



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 108]

WEDNESDAY, MAY 18.

[1938

Factories and Shops Acts.

DETERMINATION OF THE WATCH CASES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing or preparing watch cases" has made the following Determination, namely:—

- (1) That this Determination shall come into force and be operative on and after the 23rd May, 1938.
- (2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.			
Males.		Females.				Within a radius of 50 miles of the G.P.O., Melbourne.	All other parts of Victoria.
	s. d.		s. d.			s. d.	s. d.
1st year's experience ..	15 6	1st year's experience	14 0	Adult Males—			
2nd " " ..	22 3	2nd " " ..	18 9	First class watch case tradesman ..	92 6	90 0	
3rd " " ..	30 6	3rd " " ..	28 0	Second class watch case tradesman	85 0	82 6	
4th " " ..	41 3	4th " " ..	35 3	All others—			
5th " " ..	52 6	5th " " ..	40 3	(a) With less than 3 years' experience	77 0	74 6	
6th " " ..	61 3	Thereafter until reaching		(b) With 3 years' experience or more	85 0	82 6	
7th " " ..	65 0	21 years of age ..	45 0	Adult Females—			
				(a) If of less than 12 months' ex-			
				perience	47 9	47 9	
				(b) If of 12 months' or more ex-			
				perience	54 0	54 0	

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

An indenture of apprenticeship has been proscribed by the Board.

Leading hands, male or female in charge of not less than six employees shall be paid at the rate of 5s. per week in addition to the rates fixed above.

(3) DEFINITIONS.—(a) "First Class Watch Case Tradesman" means an employee working at a bench and engaged in making complete cases which require hinges, and making by hand and fitting any special loop attachments.

(b) "Second Class Watch Case Tradesman" means an employee working at a bench engaged in assembling cases, but not being required to make loops by hand, hinge cases, or make and fit any special hand-made attachments.

(c) "Experience" means work done in the trade of watch case making for any employer whether as an adult worker, apprentice or improver.

(4) TIME OF BEGINNING AND ENDING WORK BY EMPLOYEES NOT ENGAGED ON NIGHT SHIFT.—

	Time of Beginning.	Time of Ending.
Saturday	7.30 a.m.	1 p.m.
On the other working days of the week	7.30 a.m.	6 p.m.
Time of beginning and ending work by employees engaged on night shift	9 p.m.	7.30 a.m.

- (5) OVERTIME.—The following rates shall be paid for all work done—
 (a) Outside the hours fixed as the times of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any }
 week
- (6) SHIFTS.—Where an employee is employed on night shift he shall be paid Ten per cent. in addition to the rates fixed in clause (2).
- (7) PAYMENT FOR A SHORT WEEK.—Subject to the provisions of this Determination, where in any week any factory is open for work for less than 44 hours, the legal rate of payment for such week shall be 1/44 of the rate provided in this determination for the class of work done, multiplied by the number of hours actually worked.
- (8) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that in Bendigo "Picnic Day" shall be observed as a substitute for Melbourne Cup Day.
- (9) HOLIDAYS.—All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz., New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor. Provided that in Bendigo "Picnic Day" shall be substituted for Melbourne Cup Day.
- (10) TEA MONEY.—Any 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 workshop who can reasonably return home for meals. If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.
- (11) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Provided that this clause shall only apply to an employee who has been continuously in the same employment for not less than four weeks.
- (12) TOOLS.—The employer shall provide the necessary tools required by him to be used by each employee under 21 years of age.

RAY H. BEERS, P.M., Chairman.

W. HEATH, Secretary.

Melbourne, 2nd May, 1938.