VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 180] WEDNESDAY, SEPTEMBER 9. [1936

HOUSING INVESTIGATION AND SLUM ABOLITION BOARD.

At the Executive Council Chamber, Melbourne, the ninth day of September, 1936.

PRESENT:

His Excellency the Governor of Victoria.

Mr. Dunstan	Mr. Mackrell
Mr. Old	Mr. Hyland.
Mr. Bussau	

WHEREAS it is deemed expedient that a Board be appointed to make an investigation by means of physical, social, statistical, and other surveys into housing conditions within the State of Victoria, and to formulate means whereby such conditions may be improved and without derogating from the generality of the foregoing, in particular, to carry out and perform all or any of the following:—

1. To make physical, social, and statistical surveys of the metropolitan area within a radius of 5 miles of the General Post Office, Melbourne, in regard to housing conditions, and similar surveys of slum "pockets" inside the metropolitan area and beyond the said radius.

2. To compile information in relation to the ownership and valuations of dwellings within the scope of this inquiry.

3. To prepare plans for the replanning and zoning of areas.

4. To investigate and report as to which of the areas investigated and surveyed as aforesaid should be cleared and/or improved.

5. To suggest standard types of dwellings with costs thereof.

6. To make recommendations in connexion with the rehousing of persons displaced, or likely to be displaced, by any scheme of housing reclamation.

7. To formulate plans of co-operation with municipal councils and other authorities able to assist in the subject-matters of this inquiry.

8. To confer with municipal councils with a view to formulating means for the improvement of housing conditions.

9. To make an economic survey of such aspects of the building industry as are necessary for, or are incidental to, the formulation of the means aforesaid.

10. To investigate and report as to the following:—

(*a*) transport,

(*b*) Crown and other lands available for rehousing purposes—

as affecting any of the matters aforesaid.

11. To consider and report upon the financial implications of any recommendations made pursuant to the foregoing, particularly as affecting—

(*a*) the Government,
(*b*) local authorities,
(*c*) property owners,
(*d*) occupiers.

12. To consider, examine, and report on the influence of existing legislation and regulations as affecting housing conditions:

Now therefore His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this present Order constitute and appoint—

The Honorable HENRY PYE, M.L.C.,
FREDERICK OSWALD BARNETT, Esquire, M.Com.,
MARCUS RONALD BARLOW, Esquire, F.R.V.I.A.,
WALTER OSWALD BURT, Esquire,
HENRY CROSBIE, Esquire, and
THOMAS FORRISTAL, Esquire, L.I.C.A.,

to be a Board for the purpose of inquiring into and reporting upon the matters aforesaid, with full power and authority to call before them, or any three of them, such person or persons as they shall judge likely to offer any information upon the subject of inquiry and to inquire of and concerning the premises by all other lawful ways and means whatsoever: And it is hereby directed that the said Henry Pye shall be Chairman of the said Board, and that the said Henry Pye, Frederick Oswald Barnett, Marcus Ronald Barlow, Walter Oswald Burt, Henry Crosbie, and Thomas Forristal shall, with as little delay as possible, and in any event within twelve months from the date of this Order, report under their hands their opinions resulting from this inquiry.

Whereof the said Henry Pye, Frederick Oswald Barnett, Marcus Ronald Barlow, Walter Oswald Burt, Henry Crosbie, and Thomas Forristal, and all other persons whom it may concern, are to take notice and to govern themselves accordingly.

And the Honorable Henry Stephen Bailey, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

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VICTORIA
GOVERNMENT GAZETTE.

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No. 181] THURSDAY, SEPTEMBER 10. [1936

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

NOTE.—This Determination, on the 10th September, 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 the trade of making pottery, tiles (other than cement tiles), or pipes, and digging the clay used in connexion therewith," has made the following Determination, namely:—

(1) That on the 10th September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 48 hours.

	s.	d.
Under 15 years of age	17	0
15 years of age	20	0
16 " "	22	6
17 " "	27	3
18 " "	36	6
19 " "	42	6
20 " "	52	9

And thereafter the Minimum Wage.

FEMALES.

Wages per Week of 46 hours.

—	Commencing Age.					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	16 6	..	..	..	..	..
2nd 6 months	19 6	..	..	..	..	..
1st year ..	..	19 6	22 6	23 6	26 9	30 9
2nd " ..	21 9	23 6	26 9	30 0	33 6	..
3rd " ..	23 6	26 9	30 0	33 6	..	..
4th " ..	26 9	30 0	33 6	..	..	..
5th " ..	30 0	33 6	..	..	..	..
6th " ..	33 6	..	..	..	..	..

And thereafter the Minimum Wage.

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 48 hours.

	s.	d.
Under 15 years of age	16	3
15 years of age	18	0
16 " "	21	9
17 " "	25	0
18 " "	35	0
19 " "	41	0
20 " "	50	3

And thereafter the Minimum Wage.

FEMALES.

Wages per Week of 46 hours.

—	Commencing Age.					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	16 3	..	..	..	..	..
2nd 6 months	18 3	..	..	..	..	..
1st year ..	..	18 3	19 6	22 6	25 3	28 6
2nd " ..	21 0	22 9	24 9	28 6	32 6	..
3rd " ..	22 9	24 9	28 6	32 6	..	..
4th " ..	24 9	28 6	32 6	..	..	..
5th " ..	28 6	32 6	..	..	..	..
6th " ..	32 6	..	..	..	..	..

And thereafter the Minimum Wage.

Apprentices or Improvers—*continued.*

PROPORTION (in any factory or place).

Apprentices.

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

An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.	Within all other parts of Victoria.
All Departments.	Per Week of 48 hours.	Per Week of 48 hours.
	s. d.	s. d.
Head burner	82 0	78 0
All other burners	78 0	74 0
Mouldmakers	84 0	80 0
Clayhole men (employers to provide tools)	76 6	72 6
Men boring or using explosives	80 6	76 6
FEMALES.	Per Week of 46 hours.	Per Week of 46 hours.
Females	37 9	34 9
MALES.	Per Week of 48 hours.	Per Week of 48 hours.
Glazed Pipes and Salt-glazed Ware.	s. d.	s. d.
Flanger	83 0	79 0
Man in charge of plunge	77 6	73 6
Pressers	78 0	74 0
Setters	80 0	76 0
Junction sticker	78 0	74 0
Man working pipe flanging machine	76 0	72 0
Bitumen Jointers	75 0	71 0
Drawers	76 0	72 0
Hand feeders of raw or burnt clay into crushing or grinding pan	76 0	72 0
Man carrying or wheeling into or out of kiln	74 0	70 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	72 0	68 0
Dust Tile Making.		
Leading hand slip making	77 0	73 0
Slip House Attendants	74 0	70 0
Head placer inside a kiln	77 0	73 0
Man dipping tiles and in charge of dipping room	76 0	72 0
Man hand-pressing dust tiles with 6-in. press	76 0	72 0
Sagger maker	76 0	72 0
Head packer	78 0	74 0
Packer who packs articles with protective substances into containers with secured lids	75 0	71 0
Other packers	73 0	69 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	72 0	68 0
General Pottery.		
Sanitary ware presser	78 0	74 0
Head packer	78 0	74 0
Packer who packs articles with protective substances into containers with secured lids	75 0	71 0
Other packers	73 0	69 0
Leading hand slip making	77 0	73 0
Slip House Attendants	74 0	70 0
Tea-pot hand pressers	77 0	73 0
Hollow ware presser, turner, or head dipper	77 0	73 0
Caster	77 0	73 0
Stoneware thrower—		
4th year's experience	74 0	70 0
5th " "	78 0	74 0
and thereafter	84 0	80 0
Head placer inside a kiln	77 0	73 0
Other placers	76 0	72 0
Sagger maker	76 0	72 0
Jolly and jigger hands	76 0	72 0
Hand feeders of raw or burnt clay into crushing or grinding pan	76 0	72 0
Grinders of burnt ware	77 0	73 0
Potters printer	74 0	70 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	72 0	68 0
Plastic Tile and Terra-cotta Making.		
Flower pot, or flower-pot saucer throwers	81 0	77 0
Facemen	77 6	73 6
Pressers	77 6	73 6
Setters	80 0	76 0
Vent makers	76 0	72 0
Man in charge of plunge	76 0	72 0
Drawers	76 0	72 0
Hand feeders of raw or burnt clay into crushing or grinding pan	76 0	72 0
Man taking off roofing tile press	74 0	70 0
Man carrying or wheeling into or out of kiln	74 0	70 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	72 0	68 0

(3) Time of Beginning and Ending Work.—For all persons except burners—

Time of Beginning.	Time of Ending.
7 am.	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m.	5.30 p.m. on each of the other five working days of the week.

(4) Overtime—

(a) By persons engaged as burners (in excess of 48 hours in any one week) .. .. } Time and quarter.

(b) By any other person { Outside the hours fixed as the time of beginning and ending work .. .. / Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work .. .. .. } Time and quarter.

(5) Special Rates.—For all work done on Sundays and the undermentioned holidays the rates shall be :—

Sundays .. .. { Burners, time and a half. / All others, double time.

New Year's Day, the 26th of January (Foundation Day), Good Friday, Easter Monday, the 21st April (Labour Day), King's Birthday, Christmas Day, and Boxing Day .. .. .. } All persons, double time ;

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) Tea Money.—An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(7) Burners.—A burner shall be paid for the full number of hours of the shift worked.

PIECE-WORK.

(8) That the lowest piece-work prices payable for the following kinds of work shall be :—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District ; the Cities of Chelsea and Mordialloc ; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches..	1s. 5½d. per trap
Boundary traps, 4 inches..	1s. ,,
Gully traps (flanged)	9¾d. each
Disconnectors	9¾d. ,,
Basins	9¾d. ,,
Junctions	12s. 1½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	8s. 11d. per gross
8 ,, ...	12s. 1½d. ,,
9 ,, ...	14s. 8¾d. ,,
10 ,, ...	18s. 1d. ,,
11 ,, ...	20s. 10¾d. ,,
12 ,, ...	23s. 9¼d. ,,

or 16s. 2¼d. per gross all round.

Chambers (Hand Pressed).

12's	31s. 2½d. per gross
9's	39s. 10½d. ,,
6's	44s. 3¾d. ,,
Fluted chambers, finishing and handling ..	17s. 1d. ,,

4s. 1½d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

	Jiggering. per gross.	Turning. per gross.	Handling. per gross.
12's ..	10s. 1½d.	8s. 4d.	8s. 4d.
9's ..	12s. 1½d.	9s. 4½d.	9s. 4½d.
6's ..	13s. 10½d.	11s. 2½d.	11s. 2½d.

4s. 2½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	8s. 7d. per dozen
Bed pans	8s. 7d. ,,

Ewers (Hand Pressed).

9's	5s. 8d. per dozen
6's	5s. 11¾d. ,,

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	27s. 2½d. per gross
No. 2 (12 inches)	30s. 5¾d. ,,
No. 3 (13 inches)	34s. 7¾d. ,,
No. 4 (14 inches or over)	39s. 2½d. ,,

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	6s. 0¾d. per dozen
9 and 10 inches	6s. 11½d. ,,

Soap Dishes.

3-piece soap dishes	26s. 1¾d. per gross
1-piece soap dishes	14s. 10d. ,,

Male and Female Urinals.

Male and female urinals	5s. 4¾d. per dozen

Cottage Pans and Traps.

	Cane.	White.
Pans	14s. 3½d. per dozen	15s. 4¾d. per dozen
Traps	14s. 3½d. ,,	15s. 4¾d. ,,

Pans (Throwing).

Bread or Cream—	
Not more than 1½ gallons	35s. 11¾d. per 100 gallons
More than 1½ gallons	32s. 8½d. ,,

Spittoons (Hand Pressed).

Large	24s. 10d. per gross
Small	20s. 7¾d. ,,

Vases.

Vases	20s. 4½d. per gross

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	8s. 10½d. per dozen bottles

Bung Jars and Demijohns (Throwing).

1 gallon	1s. 9¾d. per dozen
2 gallon	3s. 1½d. ,,
3 gallon	5s. 7½d. ,,
5 gallon	12s. 4¾d. ,,

7½d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

Straight fronts—	
Cane	3s. 10d. each
White	4s. 1½d. ,,
Hollow fronts—	
Cane	3s. 4½d. ,,
White	3s. 9¾d. ,,
Sizes exceeding the above dimensions—	
Cane	4s. 3¾d. ,,
White	4s. 11½d. ,,
State pattern—	
Cane	3s. 9d. ,,
White	4s. 0¾d. ,,

Jugs (Throwing).

39's	8s. 1¾d. per gross
36's	8s. 8d. ,,
30's	10s. 8¾d. ,,
24's	11s. 9¾d. ,,
12's	16s. 5½d. ,,

Barrels (Throwing).

Barrels	35s. 11¾d. per 100 gallons

PIECE-WORK—*continued.*

Within the Metropolitan District, &c.—*continued.*

GENERAL POTTERY—*continued.*

Washing or Toilet Bowls (Hand Pressed).

Plain	35s. 2¼d. per gross
Embossed	39s. 1½d. „

Foot Warmers (Hand Pressed).

Plain	5s. 11¼d. per dozen
Plain, with screw top	7s. 3d. „
Embossed, with screw top	5s. 9½d. „

Jam Jugs.

Handling jam jugs	9s. 1¾d. per gross

Syrup Jars.

Large	10s. 11¼d. per dozen
Small	8s. 1¼d. „

Pudding Bowls.

9's	15s. 0¼d. per gross
12's	10s. 11¼d. „
18's	8s. 4¼d. „
24's	5s. 0d. „

Jelly Moulds.

1, 1½, and 2 pints	32s. 3d. per gross

Jars (Throwing).

Squat jars—	
Under 2 gallons	25s. 9d. per 100 gallons
2 gallons and over	23s. 4¼d. „

Filter Shells (Throwing).

Dripstone	36s. 0½d. per 100 gallons
Candles (making and shaving)	7d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	26s. 1d. per gross
Ale bottles	8s. 9d. „
Others	4s. 8½d. „

Jugs (Hand Pressed).

30's	24s. 6½d. per gross
24's	29s. 6¾d. „
12's	35s. 9d. „

TERRA COTTA.

Flower-pots (Throwing and Finishing).

3 inches	1s. 11½d. per gross
4 „	2s. 7½d. „
5 „	3s. 10¾d. „
6 „	5s. 1¾d. „
7 „	6s. 3d. „
8 „	10s. 3½d. „
9 „	12s. 9d. „
10 „	15s. 10d. „
12 „	31s. 9½d. „
13 „	46s. 5d. „
14 „	61s. 2½d. „
15 „	76s. 1¾d. „
18 „	153s. 8½d. „

Flower-pot Saucers (Throwing and Finishing).

4 inches	1s. 10¾d. per gross
5 „	2s. 7½d. „
6 „	3s. 11½d. „
7 „	5s. 2¾d. „
8 „	7s. 7½d. „
9 „	10s. 1½d. „
10 „	12s. 1½d. „
12 „	15s. 10½d. „
13 „	23s. 6¾d. „
14 „	30s. 6d. „
15 „	38s. 0½d. „

Ridging.

Ridging made by hand from wood or plaster moulds	2s. 1¼d. per dozen

Crimp-pots and Saucers (Throwing and Finishing).

	Crimp-pots.	Crimp-pot Saucer.
5 inches	7s. 1½d. per gross	4s. 5½d. per gross
6 „	9s. 4¾d. „	5s. 11½d. „
7 „	11s. 9¾d. „	7s. 3½d. „
8 „	16s. 7½d. „	10s. 8½d. „
9 „	18s. 11d. „	14s. 2½d. „
10 „	23s. 7½d. „	17s. 8d. „

Seed Pans.

8 inches	10s. 3d. per gross
9 „	12s. 8¾d. „
10 „	14s. 2¾d. „
12 „	21s. 2¾d. „
13 „	26s. 6d. „
14 „	32s. 10½d. „
15 „	41s. 0½d. „

Butter Coolers and Butter-cooler Saucers.

	Butter Coolers.	Butter-cooler Saucers.
8's	4s. 5½d. per dozen	8¾d. per dozen
9's	4s. 11¾d. „	11¼d. „

Chimney-pots.

16 inches and under	7s. 1½d. per dozen
Over 16 inches	8s. 10½d. „

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	1s. 4½d. per trap
Boundary traps, 4 inches	11d. „
Gully Traps (flanged)	7½d. each
Disconnectors	8¾d. each
Basins	8½d. „
Junctions	11s. 8½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	8s. 5½d. per gross
8 „	11s. 7d. „
9 „	14s. 2¾d. „
10 „	17s. 2d. „
11 „	19s. 10d. „
12 „	23s. 0d. „

or 15s. 8½d. per gross all round.

Chambers (Hand Pressed).

12's	29s. 9½d. per gross
9's	38s. 0¾d. „
6's	41s. 9d. „
Fluted chambers, finishing and handling	16s. 2¼d. „

3s. 11¾d. per gross extra to be allowed for embossed chambers

Chambers (Jiggered).

	Jiggering. per gross.	Turning. per gross.	Handling. per gross.
12's	9s. 5½d.	7s. 11d.	7s. 11d.
9's	11s. 7d.	9s. 1d.	9s. 0¾d.
6's	13s. 4½d.	10s. 9½d.	10s. 9½d.

3s. 11¾d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	8s. 2½d. per dozen
Bed pans	8s. 2½d. „

Ewers (Hand Pressed).

9's	5s. 5½d. per dozen
6's	5s. 9d. „

PIECE-WORK—*continued.*

Within all other parts of Victoria—*continued.*

GENERAL POTTERY—*continued.*

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	25s 9½d. per gross
No. 2 (12 inches)	28s. 7½d. „
No. 3 (13 inches)	33s. 1½d. „
No. 4 (14 inches or over)	37s. 3d. „

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	5s. 9½d. per dozen
9 and 10 inches	6s. 7d. „

Soap Dishes.

3-piece soap dishes	25s. 9½d. per gross
1-piece soap dishes	14s. 1½d. „

Male and Female Urinals.

Male and female urinals	5s. 1¾d. per dozen

Cottage Pans and Traps.

	Cane.	White.
Pans	13s. 8d. per dozen	14s. 8d. per dozen
Traps	13s. 8d. „	14s. 8d. „

Pans (Throwing).

Bread or Cream—	
Not more than 1½ gallons	33s. 2½d. per 100 gallons
More than 1½ gallons	30s. 11½d. „

Spittoons (Hand Pressed).

Large	23s. 6¾d. per gross
Small	19s. 10d. „

Vases.

Vases	19s. 3¾d. per gross

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	8s. 3½d. per dozen bottles

Bung Jars and Demijohns (Throwing).

1 gallon	1s. 9d. per dozen
2 gallon	2s. 11¾d. „
3 gallon	5s. 3½d. „
5 gallon	11s. 9¾d. „

7¾d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

Straight fronts—	
Cane	3s. 8d. each
White	3s. 11¼d. „
Hollow fronts—	
Cane	3s. 4¾d. „
White	3s. 8d. „
Sizes exceeding above dimensions—	
Cane	4s. 1½d. „
White	4s. 6¾d. „
State Pattern—	
Cane	3s. 5¾d. „
White	3s. 10¾d. „

Jugs (Throwing).

39's	7s. 9¾d. per gross
36's	8s. 1¾d. „
30's	10s. 2¼d. „
24's	11s. 1d. „
12's	15s. 8¼d. „

Barrels (Throwing).

Barrels	33s. 4½d. per 100 gallons

Washing or Toilet Bowls (Hand Pressed).

Plain	32s. 10¾d. per gross
Embossed	37s. 2¾d. „

Foot Warmers (Hand Pressed).

Plain	5s. 8½d. per dozen
Plain, with screw top	7s. 2¾d. „
Embossed, with screw top	8s. 10d. „

Jam Jugs.

Handling jam jugs	8s. 8d. per gross

Syrup Jars.

Large	10s. 2½d. per doz.
Small	7s. 8½d. „

Pudding Bowls.

9's	14s. 4d. per gross
12's	10s. 6¾d. „
18's	7s. 11d. „
24's	4s. 9d. „

Jelly Moulds.

1, 1½, and 2 pints	30s. 9½d. per gross

Jars (Throwing).

Squat jars—	
Under 2 gallons	24s. 9d. per 100 gallons
2 gallons and over	22s. 4d. „

Filter Shells (Throwing).

Dripstone	33s. 4½d. per 100 gallons
Candles (making and shaving)	6¾d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	24s. 3½d. per gross
Ale bottles	8s. 4¾d. „
Others	4s. 6¾d. „

Jugs (Hand Pressed).

30's	23s. per gross
24's	28s. 1d. „
12's	33s. 11¼d. „

TERRA COTTA.

Flower-pots (Throwing and Finishing).

3 inches	1s. 11d. per gross
4 „	2s. 4¾d. „
5 „	3s. 8d. „
6 „	4s. 10¾d. „
7 „	6s. 0¼d. „
8 „	9s. 9½d. „
9 „	12s. 1¾d. „
10 „	15s. 2d. „
12 „	20s. 6½d. „
13 „	44s. 1¾d. „
14 „	58s. 8d. „
15 „	72s. 5¼d. „
18 „	145s. 1¾d. „

Flower-pot Saucers (Throwing and Finishing).

4 inches	1s. 9½d. per gross
5 „	2s. 4¾d. „
6 „	3s. 9d. „
7 „	4s. 9½d. „
8 „	7s. 4¼d. „
9 „	9s. 9½d. „
10 „	11s. 5½d. „
12 „	15s. 0¼d. „
13 „	22s. 2¾d. „
14 „	29s. 2d. „
15 „	35s. 6½d. „

Ridging.

Ridging made by hand from wood or plaster moulds	1s. 11½d. per dozen

PIECE-WORK—*continued.*

Within all other parts of Victoria—*continued.*

TERRA COTTA—*continued.*

Crimp-pots and Saucers (Throwing and Finishing).

	Crimp-pots.	Crimp-pot Saucers.
5 inches	6s. 9½d. per gross	4s. 6¼d. per gross
6 "	8s. 7½d. "	5s. 8¼d. "
7 "	11s. 2d. "	6s. 9½d. "
8 "	15s. 9d. "	10s. 2½d. "
9 "	18s. 0½d. "	13s. 4½d. "
10 "	22s. 2¾d. "	16s. 9¾d. "

Seed Pans.

8 inches	9s. 9¼d. per gross
9 "	12s. 1¼d. "
10 "	13s. 6d. "
12 "	19s. 7d. "
13 "	25s. 3¼d. "
14 "	31s. 4d. "
15 "	38s. 2¼d. "

Butter Coolers and Butter-cooler Saucers.

	Butter Coolers.	Butter-cooler Saucers.
8's	4s. 5¾d. per dozen	8¼d. per dozen
9's	4s. 9d. "	10¾d. "

Chimney-pots.

16 inches and under	6s. 8½d. per dozen
Over 16 inches	8s. 3¼d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(9) 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 employed *in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above*, 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.

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 25th August, 1936.

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No. 182] THURSDAY, SEPTEMBER 10. [1936

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination, from the beginning of the first pay period after the 11th September, 1936, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts 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 this Determination shall be operative from the beginning of the first pay period after the 11th September, 1936, and that the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

—	Day Shift. Wages per Week of 44 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.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Within a radius of 10 miles of the Geelong and Warrnambool Post Offices.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES.	(A^1)	(B^1)	(A^2)	(B^2)	(A^3)	(B^3)
Development, Tool Room, and Maintenance Sections.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Aero mechanic required to hold "A" and "B" certificates ..	106 0	5 2	108 0	5 3	103 0	5 0
Aero mechanic required to hold "B" and "C" certificates ..	96 0	4 8	98 0	4 10	93 0	4 6
Aero mechanic not required to hold any certificate or only "C" certificate	93 0	4 7	95 0	4 8	90 0	4 5
Patternmaker	102 0	5 0	104 0	5 1	99 0	4 10
Toolmaker, tool hardener, and diemaker (in wood or metal) ..	99 0	4 10	101 0	4 11	96 0	4 8
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	96 0	4 8	98 0	4 10	93 0	4 6
Tradesman, the greater part of whose time is occupied marking off						
Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker	93 0	4 7	95 0	4 8	90 0	4 5
Template maker	97 0	4 9	99 0	4 10	94 0	4 7
First-class welder	96 0	4 8	98 0	4 10	93 0	4 6
Second-class welder	86 0	4 3	88 0	4 4	83 0	4 1
Third-class welder	78 0	3 10	80 0	3 11	75 0	3 8
Fourth-class welder	74 0	3 7	76 0	3 9	71 0	3 5
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter	90 0	4 5	92 0	4 6	87 0	4 3
First-class machinist in metal	93 0	4 7	95 0	4 8	90 0	4 5
Second-class machinist in metal	84 0	4 1	86 0	4 3	81 0	3 11
Third-class machinist in metal	78 0	3 10	80 0	3 11	75 0	3 8
Plate and/or machine moulder and/or coremaker	75 0	3 8	77 0	3 9	72 0	3 6
Ironworker assisting tradesman	72 0	3 6	74 0	3 7	69 0	3 4

* (See Clause 10 (*c*) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A^1, A^2, or A^3, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	Day Shift.					
	Wages per Week of 44 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.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Within a radius of 10 miles of the Geelong and Warrnambool Post Offices.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
Males—*continued.*	(A¹)	(B¹)	(A²	(B²)	(A³)	(B³)
Body-making Section.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
First-class body maker	93 0	4 7	95 0	4 8	90 0	4 5
Second-class body maker	90 0	4 5	92 0	4 6	87 0	4 3
Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line"	90 0	4 5	92 0	4 6	87 0	4 3
Assembler (other than process worker as defined) when not "on the line"	86 0	4 3	88 0	4 4	84 0	4 1
First-class machinist	93 0	4 7	95 0	4 8	90 0	4 5
Second-class machinist	84 0	4 1	86 0	4 3	81 0	3 11
Third-class machinist	78 0	3 10	80 0	3 11	75 0	3 8
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line"	84 0	4 1	86 0	4 3	81 0	3 11
Other oxy and electric welders	82 0	4 0	84 0	4 1	79 0	3 10
Metal panel fixer	79 0	3 10	81 0	4 0	76 0	3 9
Driller and/or borer (not using jigs)	78 0	3 10	80 0	3 11	75 0	3 8
Driller and/or borer (using jigs)	74 0	3 7	76 0	3 9	71 0	3 5
Panel Section.						
First-class panel beater	93 0	4 7	95 0	4 8	90 0	4 5
Second-class panel beater, metal panel worker	90 0	4 5	92 0	4 6	87 0	4 3
Panel-edge turner, solderer, assembler (other than process worker as defined), air hammer operator	86 0	4 3	88 0	4 4	83 0	4 1
Press operator (heavy)	86 0	4 3	88 0	4 4	83 0	4 1
Press operator (light)	78 0	3 10	80 0	3 11	75 0	3 8
Oxy-acetylene and electric welder	82 0	4 0	84 0	4 1	79 0	3 10
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler	79 0	3 10	81 0	4 0	76 0	3 9
Other panel machinists	78 0	3 10	80 0	3 11	75 0	3 8
Driller (not using jigs)	76 0	3 9	78 0	3 10	73 0	3 7
Driller (using jigs)	72 0	3 6	74 0	3 7	69 0	3 4
Tubemaker	76 0	3 9	78 0	3 10	73 0	3 7
Emery grinder, grinder and/or buffer (metal)	74 0	3 7	76 0	3 9	71 0	3 5
Grinder and/or buffer (using portable machine)	78 0	3 10	80 0	3 11	75 0	3 8
Smithing Section.						
Smith	94 0	4 7	96 0	4 8	91 0	4 5
Axle maker, axle turner, spring fitter, laminated spring maker	93 0	4 7	95 0	4 8	90 0	4 5
First-class machinist (metal)	93 0	4 7	95 0	4 8	90 0	4 5
Second-class machinist (metal)	84 0	4 1	86 0	4 3	81 0	3 11
Third-class machinist (metal)	78 0	3 10	80 0	3 11	75 0	3 8
Rivetter on motor truck or waggon body	90 0	4 5	92 0	4 6	87 0	4 3
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer	84 6	4 2	86 6	4 3	81 6	4 0
Cushion and squab spring assembler and frame operative, electric stove attendant	79 0	3 10	81 0	4 0	76 0	3 9
Vyceman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, driller and/or borer (not using jigs)	78 0	3 10	80 0	3 11	75 0	3 8
Driller and/or borer (using jigs)	74 0	3 7	76 0	3 9	71 0	3 5
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or tapper	74 0	3 7	76 0	3 9	71 0	3 5
Striker	72 0	3 6	74 0	3 7	69 0	3 4
Coach Painting Section.						
Coach painting with brush, writer and liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming)	90 0	4 5	92 0	4 6	87 0	4 3
Spotter and/or toucher up, spray painter (on priming only), duco polisher (using buffers), and/or stopper up	84 0	4 1	86 0	4 3	81 0	3 11
Transfer grainer	81 0	4 0	83 0	4 1	78 0	3 10
Acid washer, wet rubber and/or polisher	78 0	3 10	80 0	3 11	75 0	3 8
Brush or spray painters on floors, under-carriages and gear; bow socker enameller	76 0	3 9	78 0	3 10	73 0	3 7
Dipper and hanger	73 0	3 7	75 0	3 8	70 0	3 5
Painter's labourer	72 0	3 6	74 0	3 7	69 0	3 4

* (See Clause 10 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹, A², or A³, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

—	Day Shift. Wages per Week of 44 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.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Within a radius of 10 miles of the Geelong and Warrnambool Post Offices.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
Males—*continued.*	(A¹)	(B¹)	(A²)	(B²)	(A³)	(B³)
Trimming Section.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Tradesman trimmer (including cutter by hand), squab and/or cushion maker	90 0	4 5	92 0	4 6	87 0	4 3
Electric machine cutter	86 0	4 3	88 0	4 4	83 0	4 1
Sectional trimmer (as defined)	82 0	4 0	84 0	4 1	79 0	3 10
Marker out or scriber using patterns or templates, strap maker, pleat stuffer (male adult)	78 0	3 10	80 0	3 11	75 0	3 8
Paster (male adult)—						
First year's experience	78 0	3 10	80 0	3 11	75 0	3 8
Second year's experience	80 0	3 11	82 0	4 0	77 0	3 9
Third year's experience and thereafter	82 0	4 0	84 0	4 1	79 0	3 10
Band and/or jig sawer, air hammer operator, skiving machinist, sewing machinist (male adult), camachine operator (male adult), and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools	78 0	3 10	80 0	3 11	75 0	3 8
Woodmill Section.						
Saw doctor	98 0	4 10	100 0	4 11	95 0	4 8
First-class wood machinist (as defined)	90 0	4 5	92 0	4 6	87 0	4 3
Second-class wood machinist (as defined)	86 0	4 3	88 0	4 4	83 0	4 1
Assembler (without use of jigs)	90 0	4 5	92 0	4 6	87 0	4 3
Assembler (with use of jigs)	86 0	4 3	88 0	4 4	83 0	4 1
Sand-paper and emery machinist	76 0	3 9	78 0	3 10	73 0	3 7
Timber stacker, timber kiln attendant	72 0	3 6	74 0	3 7	69 0	3 4
Glass Section.						
Plate-glass cutter, plate-glass beveller, plate-glass driller	88 0	4 4	90 0	4 5	85 0	4 2
Plate-glass grinder	76 0	3 9	78 0	3 10	73 0	3 7
Assembler of prepared parts (not coming within the definition of process worker)	81 0	4 0	83 0	4 1	78 0	3 10
Chassis Assembling Section.						
Motor mechanic	90 0	4 5	92 0	4 6	87 0	4 3
Petrol tank operative	80 0	3 11	82 0	4 0	77 0	3 9
Chassis assembler and/or wirer	79 0	3 10	81 0	4 0	76 0	3 9
Assembler of chassis parts independently of main assembly, body mounter	78 0	3 10	80 0	3 11	75 0	3 8
Rivetter, tire fitter	76 0	3 9	78 0	3 10	73 0	3 7
Driver of chassis	72 0	3 6	74 0	3 7	69 0	3 4
Labourer assisting without using tools	69 0	3 5	71 0	3 6	66 0	3 3
Horse-drawn Vehicle Section.						
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker	90 0	4 5	92 0	4 6	87 0	4 3
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender	86 0	4 3	88 0	4 4	83 0	4 1
Nave mortice and boring machinist	76 0	3 9	78 0	3 10	73 0	3 7
(All other classifications as prescribed for in other sections.)						
Rolling-stock Section.						
Body maker, wheel turner	93 0	4 7	95 0	4 8	90 0	4 5
Wheel grinder, pitman	84 6	4 2	86 6	4 3	81 6	4 0
(All other classifications as prescribed for in other sections.)						
Miscellaneous Employees.						
Operator of tractor with or without trailers	79 0	3 10	81 0	4 0	76 0	3 9
Case maker	76 0	3 9	78 0	3 10	73 0	3 7
Die-casting machine operative, pipe fitter	78 0	3 10	80 0	3 11	75 0	3 8
Case repairer	72 0	3 6	74 0	3 7	69 0	3 4
Process worker (as defined)	72 0	3 6	74 0	3 7	69 0	3 4
All others	66 0	3 3	68 0	3 4	63 0	3 1
Leading hand—all sections (see Clause 16).						

* (See Clause 10 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹, A², or A³, as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

(*a*) The minimum rates to be paid to female machinists throughout Victoria shall be at the rate of—

—	Per Week of 44 Hours. Within a Radius of 10 Miles of the Geelong and Warrnambool Post Offices.	Per Week of 44 Hours. Elsewhere in Victoria.	Plus Weekly Allowance in Lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.
	£ s. d.	£ s. d.	s. d. s. d.
First six months (without previous experience)	1 3 6	1 3 0	
Second six months	1 13 6	1 12 6	
Third six months	1 19 0	1 18 0	23 0 .. 1 1
Thereafter	2 7 0	2 6 0	23 6 .. 1 2
(*b*) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—			32 6 .. 1 7 33 6 .. 1 8 38 0 .. 1 10 39 0 .. 1 11 46 0 .. 2 3 47 0 .. 2 4
For the first six months	1 3 6	1 3 0	
For the second six months	1 13 6	1 12 6	
Thereafter	2 7 0	2 6 0	

Apprentices.

(3) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

(*a*) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
(*b*) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
(*c*) Painting (coach).
(*d*) Trimming.
(*e*) Axle-making.
(*f*) Wood-turning and woodwork machining.
(*g*) Panel-working, including panel beating, sheet metal working and welding.
(*h*) Motor body die and tool making.
(*i*) Fitting and turning. Metal machining.
(*j*) Pattern making.
(*k*) Motor mechanic.
(*l*) Aircraft making.
(*m*) Saw doctoring.

(ii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XIV. below; also (4 (*c*) (7).

The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

(iii) The periods of apprenticeship shall be as follows:—

If the apprentice when articled is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

(iv) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

(v) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

Wages.

(vi) (*a*) In all contracts of apprenticeship hereafter made, the minimum rate of wages shall be as follows:—

—	Per Week of 44 Hours. Within a Radius of 10 Miles of the Geelong and Warrnambool Post Offices.	Per Week of 44 Hours. Elsewhere in Victoria.
	s. d.	s. d.
Five-year terms—		
First year	15 0	15 0
Second year	20 6	20 6
Third year	31 6	30 6
Fourth year	51 6	50 0
Fifth year	65 0	63 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	18 0	18 0
Second year	31 0	30 0
Third year	51 6	50 0
Fourth year	65 0	63 0

(*b*) Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(*c*) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 10 (*c*) to the number of four days per annum.

(vii) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(ix) No apprentice shall work under any system of payment by results.

(x) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.

(xi) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(xii) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(xiii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(xiv) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Male Junior Workers.

(4) (a) Unapprenticed male junior workers may be employed in any occupation covered by this Determination, and shall be paid, per week of 44 hours, on the basis of age plus experience, as indicated in clauses (c) (1) and (c) (2) hereunder, as follows :—

(1) Within a radius of 10 miles of the Geelong and Warrnambool Post Offices—

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in Lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.
		1.	2.	3.	4.	5.	6.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d. s. d.
								15 6 .. 0 9
								18 6 .. 0 11
14–15 years	15 6	18 6	24 6	31 0	37 0	45 6	55 6	21 6 .. 1 1
15–16 ,, ...	15 6	21 6	28 0	34 0	40 0	47 6	..	24 6 .. 1 2
16–17 ,, ...	18 6	24 6	31 0	37 0	45 6	..	..	28 0 .. 1 4
17–18 ,, ...	21 6	28 0	34 0	40 0	..	..	..	31 0 .. 1 6
18–19 ,, ...	24 6	31 0	37 0	..	..	..	..	34 0 .. 1 8
19–20 ,, ...	28 0	34 0	..	..	..	..	..	37 0 .. 1 10
20–21 ,, ...	31 0	..	..	..	..	...	..	40 0 .. 1 11
								45 6 .. 2 3
								47 6 .. 2 4
								55 6 .. 2 9

(2) Elsewhere in Victoria.

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in Lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.
		1.	2.	3.	4.	5.	6.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d. s. d.
14–15 years	15 0	18 0	24 0	30 0	36 0	44 0	54 0	15 0 .. 0 9
15–16 ,, ...	15 0	21 0	27 0	33 0	39 0	46 0	..	18 0 .. 0 11
16–17 ,, ...	18 0	24 0	30 0	36 0	44 0	..	..	21 0 .. 1 0
17–18 ,, ...	21 0	27 0	33 0	39 0	..	..	..	24 0 .. 1 2
18–19 ,, ...	24 0	30 0	36 0	..	..	..	..	27 0 .. 1 4
19–20 ,, ...	27 0	33 0	..	..	..	..	..	30 0 .. 1 6
20–21 ,, ...	30 0	..	..	..	..	..	..	33 0 .. 1 7
								36 0 .. 1 9
								39 0 .. 1 11
								44 0 .. 2 2
								46 0 .. 2 3
								54 0 .. 2 8

(b) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(c) (1) Change of wage rates shall be made once each year and shall be payable as from the beginning of the first pay period after the birthday of the employee concerned.

(2) Completed years of experience only to be taken into account when rate is changed.

(3) Employee to furnish proof of age by means of birth certificate or sworn declaration by parent or guardian.

(4) Employee to prove experience by written statement made by previous employers in the coachbuilding industry.

(5) Employee to receive a length of service record card on leaving the employment of any one employer.

(6) For the purpose of this clause experience shall mean any form of employment in any branch of the industry covered by this Determination.

(7) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory. (See clause (3) (ii).)

Hours of Employment.

(5) (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive and 7 a.m. to noon on Saturday; provided that the spread of hours herein prescribed may be altered by mutual agreement between any employer and his employees.

(b) By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

Shift Work—Continuous Processes.

(6) (a) Employees working in establishments carrying on continuous processes shall work such shifts, up to six per week as may be required.

(b) A shift shall consist of eight hours inclusive of such times as by mutual arrangements may be taken for meal breaks.

(c) For all time of duty outside ordinary hours or in excess of eight consecutive hours in 24 or of 44 in one week, an employee on shift work in a continuous process shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift, 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 unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(d) Employees working afternoon and night shifts shall be paid 5 per cent. more than ordinary rates for such shifts.

(e) Employees working any Sunday or holiday shifts shall be paid at the rate of time and a half for such shift.

(f) 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 Saturday afternoon holiday and/or Sunday shifts: Where practicable, 20 minutes crib-time shall be allowed without deduction of pay. Further provided that such shift workers ceasing to be employed on shift 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 mentioned.

SHIFT WORK—IN OTHER THAN CONTINUOUS PROCESSES.

(g) In establishments not coming within the definition of continuous processes, any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop or six successive working nights or more in a six-day workshop, shall be paid for at the rate of time and a half.

(h) For any afternoon or night shift which has been in operation for five nights or more and less than one month, 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 5 per cent. more than ordinary rates.

(i) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(j) Females shall not be allowed to work shift work.

MIXED FUNCTIONS.

(7) An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

(8) (a) For all work done outside ordinary hours the rate of wages shall be time and a half for the first four hours and double time thereafter, such double time to continue to be paid until the employee has been relieved from work for at least eight hours: Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time which he is so told to 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.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) 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.

(g) An employee working overtime shall be allowed a crib-time of 20 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.

(h) Before starting overtime after working ordinary hours, a break of at least 15 minutes shall be allowed if the period of overtime to be worked is in excess of two hours. An employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if the work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop, who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

(j) Subject to the provisions of the second part of (f) of this clause an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

(l) Where overtime is worked on account of a breakdown of plant and/or machinery all overtime shall be paid for at the rate of time and a half.

SUNDAY AND HOLIDAY RATES.

(9) (a) Where an employee works on a Sunday at the request of the employer, the work done shall be paid for at the rate of double ordinary time.

(b) Where an employee works on union picnic day at the request of the employer, the work done shall be paid for at the rate of double ordinary time.

(c) Where an employee works on any of the holidays (including overtime) specified in clause 10 (b) of this Determination, at the request of the employer, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause 14 (d) of this Determination.

HOLIDAYS.

(10) (a) The day on which the Coachmakers' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day (21st April), Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

(c) If the contract of employment is for hourly hiring, an allowance (clause (2) B^1, B^2, B^3) calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (2) A^1, A^2, A^3 of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 (14 x 8) and divided by fifty-two (52), the answer to be calculated to the nearest penny. (Clause 2—A^2 is 3s. less than A^1 and A^3, and B^2 is 2d. less than B^1 and B^3.)

PIECEWORK RATES.

(11) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY-DAY.

(12) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

PAYMENT FOR PART WEEK.

(13) An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

CONTRACT OF EMPLOYMENT.

(14) (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

(b) A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct, or for absence from work without reasonable excuse.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 10 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause 10 (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause 2 of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowance shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause 10 (c) of this Determination shall also be paid in addition to the rates prescribed by clause 2 of this Determination for female workers and male junior workers.

(e) An employee engaged on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

Time and Wages Book.

(15) (a) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time books or cards 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.

Leading Hands.

(16) Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra; from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

Aircraft Making.

(17) Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

Travelling Time.

(18) 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 excess expenses. Such time to be part of the ordinary day's work.

Definitions.

(19) (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing 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.

(f) "First-class machinist" (in metal) means 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, and grinding machine.

(g) "Second-class machinist" (in metal) means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings or prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of "first-class machinist"; or who is engaged operating a key-seating machine, or a second-class brass finisher or as a pipe fitter on low pressure work.

(h) "Third-class machinist" (in metal) means a machinist, not being a process worker, who operates any machine set up by tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist or any machine other than electric cutters in trim shops used for cutting fabrics.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, sill hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

(i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Motor mechanic" means an adult employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts (including electric) of the engines of motor cars, motor cycles or other motor vehicles, but not one engaged only in making minor adjustments to engines and chasses.

(o) "First-class welder" means an adult 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, and includes re-welding by hand processes.

(p) "Second-class welder" means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(q) "Third-class welder" means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(r) "Fourth-class welder" means an adult employee cutting scrap with oxy-acetylene blowpipe.

(s) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.

(t) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(u) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(v) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(w) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(x) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs, or in the repairing of damaged bodies.

(y) "Repairing" means the repairing of individual bodies and the replacement therein of panels and other parts.

(z) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(aa) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(bb) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(cc) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(dd) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(ee) "Smith" includes coach smith, wheelwright smith, angle iron smith and motor smith.

(ff) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(gg) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(hh) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(ii) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(jj) "Continuous process" means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least six successive days in each week.

(kk) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

Grinding Tools.

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

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

Waterproof Clothing.

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

Spray Painters.

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

Tools to be Provided by Employer.

(23) Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to ¼ inch and snips, such tools to remain the property of the employer.

Miscellaneous Provisions.

(24) (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and boots.

(c) Suitable 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.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

Right of Entry of Union Officials.

(25) A duly accredited representative of the Australian Coach, Motor Car, Tram Car, Waggon Builders, Wheelwrights and Aircraft Rolling Stock Makers Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions :—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that this clause shall only apply to those employers who are not respondents to the Federal Award in respect of this industry.

Limitation of Employer's Liability.

(26) When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

D. GRANT, Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne, 26th August, 1936.

By Authority: H. J. Green, Government Printer, Melbourne.