



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 148]

FRIDAY, JULY 30.

[1937]

CENTRAL WATTLE GULLY COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 50,000) on which the 2nd Call of Three-pence per share remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Tuesday, 10th August, 1937, at Four o'clock p.m.

J. J. STANISTREET

1205 (McColl, Rankin, and Stanistreet), Manager.

SOUTH RED WHITE AND BLUE GOLD MINING COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 55,000) on which the 23rd Call of Three-pence per share remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Tuesday, 10th August, 1937, at Four o'clock p.m.

J. J. STANISTREET

1206 (McColl, Rankin, and Stanistreet), Manager.

SOUTH FREDERICK THE GREAT COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 47,500) on which the 11th Call of Three-pence per share remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Tuesday, 10th August, 1937, at Four o'clock p.m.

J. J. STANISTREET

1207 (McColl, Rankin, and Stanistreet), Manager.

NORTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 50,000) on which the 36th Call of Three-pence per share remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Tuesday, 10th August, 1937, at Four o'clock p.m.

J. J. STANISTREET

1208 (McColl, Rankin, and Stanistreet), Manager.

VIRGINIA SOUTH EXTENDED GOLD NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 27th (July) Call of Three-pence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 10th August, 1937, at a quarter to Twelve o'clock a.m., unless previously redeemed.

F. L. SMYTH, Manager.

Commercial Union Buildings, 413 Collins-street, Melbourne.

1210

CENTRAL BLUE GOLD MINES NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 4th (July) Call of Three-pence per share, upon the increased capital of the company, will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 10th August, 1937, at a quarter to Twelve o'clock a.m., unless previously redeemed.

F. L. SMYTH, Manager.

Commercial Union Buildings, 413 Collins-street, Melbourne.

1211

Companies Act 1928.—Tenth Schedule.

NEW CALEDONIA MINERAL DEVELOPMENT NO LIABILITY.

1. THE undersigned, do hereby make application to register New Caledonia Mineral Development No Liability as a no-liability company, under the provisions of Part II. of the Companies Act 1928.

2. The name of the company is to be New Caledonia Mineral Development No Liability.

3. The place of mining operations is at Thio District of New Caledonia, and elsewhere in New Caledonia.

4. The value of the company's property, including claim and machinery, is nil.

5. The number of shares in the company is Two hundred.

6. The value of five pounds each.

7. The number of shares subscribed for is One hundred and thirty-five.

8. The name of the manager is George Selth Anderson.

9. The names and addresses and occupations of the shareholders, and the number of shares held by each at this date, are as below:—

Name, Address, and Occupation.	Number of Shares.
George Selth Anderson, 360 Collins-street, Melbourne, public accountant (in trust for company)	Twenty (20)
George Selth Anderson, 360 Collins-street, Melbourne, public accountant	Ninety-three (93)
Charles Leslie Hockey, 174 George-street, East Melbourne, investor	Thirty-five (35)
James Cameron, 112 Burke-road, East Malvern, investor	Five (5)
William John White, 34 Queen-street, Melbourne, surveyor	One (1)
Cecil Thomas Hyland, 360 Collins-street, Melbourne, chartered accountant	One (1)
	155

Dated this twenty-seventh day of July, 1937.

GEORGE S. ANDERSON, Manager.

Witness to signature—K. McL. EMMERSON.

1. GEORGE SELTH ANDERSON, of 360 Collins-street, Melbourne, do solemnly and sincerely declare that—

2. I am the manager of the said intended company.

3. The above statement is, to the best of my belief and knowledge, true in every particular; and I make this solemn declaration, conscientiously believing the same to be true, and by virtue of the provisions of an Act of the Parliament of Victoria rendering persons making a false declaration punishable for wilful and corrupt perjury.

GEORGE S. ANDERSON.

Taken before me, at Melbourne, this twenty-seventh day of July, 1937.—J. CHAPPLE, J.P.

1212

EASTERN TIN NO LIABILITY.

CHANGE OF MANAGER.

NOTICE is hereby given that Charles Cameron, of 395 Collins-street, Melbourne, has been appointed manager of Eastern Tin No Liability, in place of Ernest James Kennedy, as from 18th June, 1937.

The common seal of Eastern Tin No Liability was hereto affixed this 18th day of June, 1937, in the presence of—

AMBROSE PRATT, Director.
A. W. PALFREYMAN, Director.
C. CAMERON, Manager.

(SEAL)

1209



VICTORIA GOVERNMENT GAZETTE.

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

No. 149]

TUESDAY, AUGUST 3.

[1937

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

NOTES.—(A) This Determination applies to the whole of the State of Victoria.

(B) The following trades were proclaimed as apprenticeship trades under the *Apprenticeship Act* 1928 for the metropolitan district :—

(1) On 5th March, 1930—

- (i) Motor mechanics.
- (ii) Motor cycle mechanics.

(2) On 1st April, 1936—

(a) Mechanical engineering :—

- (i) Patternmaking.
- (ii) Fitting and/or turning.
- (iii) Machinist.

(b) Brassfinishing (except the making of parts by specialized processes, and the assembling thereof).

(c) Smithing :—

- (i) Blacksmithing (engineering).
- (ii) Copper and/or brass smithing.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any skilled persons employed—

- (a) in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade or business of a brassfounder or brassfinisher of any electrical apparatus or machinery, or parts thereof;
- (b) in the process, trade or business of a mechanical engineer, including—
 - (1) a patternmaker,
 - (2) an iron or brass turner,
 - (3) a fitter,
 - (4) a blacksmith,
 - (5) a planer,
 - (6) a slotter,
 - (7) a borer,
 - (8) a milling machiner;
- (c) in the trade of a maker of scientific instruments, fire-proof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;
- (d) in performing any engineering, fitting, or engineering machining work not already under the jurisdiction of the Board;
- (e) in preparing iron or steel material for reinforcing concrete for building or other purposes;
- (f) in the occupation of a copper-smith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board;
- (g) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys;
- (h) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge;
- (i) in the process, trade, or business of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, or duplicating machines."

has made the following Determination, namely :—

1. That on the 30th July, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 149.—8804.

2.

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of Geelong and Warrnambool Post Offices; Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
Aero mechanic holding A and B certificates	5 12 0	5 9 0
Aero mechanic holding C and D certificates	5 2 0	4 19 0
Patternmaker	5 11 0	5 8 0
Toolmaker	5 8 0	5 5 0
Tradesman, the greater part of whose time is occupied in marking off	5 5 0	5 2 0
Tradesman in gun armament, instrument, and torpedo work	5 8 0	5 5 0
Tradesman, turbine-blade fitter	5 5 0	5 2 0
Tradesman	5 2 0	4 19 0
Motor mechanic	4 19 0	4 16 0
Motor tuner and tester	4 19 0	4 16 0
Motor cycle mechanic	4 19 0	4 16 0
Tradesman, wet-stone grinder and glazier	5 2 0	4 19 0
Tradesman, brassfinisher	5 2 0	4 19 0
First-class machinist	5 2 0	4 19 0
Second-class machinist	4 12 0	4 9 0
Third-class machinist	4 6 0	4 3 0
Process worker	4 0 0	3 17 0
Forger and/or faggoter	5 14 0	5 11 0
Tool smith	5 5 0	5 2 0
Angle-iron smith	5 5 0	5 2 0
Annealer and/or case hardener	4 17 0	4 14 0
Copper smith, brass smith, and other smiths	5 3 0	5 0 0
Blacksmith's machinist	4 6 0	4 3 0
Welder—		
First-class (other than when using Cutler machine)	5 5 0	5 2 0
First-class, using Cutler machine	4 14 0	4 11 0
Second-class	4 6 0	4 3 0
Third-class	4 2 0	3 19 0
Tack welder	4 4 0	4 1 0
Moulding and brass moulding—		
Jobbing moulder	5 2 0	4 19 0
Jobbing coremaker	5 2 0	4 19 0
Plate and machine moulder and/or coremaker—		
1st six months	4 1 0	3 18 0
2nd six months	4 4 0	4 1 0
3rd six months	4 7 0	4 4 0
After two years	4 12 0	4 9 0
Forge furnaceman	4 19 0	4 16 0
Cupola furnaceman	4 10 0	4 7 0
Electric furnaceman	4 9 0	4 6 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires)	4 7 0	4 4 0
Brass polisher	4 8 0	4 5 0
Casting dresser (brass)	4 3 0	4 0 0
(b) Window-frame Making.		
Tradesman	5 2 0	4 19 0
Assembler and fitter (not coming within the definition of tradesman)	4 10 0	4 7 0
Machinist (not a process worker)	4 6 0	4 3 0
Process worker	4 0 0	3 17 0
(c) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, or Duplicating Machines.		
Adding, calculating and book-keeping machine mechanic	5 3 0	5 0 0
Tradesman	5 2 0	4 19 0
First-class mechanic	4 17 0	4 14 0
Second-class mechanic	4 14 0	4 11 0
Process worker	4 0 0	3 17 0

APPRENTICESHIP.

3. (1) Minors shall not be engaged in the following occupations except under contracts of apprenticeship :—

(a) Mechanical engineering, i.e., one or more of the following :—

- (i) Pattern-making.
- (ii) Fitting and turning.
- (iii) First and second-class machinist.
- (iv) First-class welding.

(b) Locksmithing—the making and/or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof.

(c) Motor mechanic.

(d) Safe and strongroom making.

(e) Scale-making (except the making of parts by specialized processes and the assembling thereof).

(f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).

(g) Window-frame fitting.

(h) Smithing—

- (i) Blacksmithing.
- (ii) Copper and/or brass smithing.

(i) Moulding—one or more of the following :—

- (i) Jobbing, moulding and core making
- (ii) Jobbing, brass moulding and core making.

(2) The proportion of apprentices who may be taken by any employer shall be as follows:—

Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.
 Locksmithing—one apprentice for every three, or fraction of three, tradesmen.
 Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.
 Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.
 Scalemaking—one apprentice for every three, or fraction of three, tradesmen.
 Smithing—one apprentice for every three, or fraction of three, tradesmen.
 Moulding—one apprentice for every two, or fraction of two, tradesmen.
 Adding machine, calculating machine, book-keeping machine, or first-class mechanic—one apprentice to every three or fraction of three adults receiving not less than 97s. per week.

For the purpose of ascertaining the number of apprentices, 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.

(3) The periods of apprenticeship shall be as follow:—

For the trades included in sub-clauses (a), (b), (c), (h) and (i) of this clause: If the apprentice when articulated is under the age of 17, 5 years; if over the age of 17, 4 or 5 years, at the option of the contracting parties.

For the trades included in sub-clauses (d), (e), (f) and (g) of this clause, 4 or 5 years, at the option of the contracting parties.

(4) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(6) 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 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.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

Wages.

Per Week of
44 hours.

(7) Five-year terms—

	s.	d.
1st year	15	0
2nd year	20	6
3rd year	32	0
4th year	52	3
5th year	65	9

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—

	s.	d.
1st year	18	0
2nd year	31	3
3rd year	52	3
4th year	65	9

The sum of 2s. 6d. shall be added to the above rates where the apprentice is in the trade of pattern making.

Four-year terms—entered into irrespective of age in occupations set out in (d), (e), (f) and (g) of this clause—

	s.	d.
1st year	18	0
2nd year	21	0
3rd year	36	6
4th year	47	0

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.

(8) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 15 (a) to the number of 4 days per annum.

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

(10) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

(11) An apprentice shall not work under any system of payment by results.

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

(13) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master'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.

(14) An employer shall not, 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.

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

(16) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

(17) 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.

IMPROVERS.

4. Employed in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, or duplicating machines.

Wages.

Per Week of
44 hours.

	s.	d.
1st year	15	0
2nd year	20	6
3rd year	32	0
4th year	52	3
5th year	65	9

Notwithstanding anything elsewhere in this determination contained, where an improver is under the age of 21 years after completion of five years at the trade, he shall be paid four-fifths of the second-class mechanics time wage until reaching the age of 21 years.

Proportion of Improvers.—One improver to every two or fraction of two workers receiving not less than 80s. per week.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

5. (a) No junior other than an apprentice or an improver shall be employed in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, or duplicating machines.

(b) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core-making, in which females were employed on the 15th May, 1935.

The wages of adult females shall be at the following weekly rates of wages :—

	Within a Radius of 20 Miles of G.P.O., Melbourne ; 10 Miles of Geelong and Warrnambool Post Offices ; Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If of less than 12 months' experience	45 0	48 2	45 0	48 4
If of 12 months' or more experience	51 3	54 10	51 3	55 0

(c) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages :—

	Within a Radius of 20 Miles of G.P.O., Melbourne ; 10 Miles of the Geelong and Warrnambool Post Offices ; Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	13 6	14 6	13 6	14 6
2nd year's experience	18 0	19 4	18 0	19 4
3rd year's experience	26 3	28 2	26 3	28 3
4th year's experience	33 0	35 5	33 0	35 6
5th year's experience	37 9	40 6	37 9	40 7
Thereafter until reaching 21 years of age	41 9	44 9	42 0	45 2

(d) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 20 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Within a Radius of 20 Miles of G.P.O., Melbourne ; 10 Miles of the Geelong and Warrnambool Post Offices ; Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 0	16 2	15 0	16 2
2nd year's experience	21 0	22 6	21 0	22 7
3rd year's experience	28 9	30 10	28 9	30 11
4th year's experience	39 3	42 1	39 3	42 3
5th year's experience	49 9	53 4	49 9	53 6
6th year's experience	57 6	61 8	57 6	61 10
7th year's experience	61 3	65 8	61 3	65 11

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(e) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 20) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Within a Radius of 20 Miles of G.P.O., Melbourne ; 10 Miles of the Geelong and Warrnambool Post Offices ; Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	
	Weekly Hiring.	Hourly Hiring.	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	16 6	17 9	16 6	17 9
16 and under 17 years of age	23 6	25 3	23 6	25 3
17 and under 18 years of age	41 9	44 9	42 0	45 2
18 and under 19 years of age	52 3	56 0	52 6	56 6
19 and under 21 years of age	62 9	67 3	62 9	67 7

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

HOURS OF EMPLOYMENT.

6. With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 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 an employer and his employees.

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.

EXCEPTIONS.

(i) The ordinary hours of employment of forgers and forge furnacemen shall be five shifts per week of 9½ hours each, including crib time, for which no deduction of pay shall be made.

(ii) Employees working in country towns where Wednesday afternoon is recognized as the usual half working day of the week shall work the Saturday afternoon at ordinary rates: Provided that for work done after noon on a Wednesday overtime rates be paid.

SHIFT WORK.

Continuous Work Shifts.

7. (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 44 per week during the period of employment upon such shifts; nor
- (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
- (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
- (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one forty-third ($\frac{1}{43}$) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds ($\frac{44}{43}$) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year, one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(d) For all time off duty outside the limits of the ordinary hours prescribed in sub-clause (c) hereof, an employee on continuous work shift 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.

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

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

Shift Work in other than Continuous Work.

(g) In shift work, not upon continuous work as herein defined, 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 shall be paid.

(i) On ship repair work shifts may be worked for not less than three successive nights at the rate of time and a quarter, but when five or more successive night shifts have been worked the rate shall be 10 per cent. more than ordinary rates, and after such shifts have continued for more than one month 5 per cent. more than ordinary rates.

(j) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

MIXED FUNCTIONS.

8. 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.

9. (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 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 from which he is so 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) As far as practicable employees shall not work overtime while competent labour is available.

(g) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(j) 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 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 work-shop 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.

(k) Subject to the provisions of the second part of the sub-clause (g) 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 break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(l) 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.

SPECIAL CONDITIONS APPLICABLE TO EMPLOYMENT IN UNDERTAKINGS RESPONSIBLE FOR THE INSTALLATION, MAINTENANCE, AND SUPPLY OF ELECTRIC LIGHT AND POWER.

10. The following special conditions shall apply to all employees employed in undertakings concerned in the installation, maintenance, and supply of electric light and power:—

(a) (in lieu of clause 6 "Hours of Employment" of this Determination)—

The hours of employment, except of employees who were working 44 hours on this date shall be 48 per week to be worked (with the exception of shift workers and patrolmen) in five and a half days consecutively between 6 a.m. and 6 p.m., but this spread of hours may be altered by mutual agreement between an employer and his employees. Patrolmen, subject to continuance of existing conditions, shall work at such hours as the employer may direct.

(b) (in lieu of clause 7 "Shift Work" of this Determination)—

(i) Employees working in continuous work shall work such shifts as may be required.

(ii) A shift shall consist of 8 hours inclusive of such time as by mutual arrangement may be taken for meal breaks. By agreement with his employees an employer may allow a fixed meal hour for each shift without payment for such break. Employees engaged on continuous work on afternoon and night shifts shall be paid 5 per cent. extra for such shifts and all employees working on any Sunday or holiday shift shall be paid time and a half for such shifts.

(iii) Employees not engaged in a continuous work working on afternoon or night shift which does not continue for more than three successive nights shall be paid for such shifts at the overtime rates prescribed in this clause.

(iv) Shift workers shall be paid at the rate of time and a half for all time worked in excess of shift hours, except when such overtime is due to arrangement between the employees themselves, or is necessary in effecting periodical rotation of shifts, or is owing to the failure of a shiftman, who should relieve, to present himself for duty at the appointed time, in which cases ordinary time only shall be paid.

(v) All prevailing customs for holidays and annual leave of absence for shift workers, shall continue.

(c) The following sub-clause is added to clause 9:—

Employees effecting repairs to and engaged in the maintenance necessary for continuity of supply of electric light and of power plant and equipment shall be paid for all such overtime at the rate of time and a half.

(d) In lieu of clause 9—

An employee recalled after leaving work to work overtime shall be paid for a minimum of one hour's work at the appropriate rate.

(e) Clause 9 (f) and 9 (i) shall not be applicable to employees mentioned in this clause.

(f) If an employee works 8 hours on a Sunday he shall be given a day off duty during the following week, but payment shall not be made for such day off duty. If, in case of emergency, the employee cannot be granted such day off he shall be paid for any such day (which would have been his rest day) at the rate of time and a half for the hours worked on that day.

HOLIDAYS AND SUNDAY WORK.

11. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, 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.

Exceptions.

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(b) Employees not engaged in continuous work shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

PIECEWORK RATES.

12. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

13. Extra rates in this Determination, including rates prescribed in clause 18, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

14. (a) Wages shall be paid weekly or fortnightly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

15. (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. 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.

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.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday 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 with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of females and juniors), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work 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 a day and the beginning of the next succeeding day.

MISCELLANEOUS PROVISIONS.

16. (a) *Tools*.—The employer shall provide for each employee all necessary tools, including micrometer, where used, but excluding other measuring or precision tools less than 13". The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

(c) Suitable asbestos sheet and 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) Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.

(e) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(f) All ladles of a holding capacity of 15 cwt. or more shall be fitted with safety-work gear or an equivalent safety fitting.

(g) Not more than $\frac{1}{2}$ cwt. of molten metal per man shall be placed in ladles carried by hand.

(h) Where molten metal is carried by hand a clear passageway not less than 2 feet wide shall be made.

TIME AND WAGES BOOK.

17. 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.

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.

SPECIAL RATES.

18. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

(a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra; more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.

(b) Working in wet places—1½d. per hour extra.

Working in confined spaces—3d. per hour extra.

Working in ship's bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards—1d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

(f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.

(g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(h) Patternmaker in lignum vitae outside the workshop and fitting to stern bushes, 3d. per hour extra.

(i) Tradesmen and/or welders employed in large operating power-houses, i.e., power-houses developing more than 8,000 kilowatts, other than those not on the regular staff, engaged on new construction shall be paid 6s. per week extra; such amount shall be deemed to include all special rates provided in this clause except in sub-clause (a).

(j) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(k) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

(l) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

(m) The rate for forger and/or faggoter set out herein and the rate for forge furnacemen shall be for a 44-hour week. The hourly rate shall be ascertained by dividing the respective weekly rate as adjusted by 44.

TRAVELLING TIME, ALLOWANCE, AND BOARD.

19. (a) When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop, depot, or district centre shall be paid for at ordinary rates up to a maximum of twelve hours out of every twenty-four (except on Sunday when payment shall be at the rate of time and a half, or a maximum of eight hours out of each twenty-four). An employee required to work at a job away from his workshop, depot, or district centre shall, at the direction of his employer, present himself for work at such job at the usual time for starting work.

(b) An employee engaged in a capital city to work in the country or sent from one country centre to work in another, shall be entitled to travelling time, and, for a period not exceeding three months, to expenses.

All excess fares and reasonable travelling expenses including board and lodging and 2s. for each meal (if any) incurred in such travelling time shall be paid by the employer.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all night travelling is involved when they shall be first class.

(c) On jobs of less than three months' duration a camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents or other temporary shelters is necessary.

(d) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

DEFINITIONS

20. For the purposes of this Determination the following definitions shall apply:—

- "Manufacture and/or manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus and of electrical machinery and apparatus and of locks, scales, window frames, and other metallic articles.
- "Process worker" means an employee engaged on—
- (1) 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 he 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
 - (2) in the assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment requiring skill is required, or
 - (3) in specialized processes—not requiring the use of hand tools (except hammers, screw drivers, or spanners) in or in connexion with manufacturing, or
 - (4) in the assembling of typewriters, and/or book-keeping, and/or adding, and/or calculating, and/or duplicating machines, for the first time in Australia, but does not include tuning, and/or testing, and/or adjustment of such machines.
- "First Class Mechanic" means an adult employee who fits, repairs, maintains, and/or services wholly or in part any typewriter and/or duplicating machine.
- "Second Class Mechanic" means an adult employee who adjusts or aligns machines for the first time in Australia.
- "Tradesman in making or repairing typewriters, bookkeeping, adding, calculating, or duplicating machines," means an adult employee who makes parts.
- "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.
- "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale, or rule.
- "Tradesman in gun armament, instrument, and torpedo work" means a tradesman who is required to lay out and repair or make naval gun optical instrument or torpedo mechanisms, and includes a tradesman engaged dismantling, assembling, and rating torpedoes, also tradesmen engaged dismantling, assembling, and fitting in turrets of actual parts of gun mountings and guns.
- "Patternmaker" means a tradesman engaged in the making of patterns in wood.
- "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.
- "First-class machinist" 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.
- "Second-class machinist" 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.
- "Third-class machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist.
- "Window-frame making" means the making in quantities of metal window frames, metal doors, and grilles, and metal ornamentations used in buildings.
- "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.
- "Locksmith" means a tradesman engaged in the making (except in quantities by manufacturing methods) and/or repairing of locks and the mechanism of safe and strong-room doors.
- "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.
- "Second-class welder" means an adult employee not required to do first-class welding, but engaged in filling castings or in manufacturing of sheet metal goods 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.
- "Third-class welder" means an adult employee using electric spot or butt welding machine, or cutting scrap with oxy-acetylene blowpipe.
- "Other smiths" includes ajax forger, blacksmith bulldozer, Bradley hammer smith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling-stock smith, and wheelwright smith.
- "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.
- "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.
- "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.
- "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.
- "Furnaceman" means an employee in charge of a furnace used for smelting metals or ores, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.
- "Year" means 365 consecutive days, starting from the day of commencement of operation of this Determination.
- "Shift work"—afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.
- "Confined place" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

SPECIAL EXEMPTIONS.

21. (a) *Motor Body Building*.—Employers engaged in motor body building and the assembling of motor chasses shall be exempt from this Determination as to the making of motor bodies and the assembling of chasses.

(b) *Agricultural Implement Making*.—Except as to the Wages prescribed for Tradesmen.—Employers engaged in the making of agricultural and dairying implements shall, as to employees engaged in the making of such agricultural and dairying implements (including engines used for agricultural purposes), be exempt from this Determination.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 15th July, 1937.



VICTORIA GOVERNMENT GAZETTE.

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[1937

Factories and Shops Acts.

DETERMINATION OF THE FACTORY ENGINE-DRIVERS BOARD.

NOTES.—(A) This Determination on the 29th July, 1937, applied to the whole of the State of Victoria.

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine-drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

(a) a boiler cleaner;

(b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

(C) On the 16th April, 1935, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

(a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about plants for crushing metalliferous ores;

(b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines in or about plants for crushing metalliferous ores—

and such power was conferred exclusively on the Mining Engine-drivers Board.

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 or persons or classes of persons wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

(1) That on the 29th July, 1937, the last Determination shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.				JUNIOR LABOUR.			
			Wages per week.	<p>The minimum rates of wages to be paid by employers to persons working as greasers or as cleaners, or as motor drivers, or attendants, where the motor does not exceed 50 horse-power in all, and when such persons have not reached 20 years of age, shall be as follows:—</p>			
			£ s. d.				
Under 16 years of age	..	..	1 6 0				
16 and under 18 years of age	..	..	1 16 6				
18 and under 19 years of age	..	..	2 12 6				
19 and under 20 years of age	..	..	3 2 6				
20 years of age	..	..	Minimum Wage.				
PROPORTION (by any employer).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
<i>Improvers.</i>							
One improver to 50 or more workers receiving not less than the minimum wage.							
						Wages per week.	
						£ s. d.	
(a) Under 16 years of age	..	..	1 6 0				
16 and under 18 years of age	..	..	1 16 6				
18 and under 19 years of age	..	..	2 12 6				
19 and under 20 years of age	..	..	3 2 6				
(b) If greasers they sometimes, under the control of an engine-driver, stop or start an engine, 6s. per week extra.							
(c) If cleaners receiving less than £3 5s. per week they sometimes, under the control of an engine-driver, stop or start an engine, 6s. per week extra.							

(3)

OTHER EMPLOYEES.

	Wages per Week.			
	Persons, other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw- mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of the G.P.O., Melbourne, and in the Gippsland District, 10 miles of the Principal Post Offices at Geelong and Warrnambool.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of navvies drag line excavators or dredge type excavators—				
(a) Where one driver only is employed or leading driver where two are employed	5 2 0	5 8 0	5 8 6	4 19 0
(b) Second driver where more than one driver is employed	4 10 0	4 16 0	4 16 6	4 7 0
(c) Fireman on steam navvy	4 1 0	4 7 0	4 7 6	3 18 0
(2) Locomotive engine-drivers—				
(a) If they sometimes or always carry human beings other than the train crew	4 17 0	5 3 0	5 3 6	4 14 0
(b) If they do not carry human beings	4 11 0	4 17 0	4 17 6	4 8 0
(c) If the gauge is less than 3 feet, 6d. per day less in each case.				
(3) Winch-drivers (as herein defined)—				
(a) If on bucket dredge	4 7 0	4 13 0	4 13 6	4 4 0
(b) If on log haulers on timber mills or on tramways on timber mills exceeding two 8-in. diameter cylinders	4 4 0	4 10 0	4 10 6	4 1 0
(c) Not otherwise provided	4 3 0	4 9 0	4 9 6	4 0 0
(4) Drivers of traction engines or road rollers (steam or oil)	4 8 6	4 14 6	4 15 0	4 5 6
(5) Drivers of grab cranes	4 9 6	4 15 6	4 16 0	4 6 6
(6) Drivers of pile-driving machines	4 9 0	4 15 6	4 16 0	4 6 0
(7) Steam crosscut sawyers	4 4 0	4 10 0	4 10 6	4 1 0
(8) Other steam engine-drivers—				
(a) If the engine or engines have a single cylinder with a bore of 12 inches in diameter or over, or have singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter, or if turbine—				
(i) With condenser	4 8 6	4 14 6	4 15 0	4 5 6
(ii) Without condenser	4 5 6	4 11 6	4 12 0	4 2 6
(b) If the engine or engines have a single cylinder with a bore less than 12 inches in diameter, or have singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter—				
(i) With condenser	4 5 6	4 11 6	4 12 0	4 2 6
(ii) Without condenser	4 2 6	4 8 6	4 9 0	3 19 6
(9) Drivers of suction gas or other internal combustion engines—				
(a) If 50 h.p. or over	4 5 6	4 11 6	4 12 0	4 2 6
(b) If under 50 h.p.	4 2 6	4 8 6	4 9 0	3 19 6
(10) If an engine-driver also attends to a refrigerating compressor he shall be paid an additional sum of 6d. per shift.				
(11) If an engine-driver also attends to an electric generator or dynamo exceeding ten kilowatt capacity he shall be paid an additional sum of 1s. per shift.				
(12) If an engine-driver is in charge of a plant (as herein defined) he shall be paid an additional sum of 1s. per shift.				
(13) Crane-drivers—				
(a) Drivers of lofty cranes on buildings in course of erection or demolition where the driving platform is from 25 to 100 feet above the ground ..	4 16 0	5 2 0	5 2 6	4 13 0
(b) If above 100 feet	5 2 0	5 8 0	5 8 6	4 19 0
(c) Drivers of cantilever cranes with driving platforms more than 25 feet from the ground	4 16 0	5 2 0	5 2 6	4 13 0
(d) Drivers of other lofty cranes outside buildings not in course of erection where the driving platform is situated more than 25 feet from the level of the ground	4 14 6	5 0 6	5 1 0	4 11 6
(e) Drivers of cranes in convertor sheds	4 14 6	5 0 6	5 1 0	4 11 6
(f) Drivers of locomotive cranes, that is, cranes mounted upon the super-structure of a locomotive engine running on railway lines used for general locomotive traffic	4 12 0	4 18 0	4 18 6	4 9 0
(g) Drivers of steam travelling cranes with a lifting capacity of over 30 tons	4 12 0	4 18 0	4 18 6	4 9 0
(h) Drivers of steam cranes not elsewhere included	4 8 0	4 14 0	4 14 6	4 5 0
(i) Drivers of electric cranes not elsewhere included—				
(i) Electric cranes with four motions and over				
Overhead traverser cranes with auxiliary hoist	4 8 0	4 14 0	4 14 6	4 5 0
Traverser cranes with jib hoist				
(ii) Electric cranes with two or three motions				
Overhead traverser cranes	4 2 0	4 8 0	4 8 6	3 19 0
Stationary jib cranes				
Stationary jib hoist cranes				
Traverser jib cranes				
(j) Drivers of hydraulic stationary jib cranes	4 2 0	4 8 0	4 8 6	3 19 0
(k) Drivers of cranes and hoists (except pneumatic and small hoists and two motion electric man-power cranes) not elsewhere included	4 2 0	4 8 0	4 8 6	3 19 0
(l) Drivers of cranes not exceeding 5 tons lifting capacity manipulated by strings from the ground	3 18 0	4 4 0	4 4 6	3 15 0
(14) Sub-station attendants in charge of sub-stations (as herein defined) ..	4 4 0	4 10 0	4 10 6	4 1 0
(15) Electric locomotive or traction motor-driver	4 0 0	4 6 0	4 6 6	3 17 0
(16) Motor-drivers or attendants (as herein defined)	3 18 0	4 4 0	4 4 6	3 15 0

OTHER EMPLOYEES—continued.

	Wages per Week.			
	Persons, other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of the G.P.O., Melbourne, and in the Gippsland District, 10 miles of the Principal Post Offices at Geelong and Warrnambool.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(17) Firemen—				
(a) If a fireman attends to one boiler or one suction gas generator ..	3 18 0	4 4 0	4 4 6	3 15 0
(b) If a fireman attends to two boilers or two suction gas generators ..	3 19 6	4 5 6	4 6 0	3 16 6
(c) If a fireman attends to three or more boilers or three or more suction gas generators or boilers and/or generators developing 1,000 i.h.p. in the aggregate	4 2 6	4 8 6	4 9 0	3 19 6
(d) Locomotive firemen	3 19 0	4 5 0	4 5 6	3 16 0
(e) Firemen on refuse destructors	3 19 0	4 5 0	4 5 6	3 16 0
(18) Leading firemen—				
(a) An additional payment of 6d. per day shall be paid to the leading fireman when—				
(i) Two firemen are employed at the plant at the same time, and he is the fireman vested with the responsibility and superintendence, or where he has to accept the responsibility and superintendence, or				
(ii) Two firemen are employed at the plant at the same time, and one of his duties is to attend to the water of boilers that are fired by means of other firemen.				
(b) An additional payment of 1s. per day shall be paid to the leading fireman when—				
(i) Three or more firemen are employed at the plant at the same time, and he is the fireman vested with the responsibility and superintendence, or				
(ii) Three or more firemen are employed at the plant at the same time, and one of his duties is to attend to the water of boilers that are fired by two or more of the other firemen.				
(19) Greasers	3 16 0	4 2 0	4 2 6	3 13 0
(a) If under the supervision of an engine driver they stop or start engines, they shall be paid 6s. per week extra, except when they do so only in cases of necessity or emergency.				
(b) If and when called upon in the ordinary course of their duties to do engine drivers' work other than simply stopping or starting an engine under supervision of an engine driver, they shall be paid engine drivers' rates				
(20) Trimmers, fuelmen, and engine cleaners	3 16 0	4 2 0	4 2 6	3 13 0
(21) Boiler cleaners	3 16 0	4 2 0	4 2 6	3 13 0
Provided that any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
(22) All others	3 12 0	3 18 0	3 18 6	3 0 0

Male adult employees in bush saw mills shall in addition to the wages shown above be paid 2s. per week in lieu of payment under clause (5) (c) for absences arising from sickness or accident.

CASUAL LABOUR.

(4) Casual employees (as hereinafter defined) shall be paid per hour an amount equal to one and one-tenth of the weekly rate prescribed by this Determination for the work performed by them, divided by the number of hours worked or to be worked in the establishment as ordinary hours.

WEEKLY ENGAGEMENT.

(5) (a) Except as provided by clause (4), all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall (except as provided by clause (12) (b)) perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment.

(c) Any employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence. Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than four days in each year.

(d) Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

HOURS.

(6) (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory or working place, at which such employee works, by the majority of the employees not working on shift who are engaged therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee. Provided that if the number of hours worked by such majority exceeds 48 per week the ordinary working hours for such employee shall not exceed 48 per week nor 8½ in any one day if a six-day week be worked nor 9½ hours in any one day if a five-day week be worked.

(b) For employees not working on shift a regular starting and finishing time shall be fixed which shall not be changed except after notice of at least a week to the employee concerned.

(c) For employees working on shift the ordinary working hours shall be as provided in clause (11).

(d) Time occupied in raising steam or in starting up, closing down engines or banking fires shall be regarded as time worked, but where the number of ordinary working hours as provided in sub-clause (a) is less than 48 per week, and the time so occupied causes the employee to work an excess over such number of working hours, he shall to the extent of the difference between such number and 48 hours per week receive additional payment at the ordinary rate only per hour for working such excess, notwithstanding clause (8) hereof.

MEAL INTERVAL.

(7) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a mid-day meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

OVERTIME.

(8) For all time worked on week-days outside the hours prescribed in clause (6) hereof, or during the meal interval prescribed in clause (7) hereof, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

HOLIDAYS.

(9) All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

SUNDAY AND HOLIDAY RATES.

(10) (a) In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production or service upon Sundays or holidays, as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays as herein prescribed shall be paid for at the rate of double time. Provided that time worked on Sundays or holidays as herein prescribed shall be paid for at the rate of time and a half whenever repairs to, maintenance or renewals of engines, boilers, or other machinery in any undertaking has necessarily to be done on Sundays or holidays to allow work to proceed properly next day.

(b) To complete a shift an employee may be required to work up to 6 a.m. on a holiday at ordinary rates provided that such employee is not required to work his usual shift commencing on the holiday.

SHIFT WORK.

(11) (a) Except as otherwise provided elsewhere herein, employees on shifts may be required to work up to an average of six shifts per week spread over a period of one, two, three or four weeks, no such shift to exceed eight hours, including such time as by mutual agreement may be taken for meals.

(b) (i) There shall be a roster of shifts which shall provide for rotation unless all the employees concerned desire otherwise, and for not more than eight shifts to be worked in any nine consecutive days, and which shall not be changed until after four weeks' notice.

(ii) So far as employees present themselves for work in accordance therewith shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b) where in any particular workshop, factory or working place at which an employee working on shift is engaged, the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee work shifts not in accordance with such sub-clauses (a) and (b), such employee shall for his ordinary hours of work, work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 192 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

(d) Notwithstanding the preceding sub-clauses (a) and (b) where in any particular workshop, factory or working place at which an employee working on shift is engaged, the majority of the employees working therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee work ordinary hours averaging less in number than 48 per week, the shifts of such employee shall be of such a number, duration and arrangement as to limit his ordinary hours on duty to an average number per week of the employment not exceeding the average number of hours per week worked by such majority of other employees. Provided that if the average worked by such majority is less than 44 hours per week, the average number of ordinary hours on duty for such employee shall be 44 per week.

(e) For work done by a shift worker outside the ordinary hours of his shift, double-time shall be paid. 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.

(f) Employees working afternoon or night shifts which continue for more than one month shall be paid 5 per cent. more than ordinary rates for such shifts. If such shifts continue for less than one month but for more than five nights 10 per cent. extra shall be paid. If such shifts only continue for five afternoons or nights or less, overtime rates shall be paid. Any shift starting before 6 a.m. or after 10 a.m. shall be deemed to be an afternoon or night-shift.

(g) Where in any particular workshop, factory or working place at which an employee working on shift is engaged, the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday afternoon, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

MIXED FUNCTIONS.

(12) (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine-drivers whilst in charge of their engines shall only be required to perform such work as may be within the scope of or incidental to the generation, use and application of engine power and engine driving. Provided that engine-drivers in charge of engines supplying power to any intermittent process involving regular stoppages may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

TIME AND WAGES BOOK.

(13) (a) Each employer shall keep a time and wages book at his depot or yard or at an office convenient thereto showing the name of each employee, the time of starting and finishing work each day, and the amount of overtime worked and the wages paid to each employee.

(b) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch or sub-branch of the said Association at the place where the time and wages book is kept.

(c) Provided that an employer may at his option, in lieu of the time and wages book, provide a mechanical clock for the purpose of recording the time of each employee in which case each employee shall, at the end of the week, enter the wages and overtime received on some card or check used in connexion with such clock and such card or check shall be deemed to be the time and wages book.

RIGHT OF ENTRY OF UNION OFFICIALS.

(14) A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed during the midday meal hour for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

LIMITATION OF EMPLOYER'S LIABILITY.

(15) Where an employer has made 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 prescribed by this Determination in respect of any service rendered to such employer during such period unless within a period of six 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 or some person on his behalf.

EXTRA RATES NOT CUMULATIVE.

(16) Extra rates in this Determination prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

DEFINITIONS.

(17) (a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air or electricity.

(b) "Winch-driver" shall mean and include an engine-driver in charge of and working a geared winding engine (other than a Holman or similar hoist) with cylinders not more than eight inches in diameter.

(c) An engine-driver shall be deemed to be "in charge of plant"—

(i) When two or more drivers are employed at the plant at one time, and he is the driver invested with the superintendence and responsibility; or

(ii) When a driver, being the only person of his class employed on the plant, does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists the fitter or engineer to do such work.

(d) "Sub-station attendants in charge of sub-stations" shall mean and include a person in charge of and attending to machinery (other than a static transformer) receiving electric power from a central source and converting such power into a form suitable and used for general distribution.

(e) "Motor-driver or attendant" shall mean and include a person who attends to an electric motor or motors of ten horse-power or more in the aggregate, and performs any duties of oiling, or cleaning, or attending to commutators, brushes, fuses or switches.

(f) "Casual employee" shall mean and include an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but shall not include an employee usually engaged in another capacity by the employer concerned and who is called upon to do work coming under the terms of this Determination.

APPLICATION OF DETERMINATION.

(18) (a) This Determination shall not apply to the driving of any internal combustion engine of 30 or less h.p. or any engine or electric motor or any pump air compressor, pneumatic or small hoist on which no engine-driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with other work.

(b) So long as the conditions as to annual leave, rates of pay for Sunday work and the granting of three holidays between Christmas and New Year continue the Melbourne and Metropolitan Board of Works is exempted from clause (11), sub-clause (f), of this Determination.

(c) Until further order the Melbourne Harbor Trust Commissioners are exempted from clauses (6) to (17) inclusive of this Determination so long as present conditions of labour are observed with the following additions:—

Employees of the Melbourne Harbor Trust employed driving electrically-driven three-ton travelling jib cranes in connexion with the loading or unloading of cargo to or from vessels shall during the time they are so engaged be paid 10 per cent. more than the ordinary rate prescribed for the first eight hours forty-five minutes worked on Monday to Friday inclusive and four hours fifteen minutes on Saturday.

For all time worked in excess of the times prescribed in this sub-clause overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

D. GRANT, Chairman.

H. N. JONES, Secretary.

Melbourne, 14th July, 1937.



VICTORIA GOVERNMENT GAZETTE.

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No. 151]

TUESDAY, AUGUST 3.

[1937

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

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 which has the power to determine the lowest prices or rates which may be paid to any—

- (a) females employed as upholstresses, whether as carpet hands, table hands, or drapery hands;
- (b) males employed in planning and laying floor coverings, or fixing draperies, blinds, or screens;
- (c) males or females employed in making blinds—

but not including persons subject to the jurisdiction of the Tentmakers Board, has made the following Determination, namely:—

(1) That on the 31st July, 1937, the adjusted Determination which came into force on the first pay period to commence in June, 1937, shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).
	Males.		Females.	
	Apprentices.	Improvers.		
	s. d.	s. d.	s. d.	
First year	11 6	11 6	11 6	APPRENTICES.
Second year	17 3	17 3	17 3	<i>Males.</i>
Third year	23 3	29 0	25 0	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Fourth year	29 0	34 9	32 9	<i>Females.</i>
Fifth year	38 9	38 9	..	One female apprentice to every female worker receiving not less than the minimum wage.
And thereafter the minimum wage.				IMPROVERS.
				<i>Males.</i>
				One male improver to every six or fraction of six male workers receiving not less than the minimum wage.
				Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.
				<i>Females.</i>
				One female improver to every six or fraction of six female workers receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Carpet planner	4 16 0	4 13 0
Cutter of loose covers or curtains or drapes	4 12 0	4 9 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	4 7 0	4 4 0
All other	3 12 0	3 9 0
<i>Females.</i>		
Females	2 8 0	2 6 6

Persons employed as second-hand carpet sewers shall be paid 25 per cent. in addition to the rates fixed above.

(4) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.	Times of ending.	
7.30 a.m.	6 p.m. Mondays to Fridays.	
7.30 a.m.	1 p.m. Saturdays.	

(5) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of nine hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (14) shall be paid for at the rate of double ordinary time.

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

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

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

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

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

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

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

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

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

(9) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (14) shall be paid for at the rate of the ordinary time in addition to the usual rate.

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

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

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

(12) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at frenchpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 72s., and in the case of females not less than 48s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 16th July, 1937.



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No. 152]

TUESDAY, AUGUST 3.

[1937

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

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 which has the power to determine the lowest prices or rates which may be paid to:—

- (1) Any person employed in wholly or partly preparing or manufacturing any article of furniture or in repairing any new or second-hand article of furniture, usually made or partly prepared by cabinetmakers, chair and couch makers, upholsterers, wood carvers, frenchpolishers, and wood turners;
- (2) Any person or persons or classes of persons employed in—
 - (a) fixing or repairing new or second-hand furniture or seating in buildings; or
 - (b) french, wax, or lacquer polishing new or second-hand furniture or fittings in, or in connexion with buildings,
- (3) Any person or persons, or classes of persons, employed in the trade of designing, making, painting, or decorating—
 - (a) furnishing accessories or novelties, wholly or partly made of wood, such as nut bowls, smokers' or ornamental stands, or fancy boxes;
 - (b) domestic woodware, such as bread boards or salt boxes;
 - (c) walking sticks;
- (4) Any person employed in wholly or partly preparing or manufacturing furniture timbers cut to size, veneers, veneered panels, plywood or coreboard, but not including persons subject to the Determination of any other Wages Board heretofore appointed, has made the following Determination, namely:—

(1) That on the 31st. July, 1937, the adjusted Determination which came into force on the first pay period to commence in June, 1937, shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

APPRENTICES AND IMPROVERS.

(2)

Proportion (in any place).

Weekly Wages.

		Males.		Females.	
		Apprentices.			
		s. d.	s. d.		
First year ..	..	11 6	11 6	11 6
Second year ..	..	17 3	17 3	17 3
Third year ..	..	23 3	29 0	25 0
Fourth year ..	..	29 0	34 9	32 9
Fifth year ..	..	38 9	38 9	..

And thereafter the minimum wage.

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

And thereafter the minimum wage.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine	£ s. d. 4 16 0	£ s. d. 4 13 0
Moulding machinist—		
(a) who grinds his own cutters	4 16 0	4 13 0
(b) who does not grind his own cutters	4 10 0	4 7 0
Cabinet maker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	4 16 0	4 13 0
Stuffover chair or couch frame maker	4 7 0	4 4 0
Polishers required to spirit off or acid off	4 16 0	4 13 0
Other polishers	4 10 0	4 7 0
Upholsterer	4 14 0	4 11 0
Wood turner, painter, assembler	4 10 0	4 7 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	4 7 0	4 4 0
Persons setting up or operating copying or automatic lathe	4 7 0	4 4 0
Persons cramping furniture or chairs	4 7 0	4 4 0
Persons rubbing down, filling, varnishing, or staining	4 4 0	4 1 0
Sprayhands, staining or lacquering	4 7 0	4 4 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size	4 7 0	4 4 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	4 7 0	4 4 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4 1 0	3 18 0
Stackers, yardmen	3 12 0	3 9 0
Female employed as upholstress	2 8 0	2 6 6
Female employed as veneer matcher	2 8 0	2 6 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	2 8 0	2 6 6
(b) domestic woodware	2 8 0	2 6 6
(c) walking sticks	2 8 0	2 6 6
All others	3 12 0	3 9 0

(4) DEFINITIONS.—A chairmaker is an employee who makes any class of chairs other than those in which the woodwork is wholly prepared by machines and set up by assemblers.

A stuffover chair and couch frame maker is a person who makes frames on which the upholsterers cover all the woodwork except the legs or feet and of which the woodwork is prepared by machines.

An assembler (provided that not more than 15 per cent. of his time is occupied in trimming straight square edges or making minor adjustments) is a worker employed in fitting together by nailing, screwing, gluing, or fixing in any manner machine jointed, moulded, or finished parts of wooden furniture.

A varnisher is a person employed solely coating with a brush or dipping parts of or completed articles of furniture of any class covered by this Determination with any oil or spirit varnish, lacquer, or substitute for such oil or spirit varnish or lacquer.

(5) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.	Times of ending.	
7.30 a.m.	5 p.m. Mondays to Fridays.	
7.30 a.m.	12 noon Saturdays.	

(6) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of nine hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (15) shall be paid for at the rate of double ordinary time.

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

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

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

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

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

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

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

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

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

(10) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (15) shall be paid for at the rate of the ordinary time in addition to the usual rate.

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

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

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

(13) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at frenchpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 72s. and in the case of females not less than 48s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 16th July, 1937.

Published by Authority.

No. 1531

TUESDAY, AUGUST 3.

[1937

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

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 which has 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 manufacturing processes of a maker of overmantels, and of wood mantelpieces other than wood mantelpieces to be painted, such as are usually made in sawmills or in repairing any such overmantels or wood mantelpieces, has made the following Determination, namely:—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.						Proportion (in any place).	
						APPRENTICES.	
						One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
						IMPROVERS.	
						One improver to every six or fraction of six workers receiving not less than the minimum wage.	
						Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	
						Apprentices.	Improvers.
						s. d.	s. d.
First year	..	..	..	..	..	11 6	11 6
Second year	..	..	..	..	..	17 3	17 3
Third year	..	..	..	..	..	23 3	29 0
Fourth year	..	..	..	..	..	29 0	34 9
Fifth year	..	..	..	..	..	38 9	38 9
And thereafter the minimum wage.							

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.		Elsewhere in Victoria.
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Glippsland Districts.		
	£	s. d.	£ s. d.
Operator of Boulton's carver or shaping machine	4	16 0	4 13 0
Moulding machinist—			
(a) who grinds his own cutters	4	16 0	4 13 0
(b) who does not grind his own cutters	4	10 0	4 7 0
Cabinetmaker, woodcarver	4	16 0	4 13 0
Polishers required to spirit off or acid off	4	16 0	4 13 0
Other polishers	4	10 0	4 7 0
Woodturner, painter, assembler	4	10 0	4 7 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	4	7 0	4 4 0
Persons setting up or operating copying or automatic lathe	4	7 0	4 4 0
Persons cramping furniture	4	7 0	4 4 0
Persons rubbing down, filling, varnishing, or staining	4	4 0	4 1 0
Sprayhands staining or lacquering	4	7 0	4 4 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber	4	7 0	4 4 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber	4	7 0	4 4 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4	1 0	3 18 0
Persons packing mantelpieces or overmantels	3	17 0	3 14 0
Stackers, yardmen	3	12 0	3 9 0
Female employed as veneer matcher	2	8 0	2 6 6
All others	3	12 0	3 9 0

(4) **DEFINITIONS.**—An assembler (provided that not more than 15 per cent. of his time is occupied in trimming straight square edges or making minor adjustments) is a worker employed in fitting together by nailing, screwing, glueing, or fixing in any manner machine jointed, moulded, or finished parts of wooden furniture.

A varnisher is a person employed solely coating with a brush or dipping parts of or completed articles of furniture of any class covered by this Determination with any oil or spirit varnish, lacquer, or substitute for such oil or spirit varnish or lacquer.

(5) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be as follows :—

Males	..	..	..	..	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	..	..	..	..	44 hours	
Times of beginning.						Times of ending.
7.30 a.m.	..	..	..	..	..	5 p.m. Mondays to Fridays.
7.30 a.m.	..	..	..	..	..	12 noon Saturdays.

(6) **OVERTIME.**—All time worked before or after the usual times of beginning and ending work, or in excess of nine hours per day, shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (15) shall be paid for at the rate of double ordinary time.

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

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

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

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

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

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

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

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

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

(10) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (15) shall be paid for at the rate of the ordinary time in addition to the usual rate.

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

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

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

(13) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work :—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish-brushes. Any employee engaged at frenchpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 72s., and in the case of females not less than 48s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 16th July, 1937.

Published by Authority.

No. 154]

TUESDAY, AUGUST 3.

[1937

NOTE.—This Determination applies to the whole of the State of Victoria.

(1) That on the 31st July, 1937, the adjusted Determination which came into force on the first pay period to commence in June, 1937, shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
				APPRENTICES.	
				One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
				IMPROVERS.	
				One improver to every six or fraction of six workers receiving not less than the minimum wage.	
				Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage.	
				Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	

(3)	OTHER EMPLOYEES.
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	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Operator of Boulton's carver or shaping machine	4 16 0	4 13 0
Moulding machine—		
(a) who grinds his own cutters	4 16 0	4 13 0
(b) who does not grind his own cutters	4 10 0	4 7 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or morticer	4 7 0	4 4 0
Operator of sander, boring, or any other machine not otherwise specified	4 1 0	3 18 0
Wireweaver	4 5 6	4 2 6
Stretching-up, tacker-on, splitter-up, or varnisher	4 4 0	4 1 0
Spray hands	4 7 0	4 4 0
All others	3 12 0	3 9 0

Times of beginning.

Times of ending.

Times of beginning.				Times of ending.	
7.30 a.m.	5 p.m. Mondays to Fridays.
7.30 a.m.	12 noon Saturdays.

No. 154.—8901.

(5) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of nine hours per day, shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (13) shall be paid for at the rate of double ordinary time.

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

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

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

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

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

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

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

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

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

(9) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (13) shall be paid for at the rate of the ordinary time in addition to the usual rate.

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

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

(11) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, not less than 72s.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 16th July, 1937.

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No. 155]

TUESDAY, AUGUST 3.

[1937

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

(BEDDING SECTION.)

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 which has the power to determine the lowest prices or rates of payment payable to any person employed in the manufacture of mattresses or bedding has made the following Determination, namely:—

(1) That on the 31st July, 1937, the adjusted Determination which came into force on the first pay period to commence in June, 1937, shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).
	Males.		Females.	APPRENTICES.
	Apprentices.	Improvers.		
	s. d.	s. d.	s. d.	
First year	11 6	11 6	11 6	<p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p> <p><i>IMPROVERS.</i> <i>Males.</i> One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p><i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.</p>
Second year	17 3	17 3	17 3	
Third year	23 3	29 0	25 0	
Fourth year	29 0	34 9	32 9	
Fifth year	38 9	38 9	..	

And thereafter the minimum wage.

(3) OTHER EMPLOYEES.

				WEEKLY WAGES.	
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>				£ s. d.	£ s. d.
Bedding hands engaged in tufting or quilting, including repairers				4 5 6	4 2 6
All others				3 12 0	3 9 0
<i>Females.</i>					
Females				2 8 0	2 6 6

Persons employed on second-hand bedding shall be paid 25 per cent. in addition to the rates fixed above.

(4) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	..	..	..	..	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	..	..	..	..	44 hours	
Times of beginning.						Times of ending.
7.30 a.m.	..	..	..	..	5.15 p.m.	Mondays to Fridays.
7.30 a.m.	..	..	..	..	12 noon	Saturdays.

(5) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of nine hours per day, shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (14) shall be paid for at the rate of double ordinary time.

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

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

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

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

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

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

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

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

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

(9) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (14) shall be paid for at the rate of the ordinary time in addition to the usual rate.

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

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

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

(12) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french-polishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 72s., and in the case of females not less than 48s.

J. W. CLARKE, Chairman

H. N. JONES, Secretary

Melbourne, 16th July, 1937.



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No. 156]

TUESDAY, AUGUST 3.

[1937

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

(PICTURE FRAME SECTION.)

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 which has the 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 workroom in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, has made the following Determination, namely:—

(1) That on the 31st July, 1937, the adjusted Determination which came into force on the first pay period to commence in June, 1937, shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).
	Males.		Females.	APPRENTICES.
	Apprentices.	Improvers.		
	s. d.	s. d.	s. d.		Males.
First year	11 6	11 6	11 6	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Second year	17 3	17 3	17 3	
Third year	23 3	29 0	25 0	
Fourth year	29 0	34 9	32 9	
Fifth year	38 9	38 9	..	
And thereafter the minimum wage.				Females.
				One female apprentice to every female worker receiving not less than the minimum wage.
				IMPROVERS.
				Males.
				One male improver to every three or fraction of three male workers receiving not less than the minimum wage.
				Females.
				One female improver to every six or fraction of six female workers receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Compo workers	4 1 0	3 18 0
Fitters up	4 1 0	3 18 0
Gilders or bronzers	4 4 0	4 1 0
Mount cutters	4 4 0	4 1 0
Mounters	4 1 0	3 18 0
Joiners	4 4 0	4 1 0
Persons working at—		
Band or jig saws	4 7 0	4 4 0
Other saws	4 4 0	4 1 0
Moulding machines	4 7 0	4 4 0
Shaping machines	4 13 0	4 10 0
Stainers who mix and apply stain and finish any kind of wood or compo	4 4 0	4 1 0
Wood turners	4 10 0	4 7 0
All others	3 12 0	3 9 0
<i>Females.</i>		
Females	2 8 0	2 6 6

(4) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows :—

Males	44 hours	To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.	Times of ending.	
7.30 a.m.	6 p.m. Mondays to Fridays.	
7.30 a.m.	1 p.m. Saturdays.	

(5) OVERTIME.—All time worked before or after the usual times of beginning and ending work, or in excess of nine hours per day, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (14) shall be paid for at the rate of double ordinary time.

No person under the age of 16 years shall be permitted to work more than four hours' overtime in any week.

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

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

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

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

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

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

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

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

(9) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (14) shall be paid for at the rate of the ordinary time in addition to the usual rate.

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

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

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

(12) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work :—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at bench polishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

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

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

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

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

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

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

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

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

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

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

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

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

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

All piece workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 72s. and in the case of females not less than 48s.

J. W. CLARKE, Chairman

H. N. JONES, Secretary

Melbourne, 16th July, 1937.

