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GOVERNMENT GAZETTE.

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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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