



# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, AUGUST 12.

[1940]

Factories and Shops Acts.

## DETERMINATION OF THE NAIL MAKERS BOARD.

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

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

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

has made the following Determination, namely :—

(1) That on the 8th August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers.		Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.		
	Day Shift.			Day Shift.			Day Shift.
	s. d.			s. d.			s. d.
1st year's experience ..	18 3	1st year ..	18 3	Nail tool maker .. .. .	103 0		
2nd .. .. .	26 6	2nd .. .. .	26 6	Nail machinist .. .. .	96 0		
3rd .. .. .	33 3	3rd .. .. .	33 3	Barb wire tool maker or machinist .. .. .	96 0		
4th .. .. .	42 0	4th .. .. .	42 0	Rumbler .. .. .	87 0		
5th .. .. .	48 3	5th .. .. .	48 3	Galvanizer .. .. .	103 0		
6th .. .. .	61 3	6th .. .. .	61 3	Pickler—Head, or where only one pickler is employed .. .. .	97 0		
				Assistant pickler .. .. .	91 0		
				Swinger .. .. .	87 0		
				Wiredrawing plate setter .. .. .	96 0		
				Wiredrawing plate stripper .. .. .	90 0		
				Storeman .. .. .	90 0		
				All others .. .. .	84 0		

### Number.

One apprentice to every three or fraction of three workers receiving not less than 84s. per week of 44 hours.

One improver to every four or fraction of four workers receiving not less than 84s. per week of 44 hours.

### DEFINITION OF JUVENILE WORKERS.

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

(4) AFTERNOON OR NIGHT SHIFT.—For any afternoon or night shift which has been in operation for five nights or more, and less than one month, 10 per cent. more than ordinary rates shall be paid, and after such shifts have continued for more than one month 7½ per cent. more than ordinary rates shall be paid.

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

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

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

(a) by day shift workers—

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

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

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

(7) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

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

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

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

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

#### PIECE-WORK.

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

For hand feeding roofing nail machines—

		Power Presses.	Foot Presses.
2 inches x 9 gauge nails .. ..	.. ..	10s. 1d. per cwt.	.. 10s. 7d. per cwt.
2½ .. 9 .. ..	.. ..	9s. 3d. ..	.. 9s. 8d. ..
2½ .. 9 .. ..	.. ..	7s. 10d. ..	.. 9s. 3d. ..

For feeding horseshoe nail forging machines—

Number 4 nails .. ..	.. ..	.. ..	.. ..	18s. 7d. per 100 lb.
" 5 .. ..	.. ..	.. ..	.. ..	14s. 8d. ..
" 6 .. ..	.. ..	.. ..	.. ..	13s. 7d. ..
" 7 .. ..	.. ..	.. ..	.. ..	10s. 7d. ..
" 8 .. ..	.. ..	.. ..	.. ..	10s. 1d. ..
" 9 .. ..	.. ..	.. ..	.. ..	9s. 3d. ..
" 10 .. ..	.. ..	.. ..	.. ..	8s. 7d. ..
" 11 .. ..	.. ..	.. ..	.. ..	7s. 8d. ..
" 12 .. ..	.. ..	.. ..	.. ..	7s. 1d. ..

(12) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) 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*, this 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 apprentices, improvers, and juvenile workers 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.

The basic wage shown hereunder shall be adjusted as prescribed in clause (13).

#### Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies .. ..	3 18 0	Melbourne

(13) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1940, the amount of the basic wage shall be as prescribed in clause (12).

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August 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.
834-845 .. ..	3 8 0	933-944 .. ..	3 16 0
846-858 .. ..	3 9 0	945-956 .. ..	3 17 0
859-870 .. ..	3 10 0	957-969 .. ..	3 18 0
871-882 .. ..	3 11 0	970-981 .. ..	3 19 0
883-895 .. ..	3 12 0	982-993 .. ..	4 0 0
896-907 .. ..	3 13 0	994-1006 .. ..	4 1 0
908-919 .. ..	3 14 0	1007-1018 .. ..	4 2 0
920-932 .. ..	3 15 0	1019-1030 .. ..	4 3 0

The piece-work prices shall be increased or decreased in the same proportion as the rates for journeymen.

W. W. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 24th July, 1940.

By Authority: T. RIDER, Government Printer, Melbourne.