



VICTORIA  
GOVERNMENT GAZETTE

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No. 198] SATURDAY, DECEMBER 22. [1934

Factories and Shops Acts.

DETERMINATION OF THE PLUMBERS BOARD.

NOTES.—(1) This Determination, on the 24th December, 1934, applied to the whole of the State of Victoria.

(2) *Plumbing and Gasfitting were proclaimed on the 10th October, 1928, as Apprenticeship Trades under the Apprenticeship Act 1928 for the Metropolitan District.*

Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 61 Spring-street, Melbourne (price 3d.).

IN accordance with the provisions of the Factories and Shops Acts, 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 either inside or outside a factory or workroom in the process, trade, or business of a plumber or gasfitter ;
- (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erection or repairing of buildings,"

has made the following Determination, namely :—

- (1) That on the 24th December, 1934, the last previous Determination shall be revoked and replaced by this Determination.
- (2)

Apprentices.*		Improvers.*		Other Employees.	
WAGES. s. d.		WAGES		WAGES.	
Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.	Persons employed—	Per week of 44 Per hour. hours.
s. d.	s. d.	s. d.	s. d.	£ s. d. s. d.	
1st year .. .. . 11 6	1st year .. .. . 18 6	(a) Where the artificial temperature is—		Over 130° F. .. .. . 8 10 6	3 10½
2nd " .. .. . 16 9	2nd " .. .. . 23 0	Over 115° F., but not exceeding 130° F. .. .. . 7 14 11		50° F. or lower .. .. . 8 10 6	3 6½
3rd " .. .. . 20 6	3rd " .. .. . 30 9	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower .. .. . 6 16 7		(c) Lead burning or at lead work connected therewith .. .. . 6 1 0	2 9
4th " .. .. . 29 9	4th " .. .. . 41 3	(d) On old ships, i.e., ships that have done one trip or more .. .. . 5 8 2		(e) On any other ship plumbing .. .. . 5 4 6	2 5½
5th " .. .. . 42 9	5th " .. .. . 56 0	(f) On swing scaffold, swing seat, or rope .. .. . 5 6 4		(g) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) .. .. . 4 19 0	2 3
6th " .. .. . 60 6	6th " .. .. . 77 0	and thereafter the minimum wage.		Any other plumber or gasfitter .. .. . 4 19 0	2 3
and thereafter the minimum wage.				Persons employed solely as gas main or service layers .. .. . 4 9 10	2 0½
PROPORTION (within any factory or place).	PROPORTION (within any factory or place).			(Note :—See clause 3 re casual rate.)	
One apprentice to every two or fraction of two workers receiving not less than £4 9s. 10d. per week of 44 hours.	One improver to four				
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.	Two improvers to fifteen				
	Three improvers to thirty				
	and thereafter one additional improver to every seven additional				
	workers receiving not less than £4 9s. 10d. per week of 44 hours.				

\* Not covered by the Apprenticeship Act 1928. (See Note 2 above.)

(3) Times of Beginning and Ending Work—

Time of Beginning.	Time of Ending.
7.45 a.m. . . . .	12 noon on Saturday or the day on which the half-holiday is locally observed, and
7.45 a.m. . . . .	5.15 p.m. on the other working days of the week.

(4) Overtime.—The following rates shall be paid for all work done during the times specified hereunder :—

*Gas Main or Service Layers.*

(a) Outside the hours fixed in Clause 3 :—

—	On Saturday or the Day on which the Half-holiday is locally observed.	On the Other Working Day of the Week.
Between 5.15 p.m. and 7.15 p.m. . . . .	. . . . .	Time and a half
„ 7.15 p.m. and midnight . . . . .	. . . . .	Double time
„ 12 noon and 2 p.m. . . . .	Time and a half	
„ 2 p.m. and midnight . . . . .	Double time	
„ midnight and 7.45 a.m. . . . .	Double time . . . . .	Double time

(b) Within the hours fixed in Clause 3 in excess of 44 hours in any week :—

First two hours . . . . .	. . . . .	Time and a half.
Thereafter . . . . .	. . . . .	Double time.

*All Others.*

(a) Outside the hours fixed in Clause 3 :—

—	On Saturday or the Day on which the Half-holiday is locally observed.	On the Other Working Days of the Week.
Between 5.15 p.m. and 6.15 p.m. . . . .	. . . . .	Time and a half
„ 6.15 p.m. and midnight . . . . .	. . . . .	Double time
„ 12 noon and 1 p.m. . . . .	Time and a half	
„ 1 p.m. and midnight . . . . .	Double time	
„ midnight and 7.45 a.m. . . . .	Double time . . . . .	Double time

(b) Within the hours fixed in Clause 3 in excess of 44 hours in any week :—

First hour . . . . .	. . . . .	Time and a half.
Thereafter . . . . .	. . . . .	Double time

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Anzac Day (by persons not subject to *Anzac Day Act 1928*), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable on the day so substituted.

(6) ALLOWANCES.—The following allowances shall be paid to persons (other than persons employed by the gas companies) employed on work away from the centre (the centre meaning the employer's usual place of business or the employee's residence, whichever is the nearer to the work) :—

- (i) The fares necessarily expended in going from and to the centre to and from his work.
- (ii) For time necessarily occupied in travelling from and to the centre to and from his work :—
  - (a) During usual working hours . . . . .
  - (b) Outside usual working hours—
    - Time in excess of a total of 1½ hours occupied in going from and to the centre to and from his work . . . . .
- (iii) For work done at a distance from the centre, if the employee is unable to return to his home the same night, and suitable board and lodging has not been provided by the employer . . . . . 8½d. per hour extra.

(7) TOOLS AND APPLIANCES.—That if any employee is required to provide any or all of the following tools or appliances :—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrils, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces,

1s. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer.

(8) MEAL INTERVAL.—Persons employed as gas main or service layers shall not be called upon to work for a longer period than five hours continuously without an interval of one hour for a meal. Such provision shall only apply to persons employed within the hours fixed as the times of beginning and ending work as set out in Clause (3) of this Determination.

(9) CASUAL LABOUR.—Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 1½d. per hour extra.

(10) TERMINATION OF EMPLOYMENT.—One hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

H. J. RICHARDSON, J.P., Chairman.  
GEO. E. PARR, Secretary.

7th December, 1934.



# VICTORIA GOVERNMENT GAZETTE.

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No. 199.]

THURSDAY, DECEMBER 27.

[1934

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

NOTE.—(a) This Determination on the 1st January, 1935, applied to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham 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.

(b) On 13th May, 1932, this Board was given power to determine the lowest prices or rates which may be paid to any persons employed in flower shops.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which now has the power to determine the lowest prices or rates which may be paid to any person employed in any shop other than shops of the following classes, that is to say:—

- (a) a butcher's shop, a bookseller's and news agent's shop, a confectionery and pastry shop, a cooked meat dealer's shop a fish and oyster shop, a fruit and vegetable shop, a hairdresser's shop, a tobacconist's shop;
- (b) a boot dealer's shop, a boot repairer's shop, a chemist's shop, a dairy produce dealer's shop, a draper's shop, a dyer's and clothes cleaner's shop, a fuel and fodder dealer's shop, a furniture dealer's shop, a grocer's shop, a haberdasher's shop, a hardware shop, a hatter's shop, a men's clothing shop, a mercer's shop, a milliner's shop, an underclothing shop;
- (c) a bread shop;
- (d) shops for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories;
- (e) shops for the sale of electrical goods, wireless (radio) sets, parts, or accessories—

has made the following Determination, namely:—

(1) That on the 1st January, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

WAGES.							WAGES.						
Commencing Age.							Commencing Age.						
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles.</i>							<i>Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods (which are not motor cycle or motor car accessories), florists' goods, seeds, seedlings, tents, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies.</i>						
<b>Males—</b>							<b>Males—</b>						
1st year ..	12 0	12 0	16 6	16 6	26 0	26 0	1st year ..	12 0	12 0	16 6	16 6	21 6	21 6
2nd " ..	16 6	26 0	28 6	31 0	35 6	..	2nd " ..	16 6	21 6	23 6	26 0	31 0	..
3rd " ..	26 0	31 0	35 6	45 0	..	..	3rd " ..	21 6	26 0	31 0	40 6	..	..
4th " ..	31 0	35 6	45 0	..	..	..	4th " ..	26 0	31 0	40 6	..	..	..
5th " ..	35 6	45 0	..	..	..	..	5th " ..	31 0	40 6	..	..	..	..
6th " ..	45 0	..	..	..	..	..	6th " ..	40 6	..	..	..	..	..
<b>Females—</b>							<b>Females—</b>						
1st year ..	12 0	12 0	16 6	16 6	20 0	20 0	1st year ..	12 0	12 0	14 6	14 6	17 6	17 6
2nd " ..	16 6	20 0	22 0	23 6	28 6	..	2nd " ..	14 6	17 6	19 6	21 6	26 0	..
3rd " ..	20 0	23 6	28 6	33 0	..	..	3rd " ..	17 6	21 6	26 0	31 0	..	..
4th " ..	23 6	28 6	33 0	..	..	..	4th " ..	21 6	26 0	31 0	..	..	..
5th " ..	28 6	33 0	..	..	..	..	5th " ..	26 0	31 0	..	..	..	..
6th " ..	33 0	..	..	..	..	..	6th " ..	31 0	..	..	..	..	..

PROPORTION (in any Shop).

Apprentices.

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

Improvers.

Two improvers to every worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

	WAGES	
	Per Week of 48 Hours.	
	Males.	Females.
	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop) .. .. .	98 6	98 6
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)—		
Male .. .. .	89 6	..
Female—		
Where one or more adult males are under her control .. .. .	..	89 6
In other cases .. .. .	..	46 6
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience .. .. .	48 0	26 6
2nd six months' experience .. .. .	57 0	30 0
Other employees—		
21 years of age .. .. .	57 0	34 6
22 years of age .. .. .	70 0	38 6
23 years of age or over .. .. .	85 6	42 6
<i>Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grinders, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop) .. .. .	94 0	94 0
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)—		
Male .. .. .	85 6	..
Female—		
Where one or more adult males are under her control .. .. .	..	85 6
In other cases .. .. .	..	44 6
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience .. .. .	44 0	24 0
2nd six months' experience .. .. .	52 6	28 6
Other employees—		
21 years of age .. .. .	52 6	32 6
22 years of age .. .. .	65 6	36 6
23 years of age or over .. .. .	81 0	40 6

(3) OVERTIME.—Any employee who—

- (a) on any day (other than the day of the usual local late trading night or on the day previous to a public holiday) works for any time in excess of 8½ hours;
- (b) on the day of the usual local late trading night or on the day previous to a public holiday works for any time in excess of 10 hours;
- (c) on the day of the usual half-holiday works for any time in excess of 5 hours—

shall be paid for such extra time at the rate of time and a half.

(4) DAY'S WORK TO BE CONTINUOUS.—No employee, except in a case where he has been guilty of a misdemeanour, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours prescribed for that day's work.

(5) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 24 hours, be paid—

- (a) In any week in which two or more Public Holidays occur .. .. . At the ordinary wages rate with an addition of fifty per centum.
- (b) In any other week .. .. . At the ordinary wages rate with an addition of thirty-three and one-third per centum.

(6) SPECIAL RATES.—Double time shall be the special rate payable for all work done on Sunday, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, Boxing Day, New Year's Day, or after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the Public Service Act 1923); 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.

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

(8) PAYMENT OF WAGES.—All wages, including overtime, shall be paid not later than 4 p.m. on Friday.

(9) MEAL HOURS.—No employee shall be employed for more than five hours without an interval of at least fifty minutes for a meal.

D. GRANT, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 6th day of December, 1934.