



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 30.

[1939

Factories and Shops Acts.

DETERMINATION OF THE WICKER AND BABY CARRIAGE BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the city of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has power 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—

(a) Manufacturing—

- (i) baby carriages or dolls' carriages, or parts thereof (other than wheels);
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—

has made the following Determination, namely:—

(1) That, on 4th December, 1939, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Juvenile Workers, i.e., Females under 21 years of age (other than Apprentices or Improvers) employed as Machinists, Sewers, or Cutters.	Other Employees.	
WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.	
1st year	.. .. . 15 0	.. .. . 30 0	Section 1.—Baby Carriages, Dolls' Carriages, or parts thereof.	
2nd "	.. .. . 22 0		MALES.	
3rd "	.. .. . 29 0		Foremen in charge of 4 or more workers .. 101 6	
4th "	.. .. . 35 0		Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers .. 95 0	
5th "	.. .. . 40 0		Sprayers 81 0	
6th "	.. .. . 46 0		All others 81 0	
PROPORTION (IN ANY FACTORY OR PLACE).			FEMALES.	
Apprentices.			Machinists, sewers, or cutters 45 0	
One apprentice to every three workers of the same sex receiving not less than the minimum wage.			Folding hood makers 50 0	
A form of indenture has been prescribed by the Board.			Section 2.—All other parts of the trade.	
Improvers.			Foremen in charge of 4 or more workers .. 101 6	
One improver to every five workers receiving not less than 81s. per week of 44 hours.			Persons employed—	
			(a) Making Baskets 100 0	
			(b) Repairing baskets 100 0	
			(c) Fitting, lining, or lettering baskets .. 100 0	
			(d) Making furniture 95 0	
			(e) Making reed tex, hy-tex, or similar materials 95 0	

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44 to be worked in five days.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Monday, Tuesday, Wednesday, Thursday or Friday .. 7.45 a.m. .. Time of ending (not later than) 5.30 p.m.

(5) OVERTIME.—That the following rates shall be payable for overtime:—

(a) Within the times of beginning and ending work prescribed in Clause (4) herein, but in excess of 44 hours in any week .. Time and a quarter.

(b) Outside the times of beginning and ending work prescribed in Clause (4) herein—

(i) On Saturday until 12 noon time and a quarter.

(ii) On Saturday after 12 noon time and a half.

(iii) On Monday to Friday, between 5.30 p.m. and 7 p.m., or before 7.45 a.m. .. time and a quarter.

(iv) On Monday to Friday, after 7 p.m. time and a half.

Provided that no person shall be employed working overtime at less than 9d. per hour.

(5) HOLIDAYS AND SPECIAL RATES.—

(a) All weekly wage employees shall be granted the following holidays, without deduction of pay:—

The days observed as Good Friday, Easter Monday, Australia Day, Christmas Day and Boxing Day.

(b) All pieceworkers shall be granted the same holidays as are granted to weekly wage workers and, subject as hereinafter provided shall be paid, for each holiday, an amount based upon the employee's average daily earnings for the 28 working days immediately preceding the holiday in question.

- (c) If any of the above holidays occurs on a Sunday or a Saturday and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday, but shall be granted another holiday in lieu thereof.
- (d) Work done on Sundays, or on any of the above-mentioned holidays shall be paid for at the rate of treble time, provided that if, by act of Parliament or Proclamation, any other day be substituted for any of the holidays specified, the special rate shall be payable only for work done on the day so substituted.

PIECE-WORK PRICES.

- (6) (a) That the lowest piece-work price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.
- (b) Where the material is not stated in the schedules the article may be made of willow or cane.
- (c) Any piece-worker who works more than 44 hours in any week within the times of beginning and ending work, as set forth in Clause 4 of this Determination, shall be paid for such extra time 5d. per hour in addition to piece-work earnings.
- (d) For work done outside the times of beginning and ending work, as set forth in Clause 4 of this Determination, piece-workers shall be paid, in addition to piece-work earnings, as follows:—
- | | |
|--|-------------------|
| Before 7.45 a.m. or between 5.30 p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, | |
| and on Saturday until 12 noon | 5d. per hour. |
| After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or before | |
| 7 a.m. on any day | 3s. 6d. per hour. |
- (e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article in the manufacture of which he or she is engaged.

(a) SQUARE WORK.

[illegible]

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes	End Stakes	Price.
BASKETS—continued.									
Soiled [Linen—Corner, three corner posts, made of whole cane, pith or willow skein—									
14x14, 26 round, 16 front stakes	..	14 inches	14 inches	27 inches	..	..	10	..	12s. 0d. each
16x16, 28 " 17 " "	..	16 "	16 "	30 "	..	..	11	..	13s. 10d. "
18x18, 30 " 18 " "	..	18 "	18 "	33 "	..	..	12	..	16s. 4d. "
(wood bottoms provided by employer)									
Stakes nailed on—									
14 inches .. .. .	..	..	..	..	..	..	..	..	7½d. each extra
16 " " " " " "	..	..	..	..	..	..	..	..	7½d. " "
18 " " " " " "	..	..	..	..	..	..	..	..	11d. " "
Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top	8	16 inches	12 inches	4 inches	..	..	12	9	7s. 7d. each
Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top.	8	16 inches	12 inches	4 inches	..	..	12	9	12s. 5d. each
Winchester—Three rounds of upsetting, one round of waleing, handles each end (6 bottles)	8	18 inches	11½ inches	10 inches	..	..	10	..	8s. each
Wine—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waleing on top—									
(6 bottles)	5	12 inches	7½ inches	7 inches	..	..	9	6	4s. 5d. each
(12 ")	8	16 "	12 "	7 "	..	..	10	8	5s. 11d. "
(24 ")	12	24 "	16 "	7 "	..	..	14	10	8s. 10d. "
HAMPERS.—									
Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waleing on top, handles on lid, two holes in cover for staples, depth at sides	4	8 inches	5 inches	5 inches	..	..	8	5	3s. 8d. each
	4	9 "	5½ "	5½ "	..	..	8	5	4s. 4d. "
	4	10 "	6 "	6 "	..	..	9	6	4s. 10d. "
	5	12 "	7½ "	7½ "	..	..	10	7	5s. 8d. "
	6	14 "	10 "	8½ "	..	..	11	8	6s. 7d. "
	6	16 "	11 "	9½ "	..	..	12	8	7s. 8d. "
	7	17 inches	11 inches	8 inches	..	..	11	8	7s. 0d. each
	7	19 "	12 "	9 "	..	..	12	8	8s. 5d. "
	8	21 "	13 "	10 "	..	..	13	9	9s. 9d. "
Picnic—Randed, four rounds of upsetting, six rounds of waleing on top	8	24 "	14 "	12 "	..	..	14	9	12s. 2d. "
	7	17 "	11 "	10 "	..	..	11	8	7s. 9d. "
	7	19 "	12 "	11 "	..	..	12	8	9s. 4d. "
	8	21 "	13 "	12 "	..	..	13	9	10s. 7d. "
	8	24 "	14 "	13 "	..	..	14	9	12s. 9d. "
Swing handles .. ..	..	..	..	..	..	..	..	..	1s. 2d. per basket extra
Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waleing on top. Depth under wale outside. Two holes in cover for staples	5	12 inches	8½ inches	6½ inches	..	..	9	6	4s. 4d. each
	6	14 "	10 "	7 "	..	..	10	7	4s. 10d. "
	6	16 "	11 "	8 "	..	..	10	7	5s. 8d. "
	7	18 "	12 "	9 "	..	..	11	8	6s. 6d. "
	7	20 "	13 "	10 "	..	..	12	8	7s. 3d. "
	7	22 "	14 "	11 "	..	..	12	9	8s. 5d. "
	8	24 "	15 "	12 "	..	..	13	10	10s. 0d. "
Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waleing on top	4	7 inches	4½ inches	4½ inches	..	..	7	4	2s. 8d. each
	4	8 "	5 "	5 "	..	..	7	5	3s. 0d. "
	4	9 "	5½ "	5½ "	..	..	7	5	3s. 8d. "
	4	10 "	7 "	7 "	..	..	9	6	4s. 8d. "
	5	11 "	8 "	8 "	..	..	10	7	5s. 2d. "
If made Arch top—									
First three sizes .. ..	..	..	..	..	..	..	..	..	6½d. extra
Last two sizes .. ..	..	..	..	..	..	..	..	..	1s. 2d. "
Wool—Fitted, six rounds of upsetting, three rounds of waleing on top. Two centre fitches—one round of waleing on each, bi-staked	10	32 inches	27 inches	36 inches	40 inches	32 inches	15	11	15s. 1d. each
	10	30 "	30 "	31 "	38 "	34 "	13	12	15s. 1d. "
	8	36 "	24 "	36 "	48 "	36 "	15	10	17s. 1d. "
	10	36 "	30 "	36 "	54 "	42 "	17	12	18s. 11d. "
	10	42 "	26 "	36 "	48 "	31 "	16	12	18s. 11d. "
Wood bi-stakes .. ..	..	..	..	..	..	..	..	..	1s. 3d. each basket extra
Randing top or bottom—									
First two sizes .. ..	..	..	..	..	..	..	..	..	2d. per inch extra
Other sizes .. ..	..	..	..	..	..	..	..	..	3½d. "
Packing pillars over two or four stakes	..	..	..	..	..	..	..	..	6½d. each pillar
									Split Whole Cane. Cane. each. each.
Cart or Mill, handle light—Four rounds of upsetting, two rounds of waleing under border and under and over finger-holes (if any). Handles if required. Blunt corners	5	18 inches	10 inches	10 inches	..	..	10, 11	6	3s. 5d. 4s. 2d.
	6	20 "	11 "	11 "	..	..	11, 12	7	4s. 0d. 4s. 8d.
	7	22 "	12 "	12 "	..	..	12, 13	8	4s. 7d. 5s. 6d.
	8	24 "	14 "	14 "	..	..	13, 14	9	6s. 8d. 8s. 0d.
Scale of inches for above (L.B. + W.B + D.)—									
35 inches .. .. .	..	..	..	..	..	..	..	..	3s. 4d. 4s. 1d.
36 " " " " " "	..	..	..	..	..	..	..	..	3s. 6d. 4s. 2d.
37 " " " " " "	..	..	..	..	..	..	..	..	3s. 7d. 4s. 4d.
38 " " " " " "	..	..	..	..	..	..	..	..	3s. 8d. 4s. 5d.

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
HAMPERS—continued.									
Cart or Mill—continued.									Split Cane. each. Whole Cane. each.
Scale of Inches &c.—continued.									
39 inches	..	..	..	..	..	..	..	..	3s. 11d. 4s. 6d.
40 "	..	..	..	..	..	..	..	..	3s. 11d. 4s. 7d.
41 "	..	..	..	..	..	..	..	..	4s. 1d. 4s. 10d.
42 "	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
43 "	..	..	..	..	..	..	..	..	4s. 5d. 5s. 2d.
44 "	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
45 "	..	..	..	..	..	..	..	..	4s. 6d. 5s. 3d.
46 "	..	..	..	..	..	..	..	..	4s. 8d. 5s. 7d.
47 "	..	..	..	..	..	..	..	..	5s. 0d. 5s. 11d.
48 "	..	..	..	..	..	..	..	..	5s. 4d. 6s. 5d.
49 "	..	..	..	..	..	..	..	..	5s. 10d. 6s. 10d.
50 "	..	..	..	..	..	..	..	..	6s. 2d. 7s. 5d.
Over 50 "	..	..	..	..	..	..	..	..	Split cane, 4d. per inch extra; whole cane, 5d. per inch extra
G.P.O.—Split cane sides and corner pins, three wood and six cane sticks (four to be double in the bottom) in two largest sizes. Three wood and four cane sticks in the smallest size. Four rounds of upsetting and two rounds of waleing on top. Two rounds of centre waleing. Two handles in centre wale. Out-siders double in smallest size. Sizes over and above those mentioned	..	20½ inches	17½ inches	31 inches	..	..	12	10	12s. 11d. each
	..	20½ "	15½ "	31 "	..	..	12	9	12s. 7d. "
	..	16½ "	15½ "	24½ "	..	..	10	9	10s. 6d. "
	..	..	..	..	..	..	..	..	3d. per inch
G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waleing on top, tin worked in centre of smallest size, two pairs of wales in centre. Lids tied on with green hide (two ties), wire bands each end of lid. In between sizes, <i>pro rata</i> . Pull through runners	..	27 inches	14 inches	8 inches	..	..	17	8	Round cane. 9s. 7d. each
	..	15 "	14 "	12 "	..	..	11	10	6s. 8d. "
	..	14 "	11 "	9 "	..	..	10	9	5s. 8d. "
	..	10 "	6½ "	..	..	..	8	6	Split cane. 3s. 11d. each
	..	..	..	..	..	..	..	..	1½d. each extra
Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waleing on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waleing on fitch of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed	7	16 inches	11 inches	10 inches	..	..	14	10	4-pigeon baskets. 5s. 9d. each
	8	20 "	12 "	10 "	..	..	16	12	6s. 6d. "
	8	20 "	13 "	10 "	..	..	18	12	7s. 10d. "
	8	22 "	13 "	10 "	..	..	18	12	8s. 5d. "
	8	24 "	13 "	10 "	..	..	20	12	6-pigeon baskets. 9s. 9d. each
	9	27 "	15 "	10 "	..	..	22	13	11s. 1d. "
	9	30 "	18 "	10 "	..	..	23	15	12s. 8d. "
	9	33 "	18 "	10 "	..	..	25	15	13s. 4d. "
	9	34 "	18 "	10 "	..	..	26	15	14s. 4d. "
	9	39 "	18 "	10 "	..	..	27	15	15s. 6d. "
	10	42 "	21 "	10 "	..	..	30	16	16s. 8d. "
	10	45 "	21 "	10 "	..	..	32	16	17s. 8d. "
	11	48 "	24 "	10 "	..	..	33	18	19s. 0d. "
Each additional deck	..	..	..	..	..	..	..	..	½ of above prices
Drop doors on single deck—									
First three sizes	..	..	..	..	..	..	..	..	2s. 4d. extra
Next three sizes	..	..	..	..	..	..	..	..	2s. 10d. "
Other sizes	..	..	..	..	..	..	..	..	4s. 6d. "
Wooden frames on bottom—									
First four sizes	..	..	..	..	..	..	..	..	1s. 8d. extra
Next three sizes	..	..	..	..	..	..	..	..	1s. 11d. "
Other sizes	..	..	..	..	..	..	..	..	2s. 4d. "
Troughs for deck	..	..	..	..	..	..	..	..	4s. 6d. "
Partitions for single birds	..	..	..	..	..	..	..	..	3½d. each extra

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
HAMPERS—continued.										
Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)	8	24 inches	15 inches	14½ inches	..	..	13	6	9	13s. 6d. each
	9	27 "	16 "	16½ "	..	..	14	9	9	15s. 11d. "
	9	30 "	18 "	19½ "	..	..	15	10	10	19s. 0d. "
	10	32 "	20 "	19½ "	..	..	15	10	11	21s. 7d. "
	10	34 "	22 "	22½ "	..	..	16	10	11	24s. 11d. "

SQUARE WORK—continued.

[illegible]

SCALE OF INCHES AND PRICES.—TRAVELLER'S SAMPLE—ROUND CANE.

Inches.	Price.	Inches.	Price.	Inches.	Price.	Inches.	Price.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
57	18 8	68	22 6	79	26 8	90	31 0
58	19 0	69	23 2	80	27 0	91	31 5
59	19 4	70	23 5	81	27 6	92	31 11
60	19 8	71	23 10	82	27 10	93	32 4
61	20 1	72	24 2	83	28 1	94	32 9
62	20 5	73	24 5	84	28 6	95	32 3
63	20 9	74	24 11	85	28 10	96	33 9
64	21 0	75	25 2	86	29 5	97	34 4
65	21 6	76	25 6	87	29 10	98	34 10
66	21 9	77	25 11	88	30 2	99	35 3
67	22 1	78	26 3	89	30 6	100	35 9

All sizes over 100 inches—7½d. per inch extra.

Inner lids round cane, crossed, two iron hinges, two bands each—

cane, crossed, two iron hinges, two bands each—							<i>s.</i>	<i>d.</i>
27 inch hamper (eight sticks)	..	..	..	..	..	2	1	extra
30 " " " " "	..	..	..	..	..	2	8	"
33 inch hamper (nine sticks)	..	..	..	..	..	3	4	"
36 " " " " "	..	..	..	..	..	3	8	"
Green hide cut and nailed under basket	..	..	..	..	..	1	1	"

If depth of hamper above width of bottom, 2d. per inch extra. (Deduction for under depth to apply in same way.)

Rails for hampers and other baskets—

						Preparing and		Putting on		Putting on
						Putting on		and Sawing Corners.		Spring Baskets.
						s. d.		s. d.		s. d.
40 to 48 stakes	..	..	..	..	..	1 4	..	0 8½	..	0 7½
49 to 54 stakes	..	..	..	..	..	1 7	..	0 9½	..	0 10½
55 to 60 stakes	..	..	..	..	..	1 9	..	0 10½	..	1 2
61 to 70 stakes	..	..	..	..	..	2 1	..	1 1	..	1 3
71 to 80 stakes	..	..	..	..	..	2 4	..	1 3	..	1 6

Lid rails up to 10 sticks, 9½d. each rail.

Lid rails up to 12 sticks, 10½d. each rail

Lid rails above 12 sticks, 1s. 1d. each rail.

All holes above 80, 2d. for every 6 holes.

HAMPERs—continued.

SQUARE WORK—continued.

SPECIFICATIONS.

	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
	8	22 inches	13 inches	13 inches	12	6	9	48
	8	23 "	14 "	14 "	13	6	9	51
	8	24 "	15 "	15 "	13	8	9	54
	8	25 "	16 "	16 "	13	9	10	57
	8	26 "	17 "	17 "	14	10	10	60
	8	27 "	18 "	18 "	14	10	10	63
	9	23 "	19 "	19 "	15	10	10	66
	9	29 "	20 "	20 "	15	11	10	69
	9	30 "	21 "	21 "	16	11	11	72
	9	31 "	22 "	22 "	16	12	11	75
	10	32 "	23 "	23 "	17	12	11	78
	10	33 "	24 "	24 "	17	13	12	81
	10	34 "	25 "	25 "	18	13	12	84
	10	35 "	26 "	26 "	18	14	12	87
	11	36 "	27 "	27 "	19	14	12	90
	11	37 "	28 "	28 "	19	15	13	93
	11	38 "	29 "	29 "	20	15	13	96
	11	39 "	30 "	30 "	20	16	14	99
	12	40 "	31 "	31 "	21	16	14	102
	12	41 "	32 "	32 "	21	17	14	105
	12	42 "	33 "	33 "	22	17	14	108
	12	43 "	34 "	34 "	22	18	15	111
	12	44 "	35 "	35 "	23	18	15	114

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waleing; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

SCALE OF INCHES AND PRICES—LIDDED HAMPERs.

Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
42	..	9 5	67	13 5	14 11	92	23 7	26 6
43	..	9 7	68	13 9	15 1	93	24 1	27 1
44	..	9 10	69	13 11	15 6	94	24 5	27 11
45	..	10 0	70	14 1	15 9	95	25 0	28 5
46	..	10 1	71	14 4	16 1	96	25 7	28 10
47	..	10 5	72	14 7	16 7	97	26 2	29 8
48	9 4	10 7	73	14 10	16 8	98	26 8	30 2
49	9 6	10 8	74	15 1	17 1	99	27 2	30 10
50	9 8	11 1	75	15 4	17 4	100	27 11	31 4
51	9 11	11 2	76	15 8	17 9	101	28 3	31 11
52	10 1	11 6	77	16 0	18 0	102	28 9	32 6
53	10 5	11 7	78	16 5	18 7	103	29 3	33 1
54	10 7	12 0	79	16 10	19 1	104	29 10	33 8
55	10 8	12 2	80	17 3	19 8	105	30 5	34 2
56	11 0	12 3	81	17 8	20 1	106	30 10	34 10
57	11 2	12 7	82	18 1	20 7	107	31 4	35 4
58	11 3	12 9	83	18 9	21 2	108	31 10	36 1
59	11 6	12 11	84	19 4	22 0	109	32 4	36 8
60	11 8	13 3	85	19 11	22 7	110	32 7	37 4
61	12 0	13 8	86	20 5	23 1	111	33 5	37 11
62	12 2	13 9	87	20 10	23 7	112	33 11	38 5
63	12 6	14 0	88	21 6	24 2	113	34 4	39 1
64	12 8	14 4	89	22 1	24 9	114	35 0	
65	12 10	14 6	90	22 5	25 4			
66	13 2	14 7	91	23 0	25 11			

Under and over depth allowing 2 inches each way, 1d. per inch.

WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waleing on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
50	6 3	7 4	75	11 7	13 8
51	6 4	7 5	76	11 9	13 9
52	6 7	7 8	77	12 2	14 1
53	6 8	7 10	78	12 3	14 5
54	6 9	8 2	79	12 6	14 7
55	7 1	8 4	80	12 8	14 11
56	7 3	8 9	81	12 9	15 1
57	7 5	9 0	82	12 11	15 5
58	7 7	9 3	83	13 4	15 8
59	7 11	9 6	84	13 6	15 11
60	8 2	9 8	85	13 8	16 1
61	8 7	9 11	86	13 11	16 6
62	8 10	10 1	87	14 1	16 8
63	9 1	10 6	88	14 6	17 2
64	9 3	10 8	89	14 9	17 7
65	9 5	10 11	90	15 1	17 11
66	9 8	11 2	91	15 5	18 5
67	9 11	11 6	92	15 9	18 9
68	10 1	11 8	93	16 1	19 2
69	10 3	12 0	94	16 4	19 5
70	10 7	12 2	95	16 10	20 0
71	10 9	12 7	96	17 3	20 4
72	11 1	12 9	97	17 7	20 10
73	11 2	13 2	98	18 1	21 1
74	11 5	13 4	99	18 4	21 6

WAREHOUSE BASKETS (without Lids)—continued.

SQUARE WORK—continued.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
100	18 10	22 0	111	22 2	26 2
101	19 1	22 3	112	22 6	26 7
102	19 5	22 8	113	22 8	26 11
103	20 0	23 2	114	23 1	27 3
104	20 2	23 5	115	23 5	27 6
105	20 6	23 10	116	23 10	28 1
106	20 11	24 3	117	24 2	28 5
107	21 1	24 8	118	24 8	28 10
108	21 5	25 0	119	24 11	29 5
109	21 7	25 5	120	25 4	29 10
110	21 11	25 10			

Under and over depth allowing 2 inches each way, 1d. per inch.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
PERAMBULATORS—									
Children—									
(Single) 4 inches of siding	18 inches	12 inches	..	28 inches	..	15	10 & 10	6s. 3d. each
(Double) 5 inches of siding	22 "	12 "	..	32 "	..	17	11 & 11	7s. 7d. "
If boards prepared	1s. 1d. each extra
Market or Laundry—Two rounds of waleing on top and bottom	..	24 inches	15 inches	back. foot. 18in. 17in.	29 inches	19 inches	16	11	7s. 3d. each
If boards prepared	26 "	15 "	18in. 17in.	31 "	19 "	17	11	8s. 1d. "
Rush and Buff (Common)—									1s. 1d. each extra
No. 1—48 holes 6 posts	24 inches	12 inches	..	..	..	..	..	4s. 5d. each
No. 1—48 holes 6 posts, 3 bows	24 "	12 "	..	..	..	..	..	5s. 7d. "
No. 2—54 holes 6 posts	26 "	14 "	..	..	..	..	..	5s. 2d. "
If posts lapped and close front	9d. each body extra
Splash boards	6d. each extra
If boards prepared	1s. 1d. "

(b) OVAL WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—							
Arm ..	8 inches	..	5½ inches	..	..	25	14s. 11d. per doz.
If bulged ..	9 "	..	6 "	..	..	25	16s. 2d. "
..	10 "	..	7 "	..	..	25	17s. 7d. "
Adelaide Cod—Three inches of round cane on bottom and top, centre split cane reversed	26 inches	11 inches	10 inches	31 inches	..	..	1s. 4d. per doz. extra
Lids ..	..	..	..	..	..	..	4s. 11d. each
Barracouta—Two rounds of upsetting, five sets of layers in the bottom of large size	24 inches	9 inches	9 inches	30 inches	..	..	1s. 8d. each extra
Lids 24 inch ..	26 "	10 "	10 "	33 "	..	33	4s. 4d. each
Lids 26 inch ..	..	..	..	..	..	33	4s. 7d. "
..	..	..	..	..	..	..	1s. 3d. each extra
..	..	..	..	..	..	..	1s. 5d. "
Butchers'—Two rounds of upsetting on first four sizes, three rounds on last two sizes. One round of waleing on top	12 inches	..	6 inches	18 inches	..	28	Split Round cane. each.
..	14 "	..	7 "	20 "	..	32	2s. 5d. 2s. 9d.
..	16 "	..	8 "	23 "	..	32	3s. 0d. 3s. 6d.
..	18 "	..	9 "	25 "	..	32	3s. 0d. 3s. 6d.
..	20 "	..	10 "	27 "	..	36	3s. 5d. 4s. 4d.
..	22 "	..	11 "	29 "	..	36	4s. 2d. 4s. 11d.
..	14 inches	..	7 inches	21 inches	..	32	4s. 8d. 5s. 9d.
Clothes—Two rounds of upsetting on first three sizes, three rounds on last three sizes. All sizes on round of waleing on top	16 "	..	8 "	24 "	..	32	3s. 0d. 3s. 6d.
..	18 "	..	9 "	27 "	..	32	3s. 0d. 3s. 6d.
..	20 "	..	10 "	30 "	..	36	3s. 5d. 4s. 4d.
..	22 "	..	11 "	32 "	..	36	4s. 4d. 5s. 0d.
..	24 "	..	12 "	34 "	..	36	4s. 8d. 5s. 9d.
Fish Pads—Common (complete) five scalloms in lid	11½ inches	..	9 inches	15 inches	..	25	5s. 6d. 6s. 6d.
..	12 "	..	9 "	16 "	..	25	3s. 6d. each
..	13 "	..	9 "	17 "	..	25	3s. 6d. "
Hat—Half bi-staked, after slewing 6 inches from upsetting, two handles on top	22 inches	..	17 inches	32 inches	..	36	3s. 6d. "
..	..	..	..	..	..	..	6s. 3d. "
Horse-Pack—Four holes on top, one wale under and over the holes, three rounds of upsetting	20 inches	10 inches	18 inches	22 inches	..	36	7s. 2d. each
..	22 "	11 "	19 "	24 "	..	36	8s. 1d. "
..	24 "	12 "	20 "	26 "	..	36	8s. 10d. "
..	26 "	14 "	21 "	28 "	..	38	9s. 7d. "
Shallows—Three rounds of upsetting, and one round of waleing—							
Four layers ..	24 inches	..	4 inches	29 inches	..	40	4s. 7d. each
Five layers ..	26 "	..	4½ "	31 "	..	44	5s. 6d. "
Six layers ..	28 "	..	5 "	33 "	..	44	6s. 3d. "
Wool—Fitted, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waleing, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes.	28 inches	..	18 inches	36 inches	..	40	Half bi-staked, each.
..	32 "	..	19 "	41 "	..	44	Full bi-staked, each.
..	36 "	..	20 "	46 "	..	48	8s. 3d. 10s. 5d.
..	36 "	..	28 "	48 "	..	48	10s. 1d. 12s. 2d.
..	..	..	..	..	..	..	11s. 0d. 13s. 8d.
..	..	..	..	..	..	..	12s. 9d. 15s. 5d.
Handles on second fitch	42 "	..	30 "	54 "	..	52	14s. 7d. 17s. 8d.

OVAL WORK—continued.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—continued.							
Wool—Carrying—Three rounds of upsetting and two rounds of waleing, handles on top, round cane siding	20 inches	..	18 inches	28 inches	..	36	6s. 1d. each
	22 "	..	18 "	30 "	..	36	6s. 10d. "
Wool-washing—Round cane—Four rounds of upsetting on first two sizes, five on the last four sizes, two rounds of waleing on centre, and two on top of first four sizes, three on last two sizes	30 inches	..	24 inches	42 inches	..	44	11s. 5d. each
	36 "	..	26 "	48 "	..	44	13s. 1d. "
	40 "	..	28 "	52 "	..	48	15s. 8d. "
	46 "	..	30 "	58 "	..	52	18s. 9d. "
	50 "	..	32 "	62 "	..	56	22s. 7d. "
	56 "	..	34 "	68 "	..	60	25s. 0d. "
BASSINETTES—CANE—							
Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	13 inches	36 inches	..	52	5s. 10d. each
Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	12 inches	36 inches	..	54	6s. 10d. each

Articles of Basketware.	Seat.	Foot.	Back.	Back.	Stand.	Back.	Arm.	Price.
CHAIRS—								
Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 inches close work on top, four rounds of upsetting	16 x 18	D	W	S	S	S	9	8s. 10d. each
	18 x 20	10	19	21	25	29	9	9s. 11d. "
	20 x 22	10	21	23	27	31	10	11s. 6d. "
	22 x 24	11	23	25	29	33	11	12s. 11d. "
Larger sizes, for every 2 inches	..	..	..	..	..	..	..	2s. 1d. extra
Close woven feet split or round cane	..	..	..	..	..	..	..	1s. 7d. "
Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scallops in seat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waleing in back, plaited border, and iron-lapped all round—	..	..	..	..	..	..	..	15s. 1d. each
Cane	..	..	..	..	..	..	..	15s. 11d. "
Pith	..	..	..	..	..	..	..	17s. 6d. "
Pith, with stand lapped	..	..	..	..	..	..	..	..
Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border	..	..	..	..	..	..	..	18s. 7d. each

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
HAMPERS—							
Game or rabbit	19 inches	..	13 inches	26 inches	..	27	4s. 4d. each
If made of round cane	..	..	..	..	..	..	7½d. each basket extra
Lids	..	..	..	..	..	..	1s. 3d. each extra

(c) ROUND WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—								
Arm—Nell Gwynne .. ..	..	..	8 inches	9 inches	..	..	..	15s. 8d. per doz.
	..	..	9 "	10 "	..	..	..	17s. 4d. "
	..	..	10 "	11 "	..	..	..	19s. 3d. "
Bone—Four rounds of upsetting, two rounds of centre waleing, two rounds of waleing on top, two handles on sides and two on top	7½	..	22 inches	22 inches	..	24 inches	29	7s. 11d. each
	7½	..	24 "	24 "	..	26 "	31	8s. 9d. "
Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles	5½	..	12 inches	15 inches	..	18 inches	23	3s. 0d. each
	6	..	15 "	18 "	..	21 "	25	4s. 0d. "
	6	..	17 "	20 "	..	23 "	27	4s. 8d. "
	6½	..	19 "	22 "	..	25 "	29	5s. 9d. "
	7	..	21 "	24 "	..	27 "	31	6s. 4d. "
Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palms to be worked in sides (if required)	6½	..	16 inches	20 inches	..	21 inches	25	4s. 1d. each
	6½	..	18 "	22 "	..	23 "	27	4s. 7d. "
	7½	..	20 "	24 "	..	25 "	29	5s. 2d. "
	7½	..	22 "	26 "	..	28 "	31	6s. 7d. "
	8½	..	24 "	28 "	..	30 "	33	10s. 1d. "
	8½	..	26 "	32 "	..	32 "	35	10s. 11d. "
	9½	..	27 "	34 "	..	36 "	39	14s. 6d. "
	9½	..	30 "	34 "	..	42 "	39	17s. 1d. "
Handles .. ..	..	..	..	..	..	..	..	6½d. each basket extra
Extra Stakes—								
1st two sizes .. ..	..	..	..	..	..	..	..	2d. per stake extra
Next three sizes .. ..	..	..	..	..	..	..	..	3½d. "
Other sizes .. ..	..	..	..	..	..	..	..	4d. "
Runners—								
1st three sizes .. ..	..	..	..	..	..	..	..	1½d. each extra
Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—								
1 bushel	9½	..	12 inches	14½ inches	..	17 inches	40	6s. 0d. each
1½ "	10	..	13 "	15½ "	..	18 "	42	6s. 8d. "
1½ "	10½	..	14 "	16½ "	..	19 "	44	7s. 7d. "
2 "	10½	..	15 "	18½ "	..	21 "	46	8s. 3d. "
5 "	12	..	20 "	23 "	..	27 "	54	10s. 1d. "
Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top	6	..	12 inches	13 inches	..	17 inches	23	2s. 4d. each
	6½	..	18 "	22 "	..	24 "	29	4s. 0d. "
Linen, soiled—Cane, three rounds of upsetting on first size four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding	7½	12 inches	..	24 inches	..	..	29	6s. 3d. each
	7½	14 "	..	30 "	..	..	31	8s. 3d. "
	8½	16 "	..	33 "	..	..	33	9s. 8d. "
	8½	18 "	..	36 "	..	..	35	10s. 8d. "
	9	20 "	..	39 "	..	..	35	12s. 9d. "
Linen, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top	7½	12 inches	..	24 inches	..	..	31	9s. 9d. each
	7½	14 "	..	30 "	..	..	33	10s. 11d. "
	8½	16 "	..	33 "	..	..	35	13s. 3d. "
	8½	18 "	..	36 "	..	..	37	14s. 2d. "
	9	20 "	..	39 "	..	..	37	17s. 0d. "
Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top	6½	..	19 inches	18 inches	..	22 inches	27	5s. 2d. each
	9	..	24 "	27 "	..	28 "	37	10s. 1d. "
Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes	7	..	8 inches	13 inches	13 inches	..	28	2s. 7d. each
	7	..	9 "	14 "	14 "	..	28	2s. 10d. "
	8	..	10 "	15 "	15 "	..	32	3s. 4d. "
	8½	..	11 "	16 "	16 "	..	34	3s. 5d. "
	8½	..	12 "	17 "	17 "	..	34	3s. 9d. "
Paper—Split cane, siding close ..	7	..	7 inches	12 inches	12 inches	..	28	2s. 8d. each
	7	..	8 "	13 "	13 "	..	28	2s. 10d. "
	7	..	9 "	14 "	14 "	..	28	3s. 2d. "
	8	..	10 "	15 "	15 "	..	32	3s. 3d. "
If made with handles .. ..	..	..	..	..	..	..	..	5½d. each extra
If made in quantities of not less than one dozen at a time .. ..	..	..	..	..	..	..	..	6½d. per doz. deducted
Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)	6½	..	11 inches	13 inches	..	15 inches	26	3s. 11d. each
	6½	..	12 "	13 "	..	15 "	26	4s. 8d. "
	7½	..	13 "	14 "	..	16 "	30	5s. 9d. "
	7½	..	14 "	14 "	..	18 "	32	7s. 2d. "
Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides	8½	..	25 inches	30 inches	..	38 inches	35	14s. 0d. each
Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle	6½	..	11 inches	8 inches	..	20 inches	27	3s. 3d. each
	7½	..	12 "	9 "	..	22 "	29	3s. 8d. "

ROUND WORK—continued.

[illegible]

(d) MILITARY WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Price.
PANNIERS—				
Round Cane—Hide to be put on covers	23 inches	11 inches	14 inches	8s. 11d. each
" " " " " " " " " " " "	25 "	13 "	16 "	10s. 11d. "
" " Hide to be put on covers—four green hide loops ..	27 "	13½ "	17½ "	14s. 5d. "
Field Surgical, No. 1 .. .. .	..	..	..	13s. 8d. "
" " " " " " " " " " " "	..	..	..	12s. 10d. "
" Medical, No. 1 .. .. .	..	..	..	12s. 10d. "
" " " " " " " " " " " "	..	..	..	8s. 11d. "
" " " " " " " " " " " "	..	..	..	12s. 0d. "
" " Reserve, No. 1. .. .. .	..	..	..	11s. 7d. "
" " " " " " " " " " " "	..	..	..	6s. 8d. "
Entrenching Tool, Round Cane .. .. .	..	..	..	6½d. each extra
If false bottom, tied in .. .. .	..	..	..	6s. 6d. each
Haversacks .. .. .	..	..	..	7s. 9d. "
Baskets to fit Field Medical Panniers, No. 1—A .. .. .	..	..	..	7s. 2d. "
" " " " " " " " " " " B .. .. .	..	..	..	3s. 0d. "
Shell "Baskets," Pith Cane .. .. .	..	..	..	4s. 2d. "
" " " " " " " " " " " "	

(e) EXTRAS, ETC.

[illegible]

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

REX L. CECIL, Secretary.

Melbourne, 2nd November, 1939.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 30.

[1939

Factories and Shops Acts.

DETERMINATION OF THE QUARRY BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 8th June, 1939, by the Quarry Board, and published in the *Government Gazette* on the 3rd July, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in—

- (1) the process, trade or business of quarrying not including agriculture;
- (2) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);
- (b) the trade of crushing stone.

has made the following determination, namely:—

- (1) The adjusted rates herein shall be paid as from the beginning of the first pay period to commence in December, 1939.
- (2)

Apprentices.	Improvers.	Other Employees.	Day Shift.		Afternoon or Night Shift.		Hours Per Week.
			Wages.		Wages.		
			Per Hour.	Per Week.	Per Hour.	Per Week.	
	CARTING AND DRIVING.		s. d.	s. d.	s. d.	s. d.	
Wages.	Wages.	Powder monkey† ..	2 6 3/11	111 0	3 1 10/11	139 0	44
Per Week.*	Per Week of 48 Hours.	Assistant powder monkey† ..	2 3 9/22	100 6	2 10 4/11	126 0	44
s. d.	s. d.	Hammerman ..	2 4 7/11	105 0	3 0 3/44	132 3	44
1st year .. 31 6	Under 18 years .. 59 0	Dresser of pitchforks or cubes or Scabblers ..	2 2 8/11	98 0	2 9 15/22	123 6	44
2nd „ .. 37 0	18 and under 19 years 67 6	Spaller ..	2 3 8/11	101 0	2 10 1/4	126 6	44
3rd „ .. 42 9	19 „ 20 „ 75 0	Faceman ..	2 2 8/11	98 0	2 9 15/22	123 6	44
And thereafter the minimum wage.	20 „ 21 „ 82 0	Feeder of a stone crushing machine ..	2 2 8/11	98 0	2 9 15/22	123 6	44
	ALL OTHER IMPROVERS.	Dust hole men ..	2 2 8/11	98 0	2 9 15/22	123 6	44
	Wages.	Persons boring holes by hand or machine ..	2 2 8/11	98 0	2 9 15/22	123 6	44
Proportion (within any place).	Per Week of 44 Hours.	Blacksmith ..	2 3 3/11	100 0	2 10 5/22	125 6	44
s. d.	s. d.	Tool sharpener ..	2 3 3/11	100 0	2 10 5/22	125 6	44
One apprentice to every three or fraction of three workers receiving not less than 89s. per week.	1st year .. 46 6	Carters or drivers driving—					
	2nd „ .. 49 0	One horse ..	1 11 1/4	93 0	2 5 1/16	116 3	48
	3rd „ .. 56 0	Two horses ..	2 0 1/2	98 0	2 6 5/8	122 6	48
	4th „ .. 67 6	Three horses ..	2 1 1/2	102 0	2 7 3/4	127 0	48
* Apprentices shall be subject to the number of hours per week as fixed for their respective sections.	And thereafter the minimum wage.	Four or five horses ..	2 2	104 0	2 8 1/4	129 0	48
An indenture of apprenticeship prescribed was approved on 6th August, 1923.	Proportion (within any place).	And 6d. extra per day for each additional horse.					
	(A) Where a working crane is in operation for the production of pitchforks or building stone:—	Drivers of motor vehicles of the following carrying capacity—					
	One improver to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.	Not exceeding 25 cwt.	1 10 1/4	89 0	2 4 3/8	113 6	48
	(B) Where Spall Quarrying is carried on:—	Exceeding 25 cwt., but not exceeding 3 tons	1 10 9/16	90 3	2 4 13/16	115 3	48
	One improver to every twenty or fraction of twenty workers receiving not less than 89s. per week of 44 hours.	Exceeding 3 tons ..	1 11 13/16	95 3	2 6 7/16	121 9	48
		All others ..	2 0 3/11	89 0	2 6 27/44	112 3	44
		† See clause 7 re definition					
		‡ See clause 8 re definition					

Where an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

(3) SHIFTS—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

				Where One Shift is Worked.	
				Time of beginning.	Time of ending.
Monday to Friday	..	..	(Day Shift)	8 a.m.	5 p.m.
Saturday	..	..	" "	8 a.m.	12 noon
				Where two shifts are worked.	
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
	..	..	(Afternoon Shift)	3 p.m.	11 p.m.
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
	..	..	(Afternoon Shift)	11 a.m.	3 p.m.
				Where three shifts are worked.	
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
	..	..	(Afternoon Shift)	3 p.m.	11 p.m.
	..	..	(Night Shift)	11 p.m.	7 a.m.
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
	..	..	(Afternoon Shift)	11 a.m.	3 p.m.
	..	..	(Night Shift)	3 p.m.	7 p.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the spread of hours of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half.

(4) TIME WAGES.—Any person working on time wages in connexion with stonecrushing plants for less than the number of hours of an ordinary week's work, shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work, be paid the ordinary wages rate with an addition of thirty-three and one-third per centum.

(5) SPECIAL RATES.—For all work done on Sunday and the undermentioned holidays the rates shall be :—

Sunday Double time.
 Australia Day, Labour Day, King's Birthday Time and a half.
 New Year's Day, Good Friday, Easter Monday, Anzac Day, Christmas Day and Boxing Day, provided that time and a half only shall be payable in respect of time worked rendered necessary by a breakdown in plant Double time.

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.

(6) TOOLS AND APPLIANCES.—That any employee on wages rates who is called upon to supply any or all of the following Tools or appliances, viz. :—

Picks, shovels, wheelbarrows, face bars, banker bars, drills, jumpers, dressing hammers, spawling hammers, striking hammers, scabbling picks, or any other tools that may be necessary for the process of quarrying, shall be paid by the employer 3d. per hour in addition to the ordinary rates fixed by this Determination.

(7) POWDER MONKEY.—Powder monkey shall mean a person using or having charge of explosives during any portion of a week.

(8) ASSISTANT POWDER MONKEY.—Assistant powder monkey shall mean a person who assists a powder monkey. Provided that if, in the absence of the powder monkey and/or for any other reason, he carries out the duties of a powder monkey, he shall be paid at the rate fixed for such person.

(9) SANITATION.—Proper sanitary conveniences shall be provided by the employer for the use of employees.

(10) PAYMENT OF WAGES.—An employee kept waiting for his wages on pay day for more than a quarter of an hour after—

(a) the usual time of ceasing work in the case of a person not working overtime, or

(b) his time of ceasing work in the case of a person working overtime,

shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

(11) SHELTER SHEDS.—Shelter sheds, to give reasonable protection to the employees, shall be provided by the employer.

(12) CARRYING OF WORKING TOOLS.—All time occupied by an employee in carrying his working tools—

(a) into or out of the quarry, or

(b) for a greater distance than 100 yards to or from the face of the quarry,

shall be paid for at the rate fixed in this Determination for the class of work usually performed by him.

(13) MEAL INTERVAL.—In places where only one shift is worked, each employee shall have not less than one hour meal interval each day.

(14) EMPLOYEE PRESENTING HIMSELF FOR WORK.—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and having presented himself at the time fixed for commencing work, is not employed, shall be paid for two hours on the basis of his classification. Provided that where an employee becomes entitled to payment as aforesaid, and is employed for part of the shift, he shall not receive payment for more than an ordinary day's work for such shift. The provisions of this clause shall not apply where unemployment is caused by a breakdown in machinery, rain, or conditions brought about by wet weather or other act of God.

To be entitled to the benefit of this provision, an employee (other than a driver of a motor vehicle engaged in delivery) shall have worked the whole or part of his immediately preceding shift.

(15) PRICE-WORK.—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

				Dressing, Per Hundred.	Knocking Out and Dressing, Per Hundred.
				s. d.	s. d.
Pitchers—					
9 inches wide	× 9 inches deep	× 10 to 14 inches long	..	11 9	20 1
9 "	× 9 "	× 10 " 13 "	..	10 1	18 6
9 "	× 8 "	× 10 " 13 "	..	9 4	17 1
9 "	× 4 to 6 inches deep	× 10 to 14 inches long	..	7 10	15 0
Cubes—					
4½ to 6 inches wide	× 8 to 9 inches deep	× 10 to 14 inches long	..	9 7	17 7
3½ " 6 "	× 7 inches	× 10 " 14 "	..	8 9	15 1
4 " 6 "	× 5 to 6 inches	× 8 " 12 "	..	8 0	13 6

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

		Knocking Out and Dressing.	
		2½d. per lineal foot.	
Pitcher kerb .. .. .	.. .. .	.. .. .	.. .. .
Kerbing stones—Hammer dressed—			
12 inches deep × 6 inches to 12 inches wide, not exceeding 5 feet in length.	.. .. .	4d.	.. .. .
All radial stone .. .. .	.. .. .	8d.	.. .. .
Building stone up to 12 inches × 12 inches, not exceeding 7 feet in length .. .. .	.. .. .	6d.	.. .. .
All stone over 12 inches × 12 inches, not exceeding the cubical content of 15 cubic feet .. .. .	.. .. .	6d.	per cubic foot.
All stone exceeding the cubical content of 15 cubic feet .. .. .	.. .. .	9d.	.. .. .
		When the material is removed in a Wheelbarrow to a distance of more than 50 yards.	
		Per superficial yard.	Per superficial yard.
		s. d.	s. d.
Stripping—			
Not exceeding 18 inches in depth .. .. .	.. .. .	2 0	1 11
Exceeding 18 inches, but not exceeding 30 inches in depth .. .. .	.. .. .	2 1	2 0
		Per cubic yard.	Per cubic yard.
		s. d.	s. d.
Exceeding 30 inches in depth .. .. .	.. .. .	2 2½	2 1½
Spalling, but not including spalls produced on the banker from cut stone or pitchers .. .. .	.. .. .	2s. 1½d.	per cubic yard.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 23rd November, 1939.

Published by Authority.

No. 3901

THURSDAY, NOVEMBER 30.

[1939

DETERMINATION OF THE MUSICAL INSTRUMENTS BOARD.

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 23rd November, 1938, by the Musical Instruments Board, and published in the *Government Gazette* on the 15th December, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the beginning of the first pay period to commence in December, 1939, to any persons employed in manufacturing or tuning any musical instrument of which wood forms a part.

(1)
ALL CLASSES OF WORKERS (OTHER THAN THOSE ENGAGED IN THE PROCESS, TRADE, OR BUSINESS OF A BUILDER OF PIPE ORGANS).

No. 390.—16421/39.

(2) **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 a.m.	6 p.m.	Mondays to Fridays.
7 a.m.	1 p.m.	Saturdays.

(3) **OVERTIME.**—(a) All time worked—

- (i) Before or after the usual times of beginning and ending work;
- (ii) In excess of 9 hours per day;
- (iii) In excess of 44 hours in any week;

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.

(b) 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.

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

(4) **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 in this Determination when the usual time of ending work is exceeded by two hours.

(5) **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.

(6) **CASUAL LABOUR.**—(a) Casual employees shall be paid at the hourly rate prescribed for the particular class of work with the addition of 10 per cent.

(b) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

"Casual labour" means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(7) **TERMINATING EMPLOYMENT.**—Employment shall be terminable 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 shall be paid to him forthwith, or shall be posted to him within 24 hours.

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

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

(9) **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.

(10) **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.

(11) **MATERIALS TO BE PROVIDED.**—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 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 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, but shall not apply to piano tuners who are members of the staff of a retail selling organization as distinct from a factory.

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.

(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, subject as hereinafter provided, they shall 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 occurs on a Sunday or Saturday and is 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 preceeding 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.

(14) **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.

(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 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.

(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, in the case of males not less than 8s. and in the case of females not less than 43s. 6d.

(17) **MIXED FUNCTIONS.**—(a) Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination, but if he or she is engaged for less than half of any such week, he or she shall be paid at the rates fixed by this Determination only for the work he or she actually performs.

(18) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (b) That he interviews employees only at the places where they are taking their meal;
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Musical Instruments Wages Board.

(19) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink, and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(20) **POSTING OF DETERMINATION.**—A copy of this Determination shall be kept posted prominently in every place where it applies.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 23rd November 1939.

Published by Authority.

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

[1939]

DETERMINATION OF THE BEDSTEADMAKERS BOARD.

1. That as from the beginning of the first pay period to commence in December, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

						Weekly Hiring. s. d.	Hourly Hiring. s. d.
(a) Junior Males.							
Under 16 years of age	..	..	..	..	..	17 0	18 3
16 and under 17 years of age	..	..	..	..	..	26 0	27 9
17 " " 18 " " "	..	..	..	..	..	45 9	48 9
18 " " 19 " " "	..	..	..	..	..	57 9	61 9
19 " " 21 " " "	..	..	..	..	..	69 9	74 3
(b) Adult Females.							
If of less than 12 months' experience	..	..	..	..	..	49 9	53 0
Of 12 months' experience or more	..	..	..	..	..	56 3	59 9
(c) Junior Females.							
1st year's experience	..	..	..	..	..	14 0	15 0
2nd " " "	..	..	..	..	..	18 9	20 0
3rd " " "	..	..	..	..	..	29 3	31 3
4th " " "	..	..	..	..	..	36 6	39 0
5th " " "	..	..	..	..	..	41 9	44 6
Thereafter until reaching 21 years	..	..	..	..	..	46 9	49 9

4. SPECIAL RATES.—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 three and not more than ten employees, including apprentices, 6s. per week extra; more than ten and not more than twenty employees, including apprentices, 12s. per week extra; more than twenty employees, including apprentices, 18s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two 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) Dirty work, i.e., work which the foreman and the workmen shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exists on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

5. HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked (except as to shift workers) between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees and also that the weekly hours may be worked in five days.

6. OVERTIME.—(a) For all work done outside ordinary hours the rate of pay shall be time and a half for the first four hours and double time thereafter.

- (b) 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 after ordinary working hours shall until released be paid standing-by time at ordinary rates from the time from which he is to hold himself in readiness. Any custom now prevailing under which an employee is required to regularly 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) For all work done during meal hours and thereafter until a meal hour break is allowed a time and a half rate shall be paid. An employee shall not be compelled to work for more than six hours without a break for meals.
- (g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.
- (h) 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 employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.
- (i) An employee required to work overtime for more than two hours without being notified the day before that he will be required so 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 provided.

- (j) Subject to the provisions of the second part of sub-clause (f) hereof an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.
- (k) 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 ordinary wage rates for the time occupied in reaching his home.

7. SHIFT WORK.—For any afternoon shift 7½ per cent. and for any night shift 10 per cent. more than ordinary wage rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

8. HOLIDAYS AND SUNDAY WORK.—(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, 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.

(b) Employees 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 eight hours. Provided that the employee shall not be paid for the time he is resting.

8A. ANNUAL HOLIDAYS.—(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Pieceworkers and bonus workers receiving such holiday shall be paid time work rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising through slackening of work) for the three months immediately preceding the 25th day of each December. Any employee dismissed during the two weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

9. SHOP STEWARDS.—Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

10. TRAVELLING TIME, ALLOWANCES AND BOARD.—(a) All fares and reasonable travelling expenses—including the cost, if incurred, for meals—incurred by an employee during travelling shall be paid by the employer. The fares shall be first class on coastal boats, or on inter-state boats where there is no second class distinct from steerage. On trains when the employee has to travel all night, sleeping accommodation shall be provided where available.

(b) Time occupied in travelling during ordinary hours of employment shall be paid for at ordinary rates.

(c) If such employee has to be away from his home overnight he shall be allowed reasonable costs of board and lodging.

(d) When it is more convenient for the employee in the city or town in which his employer's factory is situated, to go direct to the job from his home, he shall do so, and start and cease work at the usual time customary at the shop. Provided that any extra expense incurred by him in travelling shall be borne by the employer.

11. CONTRACT OF EMPLOYMENT.—(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 an 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 four 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 per week 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, but such amount shall not be taken into account when computing overtime, Sunday and Holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four hours' consecutive 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.

12. PAYMENT OF WAGES.—(a) Wages shall be paid weekly. 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 pay on pay day for more than a quarter of an hour after the usual time of ceasing work shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

13. TIME AND WAGES BOOK.—Each employer shall keep a time and wages book showing the name of each employee and his occupation, and 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.

14. PAYMENT BY RESULTS.—(a) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their weekly or hourly rates.

(b) Any increases in prevailing daily and hourly wages resulting from this Determination shall not of themselves compel any increase in piecework rates during the term of this Determination. If in a factory piecework is extended to processes now done on weekly or hourly hiring sub-clause (a) hereof shall apply.

15. MISCELLANEOUS.—(a) "Tools"—The employer shall provide for each employee such tools as are customarily provided at the time of making this Determination, and for sheet metal workers, snips used in the cutting of stainless steel, monel metal and similar hard metals. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Suitable mica or other goggles for emery wheel operators shall be provided by the employer.

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

(d) Employers shall provide proper washing and sanitary conveniences for the use of their employees.

16. DEFINITIONS.—(a) "Wet place" means place where water is continually dripping from overhead to such an extent as to saturate the clothing of an employee or a place where water accumulates underfoot to a depth exceeding 2 inches.

(b) "Confined space" 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.

17. MIXED FUNCTIONS.—An employee engaged on any day in different grades of work shall be paid at the rates prescribed for the time actually worked in each grade.

18. EXTRA RATES NOT CUMULATIVE.—Extra rates prescribed in this determination are not cumulative so as to exceed the minimum of double the ordinary rate.

W. W. HARRIS, Chairman.

E. G. WILLIAMS, Acting Secretary.

Melbourne, 14th November, 1939.



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No. 392]

THURSDAY, NOVEMBER 30.

[1939

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 26th October, 1937, by the Carriage Board, and published in the *Government Gazette* on the 24th November, 1937, hereby issue an adjusted determination showing the adjusted wages rates to be paid, as from the beginning of the first pay period to commence in December, 1939, to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making, or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof, such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (e) aircraft:—

(1)

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O. Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES.	(A ¹)	(B ¹)	(A ²)	(B ²)
<i>Development, Tool Room, and Maintenance Sections.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Aero mechanic required to hold "A" and "B" certificates ..	120 0	5 10	117 0	5 9
Aero mechanic required to hold "B" and "C" certificates ..	110 0	5 5	107 0	5 3
Aero mechanic not required to hold any certificate or only "C" certificate ..	107 0	5 3	104 0	5 1
Patternmaker ..	119 0	5 10	116 0	5 8
Toolmaker, tool hardener, and diemaker (in wood or metal) ..	116 0	5 8	113 0	5 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) ..	113 0	5 6	110 0	5 5
Tradesman, the greater part of whose time is occupied marking off ..	110 0	5 5	107 0	5 3
Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker ..	110 0	5 5	107 0	5 3
Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work ..	110 0	5 5	107 0	5 3

* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹ or A², as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

No. 392.—16571/39.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.	(A ¹)	(B ¹)	(A ²)	(B ²)
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Development, Tool Room, and Maintenance Section—continued.</i>				
(b) On low-pressure work	100 0	4 11	97 0	4 9
Plate or machine moulders and/or coremakers—				
1st six months' experience	89 0	4 4	86 0	4 3
2nd six months' experience	92 0	4 6	89 0	4 4
3rd six months' experience	95 0	4 8	92 0	4 6
After two years' experience	100 0	4 11	97 0	4 9
Template maker	114 0	5 7	111 0	5 5
First-class welder	113 0	5 6	110 0	5 5
Second-class welder	102 0	5 0	99 0	4 10
Third-class welder	94 0	4 7	91 0	4 6
Fourth-class welder	89 6	4 5	86 6	4 3
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter	107 0	5 3	104 0	5 2
First-class machinist in metal	110 0	5 5	107 0	5 3
Second-class machinist in metal	100 0	4 11	97 0	4 10
Third-class machinist in metal	94 0	4 7	91 0	4 5
Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic	89 0	4 4	86 0	4 3
<i>Body-making Section.</i>				
First-class body maker	110 0	5 5	107 0	5 3
Second-class body maker	107 0	5 3	104 0	5 1
Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line"	107 0	5 3	104 0	5 1
Assembler (other than process worker as defined) when not "on the line"	102 0	5 0	99 0	4 10
First-class machinist	110 0	5 5	107 0	5 3
Second-class machinist	100 0	4 11	97 0	4 9
Third-class machinist	94 0	4 7	91 0	4 5
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line"	100 0	4 11	97 0	4 9
Other oxy and electric welders	98 0	4 10	95 0	4 8
Metal panel fixer	95 0	4 8	92 0	4 6
Driller and/or borer (not using jigs)	94 0	4 7	91 0	4 5
Driller and/or borer (using jigs)	89 6	4 5	86 6	4 3
<i>Panel Section.</i>				
First-class panel beater	110 0	5 5	107 0	5 3
Second-class panel beater, metal panel worker	107 0	5 3	104 0	5 1
Solderer, assembler (other than process worker as defined) air hammer operator	102 0	5 0	99 0	4 10
Toledo press operator over 400 tons pressure	101 0	4 11	98 0	4 10
Press operator (heavy)	101 0	4 11	98 0	4 10
Press operator (light)	93 0	4 7	90 0	4 5
Oxy-acetylene and electric welder	98 0	4 10	95 0	4 8
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler	95 0	4 8	92 0	4 6
Other panel machinists	94 0	4 7	91 0	4 5
Driller (not using jigs)	91 6	4 6	88 6	4 4
Driller (using jigs)	87 0	4 3	84 0	4 1
Tubemaker	91 6	4 6	88 6	4 4
Emery grinder, grinder and/or buffer (metal)	89 6	4 5	86 6	4 3
Grinder and/or buffer (using portable machine)	94 0	4 7	91 0	4 5
Metal band sawyer	97 0	4 9	94 0	4 7
Panel edge turner	100 0	4 11	97 0	4 9
Rotary buffer operator—				
(a) While doing dent-knocking	107 0	5 3	104 0	5 1
(b) While not doing dent-knocking	94 0	4 7	91 0	4 5

* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Column A¹ or A², as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.				
Smithing Section.				
	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.
Smith	111 0	5 5	108 0	5 3
Axle maker, axle turner, spring fitter, laminated spring maker ..	110 0	5 5	107 0	5 3
First-class machinist (metal)	110 0	5 5	107 0	5 3
Second-class machinist (metal)	100 0	4 11	97 0	4 9
Third-class machinist (metal)	94 0	4 7	91 0	4 5
Rivetter on motor truck or waggon body	107 0	5 3	104 0	5 1
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazier	100 6	4 11	97 6	4 9
Bulldozer operator—				
(a) Setting up machines	100 6	4 11	97 6	4 9
(b) Not setting up machines	94 0	4 7	91 0	4 5
Drop hammer smith—				
(a) When dies are not used	111 0	5 5	108 0	5 3
(b) When dies are used	94 0	4 7	91 0	4 5
Cold setter	97 0	4 9	94 0	4 7
Grinder and/or buffer using portable machine	94 0	4 7	91 0	4 5
Garnish mould finisher	99 0	4 10	96 0	4 8
Cushion and squab spring assembler and frame operative, electric stove attendant	95 0	4 8	92 0	4 6
Vycceman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, drillor and/or borer (not using jigs) ..	94 0	4 7	91 0	4 5
Driller and/or borer (using jigs), spring service worker	89 6	4 5	86 6	4 3
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or taper Striker	89 6	4 5	86 6	4 3
	89 0	4 4	86 0	4 3
Painting Section.				
Writer	110 0	5 5	107 0	5 3
Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming) ..	107 0	5 3	104 0	5 1
Spotter and/or toucher up, duco polisher (using buffers)	100 0	4 11	97 0	4 9
Stopper up	98 0	4 10	95 0	4 8
Transfer grainer	97 0	4 9	94 0	4 7
Acid washer, wet rubber and/or polisher	94 0	4 7	91 0	4 5
Brush or spray painters on floors, under-carriages and gear; bow socker enameller	91 6	4 6	88 6	4 4
Spray painter (on priming only)	99 0	4 10	96 0	4 8
Dipper and hanger	88 0	4 4	85 0	4 2
Painter's labourer	86 0	4 3	83 0	4 1
Trimming Section.				
Tradesman trimmer (including cutter by hand), squab and/or cushion maker	107 0	5 3	104 0	5 1
Electric machine cutter	102 0	5 0	99 0	4 10
Sectional trimmer (as defined)	98 0	4 10	95 0	4 8
Marker out or scriber using patterns or templates, pleat stuffer (male adult)	93 0	4 7	90 0	4 5
Strap maker	94 0	4 7	91 0	4 5
Paster (male adult)—				
First year's experience	92 0	4 6	89 0	4 4
Second year's experience	94 0	4 7	91 0	4 5
Third year's experience and thereafter	96 0	4 8	93 0	4 7
Band and/or jig sawer, air hammer operator, skiving machinist, sewing machinist (male adult), camachine operator (male adult), and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools	94 0	4 7	91 0	4 5
Woodmill Section.				
Saw doctor	113 0	5 6	110 0	5 5
First-class wood machinist (as defined)	104 0	5 1	101 0	4 11
Second-class wood machinist (as defined)	100 0	4 11	97 0	4 9
Assembler (without use of jigs)	104 0	5 1	101 0	4 11
Assembler (with use of jigs)	100 0	4 11	97 0	4 9
Sand-paper and emery machinist	90 0	4 5	87 0	4 3
Timber stacker, timber kiln attendant	86 0	4 3	83 0	4 0

* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹ or A², as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued				
<i>Glass Section.</i>	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.
Plate-glass cutter, plate-glass beveller, plate-glass driller	104 0	5 1	101 0	4 11
Plate-glass grinder	91 6	4 6	88 6	4 4
Assembler of prepared parts (not coming within the definition of process worker)	97 0	4 9	94 0	4 7
<i>Chassis Assembling Section.</i>				
Motor mechanic	107 0	5 3	104 0	5 1
Petrol tank operative	96 0	4 8	93 0	4 7
Chassis assembler and/or wirer	95 0	4 8	92 0	4 6
Assembler of chassis parts independently of main assembly, body mounter	94 0	4 7	91 0	4 5
Rivetter, tire fitter	91 6	4 6	88 6	4 4
Driver of chassis	87 0	4 3	84 0	4 1
Labourer assisting without using tools	84 0	4 1	81 0	4 0
<i>Horse-drawn Vehicle Section.</i>				
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker	104 0	5 1	101 0	4 11
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender	100 0	4 11	97 0	4 9
Nave mortice and boring machinist	90 0	4 5	87 0	4 3
(All other classifications as prescribed for in other sections.)				
<i>Rolling-stock Section.</i>				
Body maker, wheel turner	110 0	5 5	107 0	5 3
Wheel grinder, pitman	100 6	4 11	97 6	4 9
(All other classifications as prescribed for in other sections.)				
<i>Miscellaneous Employees.</i>				
Operator of tractor with or without trailers	95 0	4 8	92 0	4 6
Case maker	91 6	4 6	88 6	4 4
Die-casting machine operative	94 0	4 7	91 0	4 5
Case repairer	87 0	4 3	84 0	4 1
Process worker (as defined) in all sections	87 0	4 3	84 0	4 1
All others in all sections	80 0	3 11	77 0	3 10
Leading hand—all sections (see Clause 15).				

* (See Clause 9 (c) for method of calculation.)

The margin for skill for any one of the above classifications is ascertained by subtracting from the rate prescribed for same in Columns A¹ or A², as the case may be, the rate for "All others" (Miscellaneous Employees) in the same column.

(a) The minimum rates to be paid to female machinists shall be at the rate of—

	Per Week of 44 Hours.	Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.	
	£ s. d.	s. d.	s. d.
First six months (without previous experience)	1 8 4		
Second six months	1 19 4		
Third six months	2 5 8		
Thereafter	2 14 0		
(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding: also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—		28 4	1 5
For the first six months	1 8 4	39 4	1 11
For the second six months	1 19 4	45 8	2 2
Thereafter	2 14 0	54 0	2 7

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

(2) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- (c) Painting (coach).
- (d) Trimming.
- (e) Axle-making.
- (f) Wood-turning and woodwork machining.
- (g) Panel-working, including panel beating, sheet metal working and welding.
- (h) Motor body die and tool making.
- (i) Fitting and turning. Metal machining.
- (j) Pattern making.
- (k) Motor mechanic.
- (l) Aircraft making.
- (m) Saw doctoring.
- (n) Electrical fitting.
- (o) Electrical mechanic.

(ii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XIV. below; also (3) (c) (7)).

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.

(iii) The periods of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

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

(v) 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 and training 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.

(vi)—

WAGES.

	Per Week of 44 Hours.
(vi) (a) For apprentices working under indentures entered into prior to 16th December, 1935—	s. d.
Five-year terms—	
First year	13 0
Second year	18 0
Third year	23 6
Fourth year	34 6
Fifth year	47 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—	
First year	18 0
Second year	23 6
Third year	34 6
Fourth year	47 0
(vi) (b) Other apprentices—	
Five-year terms—	
First year	15 0
Second year	21 6
Third year	35 6
Fourth year	58 0
Fifth year	72 6
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—	
First year	18 0
Second year	34 6
Third year	58 0
Fourth year	72 6

(c) 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.

(d) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 9 (c) to the number of four days per annum.

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

(viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(ix) No apprentice shall work under any system of payment by results.

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

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

(xii) No employer shall, 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.

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

(xiv) 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.

MALE JUNIOR WORKERS.

(3) (a) Unapprenticed male junior workers may be employed in any occupation covered by this Determination, and shall be paid, per week of 44 hours, on the basis of age plus experience, as indicated in clauses (c) (1) and (c) (2) hereunder, as follows:—

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.			
		1.	2.	3.	4.	5.	6.				
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
14-15 years ..	17 6	20 9	28 0	34 6	42 0	51 6	62 6	17 6 .. 0 10	34 3 .. 1 8	20 6 .. 1 0	34 6 .. 1 8
15-16 ..	17 6	24 3	31 6	38 0	45 0	53 6	..	20 9 .. 1 0	37 9 .. 1 10	24 0 .. 1 2	38 0 .. 1 10
16-17 ..	20 6	27 9	34 6	41 6	51 0	..	..	24 3 .. 1 2	41 6 .. 2 0	27 6 .. 1 4	42 0 .. 2 1
17-18 ..	24 0	31 3	38 0	44 6	..	..	..	27 9 .. 1 4	44 6 .. 2 2	28 0 .. 1 4	45 0 .. 2 2
18-19 ..	27 6	34 3	41 6	..	..	..	..	31 0 .. 1 6	51 0 .. 2 6	31 3 .. 1 6	51 6 .. 2 6
19-20 ..	31 0	37 9	..	..	..	..	..	31 6 .. 1 7	53 6 .. 2 7	34 0 .. 1 8	62 6 .. 3 1
20-21 ..	34 0	..	..	..	..	..	..

(b) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(c) (1) Change of wage rates shall be made once each year and shall be payable as from the beginning of the first pay period after the birthday of the employee concerned.

(2) Completed years of experience only to be taken into account when rate is changed.

(3) Employee to furnish proof of age by means of birth certificate or sworn declaration by parent or guardian.

(4) Employee to prove experience by written statement made by previous employers in the coachbuilding industry.

(5) Employee to receive a length of service record card on leaving the employment of any one employer.

(6) For the purpose of this clause experience shall mean any form of employment in any branch of the industry covered by this Determination.

(7) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory. (See clause (2) (ii).)

HOURS OF EMPLOYMENT.

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

(b) 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.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

SHIFT WORK—CONTINUOUS WORK SHIFTS.

(5) (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 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 eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(bb) 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) eight 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-thirtieths ($\frac{44}{30}$) 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 award 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.

(c) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (bb) 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.

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

(e) 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.

(f) 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.

(g) 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.

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

(i) Females shall not be allowed to work shift work.

MIXED FUNCTIONS.

(6) 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.

(7) (a) For all work done outside ordinary hours the rate of wages shall be time and a half for the first four hours and double time thereafter, such double time to continue to be paid 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) 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 which he is so told 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) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib-time of 20 minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a break of at least 15 minutes shall be allowed if the period of overtime to be worked is in excess of two hours. An employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) 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 the 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.

(j) Subject to the provisions of the second part of (f) 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 breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) 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.

(l) Where overtime is worked on account of a breakdown of plant and/or machinery all overtime shall be paid for at the rate of time and a half.

SUNDAY AND HOLIDAY RATES.

(8) (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.

(b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.

(c) Where an employee works on any of the holidays (including overtime) specified in clause 9 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause 13 (d) of this Determination.

HOLIDAYS.

(9) (a) The day on which the Coachmakers' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day (21st April), 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.

(c) If the contract of employment is for hourly hiring, an allowance (clause (1) B¹, B²), calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (1) A¹, A² of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 (14 x 8) and divided by fifty-two (52), the answer to be calculated to the nearest penny. (Clause 1—A² is 3s. less than A¹, and B² is 2d. less than B¹.)

PIECEWORK RATES.

(10) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY-DAY.

(11) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

PAYMENT FOR PART WEEK.

(12) An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

CONTRACT OF EMPLOYMENT.

(13) (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. 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.

(b) 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.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 9 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays 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 on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause 9 (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause 1 of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowance shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause 9 (c) of this Determination shall also be paid in addition to the rates prescribed by clause 1 of this Determination for female workers and male junior workers.

(e) An employee engaged 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 the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

TIME AND WAGES BOOK.

(14) (a) 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.

(b) 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.

LEADING HANDS.

(15) Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra, from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

AIRCRAFT MAKING.

(16) Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

TRAVELLING TIME.

(17) In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

DEFINITIONS.

(18) (a) "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.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "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.

(f) "First-class machinist" (in metal) 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.

(g) "Second-class machinist" (in metal) 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.

(h) "Third-class machinist" (in metal) means a machinist, not being a process worker, who operates any machine set up by tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist or any machine other than electric cutters in trim shops used for cutting fabrics.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, sill hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

(i) 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 the worker 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

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instrument or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "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, but not one engaged only in making minor adjustments to engines and chassis.

(o) "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.

(p) "Second-class welder" means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal 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.

(q) "Third-class welder" means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(r) "Fourth-class welder" means an adult employee cutting scrap with oxy-acetylene blowpipe.

(s) "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.

(t) "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.

(u) "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.

(v) "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.

(w) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(z) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs, or in the repairing of damaged bodies.

(y) "Repairing" means the repairing of individual bodies and the replacement therein of panels and other parts.

(z) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(aa) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(bb) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(cc) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(dd) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(ee) "Smith" includes coach smith, wheelwright smith, angle iron smith and motor smith.

(ff) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(gg) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(hh) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(ii) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(jj) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(kk) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(ll) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wiper).

GRINDING TOOLS.

(19) (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

WATERPROOF CLOTHING.

(20) Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

SPRAY PAINTERS.

(21) Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

TOOLS TO BE PROVIDED BY EMPLOYER.

(22) Woodworkers and vyoemen shall be supplied where required with bench, bench-vyoe, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to $\frac{1}{2}$ inch and snips, such tools to remain the property of the employer.

MISCELLANEOUS PROVISIONS.

(23) (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable 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) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

RIGHT OF ENTRY OF UNION OFFICIALS.

(24) A duly accredited representative of the Australian Coach, Motor Car, Tram Car, Waggon Builders, Wheelwrights and Aircraft Rolling Stock Makers Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that this clause shall only apply to those employers who are not respondents to the Federal Award in respect of this industry.

LIMITATION OF EMPLOYER'S LIABILITY.

(25) When an employer has made a 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 in respect of any services rendered to such employer during such period, unless within a period of nine 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 himself, or by some person on his behalf.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 27th November, 1939.



VICTORIA GOVERNMENT GAZETTE.

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No. 393]

THURSDAY, NOVEMBER 30.

[1939

Factories and Shops Acts.

DETERMINATION OF THE NAIL MAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder and such portion of the city of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which, since the 26th April, 1938, has had the power to determine the lowest prices or rates which may be paid to any person (including storemen, packers and sorters) employed in the process, trade, or business of—

- (a) making nails;
- (b) weaving wire netting or barbed wire;
- (c) galvanizing;
- (d) drawing wire;

has made the following Determination, namely :—

(1) That as from the beginning of the first pay period to commence in December, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers.		Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.		
	Day Shift.			Day Shift.			
	s. d.			s. d.			s. d.
1st year's experience ..	17 3	1st year ..	17 3	Nail tool maker	99 0		
2nd " " ..	25 3	2nd " ..	25 3	Nail machinist	92 0		
3rd " " ..	31 9	3rd " ..	31 9	Barb wire tool maker or machinist	92 0		
4th " " ..	40 0	4th " ..	40 0	Rumbler	83 0		
5th " " ..	46 0	5th " ..	46 0	Galvanizer	99 0		
6th " " ..	58 3	6th " ..	58 3	Pickler—Head, or where only one pickler is employed	93 0		
				Assistant pickler	87 0		
				Swinger	83 0		
				Wiredrawing plate setter	92 0		
				Wiredrawing plate stripper	86 0		
				Storeman	86 0		
				All others	80 0		
Number.							
One apprentice to every three or fraction of three workers receiving not less than 80s. per week of 44 hours.							
One improver to every four or fraction of four workers receiving not less than 80s. per week of 44 hours.							

DEFINITION OF JUVENILE WORKERS.

(3) Persons under 21 years of age (other than apprentices or improvers) employed in assisting rumbler, sawdusting, filling ladles, washing, scrubbing, drying, brushing off, sorting, packing, watching nail machines, wiring nail machines, attending nail-rolling machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, attending roofing nail-heading machines.

(4) AFTERNOON OR NIGHT SHIFT.—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.

(5) TIMES OF BEGINNING AND ENDING WORK FOR DAY SHIFT WORKERS—

				Time of Beginning.	Time of Ending.
Monday to Friday ..	..	..	..	7.30 a.m.	5.45 p.m.
Saturday ..	..	..	..	7.30 a.m.	12.15 p.m.

(6) OVERTIME.—The rate of time and a half shall be paid for all work done—

(a) by day shift workers—

(i) outside the hours fixed in clause (5).

(ii) within the hours fixed in clause (5) in excess of 44 hours in any week.

(b) by afternoon or night shift workers in excess of 44 hours in any week.

(7) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), 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.

(8) HOLIDAYS.—All employees shall be entitled to the following holidays, with payment at ordinary rate therefor. The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, or Boxing Day.

(9) EMPLOYMENT FOR LESS THAN FULL WEEK.—Subject to clause (8) persons who are employed for less than 44 hours during any week shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

PIECE-WORK.

(10) That the lowest piece-work prices to be paid to persons for doing work of the kinds specified in the following schedules shall be:—

For hand feeding roofing nail machines—

					Power Presses.		Foot Presses.
2 inches x 9 gauge nails	..	..	..	..	9s. 8d. per cwt.	..	10s. 2d. per cwt.
2½ " 9 " " "	..	..	..	..	8s. 11d. "	..	9s. 4d. "
2½ " 9 " " "	..	..	..	..	7s. 6d. "	..	8s. 11d. "

For feeding horseshoe nail forging machines—

Number 4 nails	..	..	..	..	..	..	17s. 10d. per 100 lb.
" 5 " "	..	..	..	..	..	..	14s. 1d. "
" 6 " "	..	..	..	..	..	..	13s. 0d. "
" 7 " "	..	..	..	..	..	..	10s. 2d. "
" 8 " "	..	..	..	..	..	..	9s. 8d. "
" 9 " "	..	..	..	..	..	..	8s. 11d. "
" 10 " "	..	..	..	..	..	..	8s. 3d. "
" 11 " "	..	..	..	..	..	..	7s. 4d. "
" 12 " "	6s. 10d. "

W. W. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 14th November, 1939.



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FRIDAY, DECEMBER 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE OVENMAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 19th October, 1936, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than moulders) wheresoever employed:—

(a) in the process, trade, or business of a maker of ovens, stoves, or ranges, or parts thereof;

(b) in the process, trade, or business of vitreous enamelling ovens, stoves, or ranges, or parts thereof—

has made the following Determination, namely:—

(1) That on 5th December, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	Wages Per Week of 44 Hours.	
	Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
Fitters making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	92 0	89 0
Between 3 ft. 6 in. and 5 feet in width	95 0	92 0
Fitters making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	105 0	102 0
Fitters mainly engaged on sheetmetal work and sheetmetal workers preparing material for assembling	97 0	94 0
Testers not engaged as fitters	86 0	83 0
Pattern and moulding box fitters and filers	97 0	94 0
Painters, brush	87 0	84 0
Painters, spray	90 0	87 0
Press operators	88 0	85 0
Other power machinists	85 0	82 0
Polishers and grinders	93 0	90 0
Stove blacksmiths	91 0	88 0
Electroplaters in charge	100 0	97 0
Electroplaters' assistants	89 0	86 0
Labourers delivering material to and taking finished articles from fitters	83 0	80 0
Stove blacksmiths' strikers	86 0	83 0
Labourers directly assisting workmen whose margins exceed 15s. per week	89 0	86 0
All others	80 0	77 0

(2)—continued.

PORCELAIN ENAMELLING SECTION.

	Wages Per Week of 44 Hours.	
	Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
Fusers	98 0	95 0
Mill hands and mixers	89 0	86 0
Sprayers	90 0	87 0
Shot and sand-blast dressers	95 0	92 0
Other dressers	90 0	87 0
Swillers, grippers, and brushers	86 0	83 0
Picklers	86 0	83 0
Rackman	84 0	81 0
All others	80 0	77 0

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.		Hourly Hiring.	
	s. d.		s. d.	
(a) Junior Males—				
Under 16 years of age	17	0	18	3
16 and under 17 years of age	26	0	27	9
17 and under 18 years of age	45	9	48	9
18 and under 19 years of age	57	9	61	9
19 and under 21 years of age	69	9	74	3
Adult Females—				
If of less than twelve months' experience	49	9	53	0
Of twelve months' experience or more	56	3	59	9
Junior Females—				
1st year's experience	14	0	15	0
2nd year's experience	18	9	20	0
3rd year's experience	29	3	31	3
4th year's experience	36	6	39	0
5th year's experience	41	9	44	6
Thereafter until reaching 21 years	46	9	49	9

(4) SPECIAL RATES.—In addition to the wages prescribed in clauses 1 and 3 hereof, the following special rates and allowances shall be paid :—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 6s. per week extra; more than ten and not more than twenty employees, including apprentices, 12s. per week extra; more than twenty employees, including apprentices, 18s. per week extra.
 - (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. 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 Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes rest after every two 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) Dirty work, i.e., work which the foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
 - (e) 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.
 - (f) 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, viz., the highest for the disabilities so prevailing.
- (5) HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked (except as to shift workers) between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.
- (6) OVERTIME.—(a) For all work done outside ordinary hours the rate of wage shall be time and a half for the first four hours and double time thereafter.
- (b) 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 to hold himself in readiness. Any custom now prevailing under which an employee is required to regularly 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) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than six hours without a break for meals.
 - (g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.
 - (h) 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 employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.
 - (i) An employee required to work overtime for more than two hours without being notified the day before that he will be required, so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if the 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 provided.

(j) Subject to the provisions of the second part of sub-clause (f) hereof 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.

(k) 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 ordinary wage rates for the time occupied in reaching his home.

(7) **SHIFT WORK.**—For any afternoon shift $7\frac{1}{2}$ per cent. and for any night shift 10 per cent. more than ordinary rates shall be paid. Shifts which do not continue for five successive nights shall be regarded as overtime.

(8) **HOLIDAYS AND SUNDAY WORK.**—(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, Eight Hours Day (or Labour Day), Anzac Day, and 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) Employees 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 eight hours. Provided that the employee shall not be paid for the time he is resting.

(8A) **ANNUAL HOLIDAYS.**—(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay full wages for ordinary working days included in that period. Piece-workers and bonus-workers receiving such holiday shall be paid time-work rates.

(b) Employees entitled to such holiday and entitled to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any employee dismissed during the two weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(9) **SHOP STEWARDS.**—Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

(10) **TRAVELLING TIME, ALLOWANCE, AND BOARD.**—(a) All fares and reasonable travelling expenses—including the cost, it incurred, for meals—incurred by an employee during travelling shall be paid by the employer. The fares shall be first class on coastal boats, or on inter-State boats where there is no second class distinct from steerage. On trains where the employee has to travel all night, sleeping accommodation shall be provided where available.

(b) Time occupied in travelling during ordinary hours of employment shall be paid for at ordinary rates.

(c) If such employee has to be away from his home overnight he shall be allowed reasonable costs of board and lodging.

(d) When it is more convenient for the employee in the city or town in which his employer's factory is situated to go direct to the job from his home he shall do so, and start and cease work at the usual time customary at the shop. Provided that any extra expense incurred by him in travelling shall be borne by the employer.

(11) **CONTRACT OF EMPLOYMENT.**—(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 an 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 four 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 per week 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 clauses 1 and 3 hereof shall be increased by 5s. per week, 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 hours' consecutive 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.

(12) **PAYMENT OF WAGES.**—(a) Wages shall be paid weekly. 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 of ceasing work shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

(13) **TIME AND WAGES BOOK.**—Each employer shall keep a time and wages book showing the name of each employee and his occupation, and 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.

(14) **PAYMENT BY RESULTS.**—Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rates.

(15) **MISCELLANEOUS.**—(a) **Tools.**—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metalworkers, snips used in the cutting of stainless steel, monel metal, and similar hard metals. The employer shall replace or pay for any tools so provided if lost through his negligence.

(b) Suitable mica or other goggles for emery-wheel operators shall be provided by the employer.

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

(d) Employers shall provide proper washing and sanitary conveniences for the use of their employees.

(16) **DEFINITIONS.**—(a) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of an employee, or a place where water accumulates under foot to a depth exceeding 2 inches.

(b) "Confined space" 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.

(17) **MIXED FUNCTIONS.**—An employee engaged on any day in different grades of work shall be paid at the rates prescribed for the time actually worked in each grade.

(18) **EXTRA RATES NOT CUMULATIVE.**—Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

D. GRANT, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 20th November, 1939.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, DECEMBER 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE RADIO BOARD.

NOTE.—This Determination applies to the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

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, assembling or maintaining radio appliances, parts or accessories (other than batteries), but not including persons subject to the jurisdiction of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 6th December, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTIONATE NUMBER.	
Experience.	Males.	Experience.	Females.	<i>Apprentices.</i>	
	<i>s. d.</i>		<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than 80s. per week of 44 hours.	
1st year ..	14 6	1st year ..	14 6	One female apprentice to every three or fraction of three female workers receiving not less than 42s. 7d. per week of 44 hours.	
2nd " ..	18 11	2nd " ..	18 11	<i>Improvers.</i>	
3rd " ..	30 8	3rd " ..	26 11	One male improver to every three or fraction of three male workers receiving not less than 80s. per week of 44 hours.	
4th " ..	38 3	4th " ..	33 1	One female improver to every three or fraction of three female workers receiving not less than 42s. 7d. per week of 44 hours.	
5th " ..	50 6	5th " and until 21	37 2		
6th " and until 21 years of age	57 10	years of age			

(3)

JUVENILE WORKERS.

Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers), engaged on any work excepting set testing, service work, wiring complete sets, testing power transformers, and repair work.

WAGES PER WEEK OF 44 HOURS.

<i>Males.</i>							<i>Females.</i>					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	15 1	15 1	18 8	25 7	33 9	44 10	1st year ..	15 1	16 10	21 1	28 8	30 10
2nd " ..	18 8	19 3	26 6	34 11	46 5	..	2nd " ..	17 10	27 7	29 8	33 6	..
3rd " ..	30 2	33 0	38 11	47 1	..	..	3rd " ..	26 5	29 5	34 2	..	..
4th " ..	38 3	41 5	47 2	..	..	..	4th " ..	32 10	35 10	..	..	..
5th " ..	49 6	55 2	..	..	..	..	5th year and until 21 years of age ..	37 2	..	..	..	..
6th year and until 21 years of age ..	57 10	..	..	..	..	..	

PROPORTION OF JUVENILES EMPLOYED IN THE PROCESS OF WIRING.

Six juvenile workers to each adult, who if a male is receiving not less than 80s. per week of 44 hours, or if a female is receiving not less than 45s. 11d. per week of 44 hours.

(4) No employer shall employ any male under 19 years of age or any female testing power transformers.

(5)

OTHER EMPLOYEES.

WAGES.										Per week of 44 hours.	
<i>Males.</i>										£	s. d.
Servicemen..	..	..	..	..	..	..	..	..	..	5	4 0
Repairers ..	..	..	..	..	..	..	..	..	..	4	12 6
Wiremen—wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	4	7 6
Other wiremen ..	..	..	..	..	..	..	..	..	..	4	3 0
Installers ..	..	..	..	..	..	..	..	..	..	4	3 0
Set testers ..	..	..	..	..	..	..	..	..	..	4	3 0
Coil winders ..	..	..	..	..	..	..	..	..	..	4	3 0
Assemblers ..	..	..	..	..	..	..	..	..	..	4	0 0
Cabinet fitters ..	..	..	..	..	..	..	..	..	..	4	0 0
All others ..	..	..	..	..	..	..	..	..	..	4	0 0

The following additional rates shall be paid to Servicemen—										Per week of 44 hours.	
										£	s. d.
Who use their own motor cars ..	..	..	..	..	..	..	..	..	..	3	0 0
Who use their own motor cycles and side cars ..	..	..	..	..	..	..	..	..	..	1	15 0
Who use their own motor cycles ..	..	..	..	..	..	..	..	..	..	1	5 0

<i>Females.</i>										Per week of 44 hours.	
										£	s. d.
Wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	2	10 9
Employed at other wiring ..	..	..	..	..	..	..	..	..	..	2	5 11
Coil winders ..	..	..	..	..	..	..	..	..	..	2	5 11
All others ..	..	..	..	..	..	..	..	..	..	2	2 7

(8) OVERTIME.—All work done in excess of the maximum number of hours fixed as a week's work shall be paid for at the rate of time and a half.

(7) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, and Boxing Day.

(8) MEAL ALLOWANCE.—Any male employee over 16 years of age who is required to work overtime for more than two hours without being notified the previous day that he would be so required, shall either be supplied with a meal by the employer or paid a sum of 1s. 6d.

(9) DEFINITIONS.—Serviceman means a person who maintains and repairs radio sets outside his employer's place of business and is engaged in servicing and constructing power amplifier equipment.

Set tester is a person who tests sets under working conditions with valves in sockets.

Wiring a complete set. A person shall be deemed to have wired a complete set when, in addition to completely wiring the power transformer therefor, such person does any portion of the remainder of the wiring of the set.

(10) TESTING EQUIPMENT.—Employers shall supply testing equipment and parts for repairs.

(11) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(12) PIECE-WORK.—The Board determines, under the provisions of Section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that 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.

D. GRANT, Chairman.

V. WILLOX, Secretary.

Melbourne, 21st November, 1939.