



# VICTORIA GOVERNMENT GAZETTE.

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No. 247]

FRIDAY, DECEMBER 11.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE PAPER BOARD.

NOTE.—(1) This Determination on the 5th December, 1936, applied to the whole of the State of Victoria.

(2) On the 4th July, 1916, the Paper Board was given exclusive power to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with making paper, cardboard, carpet felt, or any similar products."

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed making paper, cardboard, carpet felt, or any similar products," has made the following Determination, namely:—

(1) That on the 5th December, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.						
Age.		Wages per Week of 48 Hours.			WAGES PER WEEK OF 48 HOURS.						
		Males.		Females.							
		Day Workers.	Shift Workers.								
		s. d.	s. d.	s. d.	Males.					Day Workers.	Shift Workers.
15 years and under	..	15 0	16 6	..	Machinemen	..	..	..	..	s. d.	s. d.
16 years	..	18 0	19 6	15 6	Beatermen	..	..	..	..	93 0	96 0
17 years	..	22 10	24 4	20 1	Breakerman	..	..	..	..	90 0	93 0
18 years	..	34 1	35 7	25 1	Head boilerman, head finisher, or head ragcutter	..	..	..	..	73 0	76 0
19 years	..	45 4	46 10	29 7	Board paster in charge, head baler, head yardman, wire drum repairer, man working flying fox hoist, cuttorman in charge of separate machines	..	..	..	..	78 0	81 0
20 years	..	58 10	60 4	36 4	Assistant finishers, guillotine men, lining machine men, knivesmen and cuttermen on paper and board machines, boilermen, glazing machine men, ripping and rewinding machine men, assistant ragcuttermen, tractor drivers, motor drivers in yard, hoist man, railway and delivery men, men engaged in parcelling and tying boards or balers	..	..	..	..	75 0	78 0
					All others	..	..	..	..	72 0	75 0
						..	..	..	..	69 0	72 0

*Apprentices.*  
PROPORTION (in any factory or place).  
MALES.  
One male apprentice to every three or fraction of three male workers receiving not less than 69s. per week of 48 hours.  
FEMALES.  
One female apprentice to every three or fraction of three female workers receiving not less than 38s. 1d. per week of 48 hours.  
An indenture of apprenticeship prescribed by the Board was approved on 4th June, 1924.

*Improvers.*  
PROPORTION (in any factory or place).  
MALES.  
Three male improvers to every five or fraction of five male workers receiving not less than 69s. per week of 48 hours.  
FEMALES.  
One female improver to each female worker receiving not less than 38s. 1d. per week of 48 hours.

Ragcutter cutting carpet felt shall be paid 6d. per shift or day extra.

FEMALES.  
Finishers .. .. . 38 1 ..  
Sorters of waste paper .. .. . 39 7 ..

(3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.

In the event of one holiday occurring in a week and not being worked, overtime rate shall be paid for any time worked in excess of 40 hours.

In the event of two holidays occurring in a week and not being worked, overtime rate shall be paid for any time worked on excess of 32 hours for shift workers, and 35 hours for day workers.

(4) DEFINITION.—Shift worker means any person employed in a continuous process where three shifts are worked for six days a week, and in which alternative weekly shifts are worked by such person.

(5) MEAL ALLOWANCE.—A meal allowance of 1s. 6d. shall be paid to any male employee over 16 years of age, when ordered to work overtime without notice the day before such overtime is required, and provided a minimum of two hours' overtime per day is worked.

(6) PAYMENTS FOR PUBLIC HOLIDAYS.—Eight hours' pay at ordinary rates shall be paid for the following holidays, if not worked:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, and Anzac Day, or such other days as are observed in lieu of any of the above days, excepting—

(a) In the event of any of the foregoing holidays being worked, ordinary rates in addition to the holiday rates as above-mentioned shall be paid.

(b) In the event of Anzac Day falling on a Sunday, no payment shall be made for that day.

(c) In the event of a holiday falling on a Saturday and not being worked, day workers shall be paid at ordinary rates  $4\frac{1}{2}$  hours of pay at Melbourne and Fairfield, and 4 hours and 40 minutes at Broadford, to make up a full week of 48 hours.

(7) SPECIAL RATES FOR SUNDAYS.—Double time shall be the special rate payable for all work done on Sundays.

H. J. RICHARDSON, J.P., Chairman.

A. G. ALLEN, Secretary

Melbourne, 20th November, 1936.



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Factories and Shops Acts.

## DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

NOTE.—This Determination on the 4th December, 1936, applies 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 4th December, 1936, 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 process, trade, or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling"—

has made the following Determination, namely:—

(1) That on the 4th December, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.				Improvers.			
WAGES.				WAGES.			
	Per week of 44 hours.	Holiday Allowance Payable in Addition.			Per week of 44 hours.	Holiday Allowance Payable in Addition.	
	A.	B.			A.	B.	
	s. d.	s. d.			s. d.	s. d.	
1st year's experience ..	16 6	0 5		Under 17 years of age ..	16 6	0 5	
2nd " " ..	25 0	0 8		17 years of age ..	25 0	0 8	
3rd " " ..	33 3	0 10		18 " " ..	33 3	0 10	
4th " " ..	42 3	1 1		19 " " ..	42 3	1 1	
5th " " ..	50 9	1 4		20 " " ..	50 9	1 4	
and thereafter the minimum wage.							
PROPORTION (by any employer).				PROPORTION (by any employer).			
One apprentice to every three or fraction of three workers receiving not less than 76s. 6d. per week of 44 hours.				One improver to every six workers receiving not less than 96s. 6d. per week of 44 hours.			
No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.							

### Other Employees.

WAGES.			
	Per week of 44 hours.	Holiday Allowance Payable in Addition.	
	A.	B.	
	s. d.	s. d.	
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster .. .. .	96 6	2 5	
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings .. .. .	76 6	1 11	
All others .. .. .			
EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.			
(b) Employees—			
(i) Demolishing old ceilings, or .. .. .			
(ii) Erecting new ceilings on sites of old ceilings that .. .. .			
have been demolished .. .. .			
(3) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's factory in connexion with the fixing of fibrous plaster:—			
(a) For work done at such distance as prevents the employee from returning to his home the same night—			
(i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.			
(ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.			

## (b) For any other work—

An amount equal to the fare, by the most economical means of travel, from and to the "centre" to and from the place of employment.

"Centre" shall mean the Flinders-street Railway Station if the employer's factory is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's factory.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

## (4) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work shall be—

Time of Beginning.

Time of Ending.

8 a.m. .. .. . 12 noon on Saturday.

8 a.m. .. .. . 5 p.m. on the other working days of the week.

## (5) OVERTIME.—That the following rate shall be paid for all work done—

(a) Outside the hours fixed in Clause (4) .. .. .

(b) Within the hours fixed in Clause (4) in excess of 44 hours } Time and a half for the first two hours and thereafter double time.  
in any week .. .. . }

## (6) SPECIAL RATES.—

(a) An allowance, as per Clause 2b, shall be made in addition to the wages set out in Clause 2, as compensation for time lost on prescribed holidays. Such an allowance to be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall only be payable for work done on the day so substituted.

(7) PAYMENT OF WAGES.—(a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

(8) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee who has presented himself for work, as requested, by the employer or his responsible representative, shall—

(a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,

(b) if engaged, be deemed to have commenced work at the hour he presents himself for engagement.

(9) TRANSPORT AT NIGHT.—Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(10) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of Two shillings.

(11) HOT WATER IN FACTORIES.—During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of hot water in some central position for the benefit of employees engaged in hand mixing plaster in cold water.

(12) GRINDING AND CLEANING TOOLS.—When an employee is discharged he shall be allowed a half hour at ordinary rates for the purpose of grinding and cleaning his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

(13) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

HARRY B. LEE, Chairman.

R. DUFFY, Secretary.

Melbourne, 19th November, 1936.