



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 46]

MONDAY, FEBRUARY 19.

[1940

Factories and Shops Acts.

DETERMINATION OF THE POTTERY 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 27th day of November, 1939, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

(a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed.

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed" has made the following Determination, namely:—

(1) That on the 21st February, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Braybrook, Sandringham and Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES. Wages per Week of 44 hours.				FEMALES. Wages per Week of 44 hours.						
				Commencing Age.						
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15 years of age	18 6	..	..	..	..	..	..
15 years of age	22 0	..	..	..	..	..	..
16 "
17 "
18 "
19 "
20 "
And thereafter the Minimum Wage.				1st 6 months	22 0	25 6	26 6	29 9	34 9	
				2nd 6 months	24 9	26 6	29 9	33 9	37 6	
				1st year	26 6	29 9	33 9	37 6	..	..
				2nd "	29 9	33 9	37 6	..	..	..
				3rd "	33 9	37 6	..	..	..	..
				4th "	..	..	..	..	..	..
				5th "	..	..	..	..	..	..
				6th "	..	..	..	..	..	..
				And thereafter the Minimum Wage.						

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES. Wages per Week of 44 hours.				FEMALES. Wages per Week of 44 hours.						
				Commencing Age.						
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15 years of age	18 3	..	..	..	..	..	..
15 years of age	20 0	..	..	..	..	..	..
16 "	24 9	..	..	..	..	..	..
17 "	28 0	..	..	..	..	..	..
18 "	39 6	..	..	..	..	..	..
19 "	46 0	..	..	..	..	..	..
20 "	56 3	..	..	..	..	..	..
And thereafter the Minimum Wage.				1st 6 months	20 9	22 0	25 6	28 3	32 0	
				2nd 6 months	23 6	25 9	27 9	32 0	36 6	
				1st year	25 9	27 9	32 0	36 6	..	..
				2nd "	27 9	32 0	36 6	..	..	..
				3rd "	32 0	36 6	..	..	..	..
				4th "	..	..	..	..	..	..
				5th "	..	..	..	..	..	..
				6th "	..	..	..	..	..	..
				And thereafter the Minimum Wage.						

Apprentices or Improvers—continued.

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.

One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.

*An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.***Improvers.**

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.

Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Order in Council thereunder; such portions of the Cities of Braybrook, Sandringham, and Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloe; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keltor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Per Week of 44 hours.	s. d.	Per Week of 44 hours.	s. d.
All Departments.				
Head burner	91	0	87	0
All other burners	87	0	83	0
Mouldmakers	93	0	89	0
Clayhole men (employers to provide tools)	88	0	84	0
Men boring or using explosives	92	0	88	0
FEMALES.				
Females	44	3	41	3
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	92	0	88	0
Man in charge of plunger	86	6	82	6
Pressers	87	0	83	0
Setters	89	0	85	0
Junction sticker	87	0	83	0
Man working pipe flanging machine	85	0	81	0
Bitumen Jointers	84	0	80	0
Drawers	85	0	81	0
Hand feeders of raw or burnt clay into crushing or grinding pan	85	0	81	0
Man carrying or wheeling into or out of kiln	83	0	79	0
Man sorting pipes	83	0	79	0
Pipe dressers	83	0	79	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	81	0	77	0
Dust Tile Making.				
Leading hand slip making	86	0	82	0
Slip House Attendants	83	0	79	0
Head placer inside a kiln	86	0	82	0
Man dipping tiles and in charge of dipping room	85	0	81	0
Man hand-pressing dust tiles with 6-in. press	85	0	81	0
Sagger maker	85	0	81	0
Head packer	87	0	83	0
Packer who packs articles with protective substances into containers with secured lids	84	0	80	0
Other packers	82	0	78	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	81	0	77	0
General Pottery and Insulator Making.				
Sanitary ware presser	87	0	83	0
Head packer	87	0	83	0
Packer who packs articles with protective substances into containers with secured lids	84	0	80	0
Other packers	82	0	78	0
Leading hand slip making	86	0	82	0
Slip House Attendants	83	0	79	0
Tea-pot hand pressers	86	0	82	0
Hollow ware presser or head dipper	86	0	82	0
Turner	88	0	84	0
Caster	86	0	82	0
Stoneware thrower—				
4th year's experience	83	0	79	0
5th	87	0	83	0
and thereafter	93	0	89	0
Head placer inside a kiln	86	0	82	0
Other placers	85	0	81	0
Sagger maker	85	0	81	0
Jolly and jigger hands	87	0	83	0
Hand feeders of raw or burnt clay into crushing or grinding pan	85	0	81	0
Grinders of burnt ware	86	0	82	0
Potters' printer	83	0	79	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	81	0	77	0
Plastic Tile and Terra-cotta Making.				
Flower pot, or flower-pot saucer throwers	90	0	86	0
Facemen	86	6	82	6
Pressers (screw and lever type inclusive)	86	6	82	6
Setters	89	0	85	0
Vent makers	85	0	81	0
Man in charge of plunge	85	0	81	0
Drawers	85	0	81	0
Hand feeders of raw or burnt clay into crushing or grinding pan	85	0	81	0
Man taking off roofing tile press	83	0	79	0
Man carrying or wheeling into or out of kiln	83	0	79	0
Man sorting roofing tiles	83	0	79	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	81	0	77	0

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons except burners and continuous shift-workers:—

Time of Beginning.	Time of Ending.
7 a.m. ..	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME—

- (a) By persons employed as burners or on continuous shift-work (in excess of 44 hours in any one week)
 (b) By any other person:—
 Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work. } Time and a quarter.
 Outside the hours fixed as the time of beginning and ending work:—

Between midnight and 7 a.m. ..	Time and a quarter for the first three hours, and thereafter time and a half.
Between 5.30 p.m. and 8.30 p.m. ..	Time and a quarter.
Between 8.30 p.m. and midnight ..	Time and a half.

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

Sundays ..	Burners, time and a half. All others, double time.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day ..	All persons, double time;

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.

(6) HOLIDAYS.—(a) All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

(b) Terminating employment in relation to a holiday. Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

(7) TEA MONEY.—An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(8) BURNERS.—A burner shall be paid for the full number of hours of the shift worked.

PIECE-WORK.

(9) That the lowest piece-work prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder such portions of the Cities of Braybrook, Sandringham and Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches ..	1s. 9d. per trap
Boundary traps, 4 inches ..	1s. 2½d. "
Gully traps (flanged) ..	1s. 0d. each
Disconnectors ..	1s. 0d. "
Basins ..	1s. 0d. "
Junctions ..	14s. 8½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches ..	10s. 10d. per gross
8 " ..	14s. 8½d. "
9 " ..	17s. 10½d. "
10 " ..	22s. 0d. "
11 " ..	25s. 4½d. "
12 " ..	28s. 11½d. "

or 19s. 7d. per gross all round.

Chambers (Hand Pressed).

12's ..	37s. 11½d. per gross
9's ..	48s. 5½d. "
6's ..	53s. 10½d. "
Fluted chambers, finishing and handling ..	20s. 9½d. "
5s. per gross extra to be allowed for embossed chambers.	

Chambers (Jiggered).

	Jiggering. per gross.	Turning. per gross.	Handling. per gross.
12's ..	12s. 3½d. ..	10s. 1½d. ..	10s. 1½d. ..
9's ..	14s. 8½d. ..	11s. 11½d. ..	11s. 4½d. ..
6's ..	16s. 10½d. ..	13s. 8d. ..	13s. 8d. ..

5s. 1½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small ..	10s. 5½d. per dozen
Bed pans ..	10s. 5½d. "

Ewers (Hand Pressed).

9's ..	6s. 10½d. per dozen
6's ..	7s. 3½d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under) ..	33s. 0½d. per gross
No. 2 (12 inches) ..	37s. 0½d. "
No. 3 (13 inches) ..	42s. 1½d. "
No. 4 (14 inches or over) ..	47s. 8d. "

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches ..	7s. 4½d. per dozen
9 and 10 inches ..	8s. 5½d. "

Soap Dishes.

3-piece soap dishes ..	31s. 9½d. per gross
1-piece soap dishes ..	18s. 0½d. "

Male and Female Urinals.

Male and female urinals ..	6s. 6½d. per dozen
----------------------------	--------------------

Cottage Pans and Traps.

	Cane.	White.
Pans ..	17s. 2d. per dozen ..	18s. 8½d. per dozen
Traps ..	17s. 2d. " ..	18s. 8½d. "

Pans (Throwing).

Bread or Cream—	
Not more than 1½ gallons ..	43s. 9d. per 100 gallons
More than 1½ gallons ..	39s. 9d. "

Spittoons (Hand Pressed).

Large ..	30s. 2d. per gross
Small ..	25s. 1½d. "

Vases.

Vases ..	24s. 8½d. per gross
----------	---------------------

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon) ..	10s. 9½d. per dozen bottles
---	-----------------------------

Bung Jars and Demijohns (Throwing).

1 gallon ..	2s. 2½d. per dozen
2 gallon ..	3s. 10d. "
3 gallon ..	6s. 10½d. "
5 gallon ..	15s. 1½d. "
9½d. per dozen extra for handle bottles.	

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

Straight fronts—	
Cane ..	4s. 7½d. each
White ..	5s. 0d. "
Hollow fronts—	
Cane ..	4s. 1½d. "
White ..	4s. 7½d. "

Sizes exceeding the above dimensions—

Cane ..	5s. 2½d. "
White ..	6s. 0d. "
State pattern—	
Cane ..	4s. 6½d. "
White ..	4s. 11½d. "

PIECE-WORK—continued.
Within the Metropolitan District, &c.—continued.

GENERAL POTTERY—continued.

<i>Jugs (Throwing).</i>				<i>Pudding Bowls.</i>			
39's ..	..	..	9s. 11d. per gross	9's ..	..	..	18s. 3½d. per gross
36's ..	..	..	10s. 6½d. "	12's ..	..	..	13s. 4½d. "
30's ..	..	..	13s. 0½d. "	18's ..	..	..	10s. 1½d. "
24's ..	..	..	14s. 4½d. "	24's ..	..	..	6s. 1d. "
12's ..	..	..	20s. 0½d. "	<i>Jelly Moulds.</i>			
<i>Barrels (Throwing).</i>				1, 1½, and 2 pints	..	..	39s. 2½d. per gross
Barrels ..	..	..	43s. 9d. per 100 gallons	<i>Jars (Throwing).</i>			
<i>Washing or Toilet Bowls (Hand Pressed).</i>				Squat jars—	..	..	31s. 3½d. per 100 gallons
Plain ..	..	..	42s. 9½d. per gross	Under 2 gallons	..	..	28s. 6½d. "
Embossed ..	..	..	47s. 6½d. "	2 gallons and over	..	..	43s. 9½d. per 100 gallons
<i>Foot Warmers (Hand Pressed).</i>				<i>Filter Shells (Throwing).</i>			
Plain ..	..	..	7s. 2½d. per dozen	Dripstone ..	..	..	8½d. per gallon
Plain, with screw top ..	..	..	8s. 9½d. "	Candles (making and shaving) ..	..	..	8½d. per gallon
Embossed, with screw top ..	..	..	7s. 0½d. "	<i>Ginger Beer and Ale Bottles (Throwing).</i>			
<i>Jam Jugs.</i>				1 gallon (screwed) ..	..	..	31s. 8½d. per gross
Handling jam jugs ..	..	..	11s. 1½d. per gross	Ale bottles ..	..	..	10s. 7½d. "
<i>Syrup Jars.</i>				Others ..	..	..	5s. 8½d. "
Large ..	..	..	13s. 4½d. per dozen	<i>Jugs (Hand Pressed).</i>			
Small ..	..	..	9s. 10½d. "	30's ..	..	..	29s. 10d. per gross
				24's ..	..	..	35s. 11½d. "
				12's ..	..	..	43s. 6d. "

TERRA COTTA.

<i>Flower-pots (Throwing and Finishing).</i>				<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
3 inches ..	..	..	2s. 4½d. per gross	<i>Crimp-pots.</i>		<i>Crimp-pot Saucers.</i>	
4 " ..	..	..	3s. 2½d. "	5 inches ..	8s. 8d. per gross	5s. 5½d. per gross	
5 " ..	..	..	4s. 9d. "	6 " ..	11s. 0d. "	7s. 3½d. "	
6 " ..	..	..	6s. 3½d. "	7 " ..	13s. 10d. "	8s. 10½d. "	
7 " ..	..	..	7s. 7d. "	8 " ..	19s. 6d. "	13s. 0d. "	
8 " ..	..	..	12s. 6½d. "	9 " ..	22s. 2d. "	17s. 3½d. "	
9 " ..	..	..	15s. 6½d. "	10 " ..	27s. 8½d. "	21s. 5½d. "	
10 " ..	..	..	19s. 3d. "	<i>Seed Pans.</i>			
12 " ..	..	..	38s. 8½d. "	8 inches ..	..	12s. 5½d. per gross	
13 " ..	..	..	56s. 1½d. "	9 " ..	..	15s. 6d. "	
14 " ..	..	..	74s. 5d. "	10 " ..	..	17s. 3½d. "	
15 " ..	..	..	92s. 6½d. "	12 " ..	..	25s. 9½d. "	
18 " ..	..	..	180s. 11d. "	13 " ..	..	32s. 2½d. "	
<i>Flower-pot Saucers (Throwing and Finishing).</i>				14 " ..	..	40s. 5½d. "	
4 inches ..	..	..	2s. 3½d. per gross	15 " ..	..	49s. 1½d. "	
5 " ..	..	..	3s. 2d. "	<i>Butter Coolers and Butter-cooler Saucers.</i>			
6 " ..	..	..	4s. 9½d. "	<i>Butter Coolers.</i>		<i>Butter-cooler Saucers.</i>	
7 " ..	..	..	6s. 4½d. "	8's ..	5s. 4½d. per dozen	10½d. per dozen	
8 " ..	..	..	9s. 3½d. "	9's ..	6s. 0½d. "	1s. 2d. "	
9 " ..	..	..	12s. 3½d. "	<i>Chimney-pots.</i>			
10 " ..	..	..	14s. 7½d. "	16 inches and under ..	..	8s. 7½d. per dozen	
12 " ..	..	..	19s. 3½d. "	Over 16 inches ..	..	10s. 9½d. "	
13 " ..	..	..	28s. 8d. "	NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.			
14 " ..	..	..	37s. 1½d. "				
15 " ..	..	..	46s. 2½d. "				
<i>Ridging.</i>							
Ridging made by hand from wood or plaster moulds ..	..	..	2s. 6½d. per dozen				

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.								
Boundary traps, 6 inches	1s. 8d. per trap	Disconnectors	..	..	..	11½d. each
Boundary traps, 4 inches	1s. 1½d. "	Basins	..	..	..	11½d. "
Gully Traps (flanged)	9½d. each	Junctions	..	..	..	14s. 2½d. per 100

GENERAL POTTERY.

<i>Cane Bakers (Hand Pressed).</i>				<i>Chambers (Jiggered).</i>			
7 inches ..	..	..	10s. 3d. per gross	Jiggering.	Turning.	Handling.	
8 " ..	..	..	14s. 1d. "	per gross.	per gross.	per gross.	
9 " ..	..	..	17s. 3½d. "	12's ..	11s. 5½d. "	9s. 7½d. "	9s. 7½d. "
10 " ..	..	..	20s. 11d. "	9's ..	14s. 1d. "	11s. 0½d. "	11s. 0½d. "
11 " ..	..	..	24s. 1½d. "	6's ..	16s. 2½d. "	13s. 1½d. "	13s. 1½d. "
12 " ..	..	..	28s. 0½d. "	4s. 10d. per gross extra to be allowed for embossed chambers.			
or 19s. 1½d. per gross all round.				<i>Bed Slippers and Bed Pans (Hand Pressed).</i>			
<i>Chambers (Hand Pressed).</i>				Bed slippers, large and small ..	..	9s. 11½d. per dozen	
12's ..	..	..	36s. 2½d. per gross	Bed pans ..	..	9s. 11½d. "	
9's ..	..	..	46s. 3½d. "	<i>Ewers (Hand Pressed).</i>			
6's ..	..	..	50s. 9d. "	9's ..	..	6s. 7d. per dozen	
Fluted chambers, finishing and handling 19s. 8d. "				6's ..	..	6s. 11½d. "	
4s. 10d. per gross extra to be allowed for embossed chambers.							

PIECE-WORK—continued.

Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	..	..	31s. 4½d.	per gross
No. 2 (12 inches)	..	..	34s. 9½d.	"
No. 3 (13 inches)	..	..	40s. 3½d.	"
No. 4 (14 inches or over)	..	..	45s. 3½d.	"

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	..	..	7s. 0d.	per dozen
9 and 10 inches	..	..	8s. 0½d.	"

Soap Dishes.

3-piece soap dishes	..	..	31s. 4½d.	per gross
1-piece soap dishes	..	..	17s. 2d.	"

Male and Female Urinals.

Male and female urinals	6s. 3½d.	per dozen
-------------------------	----	----	----------	-----------

Cottage Pans and Traps.

		Cane.	White.	
Pans	..	16s. 7½d.	per dozen	17s. 10d.
Traps	..	16s. 7½d.	"	17s. 10d.

Pans (Throwing).

Bread or Cream—				
Not more than 1½ gallons	..	..	40s. 4d.	per 100 gallons
More than 1½ gallons	..	..	37s. 8d.	"

Spittoons (Hand Pressed).

Large	..	..	28s. 8d.	per gross
Small	..	..	24s. 1½d.	"

Vases.

Vases	23s. 5½d.	per gross
-------	----	----	-----------	-----------

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	10s. 0½d.	per dozen bottles
--	----	----	-----------	-------------------

Bung Jars and Demijohns (Throwing).

1 gallon	..	..	2s. 1½d.	per dozen
2 "	..	..	3s. 7½d.	"
3 "	..	..	6s. 4½d.	"
5 "	..	..	14s. 4½d.	"
9d. per dozen extra for handle bottles.				

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

Straight fronts—				
Cane	..	..	4s. 5½d.	each
White	..	..	4s. 9½d.	"
Hollow fronts—				
Cane	..	..	4s. 2d.	"
White	..	..	4s. 5½d.	"
Sizes exceeding above dimensions—				
Cane	..	..	4s. 10½d.	"
White	..	..	5s. 6½d.	"
State Pattern—				
Cane	..	..	4s. 3d.	"
White	..	..	4s. 9d.	"

Flower-pots (Throwing and Finishing).

3 inches	..	..	2s. 4d.	per gross
4 "	..	..	2s. 11d.	"
5 "	..	..	4s. 6½d.	"
6 "	..	..	5s. 11½d.	"
7 "	..	..	7s. 4d.	"
8 "	..	..	11s. 11d.	"
9 "	..	..	14s. 9½d.	"
10 "	..	..	18s. 5½d.	"
12 "	..	..	24s. 11½d.	"
13 "	..	..	53s. 8d.	"
14 "	..	..	71s. 3½d.	"
15 "	..	..	88s. 3d.	"
18 "	..	..	176s. 6½d.	"

Jugs (Throwing).

39's	..	..	9s. 6d.	per gross
38's	..	..	9s. 11d.	"
30's	..	..	12s. 4½d.	"
24's	..	..	12s. 4½d.	"
12's	..	..	19s. 1½d.	"

Barrels (Throwing).

Barrels	40s. 6½d.	per 100 gallons
---------	----	----	-----------	-----------------

Washing or Toilet Bowls (Hand Pressed).

Plain	..	..	39s. 11½d.	per gross
Embossed	..	..	45s. 3½d.	"

Foot Warmers (Hand Pressed).

Plain	..	..	6s. 11½d.	per dozen
Plain, with screw top	..	..	8s. 9½d.	"
Embossed, with screw top	..	..	10s. 9d.	"

Jam Jugs.

Handling jam jugs	10s. 6½d.	per gross
-------------------	----	----	-----------	-----------

Syrup Jars.

Large	..	..	12s. 4½d.	per dozen
Small	..	..	9s. 4½d.	"

Pudding Bowls.

9's	..	..	17s. 5d.	per gross
12's	..	..	12s. 10½d.	"
18's	..	..	9s. 7½d.	"
24's	..	..	5s. 9½d.	"

Jelly Moulds.

1, 1½, and 2 pints	37s. 5½d.	per gross
--------------------	----	----	-----------	-----------

Jars (Throwing).

Squat jars—				
Under 2 gallons	..	..	30s. 1½d.	per 100 gallons
2 gallons and over	..	..	27s. 2d.	"

Filter Shells (Throwing).

Dripstone	..	..	40s. 7d.	per 100 gallons
Candles (making and shaving)	..	..	8½d.	per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	..	..	29s. 6½d.	per gross
Ale bottles	..	..	10s. 2½d.	"
Others	..	..	6s. 6½d.	"

Jugs (Hand Pressed).

30's	..	..	27s. 11½d.	per gross
24's	..	..	34s. 1½d.	"
12's	..	..	41s. 3½d.	"

TERRA COTTA.

Flower-pot Saucers (Throwing and Finishing).

4 inches	..	..	2s. 2½d.	per gross
5 "	..	..	2s. 11d.	"
6 "	..	..	4s. 6½d.	"
7 "	..	..	5s. 9½d.	"
8 "	..	..	8s. 11d.	"
9 "	..	..	11s. 11½d.	"
10 "	..	..	13s. 11½d.	"
12 "	..	..	18s. 3½d.	"
13 "	..	..	28s. 0d.	"
14 "	..	..	35s. 5½d.	"
16 "	..	..	43s. 2½d.	"

Ridging.

Ridging made by hand from wood or plaster moulds	2s. 4½d.	per dozen
--	----	----	----------	-----------

PIECE-WORK—continued.

Within all other parts of Victoria—continued.

TERRA COTTA—continued.							
Crimp-pots and Saucers (Throwing and Finishing).				Butter Coolers and Butter-cooler Saucers.			
		Crimp-pots.	Crimp-pot Saucers.			Butter Coolers.	Butter-cooler Saucers.
5 inches..	..	8s. 3½d. per gross	5s. 6½d. per gross	8's ..	..	5s. 2½d. per dozen	10d. per dozen
6 " ..	..	10s. 6d. "	6s. 11d. "	9's ..	..	5s. 6½d. "	1s. 1½d. "
7 " ..	..	13s. 6½d. "	8s. 3½d. "				
8 " ..	..	19s. 1½d. "	12s. 5d. "				
9 " ..	..	21s. 11½d. "	16s. 3d. "				
10 " ..	..	26s. 11½d. "	20s. 5d. "				
Seed Pans.				Chimney-pots.			
8 inches ..	..	..	11s. 10½d. per gross	16 inches and under ..	..	..	8s. 1½d. per dozen
9 " ..	..	..	14s. 9d. "	Over 16 inches ..	..	..	10s. 0½d. "
10 " ..	..	..	16s. 4½d. "				
12 " ..	..	..	23s. 9½d. "				
13 " ..	..	..	30s. 8½d. "				
14 " ..	..	..	38s. 1½d. "				
15 " ..	..	..	46s. 5½d. "				

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(10) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above, 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 rates that are fixed by the Board for such work.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males 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*, 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 proportionate adjustments to the rates for females, and for apprentices and improvers, and to the piece-work prices shall be made at the same time as follows:—

(a) The rates for females and for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.

(b) The piece-work prices as set out in clause 9 to the nearest farthing.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	3 15 0	Melbourne

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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	871-882	3 11 0
747-759	3 1 0	883-895	3 12 0
760-771	3 2 0	896-907	3 13 0
772-783	3 3 0	908-919	3 14 0
784-796	3 4 0	920-932	3 15 0
797-808	3 5 0	933-944	3 16 0
809-820	3 6 0	945-956	3 17 0
821-833	3 7 0	957-969	3 18 0
834-845	3 8 0	970-981	3 19 0
846-858	3 9 0	982-993	4 0 0
859-870	3 10 0		

E. E. O'GRADY, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 6th February, 1940.

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

Published by Authority.

No. 471

TUESDAY, FEBRUARY 20.

[1940]

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

(1) That as from the beginning of the first pay period after the 22nd February, 1940, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period commencing in December, 1939, shall be revoked and replaced by this Determination.

(2)

WAGES.

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 5 per cent.

(3) TIMES OF BEGINNING AND ENDING WORK :—

(a) When day shift only is worked—

Time of Beginning.	Time of Ending.
7.30 A.M.	12 noon Saturday.
7.30 A.M.	6 P.M. on the other working days of the week.

The abovementioned times of beginning and ending work may be varied on any job by mutual consent of the employer and a majority of the employees.

(b) Shift workers—

(i) *Where Two Shifts are Worked.*—An employer may require two shifts a day to be worked provided that the time of beginning the first shift shall be not earlier than 6 a.m. and that the time of ending the second shift shall be not later than 1 a.m. on the following morning, and also provided that the ordinary spread of hours of each shift shall not exceed eight hours.

(ii) Where three shifts are worked—

	Time of Beginning.	Time of Ending.
First shift	8 a.m.	4 p.m.
Second shift	4 p.m.	12 midnight
Third shift	12 midnight	8 a.m.

(4) *HOURS FOR A WEEK'S WORK.*—The hours for an ordinary week's work for all employees shall be 44 hours per week provided that the hours of shift workers may be varied by agreement between an employer and an employee so that 48 hours may be worked one week, and 40 hours during the succeeding week, which hours shall be the hours of duty.

(5) *OVERTIME.*—Except as provided in sub-clause (c) overtime shall be payable as follows :—

(a) Any employee who works in excess of the maximum number of hours fixed for a week's work shall be paid for such work at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

(b) Any employee who works outside the hours fixed in clause (3) shall be paid for such work at the rate of time and a half for the first four hours and thereafter at the rate of double time.

(c) The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employees shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(6) *EMPLOYEE REPORTING FOR WORK AND NOT ALLOWED TO START.*—An employee who reports for work and is not allowed to start shall be paid for two hours' work. Provided that this clause shall not operate if a stoppage of work has taken place through some cause over which the employer has no control.

(7) *EMPLOYEE WORKING IN WET PLACES.*—Any employee who is required to work in water exceeding 4 inches in depth shall be provided with gum boots or shall receive an allowance of 1s. per day for each day he is so required to work.

(8) *HOLIDAYS.*—Employees shall be entitled to the following holidays without reduction of pay :—The days observed as New Years Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(9) *SPECIAL RATE FOR WORK DONE ON SUNDAYS AND HOLIDAYS.*—Double time shall be payable for all work done on Sundays or on any of the days mentioned in clause (8) except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to the work of installing new machinery.

(10) *ANNUAL LEAVE.*—An employee on completion of each twelve months' continuous service with an employer shall be entitled to six days' leave with full pay. Where an employee does not complete a term of twelve months' service he shall be entitled to leave with full pay as follows :—

After completing four months' continuous service—Two days' leave.

After completing each subsequent two months' continuous service—One day's leave.

(11) *MIXED DUTIES.*—An employee who is required to do work for which a higher rate is fixed than that provided for his ordinary duties shall if such work exceeds a total of two hours on any day be entitled to be paid for all work done on such day at the higher rate.

(12) *TOOLS.*—The employer shall provide an employee with all tools necessary for the work to be done.

(13) *PAYMENT OF WAGES.*—Wages shall be paid during an employee's ordinary working hours, and such payment shall be made at least once in each fortnight.

(14) *CRIB TIME.*—An employee on shift work shall be allowed a crib time during each shift. For the purpose of administering this clause crib time shall be deemed to mean time taken for a meal at suitable opportunities in a shift so as not to interfere with an employee's duties.

(15) *RIGHT OF ENTRY OF UNION OFFICIAL.*—Provided he reports to the works manager before so doing a duly accredited representative of the Australian Workers Union not more often than once a fortnight shall have the right to enter 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 for the purpose of interviewing employees on legitimate union business.

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

(16) *LIMITATION OF WORK.*—

(a) No employee under 18 years of age shall be required to wheel on a two-wheel truck a weight exceeding 2 cwt.

(b) No employee under 18 years of age shall be required to press salt into blocks exceeding 5 lb. in weight.

(17) *SHELTER SHEDS.*—Efficient shelter sheds shall be provided for all employees.

(18) *PIECEWORK.*—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

(19) *PERIODICAL ADJUSTMENT OF WAGES.*—The wages rate 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*, 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 apprentices, improvers, juvenile workers, and adult female employees shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (20).

Basic Wage.

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	£ s. d.	s. d.	
Within the area to which this Determination applies	3 15 0	6 0	Melbourne

(20) *ADJUSTMENT OF BASIC WAGE.*—(a) Until the beginning of the first pay period to commence in May, 1940. the amount of the basic wage shall be as prescribed in clause (19).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February 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 to a place 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 plus the additional constant loading as prescribed in clause (19).

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
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
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

D. GRANT, Chairman.

J. W. RYAN, Secretary.

Melbourne, 7th February, 1940.

