



VICTORIA
GOVERNMENT GAZETTE

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 68.]

THURSDAY, MAY 18.

[1911.

Factories and Shops Acts.

DETERMINATION OF THE CYCLE TRADE 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, or business of a maker of bicycles, tricycles, and motor cycles, or of a maker of any part or parts (other than tires) of a bicycle, tricycle, or motor cycle, has made the following Determination, namely :—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 29th day of May, 1911. The Determination and amendments are printed hereunder :—

ADULT WAGES.

(2) That the lowest prices or rates payable to the following classes of persons shall be—

Foremen, where five adults or under are employed ...	...	60s. per week of 48 hours.
Foremen, where over five adults are employed ...	...	62s. 6d. " "
Assemblers ...	...	45s. " "
Filers ...	...	45s. " "
Frame-builders ...	...	50s. " "
General Repairers engaged on any class of repair work (except screw-cutting or turning lathes) ...	...	48s. " "
Persons working at screw-cutting or turning lathes ...	...	57s. 6d. " "
Wheelbuilders ...	...	45s. " "
Foremen in rim making ...	...	55s. " "
Braziers in rim making ...	...	50s. " "
Persons not otherwise provided for in rim making...	...	45s. " "

PROPORTION OF APPRENTICES.

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

One apprentice to every three or fraction of three persons receiving not less than 45s. per week of 48 hours.

RATE OF WAGES OF APPRENTICES.

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

For the 1st year's experience	...	...	5s.	per week of 48 hours.
" 2nd "	"	"	7s. 6d.	" "
" 3rd "	"	"	12s. 6d.	" "
" 4th "	"	"	20s.	" "
" 5th "	"	"	30s.	" "

And thereafter the minimum wage as determined by the Board for adults for the class of work performed.

PROPORTION OF IMPROVERS.

(5) That the number of improvers who may be employed within any factory or shop or place shall be—

One improver to one or two adults,
Two improvers to three adults,

and thence one improver to every additional two adults employed, receiving not less than 45s. per week of 48 hours.

RATE OF WAGES OF IMPROVERS.

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

For the 1st year's experience	{ 1st six months	5s.	per week of 48 hours
" 2nd "	" 2nd "	7s. 6d.	" "
" 3rd "	" "	10s.	" "
" 4th "	" "	15s.	" "
" 5th "	" "	25s.	" "
" "	" "	35s.	" "

And thereafter the minimum wage as determined by the Board for adults for the class of work performed.

TIME OF BEGINNING AND ENDING WORK.

(7) That the time of beginning and ending work in any factory shop or place in which is carried on the process, trade, or business of a maker of bicycles, tricycles, and motor cycles, or of a maker of bicycle, tricycle, or motor cycle rims shall be—

Time of beginning.	Time of ending.	
7.45 a.m.	6 p.m.	on each of five days in the week,
and 7.45 a.m.	1 p.m.	on the other working day of the week on which the half holiday is usually observed.

OVERTIME.

(8) That the wages, price, or rate which shall be paid to any person who may be employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles, or of a maker of bicycle, tricycle, or motor cycle rims outside the hours specified in Clause 7 of this Determination as the time of beginning and ending work upon each day shall be for each of the first three hours or fraction of an hour at the rate of time and a quarter; and for each hour or fraction of an hour thereafter at the rate of time and a half.

If within the hours of commencing and ending work as specified in Clause 7 of this Determination any person works beyond the maximum number of 48 hours per week he shall be paid overtime at the rate of time and a quarter for the extra time so worked.

In the case of an apprentice or an improver the minimum payment shall not be less than one shilling extra on each day he works overtime.

SPECIAL RATES FOR PUBLIC HOLIDAYS AND SUNDAYS.

(9) That the special prices or rates of payment payable to any person or persons or classes of persons employed in the process, trade, or business of a maker of bicycles, tricycles, and motor cycles or of a maker of bicycle, tricycle, or motor cycle rims for all work done on—

- (a) Sundays;
- (b) on the undermentioned public holidays (that is to say) :—

- (1) Good Friday;
 - (2) New Year's Day;
 - (3) Eight Hours Day;
 - (4) Christmas Day; and
 - (5) Boxing Day;
- } or such other day as may be observed as a public holiday in lieu thereof;
- } or such other day as may be observed as a public holiday in lieu thereof;

shall be double the minimum price or rate fixed by this Determination;

- (a) and for all work on the undermentioned public holidays (that is to say) :—

- (1) Easter Monday,
 - (2) The 26th day of January;
 - (3) and King's Birthday;
- } or such other day as may be observed as a public holiday in lieu thereof;

shall be one and a half times the minimum price or rate fixed by this Determination.

PIECE WORK.

(10) That the lowest piece work prices or rates payable to any person for doing work of the kind specified in connexion with the process, trade, or business of a maker of bicycle, tricycle, or motor cycle rims shall be the prices or rates fixed in the following Schedule in respect of such work, namely:—

Schedule.

Beading	...	...	1 ⁰ d. per 10 rims
Brazing	...	...	5d. "
Filing	...	...	6d. "
Grinding	...	...	3d. "
Jointing	...	...	5 ¹ / ₂ d. "
Punching, plating, and drilling	...	...	2 ¹ / ₂ d. "
Punching for the spokes	...	...	7 ¹ / ₂ d. "
Rolling	...	...	3d. "
Sawing	...	...	1 ³ / ₈ d. "
Tagging and painting	...	...	1 ¹ / ₈ d. "
Truing before brazing	...	...	3 ¹ / ₂ d. "
Truing after brazing	...	...	4d. "
Truing on plate...	...	...	5 ¹ / ₂ d. "
Tubing	...	...	1 ³ / ₈ d. "

Dated at Melbourne the 24th day of April, 1911.

HAROLD MORRISON, P.M.,
Chairman.

Factories and Shops Acts.

DETERMINATION OF THE PLUMBERS 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—

- (a) Employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter;
- (b) Wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings

has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 9th day of June, 1911. The Determination and amendments are printed hereunder.

(2) That the lowest prices or rates payable to the following classes of persons—(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings shall be:—

RATES OF WAGES OF ADULTS.

Foremen, 1s. 7¹/₂d. per hour, or £3 11s. 6d. per week of 44 hours.

Persons employed on first class plumbing work, 1s. 6d. per hour, or £3 6s. per week of 44 hours.

Persons employed on second class plumbing work, 1s. 3¹/₂d. per hour, or £2 17s. 9d. per week of 44 hours.

RATES OF WAGES OF APPRENTICES.

During 1st year at the trade, 7s. 6d. per week of 44 hours.

"	2nd	"	"	10s.	"	"
"	3rd	"	"	15s.	"	"
"	4th	"	"	20s.	"	"
"	5th	"	"	27s. 6d.	"	"
"	6th	"	"	37s. 6d.	"	"

and thereafter the minimum wage fixed by the Board.

RATES OF WAGES OF IMPROVERS.

Commencing work at the trade at under 16 years of age—

During 1st year at the trade, 7s. 6d. per week of 44 hours

"	2nd	"	"	10s.	"	"
"	3rd	"	"	17s. 6d.	"	"
"	4th	"	"	27s. 6d.	"	"
"	5th	"	"	35s.	"	"
"	6th	"	"	45s.	"	"

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 16 years of age—

During 1st year at the trade,	10s.	per week of 44 hours
" 2nd " "	15s.	" "
" 3rd " "	25s.	" "
" 4th " "	35s.	" "
" 5th " "	45s.	" "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 17 years of age—

During 1st year at the trade,	12s. 6d.	per week of 44 hours
" 2nd " "	17s. 6d.	" "
" 3rd " "	25s.	" "
" 4th " "	35s.	" "
" 5th " "	45s.	" "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 18 years of age—

During 1st year at the trade,	15s.	per week of 44 hours
" 2nd " "	20s.	" "
" 3rd " "	30s.	" "
" 4th " "	40s.	" "
" 5th " "	50s.	" "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 19 or 20 years of age—

During 1st year at the trade,	15s.	per week of 44 hours
" 2nd " "	22s. 6d.	" "
" 3rd " "	35s.	" "
" 4th " "	45s.	" "

and thereafter the minimum wage fixed by the Board.

(3) PROPORTION OF APPRENTICES.

That the number or proportionate number of apprentices who may be employed either inside or outside a factory or workroom, in the process, trade, or business of a plumber or gasfitter, including those employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, shall be one apprentice to three or fraction of three for the first six workers engaged in the said process, trade, or business, and receiving the minimum wage or over, and thereafter one apprentice to every two additional workers engaged as aforesaid, and receiving the minimum wage or over.

(4) PROPORTION OF IMPROVERS.

That the number of improvers who may be employed either inside or outside a factory or work-room, in the process, trade, or business of a plumber or gasfitter, including those employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, shall be one improver to the first three persons so employed as aforesaid who receive not less than the minimum wage of 1s. 3d. per hour, and thereafter one improver to every seven additional persons so employed at the said minimum rate of wages.

(5) TIME OF BEGINNING AND ENDING WORK.

That an ordinary day's work of any person employed as aforesaid shall be done within the under-mentioned hours of beginning and ending work:—

Time of beginning—	Time of ending—
7.45 a.m.	12 noon on Saturdays and
7.45 a.m.	5.15 p.m. on the other working days of the week.

(6) OVERTIME.

(A) That if any work be done earlier or later than the hours above specified, overtime shall be paid for at the rate hereinafter provided (that is to say):—

Days or Hours of Work.	Rate per Hour or Fraction of an Hour.
For work commencing and done within two hours previous to the specified time of starting work for the day; for work done between the specified time of ending the ordinary day's work and midnight of the same day;	Time and one-third.
For work done between midnight and two hours previously to the specified time of starting work for the day, or for work done during any time within those two hours, where having commenced earlier it occupies the whole or any portion of those two hours	Double time.

(B) That if within the hours of commencing and ending work, as specified in clause 5 of this Determination, any person works beyond the maximum number of 44 hours per week, he shall be paid overtime at the rate of time and a third for the extra time so worked.

(7) 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 ; New Year's Day The 26th day of January Eight Hours Day Christmas Day Boxing Day	} or such other day as may be observed as a public holiday in lieu thereof,
---	--

shall be double the wages price or rate fixed by this Determination.

(8) ALLOWANCES.

(A) That the following additional rates shall be paid to any person or persons or classes of persons wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings :—

(1) When engaged on work within a radius of from two miles to twelve miles of a centre :—

(a) For two and not exceeding five miles from a centre	.. .. .	1d. per hour extra
(b) For more than five miles and not exceeding ten miles from a centre	.. .. .	1d. " "
(c) For more than ten and not exceeding twelve miles from a centre	.. .. .	1½d. " "

(2) When engaged on work more than twelve miles from a centre :—

1d. per hour extra for every ten miles or fraction thereof, in addition to the rates fixed as aforesaid for the first twelve miles.

Provided that the employer shall not be required to pay such extra rates—

- (1) If the employé travels to his work on foot during ordinary working hours, for which he is being paid the usual rate of wages ;
- (2) If upon such days the employer provides the employé with the means of transit to and from his work within the aforesaid distances respectively ;

And in case he supplies such means of transit for one way only, he shall be required to pay on every such occasion no more than a moiety of such extra rates.

(B) Where the work is distant more than twelve miles from a centre, and the employé is unable to return to his home the same night, the following additional rates shall be paid :—

If the work occupies less than one week	.. .. .	9d. per hour extra
If the work occupies one week or more	.. .. .	6d. " "

Provided that if the employer engages and pays board and lodging for the employé whilst he is employed on such work, he shall not be required to pay such extra rates.

(9) TOOLS AND APPLIANCES.

That each employé must provide himself with the tools usually found by working plumbers or gasfitters for the proper performance of such work as he may be engaged upon, except those hereafter mentioned, but if any employé is required to provide any of the following tools or appliances—

Caulking-irons, frame chain and keys, chain wrenches, mandrils, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, stone drills, taps and drills for brass or iron threads, or vices

6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer.

(10) DEFINITIONS.

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

A "centre" means an employer's usual place of business, and all distances from a centre shall be computed by the nearest practicable route, but where the locality of the work is nearer to the employé's residence than the centre, all distances shall be reckoned from the employé's residence which, in such case, shall be deemed to be the centre.

Where an employer has no permanent place of business, his place of residence shall be deemed the centre.

A "foreman" means an employé who is authorized by his employer to give instructions to, and be responsible for, the work done by an average of, at least, three other adult employés—such average to be taken for six days.

The following kinds of work shall be deemed to be first-class plumbing work :—

- (1) All sanitary plumbing work, where connected or to be connected with any public or private system of sewerage ;
- (2) Laying, fitting, fixing, repairing, or maintaining hot water, steam, or 'block tin, piping and apparatus (including in addition the making thereof) for domestic, power, cooking, or heating purposes, and iron piping of over three-quarters of an inch in diameter for any purpose whatever, except rain water purposes.
- (3) All classes of lead work (including lead burning), other than half or three-quarter inch main or meter connexions, chimney gutters, flashings for gutters, verandahs, chimneys, or gables ;
- (4) Laying, fitting, fixing, repairing, or maintaining all gas pipes and fittings connected therewith (including the telephos), and all electrical fittings other than those specified below as second-class plumbing work, also beer engines, and pipes leading thereto ;

and the following kinds of work shall be deemed to be second-class plumbing work :—

- (1) Making, repairing, or maintaining flat or corrugated iron, steel, zinc, or copper, plunge or shower baths, sinks, troughs, tanks, or vats, and the fixing of same where not connected or to be connected with any public or private system of sewerage ;
- (2) Laying, fitting, fixing, repairing, or maintaining half-an-inch or three-quarters of an inch iron water piping (including the lead main or meter connexions and taps) ;
- (3) Laying, fitting, fixing, repairing, or maintaining zinc, copper, flat, stamped, or corrugated iron or steel for any purpose in connexion with buildings (including spouting, ridging, and rain-water piping) ; also cast iron rain-water gutters, spouting, or piping, and any other repairs to roofs not herein specified.
- (4) Making, laying, fitting, fixing or maintaining zinc, copper, or galvanized iron or steel, gutters, ventilators, skylights, ventilating, flue, or exhaust pipes or flashings, lead chimney gutters, or flashings for verandahs or roofs.
- (5) Fitting up, fixing, repairing, or maintaining all classes of pull or mechanical bells, electrical bells and wires, or speaking tubes.

Dated at Melbourne, this 5th day of May, 1911.

CHARLES A. C. CRESSWELL, P.M.,
Chairman.