



VICTORIA GOVERNMENT GAZETTE.

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[1917.

Factories and Shops Act 1915.

DETERMINATION OF THE ENGINEERING BOARD.

IN accordance with the provisions of the Factories and Shops Act, 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 the previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 12th January, 1917. The Determination and amendments are printed hereunder :—

ADULTS.

WAGES.

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

	Wages per week of 48 hours.	
	Day Shift.	Night Shift.
Patternmakers	80s.	92s.
Blacksmiths	74s.	86s.
“ Oliver ” smiths	74s.	86s.
Drop-hammer smiths	74s.	86s.
Coppersmiths	74s.	86s.
Fitters	74s.	86s.
Turners, iron or brass	74s.	86s.
Spring-makers or fitters	74s.	86s.

ADULTS' WAGES—continued.

	Wages per week of 48 hours	
	Day Shift.	Night Shift.
Borers	74s.	86s.
Slotters	74s.	86s.
Planers (except rail or plate-edge planers)	74s.	86s.
Planers—rail and plate edge	62s.	74s.
Shapers (machines exceeding 14-in. stroke and double-headed machines)	74s.	86s.
Shapers (machines up to and including 14-in. stroke)	62s.	74s.
Universal millers	74s.	86s.
Plain millers	62s.	74s.
Gear cutters	62s.	74s.
Machine hands making bolts and nuts	62s.	74s.
Lappers, grinders wet or dry	62s.	74s.
Persons working shearing, slotting, nibbing, or buckling machines in connexion with the manufacture of springs	59s.	71s.
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	59s.	71s.
Persons working stud lathes, centring, screwing, or drilling machines	59s.	71s.
Blacksmiths' strikers	59s.	71s.
Coppersmiths' Assistants	59s.	71s.
Labourers	57s.	69s.

APPRENTICES.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2650, Section 3.)

NOTE.—The Engineering Board has prescribed a form of apprenticeship agreement. Section 187 requires that the indentures must be in that form.

IMPROVERS.

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2650, Section 3.)

3. That the wages and number of apprentices or improvers who may be employed by any employer shall be—

Wages per week of 48 hours.		Proportionate Number.
Apprentices.	Improvers.	
1st year—8s.	8s.	Two apprentices to every five or fraction of five workers receiving not less than 57s. per week of 48 hours.
2nd " 12s.	12s.	
3rd " 16s.	16s.	
4th " 20s.	20s.	
5th " 27s. 6d.	27s. 6d.	One improver to every five or fraction of five workers receiving not less than 57s. per week of 48 hours.
6th " 37s. 6d.	37s. 6d.	

JUVENILE OR YOUNG WORKERS.

RATES OF WAGES.

4. That the lowest rates of payment to juvenile or young workers—

- (a) engaged in the bolt and nut making department, screwing, tapping, threading, finning, pointing, heating, and cutting off bolts,
- (b) engaged striking for apprentices or improvers in the blacksmithing trade,
- (c) engaged as boy labourers,

shall be—

Under 15 years of age	14s. 6d. per week of 48 hours.
From 15 to 16 years of age	17s.
" 16 to 17 "	20s.
" 17 to 18 "	25s.
" 18 to 19 "	30s.
" 19 to 20 "	35s.
" 20 to 21 "	40s.

SHIFTS.

5. That—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

				DAY SHIFT.	
				Time of beginning.	Time of ending.
Monday to Friday	...	...	...	7.30 a.m.	5.15 p.m.
Saturday	...	...	...	7.30 a.m.	12 noon.
				NIGHT SHIFT.	
Monday to Thursday	...	...	...	8 p.m.	6 a.m.
Friday	...	...	...	8 p.m.	6.30 a.m.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half calculated on the rates fixed for the Day Shift.

ALLOWANCES.

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

SPECIAL RATES.

7. That double time shall be the special rate for all work done on—

Sunday;
 Good Friday;
 Easter Monday;
 Foundation Day (26th January);
 Eight Hours Day (21st April);
 Christmas Day;
 Boxing Day;
 New Year's Day;

but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rate shall only be payable on the day so substituted.

PIECE-WORK.

8. The Board determines, under the provisions of Section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

Melbourne, 20th December, 1916.

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

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