



VICTORIA GOVERNMENT GAZETTE.

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No. 37]

FRIDAY, FEBRUARY 14.

[1936

Factories and Shops Acts.

DETERMINATION OF THE WOODWORKERS BOARD.

Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

NOTE.—This Determination applies 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 (other than persons under the jurisdiction of the Carpenters, Agricultural Implements, Country Agricultural Implements, Shops Board No. 12 (Fuel and Fodder), Shops Board No. 13 (Fuel and Fodder, Country), or persons engaged in ship or boat building, or the erection of bridges, wharfs, or similar structures), employed as—

- (a) carpenters, joiners or box-makers;
- (b) stackers, sorters, loaders or unloaders of sawn, hewn, or split timber or logs;
- (c) sawmill, timber yard, timber seasoning plant, box factory, or joiner's workshop employees;
- (d) tramway builders, aerial workers, timber fellers, hewers or splitters in connexion with a saw-mill;
- (e) forest workers conveying timber to a saw-mill;
- (f) workers conveying timber from a saw-mill by tramway;
- (g) woodworkers making articles not under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed,

has made the following Determination, namely:—

- (1) This Determination shall come into force on the 10th February, 1936.
- (2)

WAGES PER WEEK OF 46 HOURS.

(a) Apprentices (except those covered by the <i>Apprenticeship Act 1928</i>).		Improvers and Juvenile Workers.	
	<i>s. d.</i>		<i>s. d.</i>
*1st year	18 0 per week	Under 16 years of age	18 0 per week
2nd	22 6 "	16 to 17	22 6 "
†3rd	31 6 "	17 to 18	31 6 "
‡4th	40 6 "	18 to 19	40 6 "
§5th	54 0 "	19 to 21	54 0 "

Where an apprentice has completed his indentures before turning 21 years of age he may be employed as an improver at not less than 54s. per week.

*Should any apprentice have attended timber working classes in a technical school for one year prior to being apprenticed, and shall have obtained a certificate of proficiency in the work of that year, he shall be entitled to 2s. 6d. per week in addition to the rate set out for the first year.

†Should any apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course, and passed an examination at a technical school in woodworking machinery and wood turning, sawing and sharpening saws, or saw doctoring in accordance with the class of work to which he is apprenticed, he shall be paid a sum of 5s. per week in addition to the rates set out above for the remainder of his period of apprenticeship, or until he attains the age of 21, whichever period shall be the longer.

PROPORTION (WITHIN ANY PLACE).

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

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every four workers receiving not less than the minimum wage.

Juvenile Workers.

Four juvenile workers to each worker receiving not less than the minimum wage.

(For definition of a Juvenile Worker see Clause 5 (b).)

2 (b)	Other Employees.	Employed in the Bush or at Bush Saw-mills.	Employed in the Metropolitan, Milderura, and Gippsland Districts. (Except in the Bush and at Bush Saw-mills.)	Employed in Geelong and Warrnambool.	Employed in all Other Districts of Victoria. (Except in the Bush and at Bush Saw-mills.)
		£ s. d.	£ s. d.	£ s. d.	£ s. d.
	Belt repairer	3 13 0	3 14 0	3 14 0	3 11 0
	Blacksmith	4 3 0	4 4 0	4 4 0	4 1 0
	Box crate or casemaker	3 17 0	3 18 0	3 18 0	3 15 0
	Broad axeman	4 11 0	4 12 0	4 12 0	4 9 0
	Carpenters and joiners	4 11 6	4 12 6	4 12 6	4 9 6
	Carpenters making stock work	4 4 0	4 5 0	4 5 0	4 2 0
	Carpenters (bush)	3 17 0	.. .. .	.. .. .	.. .. .
	Drivers of snig or bullock teams	4 3 0	.. .. .	.. .. .	.. .. .
	Crane attendant or dogman .. .. .	.. .. .	3 10 0	3 10 0	3 7 0
	Faller	4 0 0	.. .. .	.. .. .	.. .. .
	Grinders of knives and cutters	4 5 0	4 6 0	4 6 0	4 3 0
	Guard	4 0 0	4 1 0	4 1 0	3 18 0
	Hookman and/or log yardman	3 11 0	3 12 0	3 12 0	3 9 0
	Hoop-iron fixers on boxes	3 11 0	3 12 0	3 12 0	3 9 0
	Landing builders or repairers—man in charge	3 17 0	3 18 0	3 18 0	3 15 0
	Landing builders or repairers	3 11 0	3 12 0	3 12 0	3 9 0
	Leading hand, 1s. per day extra .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
	Loaders or turners of sleepers over 5 feet or loaders of logs	3 11 0	3 12 0	3 12 0	3 9 0
	Machinists—Machinists employed at—				
	(a) (i) Shaper, Boults's carver, general joiner, wood turner buzzer (using other than straight irons), Lindemann gluer and joiner	4 6 0	4 7 0	4 7 0	4 4 0
	(ii) Any automatic lathe (including variety turning, copying, spoke turning or any other), where the machinist sets up his machine and grinds his knives and cutters	4 6 0	4 7 0	4 7 0	4 4 0
	(b) Moulding machine, planing machine (one, two, three or four-sided planer, dimensional planer, door planer or any other), veneer lathe, match lathe—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 3 0	4 4 0	4 4 0	4 1 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 17 0	3 18 0	3 18 0	3 15 0
	(c) Buzzer (using straight irons), tenoning machine, jointer, carving machine, dovetailing machine (for joinery or cabinet work), cross grainer, lock angle machine, spoke throater—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 0 0	4 1 0	4 1 0	3 18 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 11 0	3 12 0	3 12 0	3 9 0
	(d) Dovetailing machine (for boxes and cases)—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	3 17 0	3 18 0	3 18 0	3 15 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 11 0	3 12 0	3 12 0	3 9 0
	(e) Timber-bending machine, sandpaper or emery machine or belts	3 15 0	3 16 0	3 16 0	3 13 0
	(f) Mortising machine (chain or hollow chisel of any kind or any other), multiple or single spindle boring machine, slotter equalizer, veneer chaff machine, veneer chipping machine, veneer gluing machine, box lacing machine, box printing machine, and box nailing machine—where the machinist sets up his machine or grinds his knives and cutters or does both	3 11 0	3 12 0	3 12 0	3 9 0
	(g) Any machinist (with the exception of those in (a) (i) who neither grinds his knives and cutters nor sets up his machine, but is merely an operator of feeder of the machine)	3 8 0	3 9 0	3 9 0	3 6 0
	Mantelpiece maker	4 4 0	4 4 0	4 4 0	4 1 0
	Measurer	3 17 0	3 18 0	3 18 0	3 15 0
	Millwright	4 9 0	4 10 0	4 10 0	4 7 0
	Orderman	3 17 0	3 18 0	3 18 0	3 15 0
	Painter	3 17 0	3 18 0	3 18 0	3 15 0
	Platelayar	3 11 0	.. .. .	.. .. .	.. .. .
	River logman	3 9 0	.. .. .	.. .. .	.. .. .
	Ropeman or shoeman	4 0 0	.. .. .	.. .. .	.. .. .
	Sawyers and Assistants—				
	(a) Log band sawyer, with or without Symonson turner	4 9 0	.. .. .	.. .. .	.. .. .
	(b) Twin sawyer planking out or flitching up	4 9 0	.. .. .	.. .. .	.. .. .
	(c) Stave-cutting sawyer	4 3 0	.. .. .	.. .. .	.. .. .
	(d) Twin sawyer or vertical, with or without Symonson turner	4 0 0	.. .. .	.. .. .	.. .. .
	(e) Flitching frame sawyer	4 0 0	.. .. .	.. .. .	.. .. .
	(f) Other breaking down sawyer	4 0 0	.. .. .	.. .. .	.. .. .
	(g) No. 1 benchman, with or without Symonson turner	4 9 0	.. .. .	.. .. .	.. .. .
	(h) No. 2 benchman	4 3 0	.. .. .	.. .. .	.. .. .
	(i) No. 3 benchman	3 17 0	.. .. .	.. .. .	.. .. .
	(j) No. 4 benchman	3 11 0	.. .. .	.. .. .	.. .. .
	(k) Deal or gang frame sawyer	3 17 0	.. .. .	.. .. .	.. .. .
	(l) Dockerman where two or more dockers—				
	(i) Main dockerman	3 14 0	.. .. .	.. .. .	.. .. .
	(ii) Dockerman other than main	3 9 6	.. .. .	.. .. .	.. .. .
	(m) Dockerman where only one dockerman	3 11 0	.. .. .	.. .. .	.. .. .
	(n) Steam or other power-driven crosscut sawyer	3 12 0	.. .. .	.. .. .	.. .. .
	(o) Puller-out, No. 1 bench—				
	(i) Single handed on dead roller	4 0 0	.. .. .	.. .. .	.. .. .
	(ii) On dead roller where not single handed	3 14 0	.. .. .	.. .. .	.. .. .
	(iii) Friction feed or split roller	3 11 0	.. .. .	.. .. .	.. .. .
	(p) Assistant, No. 1 bench	3 11 0	.. .. .	.. .. .	.. .. .
	(q) Puller-out, No. 2 bench—				
	(i) Single handed on dead roller	3 14 0	.. .. .	.. .. .	.. .. .
	(ii) On dead roller where not single handed	3 11 0	.. .. .	.. .. .	.. .. .
	(iii) Friction feed or split roller	3 9 6	.. .. .	.. .. .	.. .. .
	(r) Assistant, No. 2 bench	3 9 6	.. .. .	.. .. .	.. .. .
	(s) Puller-out or assistant, No. 3 bench	3 8 0	.. .. .	.. .. .	.. .. .
	(t) Puller-out or assistant, any breaking down saw	3 11 0	.. .. .	.. .. .	.. .. .

These rates and classifications apply to Bush saw-mills only.

2 (b)	Other Employees.	Employed in the Bush or at Bush Saw-mills.	Employed in the Metropolitan, Milderura, and Gippsland-Districts. (Except in the Bush and at Bush Saw-mills.)	Employed in Geelong and Warrnambool.	Employed in all Other Districts of Victoria. (Except in the Bush and at Bush Saw-mills.)
		£ s. d.	£ s. d.	£ s. d.	£ s. d.
(u)	Log band sawyer, with or without Symonson turner ..	4 10 0	4 10 0	4 10 0	4 7 0
(v)	Roller re-cut band sawyer using blade over 3 inches in width ..	4 4 0	4 4 0	4 4 0	4 1 0
(w)	Roller re-cut band sawyer using blade under 3 inches in width, if brazing or sharpening his own saw ..	4 4 0	4 4 0	4 4 0	4 1 0
(x)	Circular sawyer, if cutting a depth of 7½ inches or over, whether for moulding machine or otherwise ..	4 4 0	4 4 0	4 4 0	4 1 0
(y)	Detail band or jig sawyer, if brazing or sharpening his own saw ..	4 4 0	4 4 0	4 4 0	4 1 0
(z)	Sawyer cutting detail work, whether for moulding machine or otherwise ..	4 4 0	4 4 0	4 4 0	4 1 0
(aa)	Twin or vertical sawyer ..	4 4 0	4 4 0	4 4 0	4 1 0
(ab)	Breaking down bench sawyer ..	4 4 0	4 4 0	4 4 0	4 1 0
(ac)	Fitching frame sawyer ..	4 1 0	4 1 0	4 1 0	3 18 0
(ad)	Sawyer preparing timber for moulding machine (other than vertical, flat, or deep cutting) ..	4 0 0	4 0 0	4 0 0	3 17 0
(ae)	Deal frame sawyer, if cutting a depth of 18 inches or over ..	4 0 0	4 0 0	4 0 0	3 17 0
(af)	Detail band or jig-sawyer, if not brazing or sharpening his own saw ..	3 18 0	3 18 0	3 18 0	3 15 0
(ag)	Roller re-cut band sawyer using blade 3 inches or under in width, if not brazing or sharpening his own saw ..	3 18 0	3 18 0	3 18 0	3 15 0
(ah)	Circular sawyer, if cutting a depth of less than 7½ inches ..	3 16 0	3 16 0	3 16 0	3 13 0
(ai)	Deal frame sawyer, if cutting less than a depth of 18 inches ..	3 16 0	3 16 0	3 16 0	3 13 0
(aj)	Crosscut sawyer, cabinet, furniture, or joinery work ..	4 0 0	4 0 0	4 0 0	3 17 0
(ak)	Crosscut sawyer, except as herein provided ..	3 12 0	3 12 0	3 12 0	3 9 0
(al)	Puller-out at leading saw bench or re-cut band saw blade over 3 inches in width ..	3 12 0	3 12 0	3 12 0	3 9 0
	Saw doctor ..	4 15 0	4 16 0	4 16 0	4 13 0
	Saw sharpener (exclusively employed as such) ..	4 0 0	4 1 0	4 1 0	3 18 0
	Splitter ..	3 11 0	..	..	..
	Spoke splitter ..	3 11 0	..	..	..
	Spotter at spot mills ..	4 3 0	..	..	..
	Stacker ..	3 11 0	3 12 0	3 12 0	3 9 0
	Tallyman ..	3 17 0	3 18 0	3 18 0	3 15 0
	Timber or log trucker on haulage ..	3 15 0	3 16 0	3 16 0	3 13 0
	Timber banded (by hand) ..	3 15 0	..	..	..
	Truck repairer ..	3 17 0	..	..	..
	Tramway builders or repairers—men in charge of ..	3 17 0	..	..	..
	Tramway builder or repairer ..	3 11 0	..	..	..
	Water dogman ..	3 15 0	..	..	..
	All others ..	3 5 0	3 6 0	3 6 0	3 3 0

These rates and classifications do not apply to Bush saw-mills.

(3) ADJUSTMENT OF WAGES.—Pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the wages and rates set out in clause 2 (b) of this Determination shall be automatically increased or decreased on and from the first days of June, September, December, and March in each year in accordance with the table set out hereunder.

The wages rates payable to an employee mentioned in clause 2 (b) in any District of Victoria (except Geelong and Warrnambool) shall during the three calendar months following the first days of June, September, December, and March, respectively, in each year, be the amounts set out in the said clause 2 (b) increased or decreased as the case may be, by the amount appropriate to the latest quarterly figure published by the Commonwealth Statistician as the Retail Price Index-Number, "All Items" Index ("C" Series), for the District which includes Melbourne, for the calendar quarter immediately preceding the adjustment date.

The wages rates payable to an employee mentioned in clause 2 (b) at Geelong or Warrnambool shall, during the three calendar month following the first days of June, September, December, and March, respectively, in each year, be the amounts set out in the said clause 2 (b) increased or decreased as the case may be, by the amount appropriate to the latest quarterly figure published by the Commonwealth Statistician as the Retail Price Index-Number, "All Items" Index ("C" Series), for the District which includes Geelong, for the calendar quarter immediately preceding the adjustment date.

The following table shows how the Wage Rates will be affected after the publication of the Price Index-Numbers hereinbefore mentioned:—

Retail Price Index-Number, "All Items" Index ("C" Series), published by the Commonwealth Statistician.	Wages Rates (Clause 2 (b)), to be adjusted as shown.
735-746 ..	Reduced by 6s. per week
747-759 ..	5s. "
760-771 ..	4s. "
772-783 ..	3s. "
784-796 ..	2s. "
797-833 ..	No alteration
834-845 ..	Increase of 2s. per week
846-858 ..	3s. "
859-870 ..	4s. "
871-883 ..	5s. "
884-895 ..	6s. "

Provided that if the amount of the increase or reduction be less than 2s. from the last current wage for the places mentioned, then such last current wage shall continue unchanged for the period.

(4) CONTRACT OF EMPLOYMENT.—(i) All employees (with the exception of piece-workers and employees mentioned in Clause 4 (ii) and (iii) shall be employed on a weekly engagement subject to the following terms:—

- (a) One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Such notice may be given on any day.
- (b) Employment for the first week shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.
- (c) An employee shall perform such work as the employer shall from time to time require on the usual working days within the prescribed hours.

(d) An employee (except an employee in the bush or at a bush saw-mill) shall be entitled to payment when absent from work through an accident or ill-health (not attributable to his own misconduct) for not more than six days in any year (where he usually works six days a week) and not more than five days (where he usually works five days a week) provided that he produces satisfactory evidence to the employer or mill manager within 48 hours of such accident or commencement of ill-health.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full pay for any of such days.

(ii) Persons employed receiving, delivering, or carrying timber by hand or by sling from or to any vessel, ship, lighter, raft, dump, yard, or railway truck may be employed by the hour subject to the following conditions:—Such workers shall be paid at the rate of 2s. 3d. per hour; with an extra 6d. per hour where the work is carrying or handling wet timber or wet logs on any raft, punt, wharf, or dump which has been recently submerged. When engaged for such work an employee shall be paid for at least two hours' work, and if kept waiting for his pay more than fifteen minutes after his discharge he shall be paid at ordinary rates for all time he is kept so waiting.

(iii) Persons employed in box-making factories may be employed by the hour in which case the rates provided in Clause 2 shall be increased 10 per cent.; and any employee required to work on any day shall receive at least a full day's pay for work done on such day.

(5) DEFINITIONS.—(a) " Benches "—

(i) A breaking down bench shall include a circular saw, a hand saw, twin saw, horizontal saw, or vertical saw when any of such saws is used for the purposes of reducing a log to fitches.

(ii) A No. 1 Bench shall mean any bench which takes fitches 3 inches thick or over from the breaking down bench.

(iii) A No. 2 Bench shall mean any bench which is fed directly from a No. 1 Bench, and which is not being used as a picket bench within (v) hereof.

(iv) A No. 3 Bench shall mean any bench which is fed directly from a No. 2 Bench, and which is not being used as a picket bench within (v) hereof.

(v) A No. 4 Bench shall mean a bench on which timber is cut into pickets, laths, droppers, palings, staves, or other small sizes which small sizes do not exceed 3 inches by 1½ inches by 9 feet or the equivalent in section by 9 feet.

(b) Juvenile worker means an employee under 21 years of age engaged at any of the following operations:—

(i) Boring, assembling, sanding or finishing textile bobbins, or carrying or transporting wooden articles within textile bobbin factories.

(ii) Feeding timber not exceeding 2-in. square into magazine for automatic machine, or performing any work in connexion with the manufacture of golf tees.

(iii) Counting or packing bobbins, golf tees, or other small wooden articles, or sweeping up shavings or other refuse, or cleaning up factories.

(iv) Making wooden articles on " Polly " turning lathes or other similar rotary cutting lathes.

(v) Feeding automatic machine for the manufacture of shives.

(vi) Assembling all classes of wood veneer containers, such as strawberry boxes or punnets, fruit containers (not being cases) or confectionery boxes.

(vii) Performing any of the following work in factories manufacturing electrical woodware:—

Staining, wrapping, counting, picking up blocks and stacking, sanding round blocks, cutting out backs, heading, cutting out round blocks, filling magazines, placing blocks in round forming machine, feeding burnishing machine, feeding nailing machine, tying up, rumbering, placing wooden bushings into machine for threading.

(viii) Performing any of the following operations in connexion with the manufacture of tennis rackets:—

Bumping grooves in bow, weighing frames, knurling handles of frames, cleaning glue off clamps, glueing dowels in frames, counting and packing handle flakes, wood faces, overlays, &c., glueing paper to sand discs, grinding off screws, weighing, counting and stacking ash strips, marking bows for drilling, gouging stringing holes, bumping edges of grooves, countersinking stringing holes, removing frames from glue clamps, making lead weights.

(ix) Drilling, pointing, boring, slotting, threading, assembling, sanding, painting, varnishing, lacquering, or similar finishing any other small article of wood.

(c) " Loading hand " means an employee who has been appointed by the employer to take charge of or control any adult person or persons who are performing the same class of work as himself.

(d) " Main docker " means the docker, in a mill where there are two or more dockers, at which most timber is docked. In mills where the breaking-down bench feeds two benches with approximately equal quantities of timber, the two dockers shall be rated as main dockers.

(e) " Measurer " (see " Tallyman ").

(f) " Orderman " means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or for the execution of orders for delivery.

(g) " River logman " means an employee usually and ordinarily engaged on or in connexion with any barge, raft, or punt on any river in loading, discharging, or bringing logs, piles, hewn or sawn timber to or from any mill or depot.

(h) " Stacker " means a person who stacks timber for seasoning by the process of stripping.

(i) " Tallyman " or " Measurer " means an employee who by measuring and/or calculating quantities keeps an account of timber, and does not include one who merely measures lengths of timber or counts timber by pieces.

(j) " Tramway builder or repairer " means an employee engaged in the work of tramway construction and maintenance, but does not include the work of cleaning the track and joining the permanent way or the work ordinarily performed by a fletcher.

(6) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work shall be:—

(a) Where a day shift only is worked:—

	Time of Beginning.	Time of Ending.
Monday to Friday	7.15 a.m.	5.30 p.m.
Saturday	7.15 a.m.	12 noon.

(b) Where two shifts per day are worked:—

Dayshift	Monday to Friday	Saturday	Time of Beginning.	Time of Ending.
Night shift—Monday to Saturday	Monday to Friday	Saturday	7.15 a.m.	5.30 p.m.
	Monday to Saturday		7.15 a.m.	12 noon.
			5 p.m.	8 a.m.

Above mentioned times of beginning and ending work shall not apply to persons employed as guards, hookmen, log yardmen, log loaders and haulers, greasers, bush blacksmiths, and men employed on barges and rivers.

(7) HOURS OF WORK.—The hours for a week's work and a day's work shall be:—

(a) Day shift	46 hours per week and not more than 9½ hours per day.
(b) Night shift	41½ hours per week worked in five shifts of equal time.

(8) OVERTIME.—All work done—

- (a) outside the hours mentioned in Clauses 6 and 7;
- (b) in excess of the hours prescribed for a day's work;
- (c) in excess of the hours prescribed for a week's work,

shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(9) TRAVELLING TIME AND ALLOWANCES.—A bush employee shall have a fixed starting place, and shall be paid at ordinary rates for all time in excess of half an hour whilst he is travelling from such starting place, and returning to such starting place in going to and from the place where work is done. A weekly employee in any other place shall be paid at ordinary rates for all time occupied in travelling in excess of the time usually occupied in travelling to and from his work when he is required to work at any other place but his usual working place. In addition the employer shall pay fares and provide necessary meals and bed for an employee so engaged in travelling, or pay the employee 7s. 6d. per day in lieu thereof.

(10) **TRANSPORT FOR BUSH EMPLOYEES.**—All bush employees, together with their families and goods and chattels, shall be transported free of charge within 48 hours of receipt by the employer of notice that such transport is required, provided that such employees shall not be entitled to such free transport on a route along which the public is regularly transported for payment.

(11) **HOLIDAYS.**—(1) All employees, except piece-workers, bush workers, and bush saw-mill employees, shall be entitled to nine holidays with payment therefor in the manner hereinafter prescribed:—Such holidays shall be New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), Christmas Day, Boxing Day, and (a) within 25 miles of the General Post Office at Melbourne, Melbourne Cup Day; (b) outside the radius mentioned in 11 (1) (a) Anzac Day, provided that in any year in which Anzac Day falls on a Sunday King's Birthday shall be observed as a holiday in lieu thereof.

(2) Bush workers and bush saw-mill employees (other than piece-workers) shall have a full week's holiday at Christmas, and half a week's holiday (Good Friday, Easter Saturday, and Easter Monday) at Easter time, and shall be entitled to be paid for same as follows:—
(a) Three-quarters of a day's pay for each calendar month's work done in each year by an employee before the holidays mentioned.
(b) In any case whereby under Clause 11, sub-clause 2 (a), an employee does not receive nine days' holiday pay through not being in the service of an employer twelve calendar months, or through leaving the service of an employer before the holidays are due, he shall receive a *pro rata* payment based on three-quarters of a day's pay for each calendar month's service. If any other day be by Act of Parliament or Proclamation substituted for any of the days mentioned as holidays in this clause such day shall be observed as a holiday in lieu of the one so mentioned.

(12) **TOOLS TO BE SUPPLIED.**—Employees (other than carpenters and joiners, whin repairers, millwrights, bush carpenters, mantelpiece makers, and piece-workers) shall be supplied by the employer with all necessary tools, implements, and plant.

(13) **SAWYER TO HAVE PULLER-OUT.**—No sawyer shall be required to work a running out saw-bench cutting over 3 ft. 6 in. in length without a puller-out.

(14) **TRANSPORT OF INJURED.**—In country towns, in bush mills, and in the bush the employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such assistance.

(15) **PIECE-WORK.**—An employer may make a contract with any employee or group of employees for payment by results by piece-work, provided that the prices fixed shall enable a journeyman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage as herein prescribed for such work.

H. B. LEE, Chairman

J. W. RYAN, Secretary.

Melbourne, 1st February, 1936.





VICTORIA GOVERNMENT GAZETTE

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FRIDAY, FEBRUARY 14.

[1936

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

NOTE.—This Determination on the 13th February, 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 connexion with the trade of sugar refining," has made the following Determination, namely:—

(1) That on the 13th February, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	<i>Adult Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
Under 16 years ..	17 6	17 6	17 6	17 6	Raw Sugar Store—	
16 years ..	23 0	19 2	23 0	19 2	Men unstorng	79 6
17 " ..	32 3	21 4	32 3	21 4	Men cutting in	80 6
18 " ..	41 0	25 8	41 0	25 8	Elevator attendant	78 6
19 " ..	48 7	31 2	48 7	31 2	Wash tank hands	75 6
20 " ..	57 4	38 3	57 4	38 3	Riggers	80 6
					Melting House—	
					Washing fugalman	79 0
					Melter attendant	75 6
					Mixer	75 6
					Carbonatation House—	
					Men on liquor filter presses	76 6
					Men on mud	76 6
					Leading hand	81 6
					Men on gas tank	77 6
					Men on crushing and stacking lime	75 6
					Man washing and checking filter press sheets	75 6
					Char End—	
					Kiln repairers	75 6
					Kiln firemen	81 6
					Wet charmen	81 6
					Char runners	81 6
					Pan Floor—	
					1st sugar boilers	95 6
					2nd sugar boilers	88 6
					Pan attendant, attending triple effet	75 6
					Refined sugar fugalmen	79 0
					Jelly House—	
					Leading hand	79 0
					Jelly fugalman	75 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands)	78 6
					Iceing mill attendant	75 6
					Driers (leading hand)	76 6
					Driers (others)	74 6
					Automatic scale attendant	78 6
					Leading hand packing floor	78 6
					Golden Syrup and Treacle Shop—	
					Man packing and weighing (bulk)	75 6
					Liquor runners	81 6
					Assistants	75 6
					All others	72 6
					Adult Females	39 11

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than 72s. 6d. per week of 44 hours.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 39s. 11d. per week of 44 hours.

(3) DEFINITION OF JUVENILE WORKERS.—Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

(4) OVERTIME.—(a) *Workers Employed on Shifts*.—All work done in excess of 8 hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half.

(b) *All Others*.—All work done in excess of 8 hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

(5) LATE ATTENDANCE.—Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.

(6) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—(a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of 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.

(b) Employees (other than casual employees) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

(7) ANNUAL LEAVE.—Each employee shall be allowed in each year, commencing with the year 1936, leave of absence for six consecutive working days on full pay (the equivalent of forty-four hours' pay) at the convenience of the employer in respect of service during the previous year.

Provided that where an employee has worked for a period of less than twelve months in any year such employee shall be allowed leave on a proportionate basis for each completed two months of continuous service.

Employees dismissed for misconduct or who voluntarily terminate their employment shall not be entitled to any annual leave.

(8) SICK PAY.—Any employee with not less than six months' service who does not attend for duty by reason of personal ill health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of forty-four hours' pay) in each calendar year.

Personal ill health does not include ill health which is the result of an accident, or ill health the result of misconduct.

(9) MEAL ALLOWANCE.—A meal allowance of 1s. 6d. shall be paid to employees (other than casual employees) when required to work overtime without notice being given the day before such overtime is required, and provided a minimum of two hours' overtime is worked.

(10) PIECEWORK.—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 piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 29th January, 1936.