



VICTORIA

GOVERNMENT GAZETTE.

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No. 395]

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	57 10	years of age			
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	..	..	..	..	..
6th year and	..	..	..	..	..	..	years of age	37 2	..	..	..	..
until 21 years	..	..	..	..	..	..	of age	..	..	..	..	..
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.	
		Males.		£ s. d.	
Service-men	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
				Per week of 44 hours	
The following additional rates shall be paid to Servicemen—				£ 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	
				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	

(6) 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.



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No. 396]

FRIDAY, DECEMBER 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE WATCH CASES BOARD.

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

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

(1) That on the 7th December, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.			
Experience	Males.			Females.		Within a radius of 50 miles of the G.P.O., Melbourne.	All other parts of Victoria.
	Commencing Age						
	Under 17 Years	17 Years	18 Years or over				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	1st year's experience	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	15 6	20 0	22 6	2nd "	18 9	95 6	93 0
2nd "	23 6	25 0	30 0	3rd "	29 6	88 0	85 6
3rd "	32 3	35 0	40 0	4th "	37 0		
4th "	43 6	43 6	..	5th "	42 6		
5th "	55 6	..	..	Thereafter until reaching			
6th "	64 6	..	..	21 years of age	47 6		
7th "	68 6	..	..		
NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.				Adult Males— First class watch case tradesman .. 95 6 93 0 Second class watch case tradesman .. 88 0 85 6 All others— (a) With less than 3 years' experience .. 80 0 77 6 (b) With 3 years' experience or more .. 88 0 85 6 Adult Females— (a) If of less than 12 months' experience .. 49 9 48 9 (b) If of 12 months' or more experience .. 56 6 55 6 Leading hands, male or female in charge of not less than six employees shall be paid at the rate of 6s. per week in addition to the rates fixed above.			
PROPORTION (IN ANY PLACE). <i>Apprentices.</i> One apprentice to every one male worker receiving not less than the minimum wage. <i>Improvers.</i> Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed by the Board.							

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

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

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

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

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

(5) OVERTIME.—The following rates shall be paid for all work done—

- (a) Outside the hours fixed as the times of beginning and ending work
 - (b) Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week
- } Time and a half.

(6) SHIFTS.—Where an employee is employed on night shift he shall be paid Ten per cent. in addition to the rates fixed in clause (2).

(7) PAYMENT FOR A SHORT WEEK.—Subject to the provisions of this Determination, where in any week any factory is open for work for less than 44 hours, the legal rate of payment for such week shall be 1/44 of the rate provided in this determination for the class of work done, multiplied by the number of hours actually worked.

(8) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that in Bendigo "Picnic Day" shall be observed as a substitute for Melbourne Cup Day.

(9) HOLIDAYS.—All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz., New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor. Provided that in Bendigo "Picnic Day" shall be substituted for Melbourne Cup Day.

(10) TEA MONEY.—Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals. If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

(11) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Provided that this clause shall only apply to an employee who has been continuously in the same employment for not less than four weeks.

(12) TOOLS.—The employer shall provide the necessary tools required by him to be used by each employee under 21 years of age.

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

W. HEATH, Secretary.

Melbourne, 21st November, 1939.