

## VICTORIA

# GOVERNMENT GAZETTE.

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No. 179.]

#### FRIDAY, DECEMBER 30.

**[1927.** 

Factories and Shops Acts.

# DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Note.—(a) This Determination on the 31st December, 1927, applied to the whole of the State of Victoria, outside and excepting the Shire of Braybrook.

(b) On the 29th November, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any unskilled persons employed-

(1) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality.

(2) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;

(3) in preparing iron or steel material for reinforcing concrete for building or other purposes.

N 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 unskilled persons employed in the process, trade, or business of—

(a) a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;
 (b) a mechanical engineer, including—

(1) a patternmaker,

(6) a planer, (7) a slotter, (8) a borer,

(2) an iron and brass turner,
(3) a fitter,
(4) a blacksmith,
(5) a coppersmith,

(9) a milling machiner."

has made the following Determination :-

(1) That on the 31st December, 1927, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	Apprentices or Improvers.							Javenile Workers.									
15 16 17 18 19 20 Tw not le	ars of age "" "" "" "" "" "" "" "" "" "" "" "" ""	ces to evers to evers to evers to evers (s. 6d. per finance)	Approper five of ser week of Impery four of the er week of the ers, and it	f 44 hours procers. or fraction of 44 hours avenile we	of five we s. of four w s. orkers sha	orker ill be	1 18 1 138 1 158 2 208. 2 324. 4 98.	9d. 3d. 9d. 9d. 3d.	(b) emith (c) Unde	ing, thre Engage ing trad Engage r 15 yea	d in the ading, find striking a das boy rs of age 6 years 7 ,,, 8 ,,, 9 ,,, 9 ,,, 9 ,,, 9 ,,,	of age	nut mal	ting depe	rtment 1 outtir	the b	bolts, black- es per ek. 9d. 9d. 0d. 6d. 0d

	Wages—Day Shift.							
ADULTS.	Within a radius of 20 miles of G.P.O., Melbourne, Mildura, and Gippsland Districts.	Ballarat District,	Bendigo and Castlemaine Districts.		Other Parts of Victoria where Determina- tion applies.	Hours per weck.		
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.			
ersons working with hammer 14 lb. weight or over-				1		44		
On repair work	5 5 9	5 0 9	5 2 9 4 14 9	5 8 3 5 0 3	5 3 9 4 15 9	44 44		
On other work	4 17 9 5 4 6	4 12 9	4 14 9 5 1 6	5 7 0	4 15 9     5 2 6	44		
ersons working on ship or steamer under construction or repair	5 4 6	4 19 6	9 1 0	1 9 7 9	5 2 0	44		
orge assistants, i.e., underhand, hammer driver and crame	4 19 6	4 14 6	4 16 6	5 2 0	4 17 6	44		
man, employed on work 10 cwt. or over	5 0 0	4 15 0	4 17 0	5 2 6	4 18 0	48		
ersons assembling new cars from stock parts	3 0 0	4 10 0	411 0	1 5 2 0	4 10 0	40		
	4 16 6	4 11 6	4 13 6	4 19 0	4 14 6	44		
	4 15 6	4 10 6	4 12 6	4 18 0	4 13 6	44		
eaters, and persons engaged cutting off in connexion with the	7 10 0	* 10 0	1 12 0	110 0	1			
manufacture of bolts and puts by machinery	4 15 6	4 10 6	4 12 6	4 18 0	4 13 6	44		
ersons employed in preparing iron or steel material for re-	1							
inforcing concrete for building or other purposes :-			i	1				
On bending and cutting machines	4 17 6	4 12 6	4 14 6	5 0 0	4 15 6	44		
,, , (assistants)	4.14 6	4 9 6	4 11 6	4 17 0	4 12 6	. 44		
On steel fabric machines	4 17 6	4 12 6	4 14 6	5 0 0	4 15 6	44		
,, ,, ,, (assistants)	4 12 6	4 7 6	4 9 6	4 15 0	4 10 6	44		
Assemblers (leading hand)	4 17 6	4 12 6	4 14 6	5 0 0	4 15 6	44		
,, (assistants)	4 12 6	4 7 6	4 9 6	4 15 0	4 10 6	44		
abourers	4 9 6	4 4 6	4 6 6	4 12 0	4 7 6	44		

Assistant is a person (other than a striker) who works with either a blacksmith, oliversmith, drophammersmith, fitter, turner, borer, slotter, planer, miller, universal grinder, coppersmith, springmaker, or a pipe bender.

Motor mechanic's assistant is a person working with a motor mechanic.

Leading hands-

6s. per week extra 12s. per week extra

The following additional rates shall be paid to persons working-

- (a) where the artificial temperature is 130° F. or over
  (b) where the artificial temperature is 115° F. or over
  (c) where the artificial temperature is below zero, 1d. per hour for the first two hours, and thereafter 2d. per hour on the
- (4) OTHER SHIFTS.

The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:-

Afternoon or night shift-

25 per cent. 5 per cent. Shift workers in a continuous process employed on a shift other than a day shift 5 per cent.

(5) Shifts,-That-

(a) The hour of beginning and the hour of ending each shift shall be between :-

•				Where one Shift is Worked.		
				Time of Beginning.	Time or Ending.	
Monday to Friday			(Day shift)	7 a.m.	5 p.m.	
Saturday	• • •		(Day shift)	7 a.m.	, 12 noon	
			, , ,	Where two Shi	ts are Worked.	
Monday to Saturday			(Day shift)	7 a.m.	3 p.m.	
Monday to Saturday		٠.	(Afternoon shift)	3 p.m.	11 p.m.	
			•	Where three Shi	its are Worked.	
Monday to Saturday			(Day shift)	7 a.m.	3 р.ш.	
Monday to Saturday			(Afternoon shift)	3 p.m.	11 p.m.	
Monday to Saturday			(Night shift)	11 p.m.	7 a.m.	

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees concerned, but in no case shall the total length of any shift be increased without

payment for overtime.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee other than a shift worker in a continuous process before or after his shift shall be time and a half for the first four hours, and thereafter half time.

double time.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the relief does not come on duty at the proper time, provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the

(6) ALLOWANCES.—All employees working in a place where water is continually dripping from overhead, so that their clothing becomes saturated, or where there is water underfoot, in which the employee has to stand, to a depth exceeding 2 inches, so that the feet of the employee become wet, shall receive 1s. per day in addition to the rates prescribed in clause (3) for each day they are so employed.

All employees called upon to work in a compartment or place not properly ventilated, where access to it is through a manhole or similar opening, the dimensions of which compartment or place are such that, in order to do the work, it is necessary for the employee to work in a stooping, sitting, or otherwise cramped position, and in any case includes, in the case of a ship, the double-bottom tanks and bilges, shall be paid 3d. an hour extra whilst so engaged.

All employees working at ships bilges or in boiling-down works, lead works, sanitary works, and slaughter yards, shall be paid. Id. per hour beyond the ordinary wages payable to them.

- (7) Travelling Time.—Persons employed on work away from the workshop, shall receive :—

  - (a) The fares necessarily expended in going to and fro.(b) For time occupied in travelling either during or outside the usual working hours—

Payment at rates fixed in clause (3) up to a maximum of twelve hours, except on Sundays when time and a half shall be paid.

- (8) SUNDAYS AND HOLIDAYS.—For all time of duty on Sundays or holidays, employees not in a continuous process shall be paid at double rate, except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this determination shall include:—New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (21st April), Christmas Day, and Boxing 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 for work done on the day so substituted.
- (9) Definition.—"Continuous process," means a process in which the men are usually employed seven days every week for not less than eight hours per day for an unbroken period of not less than six days in the week.
- (10) Extra Rates not Cumulative.—Extra rates in this determination prescribed, including rates for dirty work, confined spaces, wet, hot and cold places, are not cumulative so as to exceed the maximum of double the ordinary rates.
- (11) Provision for Tools.—The employer shall provide for the employee all necessary tools. But the employee shall replace or pay for any tools so provided if lost through his negligence.

W. W. HARRIS,

Chairman.

A. G. ALLEN,

Secretary.

16th December, 1927.

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No. 180.]

FRIDAY, DECEMBER 3

[1927.

Factories and Shops Acts.

### DETERMINATION OF THE HORSEHAIR BOARD.

Norm.—This Determination, on the 3rd January, 1928, applied 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 persons employed in the process, trade, business, or occupation of preparing horsehair for trade or sale," has made the following Determination, namely:---

Note.—On the 16th June, 1913, the powers of the Horsehair Board were extended to enable it to deal with rates for cowhair or pighair.

(1) That on the 3rd January, 1928, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

	Apprentices.	1	Improvers.			Other Employees.		
	WAGES.			WAGES.	Per week of	Wages.		
		Per week of 48 hours, s, d,			48 hours. .s. d.	<del>-</del> -	Per week of 48 hours.	
1st year 2nd ,, 3rd ,, 4th ,,	UMBER (by any em	25 0 31 6 37 0 46 0	1st year 2nd ,, 3rd ,, 4th ,,		63 0 Machine Spi 1st year 2nd , And there Drafters	2nd ,, And thereafter Drafters	104s 94s 100s 104s 104s.	
One appropriate of three w	rentice to every the orkers receiving ek of 48 hours	ree or fraction	five work	rover to every five ers receiving ek of 48 hours.		Wet hacklers Teasers and tail pullers All others	104s. 94s. 90s.	

- (3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.
- (4) SPECIAL RATES.—All work done on Sundays, Good Friday, 21st April (Eight Hours Day), and Christmas Day, shall be paid for at the rate of double time, and for all work done on New Year's Day, 26th January (Foundation Day), Easter Saturday, Easter Monday, and Boxing Day, the rate of payment shall be time and a half, but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.
- (5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and a third per centum.
- (6) PIECE-WORK.—That the lowest piece-work prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be—

Employer to supply all tools and material.

D. GRANT,

Chairman.

A. G. ALLEN,

Secretary.

Melbourne, 13th December, 1927.

