

VICTORIA GOVERNMENT GAZETTE.

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No. 7061

THURSDAY, JULY 19.

[1951

Factories and Shops Acts.

DETERMINATION OF THE WIREWORKERS 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 either inside or outside a factory or work-room in the process, trade, or business of—

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.

Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.					
Wages Per Week, Apprentices and Improvers. £ s. d. Under 16 years 2 9 6	(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory or going messages—	Wages.					
16 to 17 years 3 7 6	Wages Per Week.						
17 to 18 years 4 3 0							
18 to 19 years 5 4 6	£ s. d.	Per Hour. Per Week					
19 to 20 years 6 9 0	Under 16 years 2 9 6						
20 to 21 years 8 3 0	16 to 17 years 3 7 6						
Thereafter, Minimum Wage	17 to 18 years 4 3 0	s. d. s. d.					
	18 to 19 years 5 4 6	Wire-workers or					
	19 to 20 years 6 9 0 20 to 21 years 8 3 0	Weavers . 5 14 206 0					
D	20 to 21 years 8 3 0	Tinners 5 35/20 210 6					
Proportion.	Proportion.	Oxy-welders 5 14 206 0					
(In any factory or place.)	One juvenile worker to every six	Storemen 5 1 206 0					
(in any factory of place.)	workers receiving not less than 206s.	Paint spraying					
Apprentices.	per week.	operators 5 14 206 0					
One apprentice to every three or fraction	(b) Engaged in power loom weaving, in winding						
of three workers receiving not less than	bobbins, operating looms, packing,						
199s. per week.	wrapping, or assisting in any work in						
An indenture of apprenticeship prescribed	connexion with the production of com-						
has been approved.	mercial power woven wire—						
	Wages Per Week.						
Improvers.	£ s. d. Under 16 years 2 9 6						
One improver to every two workers receiving not less than 206s, per week.	16 to 17 years 3 7 6	•					
receiving not less than 200s, per week.	17 to 18 years 4 3 0						
	18 to 19 years 5 4 6						
	19 to 20 years . 6 9 0						
	20 to 21 years 8 3 0						
	Proportion.						
	One juvenile worker to every adult						
	weaver receiving not less than 206s.						
	l per week.	•					

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

Time of Ending

7.45 a.m. 5

.. 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 disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.
 - (i) If by reason of such restriction or rationing or emergency disconnexion 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 then 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:—
 - 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 continued 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 rot 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 shell 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 disconnexion 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 sixtence.

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.

SIOK 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 coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworm 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 presonal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii)

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, &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 lat 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 fro;
 - (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

PIECTWORK.

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.)

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og muzzles (To or mats nder sheet in. me in. (To fixing sheet shin 10 10 12 10 12 10 12 10 12 10 10 12 10 10 12 10 10 11 10 11 10	to be made or h, made or h, made or be ma	ete, without the control of the cont	not less nes control by the less ness nes control by the less ness ness ness ness ness ness nes	than one deplaces, top and several control of the several control of	t less that traps less than (1) doze all sizes I plates, an one	an 100 sc. a one gross an lots.) all sizes	quare fee			12 s. 0 0 0 1 5 4 4 4 4 7 7 7 8. 16 25 9 16 25 70 78 8 8 8 8 8 8 8 8 8 8 8 8 8	0 d.7d.45 467d.674 d.77755 d.911491 d.07 d.	per each	square for	
og muzzles (To or mats inder sheet she	to be made or h, made or h, made or be ma	ete, without the control of the cont	not less nes control by the less ness nes control by the less ness ness ness ness ness ness nes	than one d plates, top and less the control of the	(1) doze all sizes i plates, ann one 8, 10, are, 8, 10 han one	an 100 sc. a one gros an lots.) all sizes	quare fee	ed.)		12 5. 0 0 1 5 4 4. 5 6 8 8. 4 4 4 7 7 7 1.6 25 96 25 70 78	0 d.71 d.45 467d.674 d.77755 d.911491 d.07 d.2	per each	square for	
og muzzles (To or mats. onder sheet in me in (To Fixing sheet shee	To be made on a	de in or de in or france without the control of the	n quantitie not less ness tops an out brass lots of n	than one d plates, top and less the control of the	(1) doze (1) doze all sizes i plates, an one 8, 10, s re, 8, 10 han one	an 100 sc. a one gros an lots.) all sizes (1) gross.) and 12 in, , and 12 in, , and 12 in,	quare fee	eed.)		12 s. 0 0 0 1 5 4 4 4 4 7 7 7 8. 16 25 9 16 25 70 78 8 8 8 8 8 8 8 8 8 8 8 8 8	0 d.71 d.45 467d.674 d.77755 d.911491 d.07 d.2	per each	square for	
og muzzles (To or mats. onder sheet in me in (To Fixing a Making orn basketa 8-in. 10 12 12 16 10 12 16 10 11 16 10 11 16 11 10 11 16 11 10 11 11	To be manded to be	ande in ete, we de in ete, we de in ete, we de in ete, we de in ete, we without the ete ete ete ete ete ete ete ete et	n quantitie not less ness tops an out brass lots of n	ties of no ing and s s of not than one d plates, top and ot less the	(1) doze (1) doze all sizes i plates, an one 8, 10, s re, 8, 10 han one	an 100 sc. a one gros an lots.) all sizes (1) gross.) and 12 in, , and 12 in, , and 12 in,	quare fee	ed.)		12 5. 00 15 4. 5. 68 8. 4. 4. 4. 7. 7. 7. 7. 7. 7. 8. 8. 8. 8. 8. 8. 8. 8. 8. 8	0 d.71 d.45 467d.674 d.77755 d.911491 d.07 d.2	per each	square for	
og muzzles (To or mats. onder sheet in me in (To Fixing a Making orn basketa 8-in. 10 12 12 16 10 12 16 10 11 16 10 11 16 11 10 11 16 11 10 11 11	To be made on made on be made on patent,	de in or	n quantitie not less ness tops an out brass lots of n	ties of no ing and s s of not than one d plates, top and ot less the	(1) doze (1) doze all sizes i plates, an one 8, 10, s re, 8, 10 han one	an 100 sc. a one gros an lots.) all sizes (1) gross.) and 12 in, , and 12 in, , and 12 in,	quare fee	ed.)		12 s. 0 0 0 1 5 4 s. 5 5 6 8 s. 4 4 4 7 7 7 s. 6 16 25 9 16 25 s. 78 85 s. 22	0 d. 7d. 41 1 1 67 d. 67 4 d. 777755 d. 911491 d. 07 d. 26 d. 3	per each "" per	square for	
og muzzles (To oor mats. onder sheet in me in (To Fixing a Making ern baskett 8-in. 10 , 12 , (To loral design 12 , (To loral design 14 , (To lowerstand i round	To be made on made on be made on patent,	de in or	not less ness tops amout brass tops amout brass lots of n	than one d plates, top and less the control of the	(1) doze all sizes i plates, ann one 8, 10, 2 re, 8, 10 han one bottome (1) doze	an 100 sc. a one gross and lots.) con lots.)	s, assort	ed.)		12 s. 0 o o o o o o o o o o o o o o o o o o	0 d. 7d. 45 46 7d. 674 d. 777755 d. 9114911 d. 07 d. 26 . d. 310	per each "" per	square for	
og muzzles (To oor mats. onder sheet in. me in. (To Fixing: Making Sen. 10 , (To loral design 8-in. 12 , (To loral design 14 , (To lowerstand i round Oblong Flat ba Light, Medium inticons Light, Medium itat traps, "" (To lat traps, "") (To lat traps, "" (To lat traps, "") (To lat traps, "")	To be made or hand or or h	de in franche de in franche in fr	n quantitie not less nes control of the state of ness	ties of not ing and s s of not than one d plates, top and ot less the uge wire, gauge wire, gauge wire, flat than one	(1) doze all sizes i plates, an one 8, 10, s re, 8, 10 han one bottome (1) doze	an 100 sc. a one gross an lots.) all sizes (1) gross.) and 12 in,	ss, assort	each)		12 s. 0 o o o o o o o o o o o o o o o o o o	0 d. 7d. 41 1 1 67 d. 67 4 d. 777755 d. 911491 d. 07 d. 26 d. 3	per each "" per	square for square for many squ	

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PIECEWORE PRICES-continued.
  Riddles
        20-in..
                    in. mesh, 17 gauge wire or one gauge
                                                                                                                            21
101
                                  15
                                                                                                                             81
81
21
101
                                                                                                      ...
                                  13
17
16
15
14
13
        22-in.,
           ,,
                                                                                                                            101
81
81
                                                                                                                  ••
                                in not less than four (4) dozen lots, assorted meshes.)
                                                                                                                        e. d.
15 11
18 8
       each for all meshes.
                                                                                                      ٠.
  Sewer vent pipe covers
                                                                                                                         7
7
8
9
      2 ,, ...
21 ,, ...
3 , ...
                                                                                                                             0
5
4
2
1
                                                                                                                                  per dozen.
                                                                                                     • • •
                                                                              ..
                                                                                          ::
                             . .
                                         ..
                                                     ..
                                                                                          ::
                                                                                                      ..
       31 ,,
41 ,,
                                                                                                                        10
                                                                                                                        12
 Sieves-
       4 4
                                                                                                      ..
                                                                                                                                  per dozen.
                             ••
                                         ٠.
                                                     ..
                                                                 ٠.
            (To be made in not less than six (6) dozen lots, an meshes
                                                                                                  assorted sizes.)
 Straight work-
       j-in. mesh, 16 and 12 gauge wire laced with 22 gauge , 14 , 10 , , 20 , , 28 , , 18 , ,
                                                                                                                             41
41
41
61
                                                                                         ::
                                                                                                                         0
                                                                                                                                  per square foot.
                                                                                                     ..
 Wall ties-
                                                                                                                        7
9
       6-gauge wire
8-gauge wire
 Wall ties (dimple)-
                                                                                                                            d.
2
0
       6-gauge wire
8-gauge wire
                                                                                                                       10
                                                                                                     • •
                                                                                                                                 per cwt.
                                                                                                                       12
 Wall ties (simplex), 10-gauge wire
                                                                                                                       15 11
 Weaving (sieve cloth)—

‡-in. mest, 17 and 18 gauge wire

‡-in. ,, 17 ,, 18 ,, ,,
3 mesh, 3 holes to inch, 18 gauge wire
                                                                                                                       13
13
                                                                                                                                 per 100 square feet.
                                                                                                                                                ,,
                                                                                                                       13
13
                                                                                                                                                ,,
                    20 gauge wire
                    21
                                                                                                                                                ,,
                           ,,
                                                                                                     ٠.
                                                                                                                       13
      7
8
9
10
12
14
16
18
20
                                                    ٠.
                    24
25
             "
"
"
"
"
"
"
"
                           ,,
                                   ,,
                   25 and 26 gauge 26 ,, 27
                                                                ...
                                                                                                     ::
                         ,, 27
                                      "
                                                                                                                      19
23
23
31
31
38
                   27
28
29
30
                              28
29
30
32
                         to
                                              ,,
                                                                                                     ::
                                                                                                                 ::
                                                                                                    ...
             "
                                      "
"
 Weaving (medium
       23
23
23
23
23
23
23
27
31
38
42
46
                                                                                                                                per 100 square feet.
                                                                                                                           33333330008866
                                                                                                                ...
      4
5
6
7
8
9
10
12
14
16
18
20
24
                            and 18
... 19
... 20
... 20
... 20
to 21
and 24
... 26
... 27
... 28
... 29
... 29
                                                                                                    ...
                        19
19
19
23
25
26
27
28
                     (To be
Weaving (stick work)—

7 and 8 mesh, 17 and 18 gauge
9 ,, 10 ,, 18 ,, 12 to 14 ,, 20 to 22 ,, 16 :, 18 ,, 23 and 24 ,, 20 ... 23 ... 24 ...
                                                                                                                           d. 0 0 6 6 6 0
                                                                                                                     31
31
46
46
                                                                                                                                per 100 square feet.
                                                               ::
                                                                                                               ::
                       "
"
                                                                           ..
                                                                                                   ::
                             20 to 22
23 and 24
23 ,, 24
25 ,, 26
                                                                                       ::
                                                                                                                                              ,,
                                                                                                                      46
54
           (To be made in lengths of not less than thirty (30) yards.)
```

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 Pe Week.
Jnder 16 years												28
16 to 17 years												38
7 to 18 years										•••		47
8 to 19 years					• •							59
9 to 20 years					,,	• • •					. [78
0 to 21 years		Ţ.,								• • •		92
Thereafter, Minimum	Wage	••	••	••	••	••	••	• •	••	••	[02
	•										1	

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 Weel	
 	<i>.</i>	·									
						•			.,	-}	
,	:	•	•		•	•			•	.	s. d.
Wire-workers or Weaver	·s	•									29 0
Tinners		·							• •		33 6
Oxy Welders							••	• •			29 0
Storemen					.:				•••		29 0
Paint spraying operator		••	••			•••	••	·	•••		29 0

· A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 18th April, 1951.

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Authority: J. J. Gourger, Government Printer, Melbourne, By