



VICTORIA GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE BRICKLAYERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special 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 bricklaying has made the following Determination, namely—

(1) That this Determination shall come into force on the 3rd day of November, 1911.

(2) WAGES.

That the lowest rates of wages to be paid to the following persons shall be :—

	per hour.	per week of 44 hours.
Bricklayers employed where the artificial temperature is 130° F. or over	3s. 0d.	£6 12s.
" " on sewerage work, drainage work, or underground work not connected with building construction	1s. 9d.	£3 17s.
" " on alterations or repairs to boilers, flues, ovens, furnaces, or retorts	1s. 9d.	£3 17s.
" " above the height of 30 feet on chimney stacks other than house or warehouse stacks	1s. 7½d.	£3 11s. 6d.
All other bricklayers	1s. 6d.	£3 6s.
Foremen bricklayer in charge of three or more employes, 1s 8d. per hour, or £3 13s. 4d. per week of 44 hours.		

(3) DEFINITIONS.

That whenever occurring in this Determination, the following expressions shall have the meanings hereby assigned to them (that is to say) :—

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| <p>(a) Metropolitan Centre shall mean the Melbourne General Post Office.</p> <p>(b) Any other centre shall mean the respective town halls of Ballarat, Bendigo, Geelong, and Warnambool.</p> | } | and all distances from a centre shall be computed by the radius. |
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(4) ALLOWANCES.

The following extra rates shall be paid to any person or persons or classes of persons wheresoever employed bricklaying—

1. (a) On all work distant from the metropolitan centre three miles and up to six miles, $\frac{1}{2}$ d. per hour extra.
- (b) On all work distant from the metropolitan centre over six miles and up to sixteen miles, 1d. per hour extra.
2. (a) On all work distant from any other centre three miles and up to six miles $\frac{1}{2}$ d. per hour extra.
- (b) On all work distant from any other centre over six miles and up to eight miles, 1d. per hour extra.

Provided always that where the locality of the work is nearer to the employé's residence than to the centre, all distances shall be reckoned from the employé's residence, which in such case shall be deemed to be the centre.

(5) APPRENTICES.

Number.

That the number of apprentices who may be employed within any factory or work-room or shop or place shall be one apprentice to every three workers or fraction of three workers employed bricklaying and receiving not less than 1s. 6d. per hour or £3 6s. per week of 44 hours.

Wages.

That the lowest prices or rates of payment payable to apprentices shall be—

For the 1st year's experience	10s.	per week of 44 hours.
" 2nd " " " " " " " " " "	17s. 6d.	" "
" 3rd " " " " " " " " " "	30s.	" "
" 4th " " " " " " " " " "	35s.	" "
" 5th " " " " " " " " " "	45s.	" "

and thereafter the minimum wage.

(6) IMPROVERS.

Number.

That the number of improvers who may be employed within any factory or workroom or shop or place shall be one improver to every four workers or fraction of four workers employed bricklaying and receiving not less than the minimum wage of 1s. 6d. per hour or £3 6s. per week of 44 hours.

Wages.

(7) That the lowest prices or rates of payment payable to improvers shall be—

		per hour.	per week of 44 hours.
For the 1st six months' experience			10s.
" 2nd " " " " " " " " " "			15s.
" 2nd year's experience		6 $\frac{1}{2}$ d.	23s. 10d.
" 3rd " " " " " " " " " "		10d.	36s. 8d.
" 4th " " " " " " " " " "		1s. 1 $\frac{1}{2}$ d.	49s. 6d.
" 5th " " " " " " " " " "		1s. 4 $\frac{1}{2}$ d.	60s. 6d.

(8) TIME OF BEGINNING AND ENDING WORK.

That the time of beginning and ending for bricklayers other than those employed on sewerage work, drainage work or underground work not connected with building construction shall be—

7 45 a.m.	5.15 p.m. on each of five days in the week.
and 7.45 a.m.	12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

(9) OVERTIME.

(A) That any bricklayer, other than a bricklayer employed on sewerage work, drainage work or underground work not connected with building construction, who is engaged outside the hours specified in clause 8 of this Determination as the time of beginning and ending work upon each day, shall be paid for such overtime as follows, namely :—

(a) For work before 7.45 a.m.—

Between midnight and 7.45 a.m. Double time

(b) For work after 5.15 p.m. (except on the weekly half holiday)—

For each hour or fraction of an hour—

For first four hours Time and a half
And thereafter till midnight Double time.

(c) For work after 12.15 p.m. on the weekly half-holiday—

For the first four hours Time and a half
And thereafter until midnight Double time.

(B) That any bricklayer, other than a bricklayer employed on sewerage work, drainage work, or underground work not connected with building construction, who, within the hours of commencing and ending work as fixed in Clause 8 of this Determination, works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(C) That any bricklayer employed on sewerage work, drainage work, or underground work not connected with building construction who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(10) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

That the special price or rate of payment payable to any person for all work done on—

(a) Sundays ;

(b) on the undermentioned public holidays (that is to say) :—

Good Friday ;
Easter Monday ;
21st April
Christmas Day
Boxing Day
New Year's Day

} Or such other day as may be observed as a Public Holiday
in lieu thereof.

shall be at the rate of double time.

Dated at Melbourne this 28th day of September, 1911.

JAMES MELDRUM, A.M.T.C.E.,
Chairman.

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERING BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Special Board heretofore constituted) wheresoever employed in the process trade or business of a mechanical engineer, including—

- (1) a patternmaker,
- (2) an iron and brass turner,
- (3) a fitter,
- (4) a blacksmith.
- (5) a coppersmith,
- (6) a planer,
- (7) a slotter,
- (8) a borer,
- (9) a milling machiner,

has made the following Determination :—

NOTE.—The Resolution for the appointment of the Engineering Board was passed by the Legislative Assembly on the 1st, and by the Legislative Council on the 7th December, 1910. On the 4th January, 1911, Act No. 2305 came into force, and the effect of the provisions of section 14 is that any of the persons enumerated below, wheresoever employed, in the process or business of a mechanical engineer, shall be paid the rates determined by this Board, notwithstanding that any other Special Board has fixed prices or rates for such persons.

1. That this Determination shall come into operation on the 1st day of December, 1911.

ADULTS.

WAGES.

2. That the lowest rate of wages payable to the following persons shall be :—

Patternmakers	...	...	...	...	72s.	per week of 48 hours.
Blacksmiths	...	...	...	...	66s.	" "
" Oliver " smiths	...	...	...	...	66s.	" "
Drop-hammer smiths	...	...	...	...	66s.	" "
Brassfinishers	...	...	...	...	54s.	" "
Coppersmiths	...	...	...	...	66s.	" "
Fitters	...	...	...	...	66s.	" "
Turners	...	...	...	...	66s.	" "
Spring-makers or fitters	...	...	...	...	66s.	" "
Borers	...	...	...	...	60s.	" "
Slotters	...	...	...	...	60s.	" "
Planers (except rail or plate-edge planers)	...	...	...	...	60s.	" "
Planers—rail and plate edge	...	...	...	...	54s.	" "

ADULTS.—Wages—*continued.*

Shapers (machines exceeding 14-in. stroke and double-headed machines)	60s.	per week of 48 hours.
Shapers (machines up to and including 14-in. stroke)	54s.	" "
Universal millers	60s.	" "
Plain millers	54s.	" "
Gear cutters	54s.	" "
Machine hands making bolts and nuts	54s.	" "
Lappers and grinders	54s.	" "
Persons working shearing, slotting, and nibbing machines in connexion with the manufacture of springs	48s.	" "
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	48s.	" "
Persons working stud lathes, centring, screwing, and drilling-machines	48s.	" "
Blacksmiths' strikers	45s.	" "
Leading labourers (riggers)	45s.	" "
Labourers	42s.	" "

APPRENTICES.

NUMBER.

3. That the number of apprentices who may be employed within any factory, or shop, or place shall be—

Two apprentices to every five or fraction of five workers receiving not less than the minimum wage of 42s. per week of 48 hours, or earning at piecework not less than that amount.

IMPROVERS.

NUMBER.

4. That the number of improvers who may be employed within any factory, or shop, or place shall be—

One improver to every five or fraction of five workers receiving not less than the minimum wage of 42s. per week of 48 hours.

APPRENTICES OR IMPROVERS.

WAGES.

5. That the lowest prices or rates of payment payable to apprentices or improvers shall be—

For the 1st year's experience	6s.	per week of 48 hours.
" 2nd "	10s.	" "
" 3rd "	12s. 6d.	" "
" 4th "	17s. 6d.	" "
" 5th "	25s.	" "
" 6th "	35s.	" "
" 7th "	45s.	" "

and thereafter the minimum wage.

JUVENILE OR YOUNG WORKERS.

RATES OF WAGES.

6. That the lowest prices or rates of payment to juvenile or young workers engaged in the bolt and nut making department, screwing, tapping, threading, fining, pointing, heating, and cutting off bolts, or as boy labourers, shall be—

Under 15 years of age	12s. 6d.	per week of 48 hours.
From 15 to 16 years of age	15s.	" "
" 16 to 17 "	17s. 6d.	" "
" 17 to 18 "	22s. 6d.	" "
" 18 to 19 "	27s. 6d.	" "
" 19 to 20 "	32s. 6d.	" "
" 20 to 21 "	37s. 6d.	" "

ALLOWANCES.

7. Persons employed outside employer's works on old work shall be paid 1½d. extra per hour on minimum rates.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. That the special price or rate of payment payable to any person for all work done on—

(a) Sundays ;

(b) Good Friday ;

Easter Monday ;

The 26th day of January,

The 21st day of April,

Christmas Day,

Boxing Day,

New Year's Day,

or such other day as may be observed as a
Public Holiday in lieu thereof,

shall be at the rate of double time.

PIECEWORK.

9. The Board determines under the provisions of sub-sections (1) and (2) of section 98 of the *Factories and Shops Act* 1905, No. 1975, that any employer may fix and pay piecework prices or rates to any person or persons or classes of persons employed in the bolt and nut making and the spring making departments, provided that such employer shall base such piecework prices or rates on the earnings of an average worker working under like conditions ; and that such piecework prices or rates shall be fixed so that an average worker can earn not less than the minimum wage fixed for the department in which such worker is employed.

Dated at Melbourne this 30th day of October, 1911.

F. H. BOLTON, J.P.,
Chairman.

