

(3)

Adults.	Wages—Day Shift.			Hours per week.
	Within a radius of 20 miles of G.P.O., Melbourne, Mldura, 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.



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Factories and Shop- Act 1928 (No. 3677).

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

NOTE.—This Determination on the 23rd 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 1st December, 1931, 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—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns"—

has made the following Determination, namely:—

- (1) That on the 23rd May, 1934, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.
WAGES PER WEEK OF 44 HOURS.

Experience.	MALES.						Experience.	FEMALES.					
	Commencing Age.							Commencing Age.					
	15 years and under.	16	17	18	19	20		15 years and under.	16	17	18	19	20
1st six months	s. d. 13 6	s. d. 15 3	s. d. 17 6	s. d. 21 0	s. d. 25 9	s. d. 30 0	1st six months	s. d. 12 3	s. d. 12 9	s. d. 13 6	s. d. 15 3	s. d. 16 6	s. d. 18 0
2nd "	14 9	16 6	19 6	23 6	28 9	48 3	2nd "	12 9	14 0	15 3	16 6	18 0	27 3
3rd "	15 9	18 0	21 9	26 3	31 9	..	3rd "	14 6	16 0	17 6	19 0	20 6	..
4th "	17 6	20 6	24 6	30 0	48 9	..	4th "	16 0	17 6	19 0	20 6	28 0	..
5th "	18 9	22 6	27 0	34 0	..	..	5th "	17 6	19 0	20 6	22 0	..	..
6th "	21 6	26 3	32 3	50 0	..	..	6th "	19 0	20 6	22 0	28 9	..	..
7th "	24 0	30 0	37 6	..	..	..	7th "	20 6	22 0	24 3	..	..	..
8th "	29 0	35 9	51 9	..	..	..	8th "	22 0	24 3	30 6	..	..	..
9th "	34 0	41 3	..	..	..	..	9th "	23 6	26 0	..	..	..	..
10th "	39 6	53 9	..	..	..	..	10th "	25 6	31 3	..	..	..	..
11th "	45 3	..	..	..	..	..	11th "	28 3	..	..	..	..	..
12th "	51 0	..	..	..	..	..	12th "	29 6	..	..	..	..	..
7th year	56 6	..	..	..	..	..	7th year	30 9	..	..	..	..	..

PROPORTION (in any factory).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed.

Improvers.

Two improvers to each worker of the same sex receiving not less than the minimum wage.

Provided that the total number of apprentices and improvers in any factory shall not exceed two to each employee receiving the minimum wage.

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

	Cotton Section.		Other Sections.	
	s.	d.	s.	d.
<i>Adult Males.</i>				
Assistant foreman or overlooker, when or where employed	79	6	83	6
Wool Sorting and Scouring Departments—				
Wool sorters—				
First year's experience			71	0
Second year's experience			81	0
Thereafter			87	0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls			74	0
All other machine operators or attendants			69	0
Dye House—				
Leading hand employed on dye machines or vats	72	9	74	0
All other machine operators or attendants	66	0	69	0
Wiley House or Blowing Room—				
Leading hand in wiley operations where more than four hands engaged	72	9	76	0
Leading hand in wiley operations where three or four hands are engaged	72	9	73	6
All other machine operators or attendants	66	0	69	0
Carding Department—				
Head fettler (leading hand in carding room)	72	9	75	0
Card fettlers	68	9	71	0
All other machine operators or attendants	66	0	69	0
Spinning Department—				
Man in charge of one pair of spinning mules	68	9	70	6
All other machine operators or attendants	66	0	69	0
Combing Department—				
Jobber in charge or comb mechanic in charge	66	0	81	0
Jobber or comb mechanic	66	0	71	0
All other machine operators or attendants	66	0	69	0
Pin setter—				
First year's experience	68	9	71	0
Second year's experience	74	4	76	0
Thereafter	80	11	86	0
Roller coverer—				
First year's experience	68	9	70	0
Second year's experience	74	4	74	0
Thereafter	80	11	82	0
Gill Box, Reducing, Intermediate, Roving and Spinning Departments—				
All machine operators or attendants	66	0	69	0
Winding, Warping, and Twisting Department—				
Warpers	68	9	71	0
Sizing machine hand	68	9	70	0
All other machine operators or attendants	66	0	69	0
Woaving Department—				
Twister-in	68	9	70	0
Warp drawers-in	68	9	70	0
Warp tiers	68	9	69	0
Box loom tuners—				
First year's experience	68	9	72	0
Second year's experience	74	2	78	0
Thereafter	80	11	86	0
Plain loom tuners—				
First year's experience	67	5	70	0
Second year's experience	71	11	76	0
Thereafter	76	5	81	0
Card or chain makers	66	0	71	0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another	68	9	69	0
Weavers	68	9	72	0
Perchers	66	0	69	0
Finishing Department—				
Man in charge of milling, scouring, or washing machines (where milling and scouring foreman is not employed)	70	1	73	6
Sulphur house workers (for time employed as such)	66	0	76	0
Man examining finished cloth	68	9	74	0
All other machine operators or attendants	68	9	69	0
Warehouse—				
Leading hand in warehouse, where warehouse foreman is not employed	72	9	73	6
All other adult males	66	0	66	0

OTHER EMPLOYEES—continued.

	Cotton Section.	Other Sections.
<i>Adult Females.</i>		
	<i>s. d.</i>	<i>s. d.</i>
Combing Department— All machine operators or attendants	35 8	37 3
Gill Box, Reducing, Intermediate, Roving and Spinning Departments— All machine operators or attendants	34 3	37 3
Winding, Warping, and Twisting Department— Warpers	36 6	39 3
All machine operators or attendants	34 3	37 3
Weaving Department— Weavers	37 11	40 3
Mending and Darning Department— Worsted menders and darners— First six months' experience	37 0	37 3
Thereafter	39 8	43 3
Other menders and darners (except flannel and blanket knotters and menders)— First six months' experience	34 3	36 3
Thereafter	37 11	39 3
Examiners or passers of pieces after mending	34 3	40 3
Other examiners and passers	34 3	38 3
Whipping machinists	34 3	37 3
Other adult females	34 3	34 3

(3) DEFINITIONS.—(a) Leading hand means an employee in charge of any operation where no foreman or assistant foreman is employed, or an employee who is empowered by the management to discharge such duties as would devolve upon such foreman or assistant, if employed.

(b) Machine operator or attendant means an employee who in the course of his duty is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

(c) Continuous process means either the working of three shifts per day from Mondays to Saturdays inclusive, or the working of three shifts per day from Mondays to Sundays inclusive.

(4) ADULT LEARNERS.—Where a person 21 years of age or over, who has not had previous experience in the industry, is employed to learn weaving, he or she shall be paid two-thirds of the minimum wage until taking over a loom.

(5) SHIFTS.—(a) A "day shift" shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) A "night shift" shall be a shift worked between the hours of 7 p.m. and 7 a.m. Monday to Saturday inclusive.

(c) Workers employed on night shift shall be paid 5s. per week in addition to the rate fixed for the day shift unless engaged in a continuous process. If employees in a continuous process work three alternating shifts they shall be paid 5 per cent. extra, if alternating afternoon and night shift 7½ per cent. extra.

(d) Workers employed on a shift extending after 7 p.m. shall be paid at night shift rates for the time worked after 7 p.m., provided that workers employed on a shift commencing after 5 p.m. shall be paid at night shift rates throughout, and provided further that by mutual arrangement between an employer and his employees, and for the purpose of providing extra employment, a short shift may be worked with the consent of the Chairman of the Wages Board without payment of night shift rates.

(e) By mutual arrangement between the employer and his employees the hours of duty prescribed herein for workers on night shift may be worked in four shifts without payment for overtime.

(f) The employment of females before 7 a.m. or of males under 18 years of age on night shift is prohibited.

(g) As far as practicable employees shall work shifts in rotation.

(6) OVERTIME.—(a) For work done by an employee before the usual starting time or after the usual finishing time of his shift or after an employee has completed the ordinary daily hours of work overtime shall be paid at the rate of time and a half for the first four hours on any one day and double time thereafter.

(b) The usual starting or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the employees, and such starting and finishing times shall be posted on the notice board. (See clause 9.)

(c) Employees called upon to work overtime for more than one hour and not notified the day before shall be paid 1s. 6d. tea money. If the notice is given and overtime not worked (except as a result of a breakdown of machinery or plant) the tea money prescribed herein shall be paid.

(7) TERMS OF EMPLOYMENT.—(a) Employment shall be on an hourly basis, except notice equivalent to 44 working hours shall be given on either side to terminate employment; such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except under circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his or her employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employees of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) MEAL HOURS.—(a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged; there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An 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.

(d) Meal intervals having been fixed shall not be altered except on seven days' notice posted in the factory.

(9) NOTICE BOARD.—The employer shall permit a notice board to be erected in his establishment for the purpose of posting any notices thereon in connexion with meetings or other business the employees may require, such notice board to be in a prominent position. All such notices shall be submitted to and approved by the employer before being posted.

(10) TOOLS OF TRADE.—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(11) LIMITATIONS.—(a) Any female employed on woollen or worsted carding machines, back washing machines, or self-acting spinning mules shall be paid the rate fixed for an adult male.

(b) To each pair of mules in the spinning department one adult shall be employed as in charge thereof.

(12) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with all wages due shall be paid to him on dismissal or forwarded to him by post on the day following.

(d) Not more than two days' pay of each employee shall be kept in hand by an employer.

(13) TIME AND WAGES BOOK.—Each employer shall keep a time and wages book or record showing the name of each employee and his or her occupation, the hours worked each day or each week, and the wages or allowance paid each week.

The time occupied by an employee in filling in any time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(14) SUNDAYS AND HOLIDAYS.—(a) All work done on Sundays (other than work done by employees on continuous shift work) and on the following holidays shall be paid for at the rate of ordinary time in addition to the ordinary rate:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Eight Hours Day, Christmas Day, and Boxing Day.

Provided that Melbourne Cup Day shall be observed as a holiday in the Metropolitan District instead of King's Birthday.

(b) If any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted. All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at the ordinary rates. The piece-workers shall be paid for such days at the ordinary rates payable to employees on time work doing the same class of work.

(c) Where an employee is absent from his or her employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(15) EMPLOYEES' REPRESENTATIVE.—(a) A person authorized by the employees shall not be prevented by an employer from visiting and conversing with the employees at meal time or before or after the hours of work.

(b) If any person so authorized makes himself objectionable during any such visit, whether to the employer or any manager or any foreman or any employee, his right to visit shall be determined by the employer affected and another person substituted in his place by the employees.

(16) PIECE-WORK.—(a) Any employer may fix piece-work rates for any process, provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes, with the addition of 15 per cent.

(b) Piece-work rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such rates shall not be altered except by mutual agreement between the employer and piece-workers concerned.

(c) Where an employee has worked part of the week on piece-work he or she shall be entitled to his or her earnings in full for the actual time worked on piece-work if the earnings are higher than the minimum rate for such time.

(d) Adults and juniors doing the same operations shall be paid the same piece-work rates.

(e) As far as practicable, different grades of work shall be equitably divided between piece-workers.

(f) A piece-worker who also instructs learners shall receive 10s. per week in addition to piece-work earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piece-work earnings.

(g) Piece-workers called upon to perform work before the usual starting time or after the usual finishing time shall be paid 6d. per hour extra on the normal piece-work rate.

(h) Weavers on commencing a warp, shall be provided with a ticket, on which shall be entered the particulars of the work, i.e. :—

Class of work.
Number of picks per inch.
Length of cut.
Speed of loom.
Price per cut.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 8th May, 1934.