VICTORIA
GOVERNMENT GAZETTE.

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No. 260] TUESDAY, NOVEMBER 17. [1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTE.—This Determination on the 20th November, 1931, applied to the following parts of Victoria, namely :—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

By Orders in Council made on the 10th September, 1913, and 21st October, 1930, this Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

(*a*) coal importer;

(*b*) coal mine owner;

(*c*) gas company;

(*d*) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company—

and such power was conferred exclusively on the Coal and Coke Board.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(*a*) employed in the business of a hay, corn, or chaff dealer;

(*b*) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;

(*c*) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke"—

has made the following Determination, namely :—

(1) That on the 20th day of November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.							
WAGES PER WEEK OF 48 HOURS.			WAGES.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.			All other parts of Victoria where this Determination applies.			
Apprentices.	s.	d.	*Hay, Corn, or Chaff Stores.*	s.	d.		s.	d.		
1st year ..	27	0	Foreman, i.e., the man who gives instructions to and is responsible for the work done by not less than three adults employed in the store	76	0	per week of 48 hours	82	0	per week of 48 hours	
2nd " ..	33	6	Drivers of motor wagons—							
3rd " ..	41	0	(*a*) having a capacity of 25 cwt. or less ..	70	6	" 48 "	76	6	" 48 "	
4th " ..	45	6	(*b*) having a capacity exceeding 25 cwt...	73	0	" 48 "	79	0	" 48 "	
5th " ..	50	0	Carters driving one horse	68	6	" 48 "	74	6	" 48 "	
			Carters driving two horses	73	0	" 48 "	79	0	" 48 "	
			And for every additional horse ..	2	0	extra per week ..	2	0	extra per week	
			All others	69	0	per week of 48 hours	75	0	per week of 48 hours	

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER)—*continued.*

Apprentices or Improvers.	Other Employees.		
WAGES PER WEEK OF 48 HOURS—*continued.*	WAGES—*continued.*	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
Improvers.			
s. d.	*Wood Yards, or Wood, Coal, and Coke (Combined) Yards.*		
Under 17 years of age 27 0	Yardman in charge, *i.e.*, the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard	s. d. 71 6 per week of 48 hours	s. d. 77 6 per week of 48 hours
17 years of age .. 33 6	Drivers of motor wagons—		
18 " .. 41 0	(*a*) having a capacity of 25 cwt. or less ..	70 6 " 48 "	76 6 " 48 "
19 " .. 45 6	(*b*) having a capacity exceeding 25 cwt...	73 0 " 48 "	79 0 " 48 "
20 " .. 50 0	Carters driving one horse	68 6 " 48 "	74 6 " 48 "
PROPORTION.	Carters driving two horses	73 0 " 48 "	79 0 " 48 "
Apprentices.	And for every additional horse.. ..	2 0 extra per week ..	2 0 extra per week
One apprentice to every three or fraction of three workers receiving not less than 67s. per week of 48 hours.	All others	67 0 per week of 48 hours	73 0 per week of 48 hours
Improvers.	*Coal Yards* (i.e., *Places where at least 80 per cent. of the Business is done in Coal*) *or Coke Yards.*		
One improver to the first four or fraction of four workers and thereafter one improver to each additional four workers receiving not less than 67s. per week of 48 hours.	Drivers of motor wagons—		
	(*a*) having a capacity of 25 cwt. or less ..	70 6 per week of 48 hours	76 6 per week of 48 hours
	(*b*) having a capacity exceeding 25 cwt...	73 0 " 48 "	79 0 " 48 "
	Carters driving one horse	68 6 " 48 "	74 6 " 48 "
	Carters driving two horses	73 0 " 48 "	79 0 " 48 "
	And for every additional horse.. ..	2 0 extra per week ..	2 0 extra per week
An indenture of apprenticeship has been prescribed by the Board.	All others	83 6 per week of 48 hours	89 6 per week of 48 hours
	Firewood Saw Mills (i.e., *Places where Mechanical Power is used to Saw Firewood*)		
	Benchmen	72 6 per week of 48 hours	78 6 per week of 48 hours
	Drivers of motor wagons—		
	(*a*) having a capacity of 25 cwt. or less ..	70 6 " 48 "	76 6 " 48 "
	(*b*) having a capacity exceeding 25 cwt...	73 0 " 48 "	79 0 " 48 "
	Carters driving one horse	68 6 " 48 "	74 6 " 48 "
	Carters driving two horses	73 0 " 48 "	79 0 " 48 "
	And for every additional horse.. ..	2 0 extra per week ..	2 0 extra per week
	All others	69 0 per week of 48 hours	75 0 per week of 48 hours

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

(4) OVERTIME—

(*a*) *Carters.*

Outside the time of beginning and ending work as herein fixed	Time and a quarter.
Within the time of beginning and ending work in excess of the hours fixed in this Determination as a week's work	Time and a quarter.

(*b*) *All Others.*

Between midnight and 7.30 a.m.	Time and three-quarters.
At any other time outside the time of beginning and ending work as herein fixed	Time and a quarter.
Within the time of beginning and ending work in excess of the hours fixed in this Determination as a week's work	Time and a quarter.

(5) SPECIAL RATES.—Time and a half shall be the rate for all work done on Sunday, and double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, or 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.

(6) TIME WAGES.—Any person employed in a factory or shop 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.

(7) CASUAL LABOUR.—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a third.

(8) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

PIECE-WORK.

WOOD OR COAL.

(9) The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

Cutting Wood.

4-ft. or over—one cut	per ton	1s. 10d.

Splitting Wood.

Box, redgum, or ironbark	per ton (40 cubic feet)	2s. 7d.
Box, redgum, or ironbark	" (by weight)	3s. 6d.
Culled box, redgum, ironbark or mallee roots	" "	4s. 9d.
Blocks (box, redgum, or ironbark)	per truck (Standard I.)	24s.
1-ft. blocks, common wood	per ton (40 cubic feet)	2s. 1d.
2-ft. " " "	" "	1s. 7d.
1-ft. " " "	per truck (Standard I.)	17s. 4d.
2-ft. " " "	" "	16s. 6d.

Loading Wood.

Split box, redgum, or ironbark (culled or otherwise)	per ton (by weight)	9d.
Box blocks	" "	9d.
1-ft. blocks, common wood	per ton (40 cubic feet)	9d.
2-ft. " " "	" "	9d.
1-ft. culled common wood	" "	9d.

Unloading Wood or Coal.

Unloading wood, under 5 feet, from Standard I. truck	per truck	2s. 10d.
Unloading wood, 5 feet or over, from Standard I. truck	"	3s. 1d.
Unloading wood from Standard I. truck and trimming the stack	"	4s. 5d.
Unloading coal from trucks	"	3s. 6d.
Unloading coal from trucks and trimming same	"	4s. 7d.

Sawing Wood.

Sawing by hand 2-ft. common wood	per ton (40 cubic feet)	4s.

Bagging, Stacking, Carrying, &c.

Bagging, weighing, and assisting in loading of split wood or blocks	per ton (by weight)	2s. 7d.
Carrying and stacking wood	per truck (Standard I.)	4s. 4d.

H. J. RICHARDSON, J.P., Chairman.

F. A. MARZORINI, Secretary.

Melbourne, 5th November, 1931.

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No. 261] WEDNESDAY, NOVEMBER 18. [1931

Factories and Shops Act 1928 (No. 3677.)

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination on the 21st November, 1931, applied to the following parts of Victoria, namely :—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) (and the Order in Council thereunder), and such portions of the city of Sandringham and the shire of Braybrook as are not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677) the Wages 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—

(a) agricultural machinery or implements;
(b) parts of agricultural machinery or implements; or
(c) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills."

has made the following Determination, namely :—

On 21st December, 1910, this Board was given power to fix rates for persons "employed in assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those for which the said Board has power to fix prices or rates."

(1) That on the 21st November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.

WAGES.	Per Week of 48 Hours. s.	d.
Apprentices.		
1st year's experience	13	1
2nd year's experience	16	2
3rd year's experience	22	1
4th year's experience	27	11
5th year's experience	36	5
Improvers.		
1st year's experience	12	7
2nd year's experience	15	3
3rd year's experience	20	3
4th year's experience	25	4
5th year's experience	32	7
6th year's experience	42	7

PROPORTION (in any factory or place)

Apprentices.

One apprentice to every two or fraction of two workers receiving at wages rates or piece-work prices not less than 63s. 11d. per week of 48 hours.

Juvenile Workers.

	Wages per Week of 48 Hours. s.	d.
14 years of age	15	3
15 years of age	18	4
16 years of age	21	9
17 years of age	27	11
18 years of age	31	10
19 years of age	39	6
20 years of age	46	6

Other Employees.

	Wages per Week of 48 Hours. s.	d.
Assemblers	68	0
Attendants at paint mills	63	11
Belt cutters	66	8
Blacksmiths	77	5
Blacksmith's strikers	66	8
Bulldozer men	73	5
Carpenters	77	5
Crane attendants	63	11
Cranes—		
Operators of overhead travelling	66	8
Men in charge of other	66	8
Drillers	67	1
Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers	73	5
Other fitters	77	5
Grinders	70	8
Labourers	63	11
Machinists (iron) not otherwise provided for ..	70	8
Machinists (wood) not otherwise provided for	73	5
Men working wood-shaping machine or Boult's carver	77	5
Men working boring machine	66	8
Men working mortising machines, or cross-cut saw	66	8
Painters—Writers and liners	77	5
Painters—Brush hands	66	8
Paint mixers	66	8

Apprentices and Improvers.	Juvenile Workers.	Other Employees.	Wages per Week of 48 hours. s. d.
PROPORTION (in any factory or place)—*continued.*			
Improvers.		Pattern makers	80 2
		Persons dismantling implements	63 11
		Pullers-out	66 8
One improver to the first six or fraction of six adults receiving not less than 70s. 8d. per week of 48 hours, and thereafter one improver to every six additional such adults.		Sheet-iron workers	77 5
		Storeman under man in charge	63 11
		Stores, men in charge of	66 8
		Timber markers	77 5
		Timber stackers	63 11
		Timber yardsmen	66 8
		Turners	77 5
		Wheelwrights	77 5

DEFINITIONS—

Juvenile Workers—

Persons under 21 years of age (other than apprentices or improvers) employed—

(*a*) Finning, pointing, heating, and cutting off.
(*b*) Screwing and tapping bolts in any department.
(*c*) Holding up.
(*d*) Striking for apprentices to blacksmithing.
(*e*) Working ungeared drilling machines, drilling holes up to and inclusive of $\frac{7}{16}$-in. diameter.

Assembler—

Any adult person employed in putting together any of the classes or kinds of machinery or implements affected by the Determination, and which have been previously fitted or so standardized as to require no fitting; but shall not include any adult person employed in cutting or shaping the material of which such machinery or implements are composed.

(3) OVERTIME.—Any employee who works in excess of 48 hours in any week shall be paid for such work at the rate of time and a half.

(4) SPECIAL RATES.—Time and three-quarters shall be paid for all work done on Sundays, New Year's Day, 26th January (Foundation Day), Eight Hours Day (21st April), Good Friday, Easter Saturday, Easter Monday, 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 be payable only for work done on the day so substituted.

(5) PIECE-WORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act* 1928 that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a 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 rates that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

Melbourne, 6th November, 1931.

J. B. McINDOE, Secretary.

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No. 262] WEDNESDAY, NOVEMBER 18. [1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

NOTE.—(*a*) This Determination on the 21st November, 1931, 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 Act* 1928 (No. 3677), 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 21st November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Wages per Week of 44 Hours.*
Minors after the 5th July, 1930, shall not be engaged in the following occupations except under contracts of apprenticeship :—	Five-year term—
General Engineering Section—	1st year .. .. 16s. 3d. per week
(*a*) Mechanical engineering, i.e., one or more of the following :—	2nd ,, ... 21s. 8d. ,,
(i) Patternmaking.	3rd ,, ... 34s. 3d. ,,
(ii) Fitting and turning.	4th ,, ... 51s. 9d. ,,
(iii) First and second class machinist.	5th ,, ... 65s. 3d. ,,
(iv) First class welding.	Four-year term.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years :—
(*b*) Locksmithing (the making or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof).	1st year .. .. 18s. per week.
(*c*) Motor mechanic.	2nd ,, ... 32s. 5d. ,,
(*d*) Safe and strongroom making.	3rd ,, ... 51s. 9d. ,,
(*e*) Scale making (except the making of parts by specialized processes and the assembling thereof).	4th ,, ... 65s. 3d. ,,
(*f*) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).	For trades included in sub-clauses (*d*), (*e*), and (*f*) of this clause—four years.
(*g*) Smithing—	Four-year terms entered into irrespective of age in occupations set out in (*d*), (*e*), and (*f*) of this clause :—
(i) Blacksmithing.	1st year .. .. 16s. 3d. per week.
(ii) Copper or brass smithing.	2nd ,, ... 22s. 6d. ,,
(*h*) Moulding (jobbing brass moulding and core making).	3rd ,, ... 36s. ,,
	4th ,, ... 45s. ,,
Periods of apprenticeship :—	Apprentices to patternmaking shall be paid 2s. 6d. per week in addition to the above rates.
For trades included in sub-clauses (*a*), (*b*), (*c*), (*g*), and (*h*) of this clause—if apprentice when indentured is under the age of 17—five years. If over the age of 17—four years.	Where an apprentice is under 21 years of age on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching 21 years of age.
	All wages shall be paid without deduction for specified holidays, or for unavoidable absences through sickness certified as in Clause (10) (*a*) to the number of four days per annum.
	No apprentice under eighteen years of age shall be required to work overtime unless he so desires.
	Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.

* The hours for persons engaged exclusively in motor body building and in the assembling of motor chasses shall be 48 per week.

Apprentices.	Wages per Week of 44 hours.*
	PROPORTIONATE NUMBER (by any employer). Mechanical engineering.—One apprentice to every three or fraction of three workers receiving not less than 85s. 1d. per week of 44 hours. Locksmithing.—One apprentice to every three or fraction of three workers receiving not less than 85s. 1d. per week of 44 hours. Motor mechanic.—One apprentice to every two or fraction of two workers receiving not less than 85s. 1d. per week of 44 hours. Safe and strongroom making.—One apprentice to every three or fraction of three workers receiving not less than 85s. 1d. per week of 44 hours. Scale making.—One apprentice to every three or fraction of three workers receiving not less than 85s. 1d. per week of 44 hours. Smithing.—One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours. Moulding.—One apprentice to every two or fraction of two workers receiving not less than 85s. 1d. per week of 44 hours.

Improvers.	Juvenile Workers, Persons under 21 years of age, other than Apprentices or Improvers. Wages per Week of 44 Hours.*
Wages per Week of 44 Hours. s. d. 1st year .. 16 3 2nd " .. 21 8 3rd " .. 34 3 4th " .. 51 9 5th " (and until reaching 21 years of age) .. 65 3 PROPORTIONATE NUMBER BY ANY EMPLOYER. *Brassworkers' Section.* Two improvers to every four or fraction of four workers receiving not less than 72s. 11d. per week of 44 hours. *Engineers' Section.* One improver to every five or fraction of five workers receiving not less than 75s. 8d. per week of 44 hours.	Females employed on any of the occupations for which rates are fixed for adult females under Clause 3— s. d. 1st year's experience .. 13 6 2nd " " .. 18 0 3rd " " .. 24 9 4th " " .. 31 6 5th " " .. 36 0 Thereafter until reaching 21 years of age .. 40 6 Males employed in all classes of work, excepting that included in Clause 2, sub-clauses (*a*), (*b*), (*c*), (*d*), (*e*), (*f*), (*g*), and (*h*)— s. d. 1st year's experience .. 13 6 2nd " " .. 18 0 3rd " " .. 29 3 4th " " .. 40 6 5th " " .. 54 0 Thereafter until reaching 21 years of age .. 58 6

(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.	Ballarat Post Office.	Bendigo or Castlemaine Post Offices.	Other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Forger or faggotter ..	4 16 4	4 19 6	4 18 7	4 15 11	4 19 11
Patternmaker ..	4 13 8	4 16 9	4 15 11	4 13 2	4 17 3
Welder—					
First class (other than when using cutler machine) ..	4 9 2	4 12 3	4 11 5	4 8 8	4 12 9
First class using cutler machine ..	4 1 11	4 5 1	4 4 2	4 1 6	4 5 6
Second class ..	3 14 9	3 17 11	3 17 0	3 14 3	3 18 4
Third class ..	3 11 2	3 14 3	3 13 5	3 10 8	3 14 9
Tack welder ..	3 12 11	3 16 1	3 15 2	3 12 6	3 16 6
Toolmaker engaged in making any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work, and is responsible for its proper completion ..	4 10 11	4 14 1	4 13 2	4 10 6	4 14 6
Toolsmith ..	4 8 3	4 11 5	4 10 6	4 7 9	4 11 10
Fitter on marking-off table ..	4 8 3	4 11 5	4 10 6	4 7 9	4 11 10
Fitter on turbine blading ..	4 8 3	4 11 5	4 10 6	4 7 9	4 11 10
Pipe fitter engaged on high pressure or ammonia or hydraulic work ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Other pipe fitters ..	3 18 4	4 1 6	4 0 7	3 17 11	4 1 11
Tradesmen ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Annealer or case hardener ..	4 2 10	4 6 0	4 5 1	4 2 5	4 6 5
Coppersmith, brass-smith, and other smiths ..	4 6 5	4 9 7	4 8 8	4 6 0	4 10 0
Blacksmith's machinist ..	3 14 9	3 17 11	3 17 0	3 14 3	3 18 4
Motor car mechanic, or tuner and tester ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Wet stone grinder and glazier ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Brassfinisher (engineering or other first class) ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Brassfinisher (not engineering or other first class) ..	3 18 4	4 1 6	4 0 7	3 17 11	4 1 11
First class machinist ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Second class machinist ..	3 18 4	4 1 6	4 0 7	3 17 11	4 1 11
Third class machinist ..	3 14 9	3 17 11	3 17 0	3 14 3	3 18 4
Machinists (nut, bolt, and spike making)—					
First class ..	3 14 9	3 17 11	3 17 0	3 14 3	3 18 4
Second class ..	3 11 2	3 14 3	3 13 5	3 10 8	3 14 9
Brassmoulding—					
Jobbing moulder and coremaker ..	4 5 6	4 8 8	4 7 9	4 5 1	4 9 2
Plate and machine moulder or coremaker ..	3 12 0	3 15 2	3 14 3	3 11 7	3 15 8
Brass polisher ..	3 14 9	3 17 11	3 17 0	3 14 3	3 18 4
Casting dresser (brass) ..	3 12 0	3 15 2	3 14 3	3 11 7	3 15 8
Process worker ..	3 9 4	3 12 6	3 11 7	3 8 11	3 12 11

* The hours for persons engaged exclusively in motor body building and in the assembling of motor chassis shall be 48 per week.

Female adult labour may be employed in the making by specialized processes and the assembling of small parts of machinery and appliances, and in coremaking, in which females were employed on the 5th July, 1930, at the following rates :—

	Per Week of 44 hours. s.	d.
Wages of adult females—		
If of less than twelve months' experience	42	9
If of twelve months' or more experience	47	3

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 and not more than 20 employees, 12s. per week extra ;
In charge of more than 20 employees, 18s. per week extra.

The following additional rates shall be paid to persons working—

(a) where the artificial temperature is between 115 and 130 degrees Fahr., 1½d. per hour extra.
(b) where the artificial temperature exceeds 130 degrees Fahr., 3d. per hour extra.
Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall be entitled to 20 minutes' rest after every 2 hours without deduction of pay.
(c) where the artificial temperature is below zero, 1½d. per hour extra.
Where work continues for more than two hours in temperatures below zero, employees shall be entitled to a rest period of 20 minutes every two hours without deduction of pay.

(4) Definitions.

"First Class Welder."—An employee using electric arc or acetylene blowpipe or coal-gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.

"Second Class Welder."—An employee filling castings, or engaged in manufacturing of sheet metal goods or welding with the aid of jigs, or operating automatic welding machines for the setting up of which he is not responsible.

"Third Class Welder."—An employee using electric spot or butt-welding machine or cutting scrap with oxy-acetylene blowpipe.

"Tradesman."—An employee who in the course of his employment works from drawings or prints drawn to scale, or makes precision measurements, or applies general trade experience, and includes locksmiths and first-class machinists.

"Other Smiths" includes ajax forger, blacksmith, bulldozer, bradley hammer smith, drophammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, forge furnaceman, and rolling-stock smith.

"Motor mechanic."—An employee engaged making, repairing, altering, assembling (except for the first time in Australia), or testing the metal parts (including electric) of the engines of motor cars, or other motor vehicles, except cycles.

"First Class Machinist."—A tradesman who is partly or wholly engaged in setting up and operating the following machines :—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, grinding machine.

"Second Class Machinist."—An employee not engaged as a tradesman and without the responsibility of a first class machinist setting up and operating the machines enumerated in the definition of "first class machinist," and also key seating machine, and includes brassfinisher other than tradesman, and pipefitter not engaged on high pressure, or ammonia, or hydraulic work.

"Third Class Machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman or any machine, the setting up of which does not require the knowledge or skill of a second class machinist.

"Machinist (nut, bolt, and spike making)."—

First Class.—An employee engaged solely in working one or more of the following machines :—
Bending rollers, gag straight liners, guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drillers, portable reamers and tappers.

Second Class.—An employee engaged in operating one or more of the following machines :—
Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drillers, stationary reamers and tappers, cold saw, friction saw, plate edge planers and other machines.

"Jobbing Moulder."—A brass moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns.

"Jobbing Coremaker."—A moulder engaged in making cores for brass moulds by the use of loam or strickle boards, or by loose boxes.

"Plate and Machine Moulder."—An employee engaged in brass moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

"Machine Coremaker."—An employee making cores by machines for brass moulding where the core box is a fixture to, or part of such machine.

"Process Worker" means an adult employee engaged on repetition work on any automatic, semi-automatic, or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical or in assembling of parts of mechanical appliances, or other metallic articles so made, or in repetitive hand processes.

(5) 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	10 per cent.
Thereafter	5 per cent.
Shift workers in a continuous process employed on a shift other than a day shift..	5 per cent.

(6) 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.	5.30 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 48 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 4 hours, and double time thereafter until an employee has been relieved from work for at least 8 hours.

(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 8 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.

(7) Overtime.—

(a) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of 3 hours' work.

(b) An employee occasionally required to hold himself in readiness to work after ordinary hours shall, until released, be paid standing time at ordinary rates from the time from which he is to so hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(c) Any employee (other than on shifts) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(d) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid No male employee 18 years of age or over shall be compelled to work for more than 6 hours without a break for a meal.

(e) An employee working overtime shall be allowed a cribtime of 20 minutes, without deduction of pay, after each 4 hours of work; but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(f) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unles the period of overtime is less than 1½ hours.

Any employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(g) Any employee residing more than half a mile from his work, required to work overtime for more than 2 hours without being notified before the previous meal-hour break that he will be so required, shall either be supplied with a meal by the employer or be paid 2s.

(h) Any employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(8) Allowances.—All employees working in wet places, 1½d. per hour extra.

Wet place means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, at a place in which water accumulates underfoot to a depth exceeding 2 inches.

All employees working in confined spaces, 3d. per hour extra.

Confined place means a working place, the dimensions of which necessitate an employee working continuously in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughteryards shall be paid 1d. per hour extra.

Patternmakers engaged on *lignum vitae* outside the workshop and fitting to stern bushes, shall be paid 3d. per hour extra.

Employees working on repairs to smoke-boxes or fire-boxes of locomotives, or on repairs to the smoke-box, uptake funnel, flue furnaces, or combustion chamber of marine type boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

Employees working on repairs in oil tanks or meat digestors, 1½d. per hour extra.

Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

Tradesmen employed in large operating power houses, i.e., power houses developing more than 8,000 kilowatts, shall be paid 6s. per week extra; such amount shall be deemed to include all special rates provided in this clause.

Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

Except when dismissed for misconduct, or when leaving employment of his own accord, a patternmaker employed for less than three weeks at a workshop, or job, shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

The ordinary hours of employment of forgers and forge furnacemen shall be five shifts per week of nine and a half hours each, including crib time, for which no deduction of pay shall be made.

Shift workers working eight hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week, provided that they are given one fortnight's holiday in each year on full pay as compensation for working on Saturday afternoons, holidays, or Sunday shifts.

(9) Miscellaneous Provisions—

(a) *Tools.*—The employer shall provide for each employee all necessary tools. The employee shall replace, or pay for any tools so provided if lost through negligence.

(b) Suitable asbestos sheets and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

(c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.

(10) Contract of Employment.—

(a) With the exceptions hereafter stated, employment may be by the week or by the hour. If by the week, it shall be terminable on either side by one week's notice given on any day, or (if the employer terminates it without such notice) by payment of one week's wages. Except in establishments mainly engaged in shipbuilding or ship repairing, any employee (unless continuing on after working through the night) commencing a day's work at the usual starting time of the workshop shall be paid at least a day's wages; but any employer may engage an employee to start work at any time during the day, provided the work continues as overtime or is resumed the next day until a full day's pay is earned.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than actual time worked, for misconduct or for absence from work without reasonable excuse.

If an employee, engaged by the week, absents himself from duty, except on public holidays or on days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days of sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one sixth of the weekly wage, for each day of absence, including Saturday, in shops working six days, and one-fifth in shops working five days per week.

(b) If the contract of employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 4s. 6d. per week as compensation for time lost on public holidays and unavoidable absences through sickness.

(11) 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.

(12) 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.

Employees, other than on shifts or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays, shall be paid for a minimum of three hours' work.

(13) 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.

(14) 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.

(15) CONTINUOUS PROCESS.—Means a process in which work is carried on continuously, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

(16) 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, 6th November, 1931.

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

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VICTORIA
GOVERNMENT GAZETTE.

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No. 263] **WEDNESDAY, NOVEMBER 18.** **[1931**

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

NOTE.—(*a*) This Determination on the 21st November, 1931, 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.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), 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,
(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 21st November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

	Wages per week.
14 years of age	9s. 11d.
15 ,,	11s. 9d.
16 ,,	14s. 3d.
17 ,,	18s. 3d.
18 ,,	21s. 5d.
19 ,,	29s. 6d.
20 ,,	44s. 4d.

PROPORTION BY ANY EMPLOYER.

Apprentices.

Two apprentices to every five or fraction of five workers receiving not less than 63s. 6d. per week of 44 hours.

Improvers.

Two improvers to every four or fraction of four workers receiving not less than 63s. 6d. per week of 44 hours.

Apprentices, improvers, and juvenile workers shall be subject to the same number of hours per week as fixed for their respective sections.

Juvenile Workers.

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.

	Wages per week.
Under 15 years of age	19s. 7d.
From 15 to 16 years of age	23s. 3d.
,, 16 to 17 ,,	27s. 8d.
,, 17 to 18 ,,	33s. 4d.
,, 18 to 19 ,,	39s. 2d.
,, 19 to 20 ,,	45s. 0d.
,, 20 to 21 ,,	52s. 3d.

(3)

ADULTS.	Wages—Day Shift. Within a radius of 20 miles of G.P.O., Melbourne, Mildura, and Gippsland Districts.	Ballarat District.	Bendigo and Castlemaine Districts.	Geelong and Warrnambool Districts.	Other Parts of Victoria where Determination applies.	Hours per week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Persons working with hammer 14 lb. weight or over—						
On repair work	3 18 7	4 0 10	3 18 1	4 1 9	4 2 2	44
On other work	3 11 4	3 13 7	3 10 11	3 14 6	3 15 0	44
Persons working on ship or steamer under construction or repair	3 17 5	3 19 8	3 17 0	4 0 7	4 1 0	44
Forge assistants, i.e., underhand, hammer driver and crane man, employed on work 10 cwt. or over	3 12 11	3 15 2	3 12 6	3 16 1	3 16 6	44
Persons assembling new cars from stock parts	3 13 5	3 15 8	3 12 11	3 16 6	3 17 0	48
Striker for a blacksmith, oliversmith, drophammersmith, or springmaker	3 9 4	3 11 7	3 8 11	3 12 6	3 12 11	44
Assistants, including motor mechanic's assistant	3 9 4	3 11 7	3 8 11	3 12 6	3 12 11	44
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	3 9 4	3 11 7	3 8 11	3 12 6	3 12 11	44
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes :—						
On bending and cutting machines	3 11 2	3 13 5	3 10 8	3 14 3	3 14 9	44
On bending and cutting machines (assistants)	3 8 5	3 10 8	3 8 0	3 11 7	3 12 0	44
On steel fabric machines	3 11 2	3 13 5	3 10 8	3 14 3	3 14 9	44
On steel fabric machines (assistants)	3 6 8	3 8 11	3 6 2	3 9 9	3 10 3	44
Assemblers (leading hand)	3 11 2	3 13 5	3 10 8	3 14 3	3 14 9	44
Assemblers (assistants)	3 6 8	3 8 11	3 6 2	3 9 9	3 10 3	44
Labourers	3 3 11	3 6 2	3 3 6	3 7 1	3 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—

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 .. .. 2d. per hour for the first hour, and thereafter 3d. per hour on the same day

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

(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
	Where 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 before or after his shift 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;

(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.

Melbourne, 6th November, 1931.

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No. 264] WEDNESDAY, NOVEMBER 18. [1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE IRONMOULDERS BOARD.

NOTE.—This Determination on the 21st day of November, 1931, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

NOTE.—Section 168 of the *Factories and Shops Act* 1928 (No. 3677) extends the powers of this Board to "steel moulding."

(1) That on the 21st day of November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Boroughs of Castlemaine and Eaglehawk.	Within the Cities of Geelong and Warrnambool.	All other parts of Victoria where this Determination applies.
WAGES.	WAGES.	Per Week of 44 hours.*				
	Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Per week of 44 hours. s. d.	Bank pipe moulders—					
1st year .. 16 3	5 and 6 inch, headmen	4 5 6	4 5 6	4 5 6	4 5 6	4 5 6
2nd " .. 21 8	5 and 6 inch, footmen	3 15 8	3 15 8	3 15 8	3 15 8	3 15 8
3rd " .. 34 3	4 inch and under, headmen	3 19 3	3 19 3	3 19 3	3 19 3	3 19 3
4th " .. 51 9	4 inch and under, footmen	3 12 0	3 12 0	3 12 0	3 12 0	3 12 0
5th " .. 65 3	Vertical pipe moulders—					
	Rammers, coremakers, corers, or casters ..	3 9 4	3 9 4	3 9 4	3 9 4	3 9 4
PROPORTIONS (IN ANY PLACE).	Dressers of pipes, including dressers on emery wheels	3 7 6	3 7 6	3 7 6	3 7 6	3 7 6
Apprentices.	Furnacemen	3 11 2	3 11 2	3 11 2	3 11 2	3 11 2
One apprentice to every three or fraction of three workers receiving not less than 63s. 11d. per week of 44 hours.	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron)	3 8 5	3 8 5	3 8 5	3 8 5	3 8 5
	Persons employed in making Pipes by machinery.					
	Coremakers—					
	5 and 6 inch, faucet	4 5 6	4 5 6	4 5 6	4 5 6	4 5 6
	5 and 6 inch, spigot	3 15 8	3 15 8	3 15 8	3 15 8	3 15 8
	4 inch and under, faucet	3 19 3	3 19 3	3 19 3	3 19 3	3 19 3
	4 inch and under, spigot	3 12 0	3 12 0	3 12 0	3 12 0	3 12 0
An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911.	Finishers and Casters—					
	5 and 6 inch	4 5 6	4 5 6	4 5 6	4 5 6	4 5 6
	4 inch and under	3 19 3	3 19 3	3 19 3	3 19 3	3 19 3

Apprentices or Improvers.	Other Employees.	Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Boroughs of Castlemaine and Eaglehawk.	Within the Cities of Geelong and Warrnambool.	All other parts of Victoria where this Determination applies.
		Per Week of 44 hours.*				
	Wages—*continued.*	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
	Ironmoulding and Cast Malleable Ironmoulding.					
Improvers.	Jobbing moulders or core makers	4 5 6	4 7 9	4 5 1	4 8 8	4 9 2
One improver to every three or fraction of three workers receiving not less than 63s. 11d. per week of 44 hours.	Agricultural, stove, dairying, implement, or repetition moulders, or core makers ..	3 19 3	4 1 6	3 18 9	4 2 5	4 2 10
	Machine or plate moulders or core makers ..	3 12 0	3 14 3	3 11 7	3 15 2	3 15 8
	Irondressers using pneumatic hammer ..	3 12 11	3 12 11	3 12 11	3 12 11	3 12 11
	Irondressers (including dressers on emery wheels)	3 7 6	3 7 6	3 7 6	3 7 6	3 7 6
	Furnacemen	3 11 2	3 11 2	3 11 2	3 11 2	3 11 2
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron)	3 8 5	3 8 5	3 8 5	3 8 5	3 8 5
	Annealers of malleable iron castings ..	3 5 9	3 5 9	3 5 9	3 5 9	3 5 9
	Steel Moulding.					
	Steeldressers using pneumatic hammer ..	3 14 9	3 14 9	3 14 9	3 14 9	3 14 9
	Dressers (including dressers on emery wheels)	3 9 4	3 9 4	3 9 4	3 9 4	3 9 4
	Crucible furnacemen	4 3 9	4 3 9	4 3 9	4 3 9	4 3 9
	Assistant crucible furnacemen	3 11 2	3 11 2	3 11 2	3 11 2	3 11 2
	Converter furnacemen (i.e., persons in charge of a converter)	3 16 6	3 16 6	3 16 6	3 16 6	3 16 6
	Assistant converter furnacemen (i.e., persons in charge of a cupola)	3 11 2	3 11 2	3 11 2	3 11 2	3 11 2
	Electric furnacemen	4 3 9	4 3 9	4 3 9	4 3 9	4 3 9
	Assistant electric furnacemen	3 11 2	3 11 2	3 11 2	3 11 2	3 11 2
	Annealers	3 5 9	3 5 9	3 5 9	3 5 9	3 5 9
	Labourers.					
	Labourers (steel moulding)	3 5 9	3 5 9	3 5 9	3 5 9	3 5 9
	All other labourers	3 3 11	3 3 11	3 3 11	3 3 11	3 3 11

* The hours of persons engaged in the Agricultural and Dairying Implement industries shall be 48 per week.

(3) Overtime.—Any time worked in excess of the prescribed hours in any week shall be paid for at the rate of time and a half.

(4) Sundays and Public Holidays.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Saturday, Easter Monday, Foundation Day (26th January), Eight Hours Day (21st April); Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays the special rate shall only be payable for work done on the day so substituted.

(5) Day and Hour for Payment of Wages.—All payments of wages shall be made within a quarter of an hour from the time of the worker ending work on each pay day.

(6) Termination of Employment.—Four hours' notice of termination of employment shall be given by either employer or worker.

(7) Piece-work.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act* 1928 that any employer may fix and pay piece-work prices to any person employed at any work in the process, trade, or business of an ironmoulder, 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.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Dated at Melbourne the 6th day of November, 1931.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 265] WEDNESDAY, NOVEMBER 18. [1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BEDSTEADMAKERS BOARD.

NOTE.—This Determination on the 20th day of November, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677), and the Order in Council thereunder and such portions of the City of Sandringham as are not within the said Metropolitan Districts; the cities of Ballarat, Bendigo, Geelong, Geelong West and Warrnambool; the towns of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act* 1928, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (including the moulders of bedsteads and excluding the moulders of fenders) employed in the process, trade, or business of a maker of metal bedsteads or fenders, or parts thereof," has made the following Determination, namely:—

(1) That on the 20th day of November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Experience.	Wages per week of 48 hours. Commencing age— 15 years or under.	16 years.	17 years or over.
	s. d.	s. d.	s. d.
1st year	11 6	15 6	17 6
2nd year	14 6	17 3	21 6
3rd year	20 0	20 9	27 3
4th year	24 0	27 0	36 6
5th year	27 3	35 9	45 3
6th year	35 0	44 3	Minimum wage
7th year	43 6	Minimum wage	Minimum wage

NUMBER (in any place).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.

Improvers.

One improver to every two or fraction of of two workers receiving not less than 63s. 6d. per week of 48 hours.

JUVENILE WORKERS.

Age.	Wages per week of 48 hours. Males.	Wages per week of 45 hours. Females.
	s. d.	s. d.
Under 16 years	15 9	..
Under 17 years	..	16 6
16 years ..	20 0	..
17 years ..	25 0	19 3
18 years ..	30 0	19 3
19 years ..	37 6	23 6
20 years ..	48 3	23 6

OTHER EMPLOYEES.

Wages.	Per week 48 hour s. d.
Blacksmiths	70 3
Chill-fitters who design and model ..	77 11
Other chill-fitters	71 7
Chippers and casters	67 1
Electroplaters	78 9
Electroplaters' assistants	69 9
Fitters of fenders which, with the exception of bottom plates, are wholly made of brass or copper, or brass or copper case	68 11
Other fender fitters	67 6
Fitters and mounters of bedstead parts wholly made of brass tube or brass case tube	71 7
Fitters-up, *i.e.*, persons who fit, straighten, drill and square up parts of bedsteads after such parts have been cast, exclusive of those who drill for mounting	68 11
Frame setters	70 3
Furnacemen	69 9
Furnacemen's Assistants	67 1
Grinders (including persons using faced or consolidated wheels for preparing work for polishing)	70 3
Japanners employed in finishing coating for 1½-in. and 2-in. pillars, and rails if cast thereto	68 11
Lacquerers of brass work	67 1
Mounters of pillars and rails for bedsteads with pillars not less than 1½ inches in diameter, excepting rails plain or rosetted only	69 9
Packers who pack bedsteads in parts in cases or crates	67 1
Persons who cut, straighten, bend, close tube ends, drill, and prepare bedstead parts for casting up (exclusive of cleaning)	67 1
Polishers of plated or brass work ..	66 2
	Per week of 45 hours.
Female wrappers	34 6
	Per week of 48 hours.
All others	63 6

DEFINITION.—*Juvenile Workers*—Persons under 21 years of age (other than apprentices or improvers) who, if females, are employed as wrappers, or, if males, are employed in (*a*) chipping or casting; (*b*) wrapping, packing, or moving material; or (*c*) cleaning, heating, or closing tubes, angle or bar-iron.

(3) *Overtime.*—Any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a quarter.

(4) *Special Rates.*—That double time shall be the special rate for all work done on Sunday, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, Boxing Day, New Year's Day, 26th January (Foundation Day), 3rd June (King's Birthday), 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.

(5) *Piece-work.*—The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1928, that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that 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 rates fixed by the Board for such work.

W. W. HARRIS, Chairman.
A. G. ALLEN, Secretary.

Melbourne, 5th November, 1931.

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