VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

NOTE.—(a) This Determination on the 3rd April, 1930, applied to the whole of the State of Victoria, outside and excepting the Shire of Braybrook.

(b) On 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 skilled 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.

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 *skilled* 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,
(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 :—

(1) That on the 3rd April, 1930, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.

BRASSWORKERS' SECTION.

Apprentices and Male Improvers.

	s.	d.
1st year's experience	17	6
2nd " "	23	0
3rd " "	37	0
4th " "	55	0
5th " "	70	0

Female Improvers.

—	Commencing Age.				
	16 years or under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	17 6	19 0	22 6	30 0	38 0
2nd " ..	21 0	23 6	30 0	42 0	..
3rd " ..	24 6	35 0	42 0	..	..
4th " ..	35 0	42 0	..	..	..
5th " ..	42 0	..	..	..	..
and until 21 years of age	..	..	..	..	..

ENGINEERS' SECTION.

Apprentices or Improvers.

	s.	d.
1st year's experience	17	6
2nd " "	23	0
3rd " "	37	0
4th " "	55	0
5th " "	70	0

Apprentices to patternmaking shall be paid 2s. 6d. per week more each year.

Proportionate Number (by any Employer).

BRASSWORKERS' SECTION.

** Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than 97s. 6d. per week of 44 hours.

Improvers.

Two improvers to every four or fraction of four workers receiving not less than 97s. 6d. per week of 44 hours.

ENGINEERS' SECTION.

** Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than 100s. 6d. per week of 44 hours.

Excepting in motor garages and places where the work of assembling and repairing motor vehicles is done, in which cases the proportion shall be one apprentice to each worker receiving not less than 100s. 6d. per week of 44 hours.

Improvers.

One improver to every five or fraction of five workers receiving not less than 100s. 6d. per week of 44 hours.

* An Indenture of Apprenticeship prescribed by the Board was approved on 20th February, 1919.

(3)

Other Employees.	Day Shift. Wages per Week of 44 Hours. Within a radius of 20 miles of G.P.O., Melbourne; Mildura and Gippsland Districts.	Within a radius of 20 miles of the Geelong or Warrnambool Post Offices.	Within a radius of 20 miles of the Ballarat, Bendigo, or Castlemaine Post Offices.	Other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Forger or faggotter	6 6 6	6 8 0	6 4 6	6 7 6
Patternmaker	6 3 6	6 5 0	6 1 6	6 4 6
Electrical or oxy-acetylene welder	5 18 6	6 0 0	5 16 6	5 19 6
Toolmaker engaged in making or completing special precision tools which require greater skill to make or complete than is possessed by an ordinary fitter or turner; Gaugemaker or die sinker; Toolsmith	5 17 6	5 19 0	5 15 6	5 18 6
Spring fitter	5 14 6	5 16 0	5 12 6	5 15 6
Fitter on marking-off table	5 17 6	5 19 0	5 15 6	5 18 6
Fitter on turbine blading	5 17 6	5 19 0	5 15 6	5 18 6
Fitter on water meters; Pipe fitter engaged in fitting or turning or bending work on metal pipes meant for carrying air or steam or water or ammonia, not including faucet or spigot jointing; Other fitters; Annealer or case-hardener or bulldozer; Ajax forger, blacksmith, coppersmith, drop-hammersmith, beadley hammersmith, oliver smith, general smith, or motor smith; Brassfinisher (engineering or other first class); Brassmoulder—jobbing only (other than stove moulders or those engaged in repetition work); Motor car mechanic, or tuner and tester; Persons employed in making scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality; Turner, borer, driller (cutter-bar), gear-cutter using milling machine, lapper or grinder using precision tools, miller (general or universal), planer, shaper, or slotter	5 14 6	5 16 0	5 12 6	5 15 6
Brass moulders—not jobbing only—engaged in repetition work done on the plate system, or by moulding machines where not less than twenty articles are moulded consecutively; Brassfinisher, not engineering or other first class; Gear-cutter not using precision tools; Lapper or grinder not using precision tools; Key-seating driller; Planer—rail or plate edge; Pipe fitter other than those engaged on high-pressure work, high-pressure air, ammonia or hydraulic work	5 6 6	5 8 0	5 4 6	5 7 6
Casting dresser (brass)	4 19 6	5 1 0	4 17 6	5 0 6
Coremaker, female	2 15 4	2 16 2	2 14 3	2 15 10
Coremaker, male; Driller, radial or multiple; Driller, plain or twist drill; Furnaceman				
Machinist making nuts, bolts, rivets, or dog spikes; Machinist (hydraulic or power press); Screwing machinist; Sheetmetal or coppersmith's machinist; Tapping machinist; Brass polisher	5 2 6	5 4 0	5 0 6	5 3 6

Leading hands—

In charge of not less than three, and not more than ten employees .. .. 6s. per week extra
In charge of more than ten employees .. .. 12s. per week extra

The following additional rates shall be paid to persons working—

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

(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—
During first month's employment on such shift .. .. 25 per cent.
Thereafter .. .. 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 of Ending.
Monday to Friday .. .. .. (Day shift)	7 a.m.	5 p.m.
Saturday .. .. (Day shift)	7 a.m.	12 noon
	When two Shifts are Worked.	
Monday to Saturday .. .. (Day shift)	7 a.m.	3 p.m.
Monday to Saturday .. .. (Afternoon shift)	3 p.m.	11 p.m.
	Where three Shifts are Worked.	
Monday to Saturday .. .. (Day shift)	7 a.m.	3 p.m.
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)—

(1) Before or after his shift,

(2) In excess of 8 hours 43 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week,

(3) In excess of 8 hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or 4 hours on Saturday when 44 hours are worked during 6 days of the week,

shall be time and a half for the first four hours, and thereafter 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 rate of time and a half.

(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 1d. per hour beyond the ordinary wages payable to them.

Patternmakers, when engaged on lignum-vitae outside the workshop or fitting same to stern bushes, shall be paid 3d. per hour extra for all time so worked.

(7) 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.

(8) 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.

(9) 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.

(10) PIECE-WORK.—The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1928 (No. 3677), 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.

(11) 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.

(12) GRINDING TOOLS.—Each patternmaker, at the end of his employment, shall be allowed an hour at ordinary rates for the purpose of grinding his tools.

(13) CARTING TOOLS.—The employer shall pay the cost of carting all patternmakers' tools to the shop or job (if any), not exceeding 3s., unless the worker is employed for at least two consecutive full weeks.

(14) 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.

W. W. HARRIS,
Chairman.

A. G. ALLEN,
Secretary.

Melbourne, 19th March, 1930.

By Authority: H. J. GREEN, Government Printer, Melbourne.