per dozen.
" " (To be made in not less than one (1) dozen lots.)	.. .. .	85	6	"
<b>Rat traps (square)—</b>		s.	d.	
12-in. finished .. .. .	.. .. .	22	3	per dozen.
14 " .. .. .	.. .. .	27	10	"
16 " .. .. .	.. .. .	31	9	"
(To be made in three (3) dozen lots, assorted.)				

With an addition of 7½ per cent.

## PIECEWORK PRICES—continued.

						s.	d.	
Riddles—								
20-in.,	1	in. mesh, 17 gauge wire or one gauge heavier	..	..	..	2	2½	each
"	1	" " 16 " " " " " "	..	..	..	1	10½	"
"	1	" " 15 " " " " " "	..	..	..	1	10½	"
"	1	" " 14 " " " " " "	..	..	..	1	8½	"
"	1	" " 13 " " " " " "	..	..	..	1	8½	"
22-in.,	1	" " 17 " " " " " "	..	..	..	2	2½	"
"	1	" " 16 " " " " " "	..	..	..	1	10½	"
"	1	" " 15 " " " " " "	..	..	..	1	10½	"
"	1	" " 14 " " " " " "	..	..	..	1	8½	"
"	1	" " 13 " " " " " "	..	..	..	1	8½	"
(To be made in not less than four (4) dozen lots, assorted meshes.)								
Screens—								
5 feet x 2 ft. 6 in.	..	..	..	..	..	15	11	each for all meshes.
6 " x feet	..	..	..	..	..	18	8	" "
(To be made in not less than six lots, assorted meshes.)								
Sewer vent pipe covers—								
1½-in.	..	..	..	..	..	7	0	per dozen.
2 "	..	..	..	..	..	7	5	"
2½ "	..	..	..	..	..	8	4	"
3 "	..	..	..	..	..	9	2	"
3½ "	..	..	..	..	..	10	1	"
4½ "	..	..	..	..	..	12	0	"
Sieves—								
18-in.	..	..	..	..	..	8	4	per dozen.
20 "	..	..	..	..	..	8	4	"
22 "	..	..	..	..	..	8	4	"
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)								
Straight work—								
½-in. mesh, 16 and 12 gauge wire laced with 22 gauge	..	..	..	..	..	0	4½	per square foot.
" 14 " 10 " " 20 "	..	..	..	..	..	0	4½	" "
" 12 " 8 " " 18 "	..	..	..	..	..	0	6½	" "
Wall ties—								
6-gauge wire	..	..	..	..	..	7	5	per cwt.
8-gauge wire	..	..	..	..	..	9	4	"
Wall ties (dimple)—								
6-gauge wire	..	..	..	..	..	10	2	per cwt.
8-gauge wire	..	..	..	..	..	12	0	"
Wall ties (simplex), 10-gauge wire								
..	..	..	..	..	..	15	11	per gross.
Weaving (sieve cloth)—								
½-in. mesh, 17 and 18 gauge wire	..	..	..	..	..	13	8	per 100 square feet.
¾-in. " 17 " 18 " "	..	..	..	..	..	13	8	"
3 mesh, 3 holes to inch, 18 gauge wire	..	..	..	..	..	13	8	"
4 " 20 gauge wire	..	..	..	..	..	13	8	"
5 " 21 " "	..	..	..	..	..	13	8	"
6 " 22 " "	..	..	..	..	..	13	8	"
7 " 23 " "	..	..	..	..	..	13	8	"
8 " 24 " "	..	..	..	..	..	15	6	"
9 " 25 " "	..	..	..	..	..	15	6	"
10 " 25 and 26 gauge wire	..	..	..	..	..	15	6	"
12 " 26 " 27 " "	..	..	..	..	..	19	6	"
14 " 27 " 28 " "	..	..	..	..	..	23	3	"
16 " 28 " 29 " "	..	..	..	..	..	23	3	"
18 " 29 " 30 " "	..	..	..	..	..	31	0	"
20 " 30 to 32 " "	..	..	..	..	..	31	0	"
24 " 32 and 33 " "	..	..	..	..	..	38	8	"
Weaving (medium cloth)—								
½-in. mesh, 15 and 16 gauge wire	..	..	..	..	..	23	3	per 100 square feet.
3 " 15 " 16 " "	..	..	..	..	..	23	3	"
4 " 16 to 18 " "	..	..	..	..	..	23	3	"
5 " 17 and 18 " "	..	..	..	..	..	23	3	"
6 " 18 " 19 " "	..	..	..	..	..	23	3	"
7 " 19 " 20 " "	..	..	..	..	..	23	3	"
8 " 19 " 20 " "	..	..	..	..	..	23	3	"
9 " 19 " 20 " "	..	..	..	..	..	23	3	"
10 " 19 to 21 " "	..	..	..	..	..	27	0	"
12 " 23 and 24 " "	..	..	..	..	..	31	0	"
14 " 25 " 26 " "	..	..	..	..	..	31	0	"
16 " 26 " 27 " "	..	..	..	..	..	38	8	"
18 " 27 " 28 " "	..	..	..	..	..	38	8	"
20 " 28 " 29 " "	..	..	..	..	..	42	6	"
24 " 28 " 29 " "	..	..	..	..	..	46	6	"
(To be made in lengths of not less than fifty (50) yards.)								
Weaving (stick work)—								
7 and 8 mesh, 17 and 18 gauge wire	..	..	..	..	..	31	0	per 100 square feet.
9 " 10 " 18 " "	..	..	..	..	..	31	0	"
12 to 14 " 20 to 22 " "	..	..	..	..	..	46	6	"
16 " 18 " 23 and 24 " "	..	..	..	..	..	46	6	"
20 " 23 " 24 " "	..	..	..	..	..	46	6	"
24 " 25 " 26 " "	..	..	..	..	..	54	0	"
(To be made in lengths of not less than thirty (30) yards.)								

With an addition of 7½ per cent.

## PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 are based upon the following basic wage rates for adult males, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased as prescribed in clause 14.

*Basic Wage.*

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	8 17 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

14. (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 August, 1951, the amount of the basic wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the 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 '103 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.

(d) The wages of all junior employees shall be adjusted at the same time as adjustments are made to the basic wage. Such wages shall be the under-mentioned percentages of the basic wage calculated to the nearest 6d., half or less than half of 6d., in a result, to be disregarded.

	Percentage Per Week.
Under 16 years .. .. .	28
16 to 17 years .. .. .	38
17 to 18 years .. .. .	47
18 to 19 years .. .. .	59
19 to 20 years .. .. .	73
20 to 21 years .. .. .	92
Thereafter, Minimum Wage	

15. In addition to the basic wage provided in clause 13, the margins set out in this clause shall be the minimum rate payable to employees therein named.

Classification..	Margin Per Week
	s. d.
Wire-workers or Weavers .. .. .	29 0
Tinners .. .. .	33 6
Oxy-Welders .. .. .	29 0
Storemen .. .. .	29 0
Paint spraying operators .. .. .	29 0

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 18th April, 1951.