



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 208]

FRIDAY, NOVEMBER 24.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination on the 24th day of November, 1933, 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 24th day of November, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Apprentices and Improvers. | | Juvenile Workers. | | Other Employees. | |
|----------------------------|-------|-----------------------------|------|---|-------|
| WAGES. | | Wages per Week of 48 Hours. | | Wages per Week of 48 Hours. | |
| Per Week of 48 Hours. | | s. d. | | s. d. | |
| <i>Apprentices.</i> | | 14 years of age .. | 15 1 | Assemblers | 66 11 |
| 1st year's experience .. | 13 1 | 15 years of age .. | 18 2 | Attendants at paint mills .. | 62 11 |
| 2nd year's experience .. | 16 2 | 16 years of age .. | 21 7 | Belt cutters | 65 7 |
| 3rd year's experience .. | 22 1 | 17 years of age .. | 27 9 | Blacksmiths | 76 5 |
| 4th year's experience .. | 27 11 | 18 years of age .. | 31 6 | Blacksmiths' strikers | 65 7 |
| 5th year's experience .. | 36 5 | 19 years of age .. | 39 2 | Bulldozer men | 72 4 |
| | | 20 years of age .. | 46 0 | Carpenters | 76 5 |
| <i>Improvers.</i> | | | | Crane attendants | 62 11 |
| 1st year's experience .. | 12 5 | | | Crane— | |
| 2nd year's experience .. | 15 1 | | | Operators of overhead travelling .. | 65 7 |
| 3rd year's experience .. | 20 1 | | | Men in charge of other .. | 65 7 |
| 4th year's experience .. | 25 0 | | | Drillers | 66 0 |
| 5th year's experience .. | 32 3 | | | Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers .. | 72 4 |
| 6th year's experience .. | 42 3 | | | Other fitters | 76 5 |
| | | | | Grinders | 69 8 |
| | | | | Labourers | 62 11 |
| | | | | Machinists (iron) not otherwise provided for .. | 69 8 |
| | | | | Machinists (wood) not otherwise provided for .. | 72 4 |
| | | | | Men working wood-shaping machine or Boulton's carver | 76 5 |
| | | | | Men working boring machine | 65 7 |
| | | | | Men working mortising machines, or cross-out saw | 65 7 |
| | | | | Painters—Writers and liners | 76 5 |
| | | | | Painters—Brush hands | 65 7 |
| | | | | Paint mixers | 65 7 |

| Apprentices and Improvers. | Juvenile Workers. | Other Employees. | Wages per Week of 48 Hours. |
|--|-------------------|------------------|--|
| <p>PROPORTION (In any factory or place)— <i>continued.</i></p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four adults receiving not less than 66s. 11d. per week of 48 hours.</p> | | | <p>s. d.</p> <p>Pattern makers 79 1</p> <p>Persons dismantling implements 62 11</p> <p>Pullers-out 65 7</p> <p>Sheet iron workers 76 5</p> <p>Storeman under man in charge 62 11</p> <p>Stores, men in charge of 65 7</p> <p>Timber markers 76 5</p> <p>Timber stackers 62 11</p> <p>Timber yardsmen 65 7</p> <p>Turners 76 5</p> <p>Wheelwrights 76 5</p> |

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 $\frac{1}{8}$ -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 (Australia 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.

J. B. McINDOE, Secretary.

Melbourne, 9th November, 1933.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 209]

FRIDAY, NOVEMBER 24.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE PAPER BOARD.

NOTE.—(1) This Determination on the 28th November, 1933, applied to the whole of the State of Victoria.

" (2) On the 4th July, 1916, the Paper Board was given exclusive power to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with making paper, cardboard, carpet felt, or any similar products."

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 employed making paper, cardboard, carpet felt, or any similar products," has made the following Determination, namely:—

(1) That on the 28th November, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Apprentices or Improvers. | | | | Other Employees. | | | |
|---|-----------------------------|----------------|----------|--|-------|-------|--|
| Age. | Wages per Week of 48 Hours. | | | WAGES PER WEEK OF 48 HOURS. | | | |
| | Males. | | Females. | | | | |
| | Day Workers. | Shift Workers. | | s. d. | s. d. | s. d. | |
| 15 years and under | 15 0 | 16 6 | .. | | | | |
| 16 years | 18 0 | 19 6 | 15 6 | | | | |
| 17 years | 19 9 | 21 3 | 17 1 | | | | |
| 18 years | 31 0 | 32 6 | 22 0 | | | | |
| 19 years | 42 3 | 43 9 | 26 6 | | | | |
| 20 years | 55 9 | 57 3 | 33 3 | | | | |
| <i>Apprentices.</i> | | | | <p>Machinemen 84 6 87 6</p> <p>Beatermen 81 9 84 9</p> <p>Breakerman 66 6 69 6</p> <p>Head boilerman, head finisher, or head ragoutter .. 71 0 74 0</p> <p>Board paster in charge, head baler, head yardman, wire drum repairer, man working flying fox hoist, cutterman in charge of separate machines .. 68 3 71 3</p> <p>Assistant finishers, guillotine men, lining machine men, knivesmen and cuttermen on paper and board machines, boilermen, glazing machine men, ripping and rewinding machine men, assistant ragouttermen, tractor drivers, motor drivers in yard, hoist man, railway and delivery men, men engaged in parcelling and tying boards or balers .. 65 7 68 7</p> <p>All others 62 11 65 11</p> <p>Ragoutter cutting carpet felt shall be paid 6d. per shift or day extra.</p> | | | |
| PROPORTION (in any factory or place). | | | | | | | |
| MALES. | | | | | | | |
| One male apprentice to every three or fraction of three male workers receiving not less than 62s. 11d. per week of 48 hours. | | | | | | | |
| FEMALES. | | | | | | | |
| One female apprentice to every three or fraction of three female workers receiving not less than 35s. 1d. per week of 48 hours. | | | | | | | |
| An indenture of apprenticeship prescribed by the Board was approved on 4th June, 1924. | | | | | | | |
| <i>Improvers.</i> | | | | | | | |
| PROPORTION (in any factory or place). | | | | | | | |
| MALES. | | | | | | | |
| Three male improvers to every five or fraction of five male workers receiving not less than 62s. 11d. per week of 48 hours. | | | | | | | |
| FEMALES. | | | | | | | |
| One female improver to each female worker receiving not less than 35s. 1d. per week of 48 hours. | | | | | | | |
| Females | | | | 35 1 | .. | | |

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

In the event of one holiday occurring in a week and not being worked, overtime rate shall be paid for any time worked in excess of 40 hours.

In the event of two holidays occurring in a week and not being worked, overtime rate shall be paid for any time worked in excess of 32 hours for shift workers, and 35 hours for day workers.

(4) DEFINITION.—Shift worker means any person employed in a continuous process where three shifts are worked for six days a week, and in which alternative weekly shifts are worked by such person.

(5) MEAL ALLOWANCE.—A meal allowance of 1s. 6d. shall be paid to any male employee over 16 years of age, when ordered to work overtime without notice the day before such overtime is required, and provided a minimum of two hours' overtime per day is worked.

(6) PAYMENTS FOR PUBLIC HOLIDAYS.—Eight hours' pay at ordinary rates shall be paid for the following holidays, if not worked:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, Christmas Day, Boxing Day, and Anzac Day, or such other days as are observed in lieu of any of the above days, excepting—

(a) In the event of any of the foregoing holidays being worked, ordinary rates in addition to the holiday rates as above-mentioned shall be paid.

(b) In the event of Anzac Day falling on a Sunday, no payment shall be made for that day.

(c) In the event of a holiday falling on a Saturday and not being worked, day workers shall be paid at ordinary rates 4½ hours of pay at Melbourne and Fairfield, and 4 hours and 40 minutes at Broadford, to make up a full week of 48 hours.

(7) SPECIAL RATES FOR SUNDAYS.—Double time shall be the special rate payable for all work done on Sundays.

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

A. G. ALLEN, Secretary.

Melbourne, 13th November, 1933.