



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 80]

SATURDAY, MAY 19.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE TENTMAKERS BOARD.

This Determination on the 18th May, 1934, 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 which since the 13th September 1927, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing—

(a) articles made of canvas or a substitute for canvas such as—

Sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins;

(b) any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards:—

Agricultural Implements Board,
Country Agricultural Implements Board,
Boot Board,
Carriage Board,
Leather Goods Board, and
Rubber Trade Board;

(c) flags"—

has made the following Determination, namely:—

(1) That on the 18th May, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	Apprentices or Improvers.				Other Employees.		
	WAGES.				WAGES.		
	MALES.		FEMALES.		Males.		
	Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours. s. d.		
	Apprentices.	Improvers.	Apprentices or Improvers.				
	s. d.	s. d.	s. d.				
1st six months' experience ..	13 6	13 6	13 6	Male journeymen engaged in the manufacture, cutting, or machining of sails, ships' awnings, save-alls, weather cloths, fenders, sail covers, mast-coats, ships' gear, wings of aeroplanes, ships' slings and cargo nets	87	0	
2nd	18 0	18 0	18 0	Male journeymen engaged in the manufacture, cutting, machining or repairing of horse or cattle rugs, tents and flys, marquees and skillions, flags, nosebags, blinds and screens, canvas covers of all descriptions, or mail-bags, hosing, waterbags of all descriptions, splicing rope goods, or oiling and dressing canvas, binding and conveyor aprons, camp beds, deck chairs and camp furniture, and all classes of canvas and/or substitute for canvas goods	81	0	
3rd	21 8	21 8	21 8	All others	70	0	
4th	25 3	25 3	25 3				
5th	28 10	28 10	28 10				
6th	32 5	32 5	32 5				
7th	36 0	36 0	36 0				
8th	39 8	39 8	39 8				
9th	43 3	43 3	43 3				
10th	46 10	46 10	46 10				
11th .. .. .	..	54 0	..			
12th .. .. .	..	58 6	..	Forewoman or leading machinist where 10 or more females are employed	45	7
13th .. .. .	..	67 6	..	Machinists on work enumerated in above clauses	43	7
14th .. .. .	..	76 6	..	Machinists on aeroplane hangars	56	9

PROPORTION (IN ANY PLACE).

<i>Apprentices.</i>	<i>Improvers.</i>
One male apprentice to every three or fraction of three male workers receiving not less than 70s. per week of 48 hours.	One male improver to each male worker receiving not less than 70s. per week of 48 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 43s. 7d. per week of 45 hours.	One female improver to each female worker receiving not less than 43s. 7d. per week of 45 hours.
An indenture of apprenticeship prescribed was approved on 12th September, 1923.	Provided that one female improver in lieu of one male improver may be employed.

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
7.45 a.m.	1 p.m. on Saturdays.
7.45 a.m.	6 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rates shall be paid for all work done during the times specified hereunder, viz. :—

Within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed for a week's work	} Time and a half
Between 1 p.m. and midnight on Saturday	.. .. .
Between 6 p.m. and midnight on any other working day of the week	.. .. .
Between midnight and 7.45 a.m.	.. .. .		} Double time.

(5) SPECIAL RATES.—That double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), 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.

(6) TIME WAGES.—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 one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and a third per centam.

(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 or persons or classes of persons employed at any work for which the Board has fixed the 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 that are fixed by the Board for such work

H. J. RICHARDSON, J.P., Chairman.
W. L. HARRINGTON Secretary.

Melbourne, 3rd May, 1934.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 81]

SATURDAY, MAY 19.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination, on the 15th May, 1934, applies 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 which since the 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making, or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof, such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (e) aircraft; has made the following Determination, viz. :—

(1) That on the 15th May, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

* WAGES PER WEEK OF 48 HOURS.

Apprentices.	Improvers.	Juvenile Workers.
<i>s. d.</i>	<i>s. d.</i>	
Five-year term—	16 years of age and under	i.e., Persons under the age of 21 years, other than apprentices or improvers :—
1st year .. .. .	.. .. . 15 8	(a) engaged in any of the following classes of work :—grinding paint, cleaning paint pots, washing down vehicles, taking off and putting on wheels, cleaning plated work, cleaning and oiling machinery, blowing bellows, cleaning old ironwork, smudging springs, bending tires, heating tire furnace, assisting putting on tires, running messages, teasing hair and fibre, preparing material to be used for binding and stuffing bats and attending to glue pots, cleaning and oiling up leather work, cleaning up shop and carrying and stacking timber in short lengths, or working on an automatic machine (but not setting up), which, after the job has been fixed, requires no hand adjustment until the operation is finished, or in learning a specialized process—
2nd year .. .. .	.. .. . 20 7	<i>s. d.</i>
3rd year .. .. .	.. .. . 29 4	1st year 11 10
4th year .. .. .	.. .. . 40 7	2nd year 15 8
5th year .. .. .	.. .. . 51 5	3rd year 20 7
Four-year term—		4th year 29 4
1st year		5th year 40 7
2nd year		6th year 45 3
3rd year		(b) engaged as Youth strikers—
4th year		16 years of age 15 8
Periods of apprenticeship—	PROPORTION (by any employer).	17 years of age 20 7
If an apprentice enter the trade between the ages of 14 and 17 years 5 years	One improver to every twenty workers receiving not less than the minimum wage.	18 years of age 29 4
☐ If an apprentice enter the trade after 17 years of age 4 years		19 years of age 40 7
Provided that when an apprentice has not completed his apprenticeship at the age of 21 years, he shall, on attaining that age and until the completion of his apprenticeship, be paid the minimum wage provided in this Determination for "All Others."		20 years of age 51 5
All wages shall be paid without deduction for specified holidays.		
Minors may be taken on probation for three months, or, if necessary, for a period not exceeding six months. No probation with a second or other employer in the same trade shall be for a longer period than two months. If apprenticed, all such time shall count as part of their period of apprenticeship.		
PROPORTION (by any employer).		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		

* Includes a *pro rata* allowance as compensation for time lost on prescribed holidays.

OTHER EMPLOYEES.	DAY SHIFT.					
	*Wages per Week of 48 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; within 5 miles of Chief Post Office at Mildura; and the Gippsland District.	Holiday Allowance payable in Addition.	Within a radius of 20 miles of the Geelong and Warrnambool Post Offices.	Holiday Allowance payable in Addition.	All other parts of Victoria.	Holiday allowance payable in Addition.
MALES.	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.	(A ³) s. d.	(B ³) s. d.
Axle maker, axle turner, aircraft maker, body-maker (in wood and/or metal), face plate worker, first-class metal machinist, fitter and/or turner (metal), grainer, metal panel worker, painter, panelbeater, spray painter, screw-cutting turner, seat maker, signwriter, spring maker (running-gear), spring maker (cushion and squab springs), smith, spring fitter, trimmer, turner (machine), riveter on motor truck or wagon bodies, wood machinist (other than specified hereunder), wheelwright and wheelmaker, wheelturner in metal ..	88 0	2 6	87 0	2 6	85 0	2 5
Log mill circular sawyer, nave-turner machinist, spoke-throater machinist, spoke-planer machinist, spoke-lather machinist, spoke-tenoner machinist, timber-bending machinist ..	84 0	2 5	83 0	2 5	81 0	2 4
Furnace brazer (spelter), machine setter-up (cushion and squab springs), pitman, spiral spring maker by hand, wheel grinder ..	82 6	2 5	81 6	2 5	79 6	2 4
Electrical wireman, electrical mechanic ..	82 6	2 5	81 6	2 5	79 6	2 4
Oxy-acetylene and electric arc welder (motor body and tram and truck), second-class metal machinist, sectional trimmer ..	80 0	2 4	79 0	2 4	77 0	2 3
Petrol tank assembler ..	78 0	2 3	77 0	2 3	75 0	2 2
Cushion and squab springs and frame operatives (other than unskilled labourers), electric stove attendant in springs and frames department, guillotine shears and rotary shears operator, furnace man, metal panel fixer, sand-blast operator, man taking out and replacing screws from hinges of motor doors, windscreen assembler ..	77 0	2 3	76 0	2 3	74 0	2 2
Electric butt and spot welder, third-class metal machinist, operator of trailer hauler ..	76 0	2 2	75 0	2 2	73 0	2 1
Case maker for motor-car bodies and/or parts, chassis assembler and/or wiper, assembler on bow sockets, enameller on or for tubular bow sockets, nave mortise and boring machinist, riveter on tubular sockets, wet rubber and washer and/or polisher, plate-glass grinder, tube maker ..	74 0	2 1	73 0	2 1	71 0	2 0
Sanding machinist ..	72 6	2 1	71 6	2 1	69 6	2 0
Assembler, log mill puller out at resaw benches, paint dipper and/or hanger, painter's labourer, vyceman ..	71 0	2 1	70 0	2 1	68 0	2 0
Case repairer ..	70 0	2 0	69 0	2 0	67 0	1 11
Driver of chassis and/or unloaded motor vehicles, drillor and/or borer, emery grinder and/or buffer, smith's striker, steam hammer driver ..	69 0	2 0	68 0	2 0	66 0	1 11
Saw doctor ..	96 0	2 9	95 0	2 9	93 0	2 8
Pattern maker of dies for motor car bodies ..	94 0	2 9	93 0	2 9	91 0	2 8
Electrical fitter ..	90 0	2 7	89 0	2 7	87 0	2 6
Plate glass cutter, beveller, drillor ..	86 0	2 6	85 0	2 6	83 0	2 5
All others ..	64 0	1 10	63 0	1 10	61 0	1 9

* Wages per Week of 44 hours (wherever this Determination applies).	
	s. d.
(a) Employed as machinists—	
1st six months *without previous experience ..	22 11
2nd six months ..	32 5
3rd six months ..	38 1
Thereafter ..	46 3
(b) Employed in the manufacture of cushion springs, squab springs and cushion frames, engaged in any of the following occupations:—Working and or attending the following classes of machines—Knotting U and S metal, clip wire cutting, foot power closing, bending, power press, electro-welding; also assembling, placing springs in frame ready for closing (in form), placing and fixing clips and cross stay wires—	
1st six months ..	23 2
2nd six months ..	32 11
Thereafter ..	46 3

* Includes a *pro rata* allowance as compensation for time lost on prescribed holidays.

3. OTHER SHIFTS:—

Night Shift.—The rate to be paid for night shift shall be ordinary time with the addition of 7½ per cent.

Special Shift.—Where the necessity of the trade or the exigencies of any particular job call for expedition, the work may be done by shifts outside the ordinary hours of work, providing that at least three consecutive days are occupied on the said work. On such shifts the spell for meals shall correspond as far as possible to that on day work, unless otherwise agreed between the employer and the employee. This clause does not apply to night shift.

The rate to be paid for a special shift shall be time and a quarter for the first eight hours' work from starting time each day and at time and a half thereafter.

4. **SHIFTS.**—The hour of beginning and the hour of ending each shift shall be between :—

	Time of Beginning.	Time of Ending.
Monday to Friday (day shift)	7.15 a.m.	5.30 p.m.
Saturday (day shift)	7.15 a.m.	12 noon.
Monday to Saturday (night shift)	5 p.m.	7.30 a.m.

Provided, however, that any employer may at his option work the 44 hours per week prescribed for female employees in five days of eight hours forty-eight minutes each, exclusive of the interval for lunch.

When the employer desires, and a majority of the employees working night shift agree, the full week may be worked in five straight shifts.

Starting and finishing times and the spell for lunch may be mutually arranged.

5. **OVERTIME.**—All work done on any day outside the times fixed for beginning and ending work shall be paid for at the rate of time and a half for the first two hours, and double time thereafter.

6. **CONTRACT OF EMPLOYMENT.**—Unless otherwise specifically prescribed or agreed, the contract of employment shall be deemed an hourly hiring, and the wage rate per hour shall be ascertained by dividing the weekly rate prescribed for the respective class of work by the ordinary weekly hours to be worked, 48 or 44, whichever is applicable, calculating the answer to the nearest eighth of a penny. An allowance as per clause 2B¹, 2B² or 2B³ shall be made in addition to the wages set out in clause 2A¹, 2A² or 2A³ as compensation for time lost on prescribed holidays.

7. **TERM OF ENGAGEMENT.**—No engagement for employment shall be for less than one day.

8. **TRAVELLING TIME.**—In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and the fares necessarily expended.

9. **SUNDAYS AND HOLIDAYS.**—For all work done on Sundays, employees shall be paid at the rate of double time.

For work done on any of the prescribed holidays, employees shall be paid at the rate of ordinary time in addition to the holiday allowance set out in clause 6.

The following are the prescribed holidays, viz. :—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, Eight Hours Day, King's Birthday, Christmas Day, and Boxing Day.

Where an employee works on the Trade Union Picnic Day, being a day other than the fourth Saturday in February, the work done shall be paid for at the rate of double time.

In the metropolitan district, the day on which the Trade Union Picnic is held shall be a holiday without pay, if such day is a day other than a holiday prescribed in this Determination.

When a Trade Union Picnic of employees engaged in any city or town outside the metropolitan district is held, all employees in such city or town shall be given a holiday on that day without pay.

10. **PAYMENT FOR PART-WEEK.**—An employee working any portion of a week shall be paid on ceasing work for all time worked during the week.

11. **PAY DAY.**—All wages shall be paid at least once in each week and not later than Friday, except where it has been the practice to pay fortnightly. All wages shall be paid in the employer's time.

12. **DEFINITIONS.**—

A "Painter's Labourer" is one who does not do lining, writing, graining, or decorating; who does not apply quick or varnish colours, or enamel, or any of the last three coats of varnish; who does not flat down bodies with ground pumice-stone; and who does not match colours or enamels.

A "Sectional Trimmer" is any tradesman other than a bona fide trimmer employed in the trimming shop, except in putting in squabs, or cutting out.

An "Assembler" is one who assembles the finished parts of motor bodies, after painting, and fixes the body to chassis, but does not fit doors; or in horse-drawn vehicles, the finished parts before and after painting.

A "Metal-panel Fixer" is one who is engaged exclusively with the work of fixing metal panels on to the framework of motor cars.

"First-class Machinist" includes a miller, general or universal; gear-cutter, using milling machine; driller, using cutter-bar; lapper or grinder, using the same precision tools as fitters or turners; planers; shapers; slotters and borers.

"Second-class Machinist" includes a key-seater and/or driller; gear-cutter, not using milling machine; lapper; grinder or gear-cutter, not using the same precision tools as fitters and turners; coremakers (iron); pipe-fitter, not on high pressure work, high pressure air, and/or hydraulic work.

"Third-class Machinist" includes a driller, not using cutter-bar; screwer; machinist, working a machine making nuts, bolts, or dog-spikes; driller (plain or twist); hydraulic and/or power-press machinist; metal sawyer; screwing machinist; sheet metal; blacksmith's machinist; also springmaker's machinist, not on railways; and tapping machinist; and punching and shearing machine.

"Smith" includes coachsmith, wheelwright smith, angle-iron smith, general smith, motor smith.

"Saw Doctor" is one exclusively engaged in brazing, hammering, straightening, sharpening, and putting saws in perfect working order.

13. **TOOLS, ETC., TO BE PROVIDED.**—Woodworkers and vycemen shall be supplied where required with bench, bench vyces, cramps above 4 inches, files (including saw files), rasps, hand drills, hack-saw frames and blades, bits and parallel shank drills up to $\frac{1}{2}$ inch, and snips, such tools to remain the property of the employer.

Where a woodworker has been in employment for more than one week, the employer shall allow him one hour, with payment therefor, on the termination of his employment, to enable him to pack and sharpen his tools.

Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable waterproof clothing for wet weather.

Pitmen shall be provided free with one suit of overalls as required.

Where spray painters are employed, adequate protection for their health shall be provided by the employer.

D. GRANT, Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne, 30th April, 1934.

1000000

100

100

100



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 82]

TUESDAY, MAY 22.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

NOTE.—(a) This Determination on the 18th May, 1934, 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,	(4) a blacksmith,	(7) a slotter,
(2) an iron and brass turner,	(5) a coppersmith,	(8) a borer,
(3) a fitter,	(6) a planer,	(9) a milling machiner."

has made the following Determination:—

(1) That on the 18th May, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Wages per Week of 44 Hours.																										
<p>Minors after the 5th July, 1930, shall not be engaged in the following occupations except under contracts of apprenticeship:—</p> <p>General Engineering Section—</p> <p>(a) Mechanical engineering, i.e., one or more of the following:—</p> <ol style="list-style-type: none"> (i) Patternmaking. (ii) Fitting and turning. (iii) First and second class machinist. (iv) First class welding. <p>(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).</p> <p>(c) Motor mechanic.</p> <p>(d) Safe and strongroom making.</p> <p>(e) Scale making (except the making of parts by specialized processes and the assembling thereof).</p> <p>(f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).</p> <p>(g) Smithing—</p> <ol style="list-style-type: none"> (i) Blacksmithing. (ii) Copper or brass smithing. <p>(h) Moulding (jobbing brass moulding and core making).</p> <p>Periods of apprenticeship:—</p> <p>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.</p>	<p>Five-year term—</p> <table style="width: 100%; border: none;"> <tr> <td>1st year</td> <td>16s. 3d. per week</td> </tr> <tr> <td>2nd</td> <td>21s. 8d. "</td> </tr> <tr> <td>3rd</td> <td>34s. 3d. "</td> </tr> <tr> <td>4th</td> <td>51s. 9d. "</td> </tr> <tr> <td>5th</td> <td>65s. 3d. "</td> </tr> </table> <p>Four-year term.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years:—</p> <table style="width: 100%; border: none;"> <tr> <td>1st year</td> <td>18s. per week.</td> </tr> <tr> <td>2nd</td> <td>32s. 6d. "</td> </tr> <tr> <td>3rd</td> <td>51s. 9d. "</td> </tr> <tr> <td>4th</td> <td>65s. 3d. "</td> </tr> </table> <p>For trades included in sub-clauses (d), (e), and (f) of this clause—four years.</p> <p>Four-year terms entered into irrespective of age in occupations set out in (d), (e), and (f) of this clause:—</p> <table style="width: 100%; border: none;"> <tr> <td>1st year</td> <td>16s. 3d. per week.</td> </tr> <tr> <td>2nd</td> <td>22s. 6d. "</td> </tr> <tr> <td>3rd</td> <td>36s. "</td> </tr> <tr> <td>4th</td> <td>46s. "</td> </tr> </table> <p>Apprentices to patternmaking shall be paid 2s. 6d. per week in addition to the above rates.</p> <p>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.</p> <p>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.</p> <p>No apprentice under eighteen years of age shall be required to work overtime unless he so desires.</p> <p>Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.</p> <p>Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.</p>	1st year	16s. 3d. per week	2nd	21s. 8d. "	3rd	34s. 3d. "	4th	51s. 9d. "	5th	65s. 3d. "	1st year	18s. per week.	2nd	32s. 6d. "	3rd	51s. 9d. "	4th	65s. 3d. "	1st year	16s. 3d. per week.	2nd	22s. 6d. "	3rd	36s. "	4th	46s. "
1st year	16s. 3d. per week																										
2nd	21s. 8d. "																										
3rd	34s. 3d. "																										
4th	51s. 9d. "																										
5th	65s. 3d. "																										
1st year	18s. per week.																										
2nd	32s. 6d. "																										
3rd	51s. 9d. "																										
4th	65s. 3d. "																										
1st year	16s. 3d. per week.																										
2nd	22s. 6d. "																										
3rd	36s. "																										
4th	46s. "																										

Apprentices.		Wages per week of 44 hours.†																																																													
		<p>PROPORTIONATE NUMBER (by any employer).</p> <p>Mechanical engineering.—One apprentice to every three or fraction of three workers receiving not less than 85s. per week of 44 hours.</p> <p>Locksmithing.—One apprentice to every three or fraction of three workers receiving not less than 85s. per week of 44 hours.</p> <p>Motor mechanic.—One apprentice to every two or fraction of two workers receiving not less than 85s. per week of 44 hours.</p> <p>Safe and strongroom making.—One apprentice to every three or fraction of three workers receiving not less than 85s. per week of 44 hours.</p> <p>Scale making.—One apprentice to every three or fraction of three workers receiving not less than 85s. per week of 44 hours.</p> <p>Smithing.—One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.</p> <p>Moulding.—One apprentice to every two or fraction of two workers receiving not less than 85s. per week of 44 hours.</p>																																																													
Improvers.		Juvenile Workers, Persons under 21 years of age, other than Apprentices or Improvers.																																																													
		Wages per Week of 44 Hours.																																																													
<p>Wages per Week of 44 Hours.</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>1st year</td> <td>18</td> <td>3</td> </tr> <tr> <td>2nd</td> <td>21</td> <td>8</td> </tr> <tr> <td>3rd</td> <td>34</td> <td>3</td> </tr> <tr> <td>4th</td> <td>51</td> <td>9</td> </tr> <tr> <td>5th .. (and until reaching 21 years of age) ..</td> <td>65</td> <td>3</td> </tr> </tbody> </table> <p>PROPORTIONATE NUMBER BY ANY EMPLOYER.</p> <p><i>Brasworkers' Section.</i></p> <p>Two improvers to every four or fraction of four workers receiving not less than 70s. 0d. per week of 44 hours.</p> <p><i>Engineers' Section.</i></p> <p>One improver to every five or fraction of five workers receiving not less than 85s. per week of 44 hours.</p>			s.	d.	1st year	18	3	2nd	21	8	3rd	34	3	4th	51	9	5th .. (and until reaching 21 years of age) ..	65	3	<p>Females employed on any of the occupations for which rates are fixed for adult females under Clause 3—</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td>13</td> <td>6</td> </tr> <tr> <td>2nd</td> <td>18</td> <td>0</td> </tr> <tr> <td>3rd</td> <td>24</td> <td>9</td> </tr> <tr> <td>4th</td> <td>31</td> <td>6</td> </tr> <tr> <td>5th</td> <td>36</td> <td>0</td> </tr> <tr> <td>Thereafter until reaching 21 years of age ..</td> <td>40</td> <td>6</td> </tr> </tbody> </table> <p>Males employed in all classes of work, excepting that included in Clause 2, sub-clauses (a), (b), (c), (d), (e), (f), (g), and (h)</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td>13</td> <td>6</td> </tr> <tr> <td>2nd</td> <td>18</td> <td>0</td> </tr> <tr> <td>3rd</td> <td>29</td> <td>3</td> </tr> <tr> <td>4th</td> <td>40</td> <td>6</td> </tr> <tr> <td>5th</td> <td>54</td> <td>0</td> </tr> <tr> <td>Thereafter until reaching 21 years of age ..</td> <td>58</td> <td>6</td> </tr> </tbody> </table>			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		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
	s.	d.																																																													
1st year	18	3																																																													
2nd	21	8																																																													
3rd	34	3																																																													
4th	51	9																																																													
5th .. (and until reaching 21 years of age) ..	65	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																																																													
	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)	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 10 Miles of the Geelong or Warrnambool Post Offices.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
Other Employees.			
Forger or faggotter	5 0 0	4 19 0	4 17 0
Patternmaker	4 17 0	4 16 0	4 14 0
Welder—			
First class (other than when using Cutler machine)	4 12 0	4 11 0	4 9 0
First class using Cutler machine	4 4 0	4 3 0	4 1 0
Second class	3 16 0	3 15 0	3 13 0
Third class	3 12 0	3 11 0	3 9 0
Tank welder	3 14 0	3 13 0	3 11 0
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 14 0	4 13 0	4 11 0
Toolsmith	4 11 0	4 10 0	4 8 0
Fitter on marking-off table	4 11 0	4 10 0	4 8 0
Fitter on turbine blading	4 11 0	4 10 0	4 8 0
Pipe fitter engaged on high pressure or ammonia or hydraulic work ..	4 8 0	4 7 0	4 5 0
Other pipe fitters	4 0 0	3 19 0	3 17 0
Tradesmen	4 8 0	4 7 0	4 5 0
Annealer or case hardener	4 5 0	4 4 0	4 2 0
Coppersmith, brass-smith, and other smiths	4 9 0	4 8 0	4 6 0
Blacksmith's machinist	3 16 0	3 15 0	3 13 0
Motor car mechanic, or tuner and tester	4 8 0	4 7 0	4 5 0
Motor cycle mechanic	4 8 0	4 7 0	4 5 0
Wet stone grinder and glazier	4 8 0	4 7 0	4 5 0
Brassfinisher (engineering or other first class)	4 8 0	4 7 0	4 5 0
Brassfinisher (not engineering or other first class)	4 0 0	3 19 0	3 17 0
First class machinist	4 8 0	4 7 0	4 5 0
Second class machinist	4 0 0	3 19 0	3 17 0
Third class machinist	3 16 0	3 15 0	3 13 0
Machinists (nut, bolt, and spike making)—			
First class	3 16 0	3 15 0	3 13 0
Second class	3 12 0	3 11 0	3 9 0
Brassmoulding—			
Jobbing moulder and coremaker	4 8 0	4 7 0	4 5 0
Plate and machine moulder or coremaker	3 13 0	3 12 0	3 10 0
Brass polisher	3 16 0	3 15 0	3 13 0
Casting dresser (brass)	3 13 0	3 12 0	3 10 0
Process worker	3 10 0	3 9 0	3 7 0

† The hours for occupations covered by Clause 3 of this determination shall be 48 per week when such occupations are employed wherever motor body building and the assembly of motor chassis is exclusively carried on.

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:—

Wages of adult females—		Per Week of 44 hours.	
		s. d.	
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, chair smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, forge furnaceman, and rolling-stook 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.
- "Motor Cycle Mechanic."—An employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts of motor cycle engines.
- "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
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)—

(1) Before or after his shift,

(2) In excess of 8 hours 43 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 six 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, unless 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.

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 5s. per week as compensation for time lost on prescribed 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, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (21st April), Anzac Day, 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, 3rd May, 1934.



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 83]

TUESDAY, MAY 22.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BOILERMAKERS BOARD.

NOTE.—This Determination on the 17th day of May, 1934, 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 which now has power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Boilermaking;
(b) Iron or steel working in connexion with—
(1) Ship or bridge building,
(2) Girder, tank, wagon, or truck making,
(3) Wrought iron or steel pipe making,
(4) Structural iron or steel work"—

has made the following Determination, namely:—

(1) That on the 17th day of May, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers).			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
1st year's experience	..	..	..	16	3	Employed in—	
2nd "	"	"	"	21	8	(a) All operations in "manufacturing" as defined in this Determination—	
3rd "	"	"	"	34	3	1st year's experience	.. .. 13 6
4th "	"	"	"	51	9	2nd "	" .. 18 0
5th "	"	"	"	65	3	3rd "	" .. 29 3
						4th "	" .. 40 6
						5th "	" .. 54 0
						Thereafter until reaching 21 years of age	.. 58 6
						(b) All occupations other than "manufacturing" as defined at heating rivets, assisting apprentices or improvers, or labouring—	
						Under 16 years of age	.. .. 15 4
						16 years of age	.. .. 22 6
						17 "	" .. 44 2
						18 "	" .. 50 5
						19 and 20 years of age	.. .. 59 5

PROPORTION.
Apprentices.
One apprentice to every two or fraction of two workers receiving not less than 8s. per week of 44 hours, and thereafter one indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.

Improvers.
One improver to the first four or fraction of four workers receiving not less than 8s. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.

(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 10 Miles of Geelong or Warrambool Post Offices.	Other Parts of Victoria where this Determination Applies.
£ s. d.	£ s. d.	£ s. d.	
Tradesman engaged in window-frame making	4 8 0	4 7 0	4 5 0
Assembler and fitter (not coming within definition of tradesman) engaged in window-frame making	3 19 0	3 18 0	3 16 0
Machinist (not a process worker) engaged in window-frame making	3 16 0	3 15 0	3 13 0
Process worker engaged in window-frame making	3 10 0	3 9 0	3 7 0
Welder—			
First class (other than when using Cutler machine)	4 12 0	4 11 0	4 9 0
First class (using Cutler machine)	4 4 0	4 3 0	4 1 0
Second class	3 16 0	3 15 0	3 13 0
Third class	3 12 0	3 11 0	3 9 0
Tack welder	3 14 0	3 13 0	3 11 0
Tradesman employed in boilermaking and ship construction	4 8 0	4 7 0	4 5 0
Tradesman employed in boilermaking and ship construction, the greater part of whose time is occupied in marking off and/or template-making	4 12 0	4 11 0	4 9 0
Boilersmiths and/or angle-iron smiths	4 11 0	4 10 0	4 8 0
Plate setters and frame benders	4 10 0	4 9 0	4 7 0
Drillers using portable machines in boilermaking and ship construction	4 8 0	4 7 0	4 5 0
Drillers using stationary machines in boilermaking and ship construction	3 12 0	3 11 0	3 9 0
Tradesman employed in steel constructional work	4 8 0	4 7 0	4 5 0
Machinist—			
First class, employed in steel constructional work	3 16 0	3 15 0	3 13 0
Second class, employed in steel constructional work	3 12 0	3 11 0	3 9 0
Emery wheel attendant	3 12 0	3 11 0	3 9 0
Blacksmith's striker	3 10 0	3 9 0	3 7 0
Blacksmith's striker on double fires	3 12 0	3 11 0	3 9 0
Furnaceman	3 16 0	3 15 0	3 13 0
Attendants on small rivet heating or bolt heating or similar types of fires	3 12 0	3 11 0	3 9 0
Benders of iron and steel frames used for reinforcing concrete	3 12 0	3 11 0	3 9 0
Painters of ironwork other than ship painters (brush)	3 10 0	3 9 0	3 7 0
Painters of ironwork using spray	3 12 0	3 11 0	3 9 0
Friction saw operators	3 10 0	3 9 0	3 7 0
Cold saw operators	3 12 0	3 11 0	3 9 0
Dogman	3 12 0	3 11 0	3 9 0
Riggers and spicers except on ships and buildings	3 12 0	3 11 0	3 9 0
Riggers and spicers on ships and buildings	3 16 0	3 15 0	3 13 0
Cleaners and chippers (inside of boilers)	3 16 0	3 15 0	3 13 0
Workmen engaged directly assisting tradesmen, machinists, and welders	3 10 0	3 9 0	3 7 0
Labourers	3 4 0	3 3 0	3 1 0
Steel pipe making section—			
Pipe builders	3 16 0	3 15 0	3 13 0
Machine operators (in charge of machines)	3 16 0	3 15 0	3 13 0
Faucet maker in charge of furnace	3 19 0	3 18 0	3 16 0
Man assisting furnace faucet maker	3 12 0	3 11 0	3 9 0
Man in charge of ring-making machine	3 16 0	3 15 0	3 13 0
Man assisting at ring-making machine	3 12 0	3 11 0	3 9 0
Man on tar dip and sand rolling	3 12 0	3 11 0	3 9 0

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 twenty employees, 12s. per week extra.
- In charge of more than twenty employees, 18s. per week extra.

(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 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.

(5) ALLOWANCES—

Persons working—

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

All employees working in wet places, 1½d. per hour extra.

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

Boilermakers and their assistants and drillers engaged in the erection of steel frame buildings, bridges, and gasometers at a height of 50 feet or more above the nearest horizontal plane shall be paid 6s. per week extra.

All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards shall be paid 1d. 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, furnace 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 digesters, 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, other than tradesmen not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra; such amount shall be deemed to include the special rate for leading hands.

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.

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, provided that any shift worker ceasing to be employed on shift by the employer concerned before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein prescribed.

Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest, for the disabilities so prevailing.

(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
	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)—

- (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 eight hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or four hours on Saturday when 44 hours are worked during six days of the week—
- shall be time and a half for the first four hours, and double time thereafter until an employee has been relieved from work for at least eight 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 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.

(7) OVERTIME—

- (a) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three 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 employee shall be compelled to work for more than six hours without a break for a meal.
- (e) An employee working overtime shall be allowed a cribtime of twenty minutes, without deduction of pay, after each four 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, unless 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 two 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 to do so.
- (i) In computing overtime each day's work shall stand alone.

(8) 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 out of every 24, except on Sundays, when time and a half shall be paid.
- (c) An employee engaged in Melbourne to work in the country, or sent from one country centre to work in another, shall be entitled to travelling time, and for a period not exceeding three months, to expenses.
- (d) On jobs of less than three months' duration, a camping allowance of 3s. per day, including Sundays, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable, and camping in tents or other temporary shelters is necessary.

(9) **SUNDAYS AND HOLIDAYS.**—For all time of duty, on Sundays or holidays, employees not engaged in a continuous process shall be paid at double rates, 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, Australia 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.

(10) **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.

(11) **DEFINITIONS—**

- "Window-frame making" means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentalions used in buildings.
- "Tradesman" means an adult employee who is required to develop work from scaled drawings or prints or to make templates or to apply general trade experience, and includes riveting by hand or machine, caulking, chipping, assembling, tubing, flanging, plating, or operating rivet busters.
- "First class machinist" means an adult employee engaged solely in working one or more of the following machines:—
Bending rollers, gag straight liners (straightening machines), guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drills, portable reamers and tappers.
- "Second class machinist" means an adult employee engaged solely 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 drills, stationary reamers and tappers, cold saw, friction saw, plate edge planers, and other machines.
- "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.
- "Second class welder" means an adult employee engaged in manufacturing (as per definition) 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" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.
- "Rigger and splicer" means an adult workman responsible for the erection of tackle and who, amongst other duties, is required to splice wire rope.
- "Manufacturing" means the making in quantities of interchangeable or standardized parts of machinery and mechanical apparatus, and of electrical machinery and apparatus, window frames, and other metallic articles by specialized processes, and the assembling thereof.
- "Process worker" means an adult employee engaged on repetition work or on any automatic, semi-automatic, or single purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical, or in the assembling of parts of mechanical appliances or other metallic articles so made, or in repetitive hand processes.
- "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, or a place in which water accumulates under foot to a depth exceeding 2 inches.
- "Confined space" means a working space 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.
- "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.

(12) **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 5s. per week as compensation for time lost on public holidays and unavoidable absences through sickness.

(13) **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.
- (d) Hand riveting on rivets $\frac{1}{4}$ -in. diameter and upwards shall be performed double handed.

(14) **EXTRA RATES NOT CUMULATIVE.**—Extra rates in this Determination prescribed, including rates prescribed in Clause (5), are not cumulative so as to exceed the maximum of double the ordinary rates.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 2nd May, 1934.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 84]

TUESDAY, MAY 22.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination on the 17th day of May, 1934, 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 17th day of May, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.	Juvenile Workers.	Other Employees.
WAGES.		
<i>Apprentices.</i>	Wages per Week of 48 Hours.	Wages per Week of 48 Hours.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience .. 13 1	14 years of age .. 15 5	Assemblers .. 68 6
2nd year's experience .. 16 2	15 years of age .. 18 6	Attendants at paint mills .. 64 0
3rd year's experience .. 22 1	16 years of age .. 22 0	Bolt cutters .. 67 0
4th year's experience .. 27 11	17 years of age .. 28 2	Blacksmiths .. 79 0
5th year's experience .. 36 5	18 years of age .. 32 0	Bulldozer men .. 74 6
	19 years of age .. 39 9	Carpenters .. 79 0
	20 years of age .. 46 8	Crane attendants .. 64 0
<i>Improvers.</i>		Cranes—
1st year's experience .. 12 9		Operators of overhead travelling .. 67 0
2nd year's experience .. 15 5		Men in charge of other .. 67 0
3rd year's experience .. 20 5		Drillers .. 67 6
4th year's experience .. 25 5		Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, or rollers .. 74 6
5th year's experience .. 32 9		Other fitters .. 79 0
6th year's experience .. 42 10		Grinders .. 67 0
		Heaters .. 67 0
PROPORTION (in any factory or place).		Labourers .. 64 0
<i>Apprentices.</i>		Machinists (iron) not otherwise provided for .. 71 6
One apprentice to every two or fraction of two workers receiving at wages rates or piece-work prices not less than 64s. per week of 48 hours.		Machinists (wood) not otherwise provided for .. 74 6
		Men working wood-shaping machine or Boult's carver .. 79 0
		Men working boring machine .. 67 0
		Men working mortising machines, or cross-cut saw .. 67 0
		Painters—Writers and liners .. 79 0
		Painters—Brush hands .. 67 0
		Paint mixers .. 67 0

Apprentices and Improvers.	Juvenile Workers.	Other Employees.																														
<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 6s. 6d. per week of 48 hours</p>		<table border="0"> <thead> <tr> <th></th> <th style="text-align: right;">Wages per Week of 48 Hours.</th> </tr> <tr> <th></th> <th style="text-align: right;">s. d.</th> </tr> </thead> <tbody> <tr> <td>Pattern makers</td> <td style="text-align: right;">82 0</td> </tr> <tr> <td>Persons dismantling implements</td> <td style="text-align: right;">64 0</td> </tr> <tr> <td>Pullers-out</td> <td style="text-align: right;">67 0</td> </tr> <tr> <td>Sheet iron workers</td> <td style="text-align: right;">79 0</td> </tr> <tr> <td>Steam or other power hammer driver</td> <td style="text-align: right;">68 0</td> </tr> <tr> <td>Storeman under man in charge</td> <td style="text-align: right;">64 0</td> </tr> <tr> <td>Stores, men in charge of</td> <td style="text-align: right;">67 0</td> </tr> <tr> <td>Striker who uses sledge hammer</td> <td style="text-align: right;">68 6</td> </tr> <tr> <td>Timber markers</td> <td style="text-align: right;">79 0</td> </tr> <tr> <td>Timber stackers</td> <td style="text-align: right;">64 0</td> </tr> <tr> <td>Timber yardsmen</td> <td style="text-align: right;">67 0</td> </tr> <tr> <td>Turners</td> <td style="text-align: right;">79 0</td> </tr> <tr> <td>Wheelwrights</td> <td style="text-align: right;">79 0</td> </tr> </tbody> </table>		Wages per Week of 48 Hours.		s. d.	Pattern makers	82 0	Persons dismantling implements	64 0	Pullers-out	67 0	Sheet iron workers	79 0	Steam or other power hammer driver	68 0	Storeman under man in charge	64 0	Stores, men in charge of	67 0	Striker who uses sledge hammer	68 6	Timber markers	79 0	Timber stackers	64 0	Timber yardsmen	67 0	Turners	79 0	Wheelwrights	79 0
		Wages per Week of 48 Hours.																														
	s. d.																															
Pattern makers	82 0																															
Persons dismantling implements	64 0																															
Pullers-out	67 0																															
Sheet iron workers	79 0																															
Steam or other power hammer driver	68 0																															
Storeman under man in charge	64 0																															
Stores, men in charge of	67 0																															
Striker who uses sledge hammer	68 6																															
Timber markers	79 0																															
Timber stackers	64 0																															
Timber yardsmen	67 0																															
Turners	79 0																															
Wheelwrights	79 0																															

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.—

- (a) For all time of duty before the usual commencing time, or after the usual finishing time, or in excess of 8 hours 45 minutes on any of the five days, Monday to Friday inclusive, or in excess of 4 hours 30 minutes on Saturday, an employee shall be paid at the rate of time and a half.
- (b) In computing overtime each day's work shall stand alone.
- (c) When an employer requires overtime to be worked in excess of one hour, employees shall be allowed 30 minutes for crib time after the ordinary ceasing time, and before commencing such overtime. After an employee has worked four hours' overtime, he shall be entitled to a further 30 minutes for crib time. Provided that such crib time shall not be deemed to be part of the time worked.
- (d) Should an employee be required to work overtime for any period in excess of one hour after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required, if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work such overtime. Provided further that where the employee was notified the previous day of the intention to work overtime, and such overtime was not worked, he shall be entitled to the meal allowance provided in this clause.
- (e) When an employee is recalled to work after leaving the premises, he shall be paid as for three hours' overtime at the least.
- (f) When an employee is required to hold himself in readiness for a call to work after ordinary hours, he shall be paid at full ordinary rates from the time he is required to hold himself in readiness, and does do so.
- (g) When an employee is required for duty during the meal interval, he shall be paid at overtime rate until he is allowed the usual length of time for a meal, unless he is allowed twenty minutes for crib, and is paid at the overtime rate for the balance of the meal interval worked by him.

(4) SHIFT WORK.—

- (a) The ordinary hours of duty of employees engaged on shift work shall not (without payment for overtime) exceed 48 hours per week, or eight consecutive hours on each of six days in a week, or 9 hours 36 consecutive minutes on each of five nights in a week Monday to Friday inclusive. All time of duty in excess of such eight hours per day or 9 hours 36 minutes per night respectively shall be paid for at the rate of time and a half.
- (b) Employees required for duty for a shift other than a day shift shall be paid at the rate of 1s. 6d. a shift additional to the ordinary rate of pay for the first four weeks, and 1s. a shift additional to the ordinary rate of pay thereafter.
- (c) One shift only in each 24 hours shall be deemed to be a day shift
- (d) A night shift shall not be worked on Saturday night or Sunday night.

(5) 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.

(6) PIECE-WORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1923* 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, 2nd May, 1934.



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 85]

TUESDAY, MAY 22.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

NOTE.—(a) This Determination, on the 18th May, 1934, 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 coppermith,
- (6) a planer,
- (7) a slotter,
- (8) a borer,
- (9) a milling machiner"—

has made the following Determination:—

(1) That on the 18th May, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Juvenile Workers.			
				JUVENILE OR YOUNG WORKERS.			
14 years of age	..	..	9s. 11d.	(a) Engaged in the bolt and nut making department, screwing, tapping, threading, fining, pointing, heating, and cutting off bolts.			
15 "	..	..	11s. 9d.	(b) Engaged striking for apprentices or improvers in the blacksmithing trade.			
16 "	..	..	14s. 3d.	(c) Engaged as boy labourers.			
17 "	..	..	18s. 3d.				
18 "	..	..	21s. 6d.				
19 "	..	..	29s. 6d.				
20 "	..	..	44s. 4d.				
PROPORTION BY ANY EMPLOYER.							
<i>Apprentices.</i>							
Two apprentices to every five or fraction of five workers receiving not less than 61s. per week of 44 hours.							
<i>Improvers.</i>							
Two improvers to every four or fraction of four workers receiving not less than 61s. 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.							
				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.			Hours per week.
	Within a radius of 20 miles of G.P.O., Melbourne, Mildura, and Gippsland Districts.	Geelong and Warrnambool Districts.	Other Parts of Victoria where Determination applies.	
	£ s. d.	£ s. d.	£ s. d.	
Persons working with hammer 14 lb. weight or over—				
On repair work	4 0 3	3 19 3	3 17 3	44
On other work	3 12 3	3 11 3	3 9 3	44
Persons working on ship or steamer under construction or repair ..	3 19 0	3 18 0	3 16 0	44
Forge assistants, i.e., underhand, hammer driver and crane man, employed on work 10 cwt. or over	3 14 0	3 13 0	3 11 0	44
Persons assembling new cars from stock parts	3 14 6	3 13 6	3 11 6	48
Striker for a blacksmith, oliversmith, drophammersmith, or spring-maker	3 10 0	3 9 0	3 7 0	44
Assistants, including motor mechanic's assistant	3 10 0	3 9 0	3 7 0	44
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	3 10 0	3 9 0	3 7 0	44
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—				
On bending and cutting machines	3 12 0	3 11 0	3 9 0	44
On bending and cutting machines (assistants)	3 9 0	3 8 0	3 6 0	44
On steel fabric machines	3 12 0	3 11 0	3 9 0	44
On steel fabric machines (assistants)	3 7 0	3 6 0	3 4 0	44
Assemblers (leading hand)	3 12 0	3 11 0	3 9 0	44
Assemblers (assistants)	3 7 0	3 6 0	3 4 0	44
Labourers	3 4 0	3 3 0	3 1 0	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, coppermith, 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) **PAYMENT FOR HOLIDAYS.**—All employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Eight Hours Day, Good Friday, Easter Saturday, Easter Monday, Christmas Day, and Boxing Day.

Where an employee's services are terminated a week before the occurrence of a holiday and he is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday, and he is re-employed immediately after the holiday, payment shall be made for such holiday.

(7) **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.

(8) **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.

(9) **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, Australia 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.

(10) **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.

(11) **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.

(12) **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, 3rd May, 1934.

