



# VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

## DETERMINATION OF THE IRON AND STEEL ROLLING 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, or business of iron or steel rolling," has made the following Determination, namely:—

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.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.
		£ s. d.		£ s. d.
17 to 19 years of age ..	85	7 10 6	Roller .. .. .	13 18 3
19 to 21 years of age ..	100 plus 1s. 6d.	8 18 6	Furnaceman .. .. .	13 6 6
			Rougher .. .. .	12 19 0
			Catcher (three high roughing Rolls) ..	12 19 0
			Catcher who is responsible for adjusting guards .. .. .	10 15 0
			Other catchers .. .. .	10 14 0
			Annealer or heat treatment hand .. ..	11 1 6
			Roller's assistant .. .. .	11 0 0
			Charger .. .. .	10 13 0
			Shearsman of scrap (Crocodile Shears) ..	10 13 0
			Yard shearsman .. .. .	10 13 0
			Billet shearsman .. .. .	10 13 0
			Scrap bar and/or scrap shearsman .. ..	10 10 0
			Shearsman (small mill Brooklyn) .. ..	10 10 0
			Other shearsmen .. .. .	10 6 6
			Setter up .. .. .	10 10 6
			Carrier up (large mill) .. .. .	10 3 0
			Carrier up (small mill) .. .. .	10 3 0
			Underhand, second, handling up to 300-lb. blooms .. .. .	10 9 10
			Underhand who also assists to feed furnace .. .. .	10 9 0
			Underhand .. .. .	10 6 6
			Hookman .. .. .	10 9 0
			Middleman .. .. .	10 12 0
			Straightener .. .. .	10 9 0
			Straightener's assistant .. .. .	10 6 6
			Chipper .. .. .	10 9 0
			Heater .. .. .	10 12 6
			Assistant furnaceman .. .. .	10 3 0
			Plate hand .. .. .	10 6 6
			Furnaceman at electric furnace .. ..	11 4 6
			Pitman at electric furnace .. .. .	10 15 0
			Ladleman at electric furnace .. .. .	10 15 0
			Assistant at electric furnace .. .. .	10 7 0
			Assistant to shearsman .. .. .	10 6 6
			Other employees with not less than three months' experience in this industry ..	9 9 0
			All others .. .. .	9 3 0

**NOTE.**—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934 that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

## PROHIBITION OF EMPLOYMENT.

3. The employment of any improver under the age of seventeen years is prohibited.

## HOURS OF EMPLOYMENT.

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each, continuously except for meal breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday; provided that the spread of hours or daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the Union in that shop.

## EMERGENCY PROVISIONS.

4A. (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 Friday 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 12½ 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 on 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 12½ 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 purposes 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 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.

## SHIFT WORK.

5. The following percentage shall be added to the rates fixed for the day shift for persons employed on the afternoon or night shift:—12½ per cent.

## MIXED FUNCTIONS.

6. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

## OVERTIME.

7. (a) 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 a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher. Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

## Rest Period After Overtime.

(b) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

*Call Back.*

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

*Saturday Work—Five-days Week.*

(d) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

*Standing By.*

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

*Meal Hours—General.*

(f) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

*Meal Hours—Maintenance Employees.*

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

*Crib Time.*

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

*Tea Money.*

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

*Transport of Employees.*

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

*Compulsory Overtime.*

(k) 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 AND SUNDAY WORK.**

8. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, 9th May 1951, King's Birthday, Labour Day, Anzac Day, 13th November 1951, 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 holidays may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(c) An employee, other than a casual employee, not engaged in continuous work, who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift work, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

9. (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 employees 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, except as provided by clause 10 hereof, lose his pay for the actual time of such non-attendance.

*Casual Employment.*

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 10 per cent.

## SICK LEAVE.

10. (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 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) 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 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.

## 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.

## RIGHT OF ENTRY OF UNION OFFICIALS.

12. A duly accredited official of the Federated Ironworkers Association of Australia shall have the right to enter employers' workshops for the purpose of conducting union business during the midday meal hour or immediately prior to the starting of work by the night shift provided he notifies the management of his intention to visit the works.

## PAYMENT OF WAGES.

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

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day.

(c) 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.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

## MISCELLANEOUS.

*Accommodation and Conveniences.**Boiling Water.*

14. (a) (i) Employers shall provide boiling water for employees at meal times.

*Drinking Water.*

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

*First-Aid Outfit.*

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolyzed .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water .. .. .	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

*Lockers.*

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

*Showers.*

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

*Washing and Sanitary Conveniences.*

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

*Clothing and Equipment.**Damage to Clothing.*

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing is damaged or destroyed by fire, molten metal, red hot bars, or through the use of corrosive substances.

*Gloves.*

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

*DEFINITIONS.*

15. "Roller" means an employee who is responsible for the operation of a mill. This responsibility includes the supervision of the men, the setting up of the mill, and the rolling to exact dimensions the sections required.

"Furnaceman" means an employee responsible for the operation of a furnace, heating and discharging material into a mill.

"Assistant furnaceman" means an employee who assists the furnaceman, and who is responsible in the absence of the furnaceman for the heating of the material in the furnace.

"Heater" means an employee who is responsible for the heating of material in one, two or three furnaces prior to the furnaceman taking charge or between the shifts of furnacemen, and who assists the furnaceman generally when the latter is present.

"Roller's assistant" means an employee who assists the roller, is responsible under the roller for the setting up and maintenance of the mill and, when material is being rolled, works at any rolls directed by the roller; provided that when employed on roughing rolls he shall be paid the rougher's rate.

"Rougher" means an employee who works with tongs, back or front, on the first set of rolls receiving material from the furnace. Only three high roughing rolls carry two roughers.

"Year" means the period between the 1st day of June, in each year and the next 31st day of May.

*PERIODICAL ADJUSTMENT OF WAGES.*

16.—The 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 by the same amount and at the same time as such basic wage, as prescribed by clause 17.

Provided that the rates for improvers shall be adjusted according to the percentages set out in clause 2, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

*Basic Wage.*

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

## ADJUSTMENT OF BASIC WAGE.

17. (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 16.

(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.

## PIECEWORK.

18.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence in December, 1950.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

	s. d.	
		* Four Roll—18-in. Mill.
Roller ..	6 8½	Per ton of finished bars of iron and steel
	6 3½	Per ton of scrap iron bars
Rougher ..	4 11½	Per ton of finished bars of iron and steel
	8 11	Per ton of scrap iron bars
Catcher ..	3 7½	Per ton of finished bars of iron and steel
	5 4½	Per ton of scrap iron bars
Middleman ..	3 5½	Per ton of finished bars of iron and steel
	3 4½	Per ton of finished bars of iron and steel
Large Hook ..	4 10½	Per ton of scrap iron bars
Small Hook ..	3 4½	Per ton of finished bars of iron and steel
Platehand ..	3 5½	Per ton of finished bars of iron and steel
	3 6	Per ton of finished bars of iron and steel
Leading Platehand ..	5 1½	Per ton of scrap iron bars
	10 7½	Per ton of finished bars of iron and steel
Furnaceman ..	15 5½	Per ton of scrap iron bars
	6 11½	Per ton of finished bars of iron and steel
Underhand ..	10 1	Per ton of scrap iron bars
Carrier Up ..	3 6½	Per ton of finished bars of iron and steel
Carrier up (assistant)	3 5½	Per ton of finished bars of iron and steel
		* Ten Roll—10-in. Mill.
Roller ..	10 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	8 4½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7 0½	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
	9 2½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Rougher ..	7 1½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	6 3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	6 1½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	5 11½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Catcher ..	4 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	4 4	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	4 1	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	5 4½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Middleman ..	4 4½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	4 1½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	3 11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	16 11½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Furnaceman ..	14 9½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	13 3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	10 7½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	10 9	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Underhand ..	9 2	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 4	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	8 0	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	6 1	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Plateman ..	4 6½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	4 3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	3 11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

## MARGINAL RATES.

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

Classification.	Margin Per Week.	Loading Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Roller .. .. .	95 3	6 0
Furnaceman .. .. .	83 6	6 0
Rougher .. .. .	78 0	6 0
Catcher (three high roughing rolls) .. .. .	78 0	6 0
Catcher who is responsible for adjusting guards .. .. .	32 0	6 0
Other Catchers .. .. .	31 0	6 0
Annealer or Heat Treatment Hand .. .. .	38 6	6 0
Roller's Assistant .. .. .	37 0	6 0
Charger .. .. .	30 0	6 0
Shearsman of scrap (Crocodile Shears) .. .. .	30 0	6 0
Yard Shearsman .. .. .	30 0	6 0
Billet Shearsman .. .. .	30 0	6 0
Scrap Bar and/or Scrap Shearsman .. .. .	27 0	6 0
Shearsman (small mill Brooklyn) .. .. .	27 0	6 0
Other Shearsmen .. .. .	23 6	6 0
Setter Up .. .. .	27 6	6 0
Carrier Up (large mill) .. .. .	20 0	6 0
Carrier Up (small mill) .. .. .	20 0	6 0
Underhand, second, handling up to 300-lb blooms .. .. .	26 10	6 0
Underhand who also assists to feed furnace .. .. .	26 0	6 0
Underhand .. .. .	23 6	6 0
Hookman .. .. .	26 0	6 0
Middleman .. .. .	29 0	6 0
Straightener .. .. .	26 0	6 0
Straightener's Assistant .. .. .	23 6	6 0
Chipper .. .. .	26 0	6 0
Heater .. .. .	29 6	6 0
Assistant Furnaceman .. .. .	20 0	6 0
Plate Hand .. .. .	23 6	6 0
Furnaceman at electric furnace .. .. .	41 6	6 0
Pitman at electric furnace .. .. .	32 0	6 0
Ladleman at electric furnace .. .. .	32 0	6 0
Assistant at electric furnace .. .. .	24 0	6 0
Assistant to Shearsman .. .. .	23 6	6 0
Other employees with not less than three months' experience in this industry .. .. .	6 0	6 0
All others .. .. .	..	6 0

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

J. W. RYAN, Secretary.

Melbourne, 23rd. April, 1951.

