



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 122]

FRIDAY, AUGUST 5.

[1932

*Factories and Shops Act 1928 (No. 3677).*

## DETERMINATION OF THE CORDAGE BOARD.

NOTE.—(a) This Determination on 12th August, 1932, 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 which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of rope, twine, cordage, halters, coir mats, or coir matting," has made the following Determination, namely:—

(1) That on the 12th August, 1932, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

Age.	Wages per Week of 48 Hours.		Proportionate Number.
	Males.	Females.	
	£ s. d.	£ s. d.	
Under 16 years of age ..	0 16 9	0 15 9	<i>Apprentices.</i> One male apprentice to every three or fraction of three male workers employed and receiving not less than 63s. per week of 48 hours One female apprentice to every three or fraction of three female workers employed and receiving not less than 33s. per week of 48 hours
16 and under 17 years of age ..	1 1 3	0 19 6	
17 " 18 " " ..	1 5 3	1 2 6	<i>Improvers.</i> One male improver to every twenty male workers employed and receiving not less than 63s. per week of 48 hours One female improver to every twenty female workers employed and receiving not less than 33s. per week of 48 hours
18 " 19 " " ..	1 9 9	1 6 3	
19 " 20 " " ..	1 16 6	1 9 9	
20 " 21 " " ..	2 5 6	1 12 6	

### JUVENILE WORKERS.

	Per Week of 48 Hours.	Per Week of 48 Hours.	
		Males.	Females.
<i>Hard Fibre Department.</i>		<i>Other Juvenile Workers.</i>	
	s. d.	s. d.	s. d.
Males.			
Hand reolers .. .. .	52 3	Under 16 years of age ..	16 9
Attendants to rope house machine—as for under 2 inches circumference .. .. .	45 0	From 16 to 17 years of age ..	21 3
Rappers of clothes lines .. .. .	44 3	" 17 " 18 " " ..	25 3
Persons balling lashing .. .. .	33 6	" 18 " 19 " " ..	29 6
Persons balling binder twine .. .. .	32 6	" 19 " 20 " " ..	36 6
		" 20 " 21 " " ..	45 6
Females.			
All females .. .. .	33 0		32 6

Not more than five persons under 21 years of age, males and females, may be employed in any factory, or place to every two adults, males or females, employed in the said factory or place, provided that in a factory in which no yarn is spun from fibre by machinery five persons under the age of 21 years may be employed to each adult.

OTHER EMPLOYEES.

	Per Week of 48 Hours.
<i>Adult Males.</i>	
First ropelayer on heavy type 12-hook machine	s. d. 81 0
Ropelayers on heavy type 9-hook machine	76 0
Machine and spinning foreman	77 3
Other ropelayers in walks with travellers	72 9
Rope splicer on driving ropes and springs	70 6
Storeman	70 0
Packers working press (hand or power)	67 6
Rope house machine making 2 inches up to and including 4 inches	67 6
Rope house machine making over 4 inches	70 6
Power reelers or finishers in connexion with heavy type 12-hook machines	66 6
Feeder of first spreader	66 6
Traveller driver on heavy type 12-hook machine	65 6
Damp mixer or batcher	65 6
Feeders of softeners or batchers	65 6
Rope and binder twine packers	65 6
Winders and wärpers in tarring department	65 6
Persons winding oiling and tarring yarn	65 6
Oilers	65 6
Belt repairers	65 6
Makers of rope fenders	65 6
Makers of pig nets	64 9
Power reelers or finishers in walk	63 3
Persons employed lumping hemp flax or twine on a wharf	68 9
Persons employed packing or baling shop twine	65 6
Layers of lines or cords in walks	68 6
Twisters or layers of yarn in walk	64 3
Makers of fishing lines	64 9
Hand reelers	63 3
Mat finishers	64 9
All other adult males	63 0
<i>Adult Females.</i>	
Females employed balling binder twine	35 0
Females employed balling lashing	35 0
Females employed bagging binder twine	34 3
Females feeding breaker card with clock	35 0
Females feeding spreaders	33 6
Females feeding finisher cards (hemp)	33 6
Females spinning	35 0
All other adult females	33 0

(3) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

DEFINITION OF JUVENILE WORKERS.

(4) Persons under 21 years of age (other than apprentices or improvers) employed at the following classes of work :—

*Hard Fibre Department.*

Males employed at opening hemp (other than manilla); taking away from softener; parting and weighing hemp; balling binder twine; packing binder twine; balling lashing and box-cords; spooling and traverse reeling of binder twine; stencilling bags; sweeping or as attendants to the following machines:—At delivery end first spreader feeding and delivery subsequent spreaders; drawing frames; automatic spinners; box-cord machines; laying machines and strand formers; house, horizontal and vertical machines making rope under 2 inches circumference and reelers for same; waste cleaner; light traveller drivers on cords and lines not exceeding 1½ inches circumference; or as winders and reversers; bobbin bank hands; rope walk attendants; twisters of hay lashing; strand forming, and laying of box-cords; or lappers, strippers or finishers of clothes lines.

*Tow Department.*

Females 17 years of age or over employed at delivery end breaker card, or feeding and delivery other cards and drawing machines.

*Soft Fibre Department.*

Males employed at opening fibre and attendants to softener; making paper cores for spooling; or as attendants delivery end of cards and rovings; dressing machine attendants; scourers; lappers or card laying machine attendants.

Females employed at delivery breaker and finisher cards; drawing frames (feeding and delivery); roving frames (feeding and delivery); doffing, piecing, and spinning; twist and cord frames; reeling and spooling shop twines; balling shop twines; parcelling shop twines; reeling or as lappers.

*Cordage Department.*

Males employed on winch for drum polishing; at hanking and parcelling plough reins and sash lines; as layers of lines or cords in walks; as twisters and layers of yarn in walk; at making and finishing fish lines; as hand reelers; at opening, plaiting and finishing halters; at making shanks for halters; at weaving webbing for halters; at warping or at splicing and clamping cordage.

Females employed at hanking and parcelling plough reins and sash lines; at making nets from small rope, twine and cord; at hanking, making up, parcelling fish and other lines; at braiding and plaiting; at finishing halters; at making cores for spooling machines; at covering cordage with canvas and paper.

*Mat Department.*

Males employed as mat makers on hand looms; mat makers on frames; winders; carders; cop winders or plaiters.

Females employed as learners mat making on looms; mat making on frames; or making bordered mats; or as winders, carders, plaiters or cop winders.

(5)

DEFINITION OF FEMALES' WORK.

Females performing any work other than that specified below shall be paid the rates fixed for adult males :—

*Hard Fibre Department.*

Opening hemp (other than manilla); delivery end first spreader; feeding and delivery of all subsequent spreaders and drawing frames; balling binder twine; spooling binder twine; balling lashing; bagging binder twine; sweeping.

*Tow Department.*

Delivery end breaker card; feeding and delivery other cards and drawing frames; sweeping.

*Soft Fibre Department.*

Spreaders ; breaker cards ; finishing cards ; drawing frames, roving frames ; spinning frames ; winding frames ; twisting and laying machines ; balling shop twine ; reeling and spooling shop twine ; weighing and parcelling shop twine ; pressing and parcelling bagging twine ; reeling ; plaiting and braiding covering cordage with canvas and paper, sweeping ; making cores for spooling machine, lapping ; doffing, piecing and spinning.

*Cordage Department.*

Hanking and parcelling plough reins and sash lines ; making nets from small rope twine and cords ; opening, plaiting, and finishing halters ; making shanks for halters ; hanking, making up, and parcelling fish and other lines.

*Mat Department.*

Mat makers on looms ; mat makers on frames ; making bordered mats ; carders ; plaiters ; and winders (including cop winders).

(6) SHIFTS.—Times of beginning and ending work :—

Time of beginning.	Day Shift.	Time of ending.
7.30 a.m. .. .. .	.. .. .	.. 6 p.m. on Monday to Friday.
7.30 a.m. .. .. .	.. .. .	.. 12 noon on Saturday.
	Night Shift.	
6 p.m. .. .. .	.. .. .	.. 7.30 a.m. on Monday to Friday.

(7) OVERTIME.—Hours of work shall be fixed in each factory within the hours fixed in Clause 5. Time and a half shall be paid for all work done outside the hours so fixed.

(8) MEAL INTERVAL.—An interval for a meal shall be granted on each day from Monday to Friday inclusive, and any employee called upon to oil, repair, or clean machinery during the said interval shall be granted equivalent time immediately preceding the said meal interval or shall be paid time and a half until such meal hour is granted.

(9) TERMS OF ENGAGEMENT.—Employment shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike or through any breakdown of machinery or by any stoppage of work by any cause which the employer cannot reasonably prevent. This clause shall not apply to employees under 21 years of age. Provided, however, that if 33 per cent. of the adult employees of any employer do not desire to work on the days between Boxing Day and New Year's Day, the employer shall be entitled to close his works on such days and none of his employees shall be entitled to payment for such days.

(10) SICK PAY.—Any adult employee unable to attend work on the grounds of personal ill-health shall be entitled to payment for not more than six days in each year.

(11) PAYMENT OF WAGES.—All wages shall be paid during ordinary working hours not later than Friday in each week.

(12) TRAVELLING.—All rope splicers shall be paid expenses when working away from the factory. All time shall start from the time the worker leaves the factory.

(13) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay :—

New Year's Day, Australia Day, Eight Hours Day, Good Friday, Easter Monday, Anzac Day, Christmas Day, Boxing Day, and Picnic Day, but if no picnic is held, any public holiday not included in this list.

Employees working on any of these days shall, except those engaged on repair work or the cleaning of the plant, shall be paid ordinary time for the time worked in addition to the weekly wage, with a minimum of four hours.

Employees engaged on repair work or the cleaning of the plant on Sundays and the above holidays shall be paid :—

For such work done on the above holidays—Half time, in addition to the weekly wage.

For such work done on Sundays—Double time.

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

W. L. HARRINGTON, Secretary.

Melbourne, 21st July, 1932.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

48

49

50

51

52

53

54

55

56

57

58

59

60

61

62

63

64

65

66

67

68

69

70

71

72

73

74

75

76

77

78

79

80

81

82

83

84

85

86

87

88

89

90

91

92

93

94

95

96

97

98

99

100