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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE MUSICAL INSTRUMENTS BOARD.

NOTE.—This Determination on the 16th June, 1936, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in manufacturing or tuning any musical instrument of which wood forms a part" has made the following Determination, namely :—

(1) That on the 16th June, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) ALL CLASSES OF WORKERS (OTHER THAN THOSE ENGAGED IN THE PROCESS, TRADE, OR BUSINESS OF A BUILDER OF PIPE ORGANS).

Apprentices.

Weekly Wages.

	Males.	Females.
	s. d.	s. d.
1st year ..	11 0	11 0
2nd ,, ..	16 6	16 6
3rd ,, ..	22 3	24 0
4th ,, ..	27 9	31 6
5th ,, ..	37 0	

and thereafter the minimum wage.

PROPORTION.

(In any place.)

Males.

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

Females.

One female apprentice to every female worker receiving not less than the minimum wage.

Improvers.

Weekly Wages.

	Males.	Females.
	s. d.	s. d.
1st year ..	11 0	11 0
2nd ,, ..	16 6	16 6
3rd ,, ..	27 9	24 0
4th ,, ..	33 3	31 6
5th ,, ..	37 0	

and thereafter the minimum wage.

PROPORTION.

(In any place.)

Males.

One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.

Females.

One female improver to every six or fraction of six female workers receiving not less than the minimum wage.

All other Employees.

Weekly Wages.

	Within 20 Miles of G.P.O., Melbourne, and in the Mildura and Gippsland Districts.	Within 10 Miles of G.P.O., Geelong, and at Warrnambool.	Elsewhere in Victoria.
Males.	£ s. d.	£ s. d.	£ s. d.
Action fitter .. .. / Action regulator ..	4 9 0	4 8 0	4 6 0
Tuner or repairer	4 8 6	4 7 6	4 5 6
Part maker .. .. / Side gluer .. .. / Sound board maker .. / Fly finisher .. .. / Iron frame driller ..	4 6 6	4 5 6	4 3 6
Iron frame finisher by hand or spray .. .. / Stringer and bass wire spinner / Veneer presser .. / Veneer scraper .. / Gluer-up	3 12 0	3 11 0	3 9 0
Shaping machinist	4 7 0	4 6 0	4 4 0
Moulding machinist	4 1 0	4 0 0	3 18 0
Band, circular, and jig sawyer ..	3 18 0	3 17 0	3 15 0
Jointer, buzzer, planer, and tenoner	4 1 0	4 0 0	3 18 0
Sander, morticer, boring, and all other machinists	3 15 0	3 14 0	3 12 0
Polisher required to spirit off or acid off	4 10 0	4 9 0	4 7 0
Other polishers	4 4 0	4 3 0	4 1 0
Spray hands, staining or lacquering	4 1 0	4 0 0	3 18 0
Persons rubbing down, or filling, or varnishing, or staining (other than spray staining)	3 18 0	3 17 0	3 15 0
Gramophone-case maker or fitter	4 10 0	4 9 0	4 7 0
All others	3 6 0	3 5 0	3 3 0
Females.			
Veneer matcher ..	2 3 6	2 3 0	2 2 0
All others	1 16 0	1 15 6	1 14 6

(3) Periodical Adjustment of Wages.—The wages rates set out in clause (2) are based upon the following basic wage rates for adult males and minimum rates for adult females, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased by the same amount and at the same time as such basic wage rates and minimum rates.

The basic wage rates and minimum rates shown hereunder shall be adjusted as prescribed in clause (4).

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.	Original Index Number Division.
	£ s. d.		
Within 20 miles of G.P.O., Melbourne—			
Males	3 6 0	Melbourne	809–820
Females	1 16 0		
Within 10 miles of G.P.O., Geelong—			
Males	3 5 0	Geelong ..	797–808
Females	1 15 6		
Warrnambool—same as contemporaneous basic wage and minimum for Geelong.			
Mildura and Gippsland districts—same as contemporaneous basic wage and minimum for Melbourne.			
Yallourn—until further order the same amount in excess of Melbourne as at present.			
Elsewhere—3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum for Melbourne.			

(4) Adjustment of Basic Wage for Adult Males and Minimum Rate for Adult Females.—(*a*) For work done before the beginning of the first pay period to commence in June, 1936, the amounts of the basic wage and the minimum for females prescribed in clause (3) shall be paid.

(*b*) For work done during each future period of six months beginning with the first pay period to commence in a June, or a December, the amounts of the basic wage and minimum for females shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers" or any like expression means the numbers stated to be such Index Numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

1. Adjustment is to be based upon the equating of Index Number 1,000 with a wage of 81s., the amount assessed upon that number of the declared ordinary basic wage per week of the Commonwealth Court of Conciliation and Arbitration.

2. The Index Number set to be applied to a place is that assigned thereto in clause (3).

3. The Index Number for the calendar half-year next preceding the period of six months for which the adjustment is made is to be ascertained.

4. The amount assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number is to be ascertained.

5. The basic wage shall be of that assigned amount during such period of six months.

Provided, however, that if that assigned amount be different by less than 2s. from the last current amount of the basic wage then that last current amount shall continue unchanged during such period.

Table.

Index Number Divisions.	Basic Wage.	Minimum for Females.
	£ s. d.	£ s. d.
735–746	3 0 0	1 13 0
747–759	3 1 0	1 13 6
760–771	3 2 0	1 14 0
772–783	3 3 0	1 14 6
784–796	3 4 0	1 15 0
797–808	3 5 0	1 15 6
809–820	3 6 0	1 16 0
821–833	3 7 0	1 16 6
834–845	3 8 0	1 17 0
846–858	3 9 0	1 17 6
859–870	3 10 0	1 18 0
871–882	3 11 0	1 18 6

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be similarly constituted. Any necessary extension may be made by reference to the table of wages with 1s. divisions authorized by the Commonwealth Court of Conciliation and Arbitration.

(*c*) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to the rate of £3 6s. calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*d*) The prices for piece-workers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

(5) Ordinary Week's Work.—The number of hours to constitute a week's work shall be as follows:—

Males .. .. 44 hours } To be worked between the times of beginning and
Females .. .. .. 44 hours } ending work shown below.

Times of beginning.	Times of ending.
7 a.m.	6 p.m. Mondays to Fridays.
7 a.m.	1 p.m. Saturdays.

(6) Overtime.—All time worked before or after the usual times of beginning and ending work, or in excess of eight and three-quarter hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at the rate of double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (16) shall be paid for at the rate of double time.

No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(7) Tea Money.—All employees required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed in this Determination when the usual time of ending work is exceeded by two hours.

(8) TERMS OF ENGAGEMENT.—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(9) TEMPORARY WORK.—(a) Temporary employees shall be paid at the hourly rate prescribed for the particular class of work, with the addition of 10 per cent.

(b) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(10) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week, any wages due to him shall be paid to him forthwith, or shall be posted to him within 24 hours.

(11) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (16) shall be paid at the rate of ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(12) MIDDAY MEAL.—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(13) REST PERIOD.—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

(14) MATERIALS TO BE PROVIDED.—Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(15) ALLOWANCES FOR TRAVELLING TIME AND BOARD.—All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working, but shall not apply to piano tuners who are members of the staff of a retail selling organization as distinct from a factory.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

(16) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

(17) SICKNESS, ACCIDENTS.—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill-health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill-health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(18) PAY DAY.—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(19) PIECE-WORK.—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 66s., and in the case of females not less than 36s.

A. S. HAUSER, P.M., Chairman.

REX L. CECIL, Secretary.

Melbourne, 27th May, 1936.

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