



VICTORIA
GOVERNMENT GAZETTE.

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[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Lampshade Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

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 following trades and branches of trades, that is to say:—

Renovating carpets ;
 Preparing feathers ;
 Treating flax ;
 Treating pyrites and other metalliferous ores ;
 Mixing seed and making poultry foods ;
 Glass badging ;
 Gold stamping ;
 Ivory working ;
 Show-card and ticket-writing ;
 Manufacturing or preparing—
 Abrasive paper or cloth ;
 Asbestos articles ;
 Blue prints ;
 Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;
 Button badges ;
 Carbon articles ;
 Chalk, crayons, or other articles from mineral earth ;

Cinematograph film ;
 Composition flooring ;
 Cutlery ;
 Artificial flowers and bouquets ;
 Paper articles not subject to any Board heretofore appointed ;
 Honey ;
 Ink or adhesives ;
 Lead and shot ;
 Silk or parchment lampshades ;
 Mica products ;
 Fishing and other nets ;
 Ornaments for cakes ;
 Plaster models ;
 Sporting goods not provided for under any Board heretofore appointed ;
 Surgical instruments ;
 Tuys ;
 Watch cases "

has made, in respect of the manufacturing or preparing of—

(a) Silk or parchment lampshades ;

(b) Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein,

the following Determination, namely:—

(1) That on 1st January, 1939, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1938, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
Males.		Females.		Males.			
	s.	d.			s.	d.	
1st year's experience ..	15	9	1st six months' experience..	13	0	Persons engaged in cutting out material	
2nd " " ..	22	3	2nd " " " " ..	16	3	for parts of lampshades ..	81 0
3rd " " ..	30	6	3rd " " " " ..	19	3	All others ..	79 0
4th " " ..	41	6	4th " " " " ..	22	6		
5th " " ..	52	9	5th " " " " ..	25	6		
6th " " ..	60	9	6th " " " " ..	28	9		
7th " " ..	64	9	7th " " " " ..	31	9		
			8th " " " " ..	36	0		

And thereafter the minimum wage.

PROPORTION.			
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.			
Three female improvers to each female person receiving not less than the minimum wage.			

- (3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.
- (4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.
- (5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—
 Time of Beginning (not earlier than).
 7.30 a.m. 12 noon on Saturday.
 7.30 a.m. 5 p.m. on the other working days of the week.
 Time of Ending (not later than).
- (6) OVERTIME.—That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause (5); or
 (b) Within such prescribed times, but in excess of 44 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.
- (8) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
 (b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.
- (9) REST PERIOD FOR FEMALES.—(a) That females engaged in sketching, painting, or decorating by freehand or stencils, shall be allowed, during each morning and afternoon, an interval of ten minutes for rest after two hours' work, such interval to count as part of time worked.
 (b) That females engaged in any work not specified in the foregoing sub-clause, where the spell of duty exceeds four hours shall be allowed an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.
- (10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 18th October, 1937.
 The basic wage shown hereunder shall be adjusted as prescribed in clause (11).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 13 0	Melbourne

- (11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in March, 1939, the amount of the basic wage shall be as prescribed in clause (10).
 (b) During each future successive period beginning with the first pay period to commence in a March, a June, a September, or a December the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.
 For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician :—
 (1) The index number set to be applied is that assigned to Melbourne.
 (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
 (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
 (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.				Basic Wage.		Index Number Divisions.				Basic Wage.	
				£	s. d.					£	s. d.
735-746	..	..	..	3	0 0	834-845	..	..	..	3	8 0
747-759	..	..	..	3	1 0	846-858	..	..	..	3	9 0
760-771	..	..	..	3	2 0	859-870	..	..	..	3	10 0
772-783	..	..	..	3	3 0	871-882	..	..	..	3	11 0
784-796	..	..	..	3	4 0	883-895	..	..	..	3	12 0
797-808	..	..	..	3	5 0	896-907	..	..	..	3	13 0
809-820	..	..	..	3	6 0	908-919	..	..	..	3	14 0
821-833	..	..	..	3	7 0	920-932	..	..	..	3	15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 17th December, 1938.



WAGES—continued.

Other Employees.			
MALES.	Wages per week of 44 hours. s. d.	FEMALES.	Wages per week of 44 hours. s. d.
Pattern Cutting—			
Pattern Cutters or Designers	105 0		
Clicking—			
Clicking outsides (other than felt, fabric, sheep's roans or splits)	105 0		
Clicking felt, linings, fabrics, sheep's roans, splits—			
By hand	102 0		
By machine	99 0		
All others	99 0		
Stuff cutting—			
Cutting leather outsides or insoles	102 0		
Ranging by hand	102 0		
All others	99 0		
Making—			
All operatives except those for whom the rates herein- after appearing are prescribed	105 0		
Operator of bottom levelling machine	99 0		
Operator of buzzer machine	99 0		
Operator of loose nailing machine	99 0		
Levelling by hand	99 0		
Heeling by hand	99 0		
Opening channels	99 0		
Closing channels	99 0		
Feathering	99 0		
Turning pumps	99 0		
Laying linings and shanking	99 0		
Pulling up backs	99 0		
Pulling on	99 0		
Tingling and trimming (hand or machine)	99 0		
Putting on heels and toe plates	99 0		
Attaching wood heels by hand	99 0		
Putting in stiffeners or toes	96 0		
Putting in bottom fillings and shanks	96 0		
Slipping off	96 0		
Pulling out tacks	96 0		
Stamping and sorting soles	96 0		
Solutioining or cementing by hand or machine	96 0		
Putting studs or bars on football boots	96 0		
Finishing—			
Finishing right through by hand	105 0		
Operating heel trimmer	105 0		
Operating edge trimmer	105 0		
Operating edge setter	105 0		
Operating heel scourer	105 0		
Operating Naumkeag machine and/or sandpapering machine	101 0		
Slipping off	96 0		
All others	99 0		

(a) Females' employed clicking, designing or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c) Females with four years' experience and over employed operating a machine with hot or liquid wax, shall receive an addition to their ordinary wage at the rate of 7s. 6d. per week.

(d) Females (i) with four years' experience employed on any form of sewing machine 56 3
(ii) Employed on any other machine 53 3
(iii) Employed on any other work set out in clause 3 (Female Work) 51 9

(e) Females over the age of twenty-one years without the experience referred to in clause (d) (i) above shall for the first twelve months be paid £2 11s. 9d., and thereafter the rate prescribed for their occupation.

(3)

FEMALE WORK.

The following classes of work may be performed by female employees at the rates prescribed in clause 2, sub-clause (d) (iii):—

- (a) making cosy slippers with soles of upper leather or other soft material with felt or compo filling (excepting the operations set out in clause (2) (a));
- (b) attaching felt to leather soles by Union Special Machine No. 75B 80,100 or any similar table machine;
- (c) marking, stamping, fitting of uppers, machining of uppers, pasting of uppers, lacing of uppers or preparing slippers for the slipper turn sewing machine;
- (d) ironing off the last;
- (e) socking;
- (f) pomming;
- (g) attaching ornaments;
- (h) final trimming and boxing;
- (i) cleaning;
- (j) spraying;
- (k) branding;
- (l) final polishing;
- (m) final brushing;
- (n) sizing;
- (o) treeing after boot is finished;
- (p) patent and coloured leather repairing;
- (q) solutioining and covering wood heels;
- (r) skiving or trimming the insides and outsides of uppers (including cut outs);
- (s) interlacing of uppers before or after making (excluding hand made basket shoes);
- (t) making (in all stages) infants' 0s to 6s footwear with soles of upper leather or other soft material;
- (u) preparing toe puffs of material other than crop;
- (v) inking edges; and
- (w) all work on which females can be employed in the heel, and last-making industry.

(4)

JUNIOR WORKERS—MALES.

(a) Unapprenticed male juniors may be employed in the following occupations:—Tacking on insoles, putting in stiffeners or toes, putting in bottom fillings and shanks, putting in and slipping lasts, last carrying, last sorting, heel nail feeding, inking edges, solutioining or cementing by hand or machine, inking and colouring (one colour only), rubbing off heels, drawing tacks or nails, socking and sizing, tacking up stuff (including the cutting and preparation of football studs), putting in followers, branding or stamping, any other occupation usually performed by females under this Determination.

(b) The maximum number of unapprenticed male juniors who may be employed in any factory shall not exceed the proportion of one junior to ten or fraction of ten of the average number of male adults employed for the previous six months.

(c) Unapprenticed male juniors shall be paid the rates provided for apprentices plus ten per cent.

(d) Any unapprenticed junior who has had six years' experience in the industry and who has not reached twenty-one years of age shall be paid the adult rate for the class of work he is performing.

(5) HOURS OF WORK.

(a) The ordinary hours of work shall be 44 hours per week, to be worked on five days between the hours of 7.30 a.m. and 5.30 p.m. from Monday to Friday inclusive.

(b) Each employer may fix a starting time and finishing time for his own factory, and such starting and finishing time, when fixed, shall be alterable only on fourteen days' notice.

(6) OVERTIME.

(a) For all work done outside the starting and finishing time, time and a half shall be paid for the first two hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) No person under 21 years of age shall be required to work overtime without the approval of the Apprenticeship Commission, unless a proportionate number of adult males or fully experienced females are employed in the respective departments.

(d) Employees called upon to work overtime exceeding one hour shall be allowed 30 minutes for a meal, and shall in addition to overtime rates for such work be allowed 1s. for such meal, except when overtime is worked on Saturday, in which case the meal allowance shall only be payable if the work extends beyond the ordinary hour for ceasing work for the midday meal on the other five days of the week.

(7) MEAL TIME.

(a) Not less than 30 minutes nor more than 60 minutes shall be allowed for a midday meal on each day, Monday to Friday inclusive.

(b) No employee shall be required to work longer than five hours without a break for a meal.

(8) TERMS OF ENGAGEMENT.

(a) All employees (excepting apprentices) shall be engaged by the hour, and such engagement shall be terminated without notice at any time.

(b) Any employee who has not received on the previous day notice of suspension of work, or that he or she will not be wanted to attend at the factory, shall be paid for half a day, whether worked or not, unless there is a stoppage of work arising from some cause beyond the employer's control.

(c) Employees shall give notice to their employers when they desire to be absent from work except in cases of sickness or emergency beyond their control.

(9) SUNDAY WORK.

For work performed on a Sunday treble time shall be paid for a full day, whether such full day is worked or not. Provided that employees engaged in alterations of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

NOTE.—Section 8 of the Factories and Shops Act No. 4275 prohibits work on Sundays, but the Minister of Labour may suspend this section in exceptional circumstances.

(10) HOLIDAYS.

Double ordinary time shall be paid for all work done on the following nine holidays or the days observed in lieu thereof viz.:—New Year's Day; Australia Day; Good Friday; Easter Monday; Labour Day; Anzac Day; King's Birthday; Christmas Day; and Boxing Day; provided that within the Metropolitan District Cup Day shall be substituted for King's Birthday.

(11) PAYMENT OF WAGES.

(a) Wages shall be paid on Wednesday, Thursday, or Friday in each week. Employees kept waiting more than five minutes for their pay after ceasing work shall be paid overtime rates.

(b) Not more than one day's wages shall be kept in hand.

(c) Any employee working portion of a week shall be paid for that portion on ceasing work, provided that this clause shall not apply in the case of an employee working on the ordinary pay day of that week.

(d) Where an employee's services are dispensed with, the payment of all moneys due shall be made immediately on such employee ceasing work.

(12) TIME AND WAGES BOOK.

Each employer shall keep a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages and allowances paid each week.

(13) MIXED FUNCTIONS.

An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day; if less than half of one day he shall be paid the higher rate for the time so worked.

(14) REST PERIOD.

(a) Female employees shall be allowed a morning rest period of ten minutes at a time to be mutually arranged in each factory.

(b) Facilities for making tea shall be made available to employees at the commencement of rest periods and meal hours.

(15) SEATS.

Where it is necessary for employees to sit at their work, seats will be provided by the employer for the employees. Such seats shall be reasonably comfortable.

(16) TOOLS.

The employer shall provide all needles and findings, grindery, tools for finishers, viz., feather knives, fudge wheels, ordinary top irons, waist wheels, and brushes (paint and ink), workshop and light, and all colours and materials used in connexion with the trade.

(17) RIGHT OF ENTRY.

Any duly accredited permanent official of the Union authorized in writing by the Secretary for Labour shall have the right to enter any place or factory of any kind whatsoever for the purpose of interviewing or conversing with the employees in such factory or place.

Provided such duly accredited permanent officials shall not wilfully hamper or hinder the employees during their working time, and may interview any employees or converse with them during any luncheon or non-working time, for the purpose of collecting dues, posting Union notices, and attending to other Union matters relating to the industry.

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 conditions abovementioned, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Secretary for Labour.

(18) WASHING ACCOMMODATION.

Suitable washing accommodation shall be provided for all employees.

(19) SHOP STEWARDS.

A shop steward 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.

(20) PERIODICAL ADJUSTMENT OF WAGES.

The wages rates for adult males set out in clause (2) are based upon the following basic wage rates, and pursuant to the provision of section 21 of the Factories and Shops Act 1934, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (21).

BASIC WAGE.

Place.	Basic Wage.	Loadings and Margin for Skill.	Index Number Set Assigned.
Whole of the State	£ s. d. 3 13 0	£ s. d. 1 6 0	Six Capital Cities (Weighted Average)

(21)

ADJUSTMENT OF WAGE RATES.

(a) For work done between the 6th January, 1939, and the 1st day of July, 1939, the wage rates hereinbefore prescribed shall be paid.

(b) For work done during each future half-year beginning on 1st July or 1st January the amount of the basic wage prescribed in Clause 20 shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All items" retail price index numbers.

For the purpose of this award the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number for the six capital cities weighted average is to be applied.

(2) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such half-year, plus the loadings and margin prescribed in Clause (20).

TABLE.

Index Number Divisions.				Basic Wage.
				£ s. d.
735-746	..	..	..	3 0 0
747-759	..	..	..	3 1 0
760-771	..	..	..	3 2 0
772-783	..	..	..	3 3 0
784-796	..	..	..	3 4 0
797-808	..	..	..	3 5 0
809-820	..	..	..	3 6 0
821-833	..	..	..	3 7 0
834-845	..	..	..	3 8 0
846-858	..	..	..	3 9 0
859-870	..	..	..	3 10 0
871-882	..	..	..	3 11 0
883-895	..	..	..	3 12 0
896-907	..	..	..	3 13 0
908-919	..	..	..	3 14 0
920-932	..	..	..	3 15 0
933-044	..	..	..	3 16 0

Any necessary extension may be made by reference to the table of wages with 1s. divisions authorized by the Court.

(c) The rates to be paid to all female workers, male apprentices, improvers and junior workers shall be increased or decreased in proportion to the increase or decrease of the male adult basic wage aforementioned calculated to the nearest threepence above or below.

(d) The piece-work prices set out in the schedules shall be increased or decreased by the same percentage and at the same time as the basic wage for adult male workers is increased or decreased as provided for in this Determination.

STRONG WORK ON IRON LASTS, HUNGARIAN OR ROUND HOB-NAILED OR MILITARY.

Making.						Finishing.		
Men's.		Youths'.		Boys' 10's-13's.		Men's.	Youths'.	Boys' 10's-13's.
Pegged.	Riveted.	Pegged.	Riveted.	Pegged.	Riveted.	per pair.	per pair.	per pair.
s. d. 3 2½	s. d. 2 6½	s. d. 2 6½	s. d. 2 3½	s. d. 1 11	s. d. 1 6	s. d. 1 1½	s. d. 0 8½	s. d. 0 8½
per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.
2 6½	2 0½	2 3½	1 8½	1 11	1 4½	0 8½	0 8½	0 7½
3 2½	1 8½	2 7½	1 6½	1 11	1 4½	1 1½	0 11	...

- Class—
1. Watertights, lace-ups, bluchers or tongued lace, pegged all round, slicked bottoms, and nailed as desired by employer
 2. Common watertights, lace-ups, bluchers or tongued lace, when Hungarian nailed, to be pegged in waist only, scattered rivets in foreparts, slicked with grain on; when sprigged, scattered pegs in foreparts, no sand papering and no crowing, riveted not to be slicked
 3. Split lace-ups, sole, slip, waist piece, riveted, nailed, or sprigged, slipper bottoms
 4. Bluchers, riveted, nailed, or sprigged, slipper bottom, sole and slip
- Balmorals, slicked bottoms, military or Hungarian nailed, as desired by employer
- Stokers', making, complete, 2s. 11½d. per pair.
- Extras—(To apply to all lines) prices at per pair—
- Filing sprigs, two rows round and two or three rows in centre, 1½d.
 - Nailed or sprigged waists, 1½d.
 - Rough sprigs, 2d.
 - Slicking (honing) uppers on the last, 1½d.
 - Standard, screwed through, or through and slip, 2d.
 - Stab toes, 1½d.
 - Square hobs, 1½d.
 - Tip filler, filed and slicked, 1½d.
 - Crop toe caps, 4d.
 - Stiffener toe piece, not exceeding 2 inches deep, 2d.
 - Stiffener toe piece, exceeding 2 inches deep, 4d.
 - Crop outside counters, 2d.
 - Toe-caps, except on balmorals, 1½d.
 - Toe plates, 1½d.
 - Wellingtons, long and short, 7d. making and 7d. finishing.
 - White pegs, 1½d.
 - Hammering down pegs or rivets, where lasts are worn, 1½d.
 - Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making per pair—
 - Boys, 10's-13's, 2½d.; women's and maids', 6½d.; men's and youths', 6½d.
 - Riveted, making on wood or plated last, 1½d.
 - Sizes over 11's men's and 7's women's, 5d.
 - Extra to apply to Class 2—
 - Not otherwise provided for, if pegged in foreparts, 7½d.
 - Extra to apply to Class 4 and balmorals, waist pieces, ½d.
 - Deductions—(To apply to all lines) prices at per pair—
 - Healing, 2½d.; boys, 2½d.
 - Stiffeners and split lifts, ¾d.
 - Light and strong work to be made and finished under their respective headings only.

With 5·4 per cent. added.

MAKING AND FINISHING.
WOOD LAST WORK.

Items.	Men's.		Youths'.	
	Making.	Finishing.	Making.	Finishing.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Knee boots, sole and slip, or bricks	5 4	1 7 ¹ / ₂	4 4 ¹ / ₂	1 4 ¹ / ₄
Wellingtons, long and short, sole and slip, or bricks ...	4 9 ¹ / ₂	1 7 ¹ / ₂	4 0	1 4 ¹ / ₄
Watertights, bluchers or tongued lace, sole and slip, or bricks	4 4 ¹ / ₂	1 2 ¹ / ₂	3 0 ¹ / ₂	1 0
Extras—				
Sprigged foreparts, filed	0 1 ¹ / ₂	...	0 1 ¹ / ₂	...
Sprigs, rough	0 1 ¹ / ₂	...	0 1 ¹ / ₂	...
Square hobs	0 1 ¹ / ₂	...	0 1 ¹ / ₂	...
Toe-plates	0 1 ¹ / ₂	...	0 1 ¹ / ₂	...
Waists, nailed or sprigged	0 1 ¹ / ₂	...	0 1 ¹ / ₂	...
White pegs	0 1 ¹ / ₂	...	0 1 ¹ / ₂	...

MISCELLANEOUS.*

	Making.	Finishing.
	per pair. s. d.	per pair. s. d.
Canvas Shoes—All sizes—		
Best, faced with Russian, imitation Russian, kid (all colours), white lamb, calf, buckskin, or imitation	2 0 ¹ / ₂	...
White bottoms ... ..	...	1 4 ¹ / ₄
Common, basil fittings	0 8 ¹ / ₂	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 6
Canvas shoes, not otherwise mentioned	0 11 ³ / ₄	...
Edges only, water or coloured, trimmed ... ..	...	0 8 ¹ / ₂
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only)	1 2 ¹ / ₂	...
Leather or other toes, 1 ¹ / ₂ d. extra.	...	...
White bottoms ... ..	...	1 1
House Boots—		
Lasting, velvet or felt	0 10 ¹ / ₂	...
Golosh counters, ¹ / ₂ d. extra.	...	...
Black edges ... ..	...	0 4 ¹ / ₂
Black bottoms, with grain on, 1 ³ / ₄ d. extra.	...	...
Black bottoms, with grain off, 2 ³ / ₄ d. extra.	...	...
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed ⁷ / ₈ inch in height	1 2 ¹ / ₂	...
Leather or other toes, 1 ¹ / ₂ d. extra.	...	...
White bottoms ... ..	...	0 11 ³ / ₄
Black edges ... ..	...	0 4 ¹ / ₂
Black bottoms, with grain on, 1 ³ / ₄ d. extra.	...	...
Black bottoms, with grain off, 2 ³ / ₄ d. extra.	...	...
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas	0 4 ³ / ₄	...
Basil, or mole	0 6	...
Edges only, heels only trimmed ... ..	...	0 2
Split, glace hide, tan hide, felt, patent oilecloth, carpet, levant, croco, box hide, austral, chrome sheep, glace sheep, suede, and leather not enumerated elsewhere	0 6 ¹ / ₂	...
Leather or other toes, 1 ¹ / ₂ d. extra.	...	...
Leather stiffeners, 1 ¹ / ₂ d. extra.	...	...
Edges only, water or colour, trimmed ... ..	...	0 4 ³ / ₄
Black bottoms, with grain on, 1 ³ / ₄ d. extra.	...	...
Black bottoms, with grain off, 2 ³ / ₄ d. extra.	...	...
White bottoms ... ..	...	0 10 ¹ / ₄
Lasting	0 8 ¹ / ₂	...
Slippers, with slip heel not to exceed ⁷ / ₈ inch in height	0 10 ¹ / ₄	...
Edges only trimmed ... ..	...	0 7
Black bottoms, with grain on, 1 ³ / ₄ d. extra.	...	...
Black bottoms, with grain off, 2 ³ / ₄ d. extra.	...	...
White bottoms ... ..	...	1 0 ¹ / ₄
Hand worked	2 4	1 8 ³ / ₄
Buckskin, crup, glace kid, wallaby, glove kid, white kid, patent, or box calf—		
Men's	1 9 ¹ / ₂	1 3
Women's	1 3 ¹ / ₄	0 11 ³ / ₄

With 5.4 per cent. added.

* No deductions of any kind to apply to items under this heading.

MISCELLANEOUS—continued

	Making.		Finishing.	
	per pair.		per pair.	
	s.	d.	s.	d.
Boots and Shoes, ready for rubber—				
All men's and women's, 1st class, less than corresponding lines, machine sewn	0	6½	...	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn	0	3½	...	...
All others, less than corresponding lines, machine sewn	0	2	...	...
Tennis Shoes—				
Men's—Class 1	...	...	1	2¼
Class 2	...	...	1	0
Class 3	...	...	0	9¼
Women's—Class 1	...	...	1	0¾
Class 2	...	...	0	10¾
Class 3	...	...	0	8¾

INFANTS' BOOTS AND SHOES, 0's TO 6's, NEEDLEWORK, BY HAND

	Making.		Per dozen pair..	
			s.	d.
Boots—				
Sewing and turning, leather or linen lined	4	6½
Extras—With patent vamps or goloshes	0	6¾
All white work	1	2¼
Shoes—				
Sewing and turning, leather lined	4	0½
Sewing and turning, linen lined	4	6¼
Extras—With patent vamps or goloshes	0	6
All white work	1	2

Finishing.

	Per dozen pairs.	
	s.	d.
Infants' Boots and Shoes—		
0's—3's	1	1
4's—6's	1	0
Extra—All white work	1	2¼

PUMPS.

Classification of Leathers—Classes 1, 2, and 3, same as for machine sewn.
Class 4. Patent railing, glaze sheep and cloth.

FINISHING—WHITE TO HEEL.

	Men's.		Women's.		10's-13's.		7's-9's.		4's-12's.	
	per pair.		per pair.		per pair.		per pair.		per pair.	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Class 1	2	0¾	1	8¾	1	2¼	0	11½	...	...
Class 2	1	8¾	1	5¼	0	11¼	0	9¼	...	...
Class 3	1	5½	1	2¼	0	11¼	0	9¼	...	...
Class 4	...	...	...	...	...	...	...	...	0	5¼
Common Court Shoes and Slipper Pumps—										
Class 4	0	11¼	0	9¼	...	...	...	...	...	...

With 5.4 per cent. added.

EXTRAS ON LIGHT WORK.

Items.	Men's and Youths'.		Women's and Maids.		Boys' and Girls, 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Bevel edges, foreparts ...	...	1½	...	1½	...	1½
Black channels, not drawn out ...	...	3¼	...	3¼	...	1½
Black channels, drawn out ...	...	7½	...	5¼	...	3¼
Bordered and bunked, foreparts only ...	...	5	...	3½	...	2½
Bordered and bunked, waists ...	...	1½	...	1½	...	1½
Bordered only, waists included if desired ...	...	3¼	...	3¼	...	1½
Bottoms, black (except patent ankle-straps)...	...	2½	...	1¼	...	1½
Bottoms, spankum (either by maker or finisher) ...	1½	1½	1½	1½	1½	1½
Bottoms, slicked (other than bricks)* ...	3¼	...	2½	...	1½	...
Bottoms, screwed or imitation screwed ...	3¼	...	3¼	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1¼	...	1½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1¼
Bunked, only foreparts, ½ inch and under ...	...	1½	...	1½	...	...
Bunked, waists... ..	...	1½	...	1½	...	½
Bracing	1s. 10½d.	...	1s. 6d.	...	1s. 6d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	11	1 0	9	9	5¼	6
Clumps, cork inserted, ready-made rand ...	7½	1½	5	1½	...	½
Clumps, outside or inside, one row of rivets, or plain-headed plugs } outside	5	...	5	...	3¼	...
Clumps, outside or inside, two rows of rivets or screws, or imitation } inside	3½	...	3½	...	2½	...
Clumps, outside or inside, two rows of screws or pin points } outside	7½	...	6¼	...	3¼	...
Clumps, inside, ½ inch and over in rough, without rivets or plugs, other than bricks ...	6	...	5	...	3¼	...
Clumps, bevel, outside or inside, all classes ...	3½	...	3½	...	1¼	...
Clumps, square, outside or inside, all classes (¾ inch and over when finished), other than bricks ...	...	1 0	...	9¼	...	5¼
Clumps, square, outside or inside, all classes, one row of rivets ...	...	5	...	...	...	...
Colours, white only	1½	1½	4½	3¼	3¼	2½
Copper toes	1½	...	1¼	1¼	1½	...
Cork inserted in welt in ordinary double soles	3½	...	3½	...	2½	...
Cork inserted in welt (when middle prepared by employer)	1½	...	1½	...	1¼	...
Cork imitation and divided edge clumps, inside or outside ... ..	...	7½	...	5½	...	3½
Covers lasted in	1½	...	1½	...	½	...
Covers, cutting off ... ..	...	1½	...	1½	...	½
Crowing or dull marking, strips and top-pieces ... ..	...	½	...	½	...	½
Crowing, fancy, all lines... ..	...	3¼	...	3¼	...	3¼
Crup, with calf caps	2½	...	3¼	...	2½	...
Crup, without caps	7½	...	5	...	3¼	...
Crup, with crup caps	11½	...	8½	...	5¼	...
Fiddle waists ... ..	...	3¼	...	3¼	...	1½
Fiddle waists, spire 1 inch from joint ...	...	3¼	...	3¼	...	2½
Fiddle waists, spire over 1 inch ... ..	...	5	...	5	...	3¼
Hammering down pegs or rivets, where lasts are worn	1½	...	1½	...	1½	...
Heels over 1½ inches high, measured from centre of top-piece, up to 2 inches ...	3¼	2½	2½	2½	...	...
Heels over 2 inches	5	3¼	5	5	...	...
Heels, screwed, or imitation screwed top-pieces	1½	...	1½	...	1¼	...
Heels, bordered top-pieces ... ..	...	1½	...	1½	...	1½
Heels, chopped ... ..	...	1½	...	...	...	1½
Heels, imitation Wurtemberg, measured from centre of top-piece up to 1½ inches ...	2½	2½	2½	2½	...	...
Heels, imitation Wurtemberg, measured from centre of top-piece over 1½ inches ...	5	5	5	5¼	...	...
Heel pins, on ordinary work	1½	...	1½	...	1¼	...
Heels, shaved with No. 9 shave or over, under 1½ inches high, measured from centre of top-piece ... ..	...	...	...	4¼	...	...

With 5.4 per cent. added.

* Boys' 10's-13's, 2¼d. per pair.

EXTRAS ON LIGHT WORK—continued.

Items.	Men's and Youths'.		Women's and Maids'.		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heels, ventilated, all lines ...	11½	3¼	11½	3¼	11½	3¼
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	3¾	...	...	...	2½	...
Two rows round and two rows in centre	3¼	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	1½	...
Indestructible toes in all classes ...	3¼	...	3¼	...	2½	...
Imitation-stitched foreparts, middle stitched before being put on ...	1½	...	1½	...	1½	...
Leather tips, when made by maker ...	1½	...	1½	...	1½	...
Machine-sewn waist other than clumps—						
One row of rivets or plain-headed plugs in foreparts ...	3¾	...	3¾	...	3¾	...
Two rows of rivets or screws or imitation screws or pin points ...	6¼	...	6¼	...	5¾	...
Measures (not including heel pins)—						
When lasts fitted up ...	3¼	...	3¼	...	2½	...
Lasts to be fitted by maker ...	11½	...	11½	...	8½	...
Patent vamps or vamps and goloshes ...	3¼	3¼	3¼	1½	1½	½
Patent toe-caps on all classes (except on patent vamps) ...	½	...	½	...	½	...
Pin points, top-pieces ...	1½	...	1½	...	1½	...
Rounding stuff, soles and insoles from the rough ...	5	...	5	...	3¾	...
Rounding stuff, already cut, toes ...	1½	...	1½	...	1½	...
Rounding stuff, already cut, heel to toe ...	2½	...	2½	...	1½	...
Rubber lift in heel ...	1½	3¼	1½	3¼	1½	2½
Rubber forepart or through ...	1½	3¼	1½	3¼	1½	2½
Samples ...	1½	1½	1½	1½	1½	1½
Slicking (boning) uppers on the last ...	1½	...	...	...	...	...
Sole and slip, with waist-pieces ...	1½	...	½	...	½	...
Spike toe, in size 7, ½ inch back from toe, under 1¼ inches ...	3¼	...	...	...	...	...
Spike toe, in size 7, ½ inch back from toe, 1¼ inches ...	1½	...	...	...	...	...
Spike toe ...	...	...	½	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	3¾	...	...	...	3¼	...
Two rows round and two rows in centre	3¼	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	2½	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	6¼	...	...	...	3¼	...
Two rows round and two rows in centre	5	...	3¾	...	3¼	...
One row round and two rows in centre...	3¾	...	3¼	...	2½	...
Sprigged toe and joints, one row ...	1¼	...	1¼	...	1¼	...
Sprigged toe and joints, two rows...	2½	...	2½	...	2½	...
Sprigged toe and joint, filing (either by maker or finisher) ...	½	½	½	½	½	½
Sprigs or nails, additional rows—per row ...	¼	...	¼	...	¼	...
Spur box ...	3s. 9d.	11¼	...	...	...	...
Stitched foreparts, not pricked ...	3¼	3	3¼	3¼	2½	2½
Stitched foreparts, pricked up ...	3¼	6¾	...	7½	...	5
Stitched foreparts to heel, not pricked up ...	5	4¾	5¼	5¼	3¼	3¼
Stitched foreparts to heel, pricked up ...	5	11¼	...	11¾	...	7
Stitched aloft, foreparts chopped ...	3¼	7¼	3¼	7¼	3¼	5¼
Stitched aloft to heel ...	5	...	5	...	3¼	...
Stitched aloft, foreparts not chopped if finished bottoms ...	3¼	3¼	...	3¼	...	2½
Stitched aloft to heel (the waist chopped being 2d.)...	5	11¼	...	11¼	...	7¼
Strips, half-moon or one peak ...	...	2½	...	1½	...	1½
Strips, peaked ...	...	3¼	...	3¼	...	2½
Strips, spire ...	...	6¼	...	5¼	...	3¼
Taking piece out of breast of top piece, and colouring to taste of employer ...	...	½	...	½	...	½
Through or runner ...	1½	...	1½	...	1¼	...
Through ...	...	1½	...	...	...	...
Thigh boots ...	11¼	11¼	...	...	...	...
Toe and joint, when pegs left out and sprigged instead (sprigs not filed) ...	Nil	...	Nil	...	Nil	...
Top pieces black or coloured, all lines ...	...	½	...	½	...	½

With 5-4 per cent. added.

EXTRAS ON LIGHT WORK—continued.

Items	Men's and Youths'		Women's and Maids'		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Waists, fancy, any colour, all lines ...	...	3½	...	3½	...	3½
Waists, brown ...	...	1½	...	1½	...	1½
Waists, black ...	...	1½	...	1½	...	1½
Waists, corrugated or scored ...	...	5	...	5	...	3½
Wellingtons, long and short ...	...	5	...	...	...	...
Welts, yellow ...	...	5	...	3½	...	2½
Welts, wide, made in any class, over ¼ inch when finished measured from outside joints	3½	3½	...	...	...	...
Welts, wide—except in stitched ...	...	...	1½	1½	1½	1½
Welts, half-wide, except in stitched, ¼ inch when finished measured from outside joints	1½	1½	...	...	...	...
NOTE.—With reference to welts, half the extra to be paid to the person closing channel and half to person putting on stuff.						
Wooden heels, preparing seat for ...	1½	...	1½	...	1½	...
Wooden heels, putting on by hand ...	1½	...	1½	...	1½	...
Wurtemberg pumps and welts, split soles ...	...	3½	...	3½	...	3½

NOTE.—Extras on pumps, same as for machine-sewn work.

DEDUCTIONS.

	Men's and Youths'.	Boys'. 10's-13's.	Women's and Maids'.	Girls'. 7's-13's.	Boys' and Girls'.	
					7's-13's.	3's-6's.
					per pair. d.	per pair. d.
Heeling—						
Class 1 ...	3½	3½	3½	2½	...	...
Class 2 ...	3½	2½	3½	2½	...	...
Class 3 ...	2½	2	2½	2	...	...
Bottoms not finished—All classes ...	5	2	2	1½	...	½
Finishing Wooden heels—						
Class 1 ...	6½	...	6½	...	3½	...
Class 2 ...	3½	...	3½	...	2½	...
Class 3 ...	2½	...	2½	...	2	...
Fitting Stuff—						
Stiffeners and toes, ready for use ...	1	...	1	...	½	½
Re-lasting, closing channels, and putting on split lifts—						
Class 1 ...	2½	...	1½	...	1	...
Class 2 ...	2½	...	1½	...	1	...
Class 3 ...	2½	...	1½	...	1	...
Welts ...	2½	...	2	...	1½	...

With 5/4 per cent. added.

NOTE.—(a) The above deductions for heeling constitute the prices or rates for heeling when same is done by hand.
(b) When deductions for heeling are made, boots and shoes on which such deductions are claimed are not to be handed back to the maker to have the top-pieces nailed.

HEELING PUMPS, INCLUDING SPLIT LIFT WHEN USED.

	Men's and Youths'.	Boys'. 10's to 13's.	Women's and Maids'.	Girls'. 7's to 13's.				
					per pair.	per pair.	per pair.	per pair.
					d.	d.	d.	d.
Class 1 ...	7½	5½	7½	5				
Class 2 ...	5	3½	4½	3½				
Class 3 ...	3½	2½	3½	2½				

MAKING AND FINISHING.
HAND-SEWN WORK.

		Per pair.	
		s.	d.
<i>Long Work.</i>			
Napoleon or field boots	...	32	6
Jockey boots	...	32	3
Jack boots	...	32	3
Wellington boots, long	...	32	3
Wellington boots, short	...	30	2
Thigh boots	...	52	6
Re-footing	...	30	0
<i>Short Work.</i>			
		Gents, Per pair.	Ladies, Per pair.
		s. d.	s. d.
Shooting boots	...	32	6
Short boots and shoes	...	30	3
Pumps, Ladies' or Gents'—			
Romeo or court shoes	...	22	8
Wool or fancy slippers, if bound by maker	...	20	8
Wool or fancy slippers, if not bound by maker	...	16	1
Children's Boots or Shoes—			
Sizes 7's to 9's inclusive	...	17	7
Sizes 10's to 13's inclusive	...	18	8
Sizes 1's and 2's inclusive	...	20	8
		Per pair.	Per pair.
		s. d.	s. d.
<i>EXTRAS.</i>			
Long Work—			
All long work having patent vamps	...	2	1½
All long work having patent or enamelled legs, or if made of scilable colours	...	2	1½
All legs, if stiffened before being made	...	4	1½
Stitched seats	...	2	1½
Short Work (Ladies' or Gents')—			
All clumps	...	4	1
Spur boxes	...	5	3
Middle sole	...	2	1½
¾ inch edge (sole and welt)	...	1	1
Every ¼ inch over ¾ inch (sole and welt)...	...	1	1
Welts ¾ inch wide (measured at outside joint)	...	1	1
Welts ½ inch wide (measured at outside joint)	...	2	1½
Waist, supported by inner sole or stiffener	...	1	1
Rubber lifts, if cemented	...	1	1
Rubber top-pieces, if cemented...	...	1	1
Scaife's patent soles	...	4	1½
Box corks (gents')	...	10	4
Box corks (ladies')	...	8	1½
Ladies' heels, every ¼ inch over 1½ inch	...	0	8½
Cavity heels	...	2	1½
Cloth or stockingette vamps or goloshes	...	1	1
Toe or heel plates	...	1	1
Nails in soles, if more than twenty	...	1	1
Stiff-leg skating boot (if stiffened by maker)	...	2	1½
Patent legs, if kept straight	...	1	1
Stitched over 16 to the inch (ladies')	...	1	1
Stitched over 16 to the inch (ladies'), heel to heel	...	2	1
Stitched over 14 to the inch (gents')	...	1	1
Stitched over 14 to the inch (gents'), heel to heel	...	2	1½
All faced leather, except black box calf or glace kid	...	2	1½
Wurtemberg heels (wooden)	...	5	2½
Wurtemberg heels (wooden), if sewn and stitched	...	8	1½
Wood heels (ready covered)	...	1	7½
Wood heels (if covered by maker)	...	3	2½
Spikes in cricket boots or shoes	...	2	1½
Straps, if put on cricket boots or shoes by maker	...	1	1
All coloured welts on black-work	...	1	1
Pumps—			
Stiff toes	...	1	1
Bead on breakable trimmings	...	1	1
Velvet or satin	...	2	1½
Outside heels on slippers	...	2	1½

With 5.4 per cent. added.

Any employer may fix and pay piece-work prices to any person employed at making cripple corks, provided that 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 rate fixed by this Determination for such work.

H. J. RICHARDSON, J.P., Chairman.
J. B. DEWAN, Secretary.

Melbourne, 20th December, 1938.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, JANUARY 9.

[1939

Factories and Shops Act.

DETERMINATION OF THE HORSEHAIR 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 which since the 16th June, 1913, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

(1) That on the 14th January, 1939, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices.			Improvers and Juvenile Workers.			Other Employees.			
WAGES.			WAGES.			<i>Preparing Body Hair.</i>			
		Per Week.			Per Week.			Per Week.	
		<i>s. d.</i>			<i>s. d.</i>			<i>s. d.</i>	
1st year	22	6	1st year	22	6
2nd "	27	6	2nd "	33	3
3rd "	33	3	3rd "	55	0
4th "	40	0	4th "	63	9
5th "	55	0					
PROPORTION (by any employer).			PROPORTION (by any employer).			<i>Preparing any other kind of Hair.</i>			
One apprentice to every three or fraction of three workers receiving not less than 79s. per week.			One improver to every five or fraction of five workers receiving not less than 79s. per week.			WAGES.			
			<i>Juvenile Workers.</i>			Per Week.			
			One juvenile worker to every Hand Spinner.			<i>s. d.</i>			
						Hand Spinners 96 0			
						Machine Spinners—			
						1st year 86 0			
						2nd " 92 0			
						And thereafter 96 0			
						Drafters 96 0			
						Wet or dry hacklers 96 0			
						Teasers and tail pullers 83 0			
						All others 79 0			
Apprentices, Improvers, and Juvenile Workers shall be subject to the hours per week fixed for their respective sections.									

(3) DEFINITIONS.—A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

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

Preparing Body Hair	..	..	44	hours per week.
Preparing any other kind of Hair	..	..	46	hours per week.

(5) OVERTIME.—Any employee who works for any time in excess of the number of hours fixed for an ordinary week's work, shall be paid for such extra time at the rate of time and a half.

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

(7) **MEAL ALLOWANCE.**—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 2s. meal money.

(8) **PRO RATA PAYMENT.**—Any person who works less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(9) **MACHINERY TO BE STOPPED DURING MEAL HOURS.**—In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

(10) **SHIFT WORK.**—Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.

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

(12) **PIECE-WORK.**—That the lowest piece-work prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	10s. 6 $\frac{1}{2}$ d. per 100 lb.	
Hand spinning and/or curling of hair with use of power	9s. 0 $\frac{1}{2}$ d. per 112 lb.	
Wet hackling and drafting horsehair 18 inches and over in length	8 $\frac{1}{2}$ d. per lb.	
" " " " under 18 inches in length	1s. 6d. per lb.	
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	9 $\frac{1}{2}$ d. per lb.	
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	1s. 4 $\frac{1}{2}$ d. per lb.	
Wet hackling and drafting cowhair	1s. 2 $\frac{1}{2}$ d. per lb.	
Drafting cowhair (tails) (already wet hackled)	11 $\frac{1}{2}$ d. per lb.	
Pulling—taking long count	3 $\frac{1}{2}$ d. per dozen	
Wet hackling horsehair (excluding mane hair and mane hair knots)	15s. 2 $\frac{1}{2}$ d. per 100 lb.	
" " (including mane hair and mane hair knots)	18s. 9 $\frac{1}{2}$ d. "	
" " mane hair	27s. 11 $\frac{1}{2}$ d. "	
" " cowhair (tails)	19s. 10d. "	
Sorting horsehair	11d. "	extra.

Employer to supply all tools and material.

In addition to the piecework rates herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

D. GRANT, Chairman.

J. V. WILLOX, Acting Secretary.

Melbourne, 20th December, 1938.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, JANUARY 9.

[1939

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) 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 unskilled persons employed—

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

has made the following Determination, namely—

(1) That, on the 5th January, 1939, the adjusted Determination which came into force as from the beginning of the first pay period to commence in December, 1938, shall be revoked and replaced by this Determination.

(2)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
Blacksmith's striker	4 8 0	4 5 0
Blacksmith's striker on double fires and other assistant	4 10 0	4 7 0
Man attending small rivet heating, bolt heating, or similar type of fires	4 10 0	4 7 0
Men engaged in the erection of block and tackle gear	4 10 0	4 7 0
Hammer drivers	4 10 0	4 7 0
Forger's assistant	4 10 0	4 7 0
Motor car chassis assembler (other than assembler of engines)	4 8 0	4 5 0
Belt repairers	4 8 0	4 5 0
Overhead oilers	4 8 0	4 5 0
Laggers	4 8 0	4 5 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more	4 8 0	4 5 0
Persons working with hammer 14 lb. weight or over—		
On repair work	4 18 3	4 15 3
On other work	4 10 3	4 7 3
Persons working on ship or steamer under construction or repair	4 17 0	4 14 0

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
Dresser, Fettler, and Grinder	4 10 0	4 7 0
Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over	4 12 0	4 9 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	4 8 0	4 5 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—		
On bending and cutting machines	4 10 0	4 7 0
On bending and cutting machines (assistants)	4 7 0	4 4 0
On steel fabric machines	4 10 0	4 7 0
On steel fabric machines (assistants)	4 5 0	4 2 0
Assemblers (leading hand)	4 10 0	4 7 0
Assemblers (assistants)	4 5 0	4 2 0
All others	3 19 0	3 16 0

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
If of less than 12 months' experience	49 0	52 2
If of 12 months' or more experience	55 6	59 1

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

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	28 9	30 8
4th year's experience	36 0	38 5
5th year's experience	41 3	44 0
Thereafter until reaching 21 years of age	46 3	49 3

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 18 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except also in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
1st year's experience	15 6	16 8
2nd year's experience	22 9	24 3
3rd year's experience	31 6	33 7
4th year's experience	42 6	45 4
5th year's experience	54 0	57 7
6th year's experience	62 9	66 11
7th year's experience	66 9	71 2

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

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 18) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
Under 16 years of age	17 0	18 3
16 and under 17 years of age	25 9	27 5
17 and under 18 years of age	45 3	48 3
18 and under 19 years of age	57 3	61 0
19 and under 21 years of age	68 9	73 3

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

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

HOURS OF EMPLOYMENT.

(4) With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

Exceptions.

(i) The ordinary hours of employment of forger's assistant shall be five shifts per week of nine and a half hours each, including crib time, for which no deduction of pay shall be made.

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

SHIFT WORK.

Continuous Work Shifts.

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

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

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

(i) 8 in any one day; nor

(ii) 48 in any one week; nor

(iii) an average of 44 per week during the period of employment upon such shifts; nor

(iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor

(v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor

(vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts

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

(d) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (c) hereof, an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift, or when the relief does not come on duty at the proper time: Provided that where not less than 8 hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

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

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

Shift Work in other than Continuous Work.

(g) In shift work, not upon continuous work as herein defined, any afternoon or night shift which does not continue for five successive working nights or more in a five day workshop, or six successive working nights or more in a six day workshop, shall be paid for at the rate of time and a half.

(h) Except as hereinafter provided for any afternoon or night shift which has been in operation for five nights or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 5 per cent. more than ordinary rates shall be paid.

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

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

(j) (i) Employees who, during a period of engagement, work only on night shifts shall be paid at the rate of time and a quarter.

(j) (ii) When employees are called on to work afternoon and nights shifts only they shall change over week and week about and shall be paid 10 per cent. above ordinary rates for both shifts.

Where men work day and afternoon shifts only they shall change over week and week about and shall be paid 10 per cent. extra for afternoon shifts.

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 rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours: Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) Employees shall not work overtime while competent labour is available.

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

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

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

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

(j) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work-shop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

(k) Subject to the provisions of the second part of sub-clause (g) of this clause an employee shall work during meal breaks at the ordinary rate herein proscribed whenever instructed so to do for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(l) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

HOLIDAYS AND SUNDAY WORK.

(8) (a) Employees shall be entitled to the following public holidays (without pay as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Exceptions.

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

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

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

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

PIECE-WORK RATES.

(9) (a) Subject to the minimum wages herein proscribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

(10) Extra rates in this Determination, including rates proscribed in clause 15, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

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

CONTRACT OF EMPLOYMENT.

(12) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

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

(c) Casual employees, i.e., employees for whom a full week's work is not provided shall for any such work be paid 10 per cent. in addition to the total wage proscribed for their occupations.

MISCELLANEOUS PROVISIONS.

(13) (a) *Tools.*—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination.

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

TIME AND WAGES BOOK.

(14) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty but this does not apply to checking in or out at the beginning or end of duty.

SPECIAL RATES.

(15) In addition to the wages proscribed in clause 2 hereof the following special rates and allowances shall be paid:—

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

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

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

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

- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes rest after every 2 hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.
- (e) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace or combustion chamber of marine type boilers or on repairs to smoke boxes, fire-boxes, furnace or flues or other types of boilers, 1d. per hour extra.
- (f) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra.
- (g) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (h) 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.
- (i) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

TRAVELLING TIME, ALLOWANCE AND BOARD.

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

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

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

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

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

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

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

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

GENERAL DEFINITIONS.

(18) For the purposes of this Determination the following definitions shall apply:—

- “Manufacture and/or manufacturing” means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus and of locks, scales, and other metallic articles.
- “Continuous process” means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.
- “Year” means 365 consecutive days, starting from the day of commencement of operation of this determination.
- “Shift work”—afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.
- “Sunday” means all time between midnight Saturday and midnight Sunday.
- “Wet place” means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.
- “Confined 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.

SPECIAL EXEMPTION.

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

PERIODICAL ADJUSTMENT OF WAGES.

(20) The wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provision of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (21).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura, and Gippsland Districts ..	3 13 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.		

ADJUSTMENT OF BASIC WAGE.

(21) (a) Until the beginning of the first pay period to commence in March, 1939, the amounts of the basic wage shall be as prescribed in clause (20).

(b) During each future successive period beginning with the first pay period to commence in a March, a June, a September, or a December, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (i) The index number set to be applied to a place is that assigned thereto in clause (20).
- (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

The wages of females and juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the basic wage in terms of clause (21)—such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

MARGINAL RATES.

(22) In addition to the basic wage provided in clause (20), the margins set out in this clause, plus 6s., shall be the minimum rate payable to employees therein named:—

	Per week.
	s. d.
Blacksmiths' striker	9 0
Blacksmith's striker on double fires and other assistant	11 0
Man attending small rivet heating, bolt heating or similar type of fires	11 0
Men engaged in the erection of block and tackle gear	11 0
Hammer drivers	11 0
Forger's assistant	11 0
Motor-car chassis assembler (other than assembler of engines)	11 0
Bolt repairers	9 0
Overhead oilers	9 0
Laggers	9 0
Persons working with hammer 14 lb. weight or over—	
On repair work	19 3
On other work	11 3
Persons working on ship or steamer under construction or repair	18 0
Dresser, fettler, and grinder	11 0
Forge assistants, i.e., underhand, hammer driver and crane man, employed on work 10 cwt. or over	13 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	9 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—	
On bending and cutting machines	11 0
On bending and cutting machines (assistants)	8 0
On steel fabric machines	11 0
On steel fabric machines (assistants)	6 0
Assemblers (leading hand)	11 0
Assemblers (assistants)	6 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more	9 0

W. W. HARRIS, Chairman.

J. V. WILLOX, Acting Secretary.

Melbourne, 21st December, 1938.