



VICTORIA
GOVERNMENT GAZETTE.

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[1938

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

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

B. (a) Section 168 of the *Factories and Shops Act 1928* (No. 3677) extends the powers of this Board to "steel moulding."

(b) The following trades were proclaimed on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

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 appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in September, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.	
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District and the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.	WAGES.	£ s. d.	£ s. d.
Per Week of 44 hours. s. d.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
1st year .. 15 0	Bank pipe moulders—		
2nd year .. 21 6	5 and 6 inch, headmen	5 3 0	5 3 0
3rd year .. 34 9	5 and 6 inch, footmen	4 12 0	4 12 0
4th year .. 56 6	4 inch and under, headmen	4 16 0	4 16 0
5th year .. 70 9	4 inch and under, footmen	4 8 0	4 8 0
	Vertical pipe moulders—		
	Rammers, coremakers, corers, or casters	4 6 0	4 6 0
	Dressers of pipes, including dressers on emery wheels	4 6 0	4 6 0
	Furnacemen	4 10 0	4 10 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	4 5 0	4 5 0
	<i>Persons Employed in making Pipes by machinery.</i>		
	Coremakers—		
	5 and 6 inch, faucet	5 3 0	5 3 0
	5 and 6 inch, spigot	4 12 0	4 12 0
	4 inch and under, faucet	4 16 0	4 16 0
	4 inch and under, spigot	4 8 0	4 8 0
	Finishers and Casters—		
	5 and 6 inch	5 3 0	5 3 0
	4 inch and under	4 16 0	4 16 0

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.	
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District and the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
		£ s. d.	£ s. d.
<i>Improvers.</i> One improver to every three or fraction of three workers receiving not less than 78s. per week of 44 hours.	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>		
	Jobbing moulders or coremakers	5 8 0	5 5 0
	Agricultural stove dairying implement moulders or core makers ..	4 18 0	4 15 0
	Machine or plate moulders or coremakers—		
	1st six months	4 7 0	4 4 0
	2nd six months	4 10 0	4 7 0
	3rd six months	4 13 0	4 10 0
	After two years	4 18 0	4 15 0
	Irondressers using pneumatic hammer	4 12 0	4 12 0
	Irondressers (including dressers on emery wheels)	4 6 0	4 6 0
	Furnacemen	4 10 0	4 10 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron)	4 5 0	4 5 0
	Annealers of malleable iron castings	4 2 0	4 2 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	4 10 0	4 10 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	4 6 0	4 6 0
	<i>Steel Moulding.</i>		
	Steeldressers using pneumatic hammer	4 14 0	4 14 0
	Dressers (including dressers on emery wheels)	4 8 0	4 8 0
	Crucible furnacemen	5 4 0	5 4 0
	Assistant crucible furnacemen	4 8 0	4 8 0
	Converter furnacemen (i.e., persons in charge of a converter)	4 16 0	4 16 0
	Assistant converter furnacemen (i.e., persons in charge of a oupola)	4 8 0	4 8 0
	Electric furnacemen	5 4 0	5 4 0
	Assistant electric furnacemen	4 8 0	4 8 0
	Annealers	4 2 0	4 2 0
Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	4 12 0	4 12 0	
Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	4 8 0	4 8 0	
<i>Labourers.</i>			
Labourers (steel moulding)	4 0 0	4 0 0	
All other labourers	3 18 0	3 18 0	

- (3) OVERTIME.—(a) Moulders (except Pipe Moulders).
All time worked outside ordinary daily hours shall be paid for at the rate of time and a half for the first four hours and double time thereafter, such double time to continue until the employee has been relieved from work for at least eight hours: Provided that an employee shall not be entitled to payment for such rest period.
- (b) All others.
All time worked outside the ordinary daily hours in any place shall be paid for at the rate of time and a half, and each day shall carry its own overtime.
- (4) SHIFT WORK.—i.e., for work done outside the ordinary time of starting and finishing for five or more days consecutively the rate to be paid shall be ordinary time with addition of five per cent.
Such shift workers times of starting and finishing to be arranged by mutual agreement.
All shift workers shall be paid overtime rates in excess of shift hours agreed upon.

CONTRACT OF EMPLOYMENT FOR JOBBING MOULDERS AND JOBBING COREMAKERS.

- (5) (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 apprentices or improvers), 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.

MEAL ALLOWANCE.

- (6) 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.

PAYMENT FOR HOLIDAYS.

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

(b) Any employee who is absent without leave prior to a holiday and who does not resume work after the holiday shall not be entitled to holiday pay. An employee meeting with an accident at work before a holiday shall be paid for such holiday if no new hand is put on in his place.

(c) Where rationing is in operation during four weeks prior to a holiday occurring, such holiday shall be paid for proportionate to the time worked.

(d) Where an employee's services are terminated a week before the occurrence of a holiday and he is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday and he is re-employed immediately after the holiday, payment shall be made for such holiday.

(8) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Saturday, Easter Monday, Australia Day (26th January), Labour Day (21st April), King's Birthday, Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays the special rate shall only be payable for work done on the day so substituted.

(9) DAY AND HOUR FOR PAYMENT OF WAGES.—All payments of wages shall be made within a quarter of an hour from the time of the worker ending work on each pay day.

(10) TERMINATION OF EMPLOYMENT.—Excepting for jobbing moulders and jobbing coremakers, four hours' notice of termination of employment shall be given by either employer or worker.

(11) TIME LOST THROUGH INJURY.—Any employee injured whilst at work shall, provided he returns to duty the same day, be paid at his ordinary rate of wages for the time lost in receiving first-aid or medical attention for the injury sustained.

(12) PIECE-WORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed at any work in the process, trade, or business of an ironmoulder, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

J. V. WILLOX, Acting Secretary.

Melbourne, 3rd August, 1938.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations. The text notes that proper record-keeping allows management to track performance, identify trends, and make informed decisions based on reliable data.

2. The second part of the document outlines the various methods and tools used for data collection and analysis. It mentions that modern organizations often utilize sophisticated software and analytics to process large volumes of information efficiently. The text also highlights the need for standardized procedures to ensure consistency in data gathering across different departments and locations.

3. The third part of the document addresses the challenges associated with data management, such as data security, privacy concerns, and the risk of information loss. It stresses that organizations must implement robust security protocols and regular backups to protect their valuable data assets. Additionally, it discusses the importance of training employees on data handling procedures to minimize human error.

4. The final part of the document provides a summary of the key points and offers recommendations for improving the organization's data management practices. It suggests that a proactive approach to data management, combined with continuous monitoring and improvement, is essential for long-term success and growth.