



VICTORIA GOVERNMENT GAZETTE.

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No. 361]

WEDNESDAY, DECEMBER 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE PROCESS ENGRAVERS BOARD.

NOTE.—This Determination on the 19th December, 1941, applied to the whole of the State of Victoria. IN accordance with the provisions of the Factories and Shops Acts, the Special Board, which now has power to “determine the lowest prices or rates which may be paid to any person or persons of classes or persons employed :—

(a) in the process, trade, or business of a process engraver ;

(b) in the process, trade, or business of making blocks or plates for photogravure or rotogravure work :

has made the following Determination namely :—

(1) That on the 19th December, 1941, the adjusted Determination to this Board, which came into operation as from the beginning of the first pay period to commence in November, 1941, shall be revoked and replaced by this Determination.

(2)
(i)

APPRENTICES AND IMPROVERS.

Wages per Week.

(Other than those subject to the Apprenticeship Commission).

(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work.

Commencing Age.

| — | Under 16 Years. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. |
|----------------|--------------------|--------------|--------------|--------------|--------------|--------------|
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st year— | | | | | | |
| 1st six months | 20 9 | 20 9 | 24 9 | 30 6 | 35 3 | 37 6 |
| 2nd six months | 20 9 | 20 9 | 24 9 | 30 6 | 35 3 | 42 6 |
| 2nd year .. | 23 3 | 24 9 | 29 9 | 33 0 | 40 0 | .. |
| 3rd year .. | 27 6 | 29 0 | 32 3 | 37 0 | .. | .. |
| 4th year .. | 34 3 | 36 0 | 40 0 | .. | .. | .. |
| 5th year .. | 42 6 | 46 9 | .. | .. | .. | .. |
| 6th year .. | 50 0 | .. | .. | .. | .. | .. |

(b) Other apprentices or improvers :—

| Apprentices. | | | Improvers. | | |
|--------------|----|-------|-------------|----|-------|
| | | s. d. | | | s. d. |
| 1st year .. | .. | 18 3 | 1st year .. | .. | 24 3 |
| 2nd year .. | .. | 22 9 | 2nd year .. | .. | 31 9 |
| 3rd year .. | .. | 31 0 | 3rd year .. | .. | 44 6 |
| 4th year .. | .. | 41 9 | 4th year .. | .. | 53 3 |
| 5th year .. | .. | 54 6 | 5th year .. | .. | 70 6 |
| 6th year .. | .. | 72 9 | | | |

Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows :—

| | s. d. |
|-------------|-------|
| 1st year .. | 22 9 |
| 2nd year .. | 31 0 |
| 3rd year .. | 41 9 |
| 4th year .. | 54 6 |
| 5th year .. | 72 9 |

PROPORTION.

Apprentices.

(a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.

(b) Apprentices other than those provided for in sub-clause (a) hereof.

(i) Females doing work for which a rate has been provided for females in clause (3) of this Determination. One apprentice to every two or fraction of two adult females receiving not less than the minimum wage.

(ii) Other apprentices.

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

Improvers.

NOTE.—The employment of any improvers within the Metropolitan District other than as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work is prohibited.

One male improver to every four adult male employees receiving not less than the minimum wage.

One female improver to every adult female employee receiving not less than the minimum wage.

(3)

OTHER EMPLOYERS.

Photolithography.

| Photoduplication | | | | | | | | | | Wages per Week. | | | |
|---|----|----|----|----|----|----|----|----|----|---------------------------------|----|-----|---|
| | | | | | | | | | | s. | d. | | |
| Operator | .. | .. | .. | .. | .. | .. | .. | .. | .. | } 21 years of age Thereafter | .. | 120 | 0 |
| Half-tone colour negative separator and/or dot etcher | .. | .. | .. | .. | .. | .. | .. | .. | .. | | .. | 125 | 0 |
| Step and repeat printing-down Machine operative | .. | .. | .. | .. | .. | .. | .. | .. | .. | | | | |
| Printer | .. | .. | .. | .. | .. | .. | .. | .. | .. | | | | |
| Proofreader | .. | .. | .. | .. | .. | .. | .. | .. | .. | | | | |
| Negative opaquer, retoucher, and/or plate worker | .. | .. | .. | .. | .. | .. | .. | .. | .. | } Males Females | .. | 120 | 0 |
| | | | | | | | | | | | .. | 115 | 0 |
| | | | | | | | | | | | .. | 67 | 0 |

Photogravure.

| | | | | | | | | |
|--|----|----|----|----|-----------------|----|-----|---|
| Operator employed in connexion with photogravure or rotogravure work | .. | .. | .. | { | 21 years of age | .. | 120 | 0 |
| | | | | | Thereafter | .. | 125 | 0 |
| Retouchers of negatives or positives | .. | .. | .. | .. | Females | .. | 67 | 0 |
| All others | .. | .. | .. | .. | 21 years of age | .. | 120 | 0 |
| | | | | | Thereafter | .. | 125 | 0 |

Process Engraving.

[illegible]

(4) DEFINITION.—A juvenile worker is any person under seventeen years of age (other than an apprentice or improver) who may be employed for not more than six months in cleaning or attending on operator, ether, or proofer.

(5) HOURS.—The number of hours for an ordinary week's work shall be :—

| | | | | | |
|--|----|----|----|----|----------|
| Day shift | .. | .. | .. | .. | 44 hours |
| Night shift (excluding persons engaged in daily newspaper offices) | .. | .. | .. | .. | 35 |

(6) **TIMES OF BEGINNING AND ENDING WORK.**—For all persons other than those engaged in daily newspaper offices:—

Day shift—

(a) Between 19th December, 1941, and the 31st January, 1942—

| | | |
|--------------------------|--------|------------|
| Monday to Friday | 8 a.m. | 6 p.m. |
| Saturday | 8 a.m. | 12.30 p.m. |

(b) On and after the 1st February, 1942--

| | | | | | | | | | | |
|------------------|----|----|----|----|----|----|----|--------|----|--------|
| Monday to Friday | .. | .. | .. | .. | .. | .. | .. | 8 a.m. | .. | 6 p.m. |
|------------------|----|----|----|----|----|----|----|--------|----|--------|

Night shift—

Monday to Friday 2 p.m. .. 11 p.m.

(7) OVERTIME.—(1) In daily newspaper offices any employee who works for any time in excess of eight hours in any one day or in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(2) In all other places overtime calculated on the ordinary rates shall be paid for as follows:—

(a) Between the 19th December, 1941, and the 31st January, 1942—

(i) Within the hours fixed as the times of beginning and ending work in excess of 44 hours per week if day shift, and 35 hours per week if night shift ..

(ii) In excess of eight hours in any one day in factories working five and a half days a week, and in excess of nine hours in any one day in factories working five days a week

Time and a half for the first twelve hours, and double time thereafter.

(iii) Outside the hours fixed as the times of beginning and ending work (with the exception of work done after midnight or after the usual finishing hour on Saturday)

(b) On and after the 1st February, 1942—

(i) Within the hours fixed as the times of beginning and ending work in excess of 44 hours per week if day shift, and 35 hours per week if night shift

(ii) In excess of nine hours in any one day

(iii) Outside the hours fixed as the times of beginning and ending work (with the exception of work done after midnight)

Time and a half for the first twelve hours, and double time thereafter.

(8) EMPLOYMENT FOR LESS THAN A FULL WEEK.—Persons who work in any week for less than the number of hours fixed for a week's work shall be paid for such work at the rate of time and a half, up to but not exceeding the ordinary wages rate for an ordinary week's work.

(9) **WORK DONE AFTER MIDNIGHT.**—Work done after midnight shall be paid for at double rates calculated on the ordinary rates.

(10) **WORK DONE ON SATURDAYS** (work done in daily newspaper offices excepted).—(a) Between the 19th December, 1941, and the 31st January, 1942, work done on a Saturday between 8 a.m. and 12.30 p.m. shall be paid for at ordinary rates, and work done after 12.30 p.m. at the rate of double time.

(b) Between the 1st February, 1942, and the 30th April, 1942, all work done on a Saturday shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(c) On and after the 2nd May, 1942, all work done on a Saturday shall be paid for at the rate of double time.

(11) SPECIAL RATE.—All work done (except in daily newspaper offices) on night shift between the hours of 6 p.m. and 11 p.m. shall be paid for at 1s. per hour in addition to the ordinary rate.

(12) PUBLIC HOLIDAYS.—(a) Double time shall be paid for all work done (except in daily newspaper offices) on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Any employee (including any apprentice) who was employed on any one of the six working days immediately preceding any of the holidays mentioned in sub-clause (a) hereof and who is not required to work on any such holiday shall be entitled to be absent from work without deduction of pay.

(13) ANNUAL LEAVE (employees in daily newspaper offices excepted).—Any employee who has been in continuous employment in any one factory for a period of not less than six months preceding Christmas Day in any year shall be entitled to seven consecutive days (exclusive of Sundays and public holidays mentioned in clause (12)) annual leave without deduction of pay. Such leave shall commence on a day between the 22nd December in any year and 31st March in the following year.

To be entitled to receive annual leave an employee must (should the employer so desire) be ready, available, and willing to work on the last working day preceding the annual leave, and on the first working day following such annual leave.

(14) **SICK LEAVE.**—Any employee not attending for duty, who has had not less than 6 months' service with the same employer, shall be paid for the actual time lost if such employee produces or forwards, within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence.

Provided that the employer shall not be obliged to pay the employee for such absence in respect of more than six days in any one year commencing from the 1st January, 1942.

(15) **TERMINATION OF EMPLOYMENT.**—Except when the conduct of an employee justifies instant dismissal, or the conduct of the employer justifies an employee ceasing work without giving notice, seven days' notice of termination of employment shall be given by either employee or employer, and any employee or employer failing to give such notice shall be liable to forfeit or pay respectively one week's pay in lieu thereof.

This clause shall not apply to any employee who is employed for less than two consecutive weeks.

(16) **MEAL TIME.**—Each person employed on night shift shall receive a meal time of not less than one hour.

(17) **NOTICE OF INTENTION TO WORK OVERTIME.**—In every case where practicable an employer shall give 24 hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given, and the employee is required to work overtime for not less than one hour, he shall receive One shilling and sixpence as tea money, in addition to any other special payments provided.

(18) **EMPLOYEE RECALLED TO WORK** (employees in daily newspaper offices excepted).—Any employee having ceased work for the day and who after a period of not less than one hour has been recalled to work shall receive at least the equivalent of three hours' pay for the class of work done.

(19) **OVERTIME TO BE CONTINUOUS.**—Where overtime after the usual time of ceasing work is worked it shall, with the exception of a break of not more than one hour for a meal, be continuous, provided that this clause shall not operate in the case of an employee recalled to work as provided in clause (18).

(20) **TRANSPORT.**—Where an employee is required to work so late that the ordinary transport services are not available for his conveyance home, special means shall be provided by the employer.

(21) **ADJUSTMENT OF BASIC WAGE.**—Pursuant to the provisions of section 21 of the Factories and Shops Act of 1934, the wage rates for adults (other than females employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work, or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work) shall be automatically increased or decreased by the same amount, and at the same time, as the needs basic wage shown hereunder is adjusted in accordance with the following provisions of this clause:—

(a) For work done before the beginning of the first pay period to commence in May, 1942, the amount of the needs basic wage shall be 81s.

(b) For work done during each future successive period beginning with the first pay period to commence in May, or November, the amount of the needs 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) Adjustment is to be based upon the equating of index number 1,000 with a wage of 81s.

(ii) The index number to be applied is that assigned to Melbourne.

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

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

(v) The basic wage shall be of that assigned amount during such half-year.

Provided, however, that if that assigned amount of the needs basic wage be different by less than 1s. from the last current amount of the needs basic wage, then that last current amount of all rates shall continue unchanged during such period.

The wages of adult females and all juniors employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work, or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work shall be adjusted proportionately to adjustments of the needs basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Table A.

| Index Number Divisions. | Needs Basic Wage. | Index Number Divisions. | Needs 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 |
| | | 994-1006 | 4 1 0 |
| | | 1017-1018 | 4 2 0 |
| | | 1019-1030 | 4 3 0 |

The index number divisions in this table are based upon the equating of the index number 1,000 with a basic wage of 81s. per week, and any necessary extension of the Table shall be of the same construction as the Table.

The minimum rates of wages to be paid to persons working on a day shift shall be determined in the following manner.

Where the work is performed by an adult in the area to which this Determination applied, the employee shall be paid the sum (being the "total basic" wage) mentioned in Table B, and where the employee is performing the work usually performed by any class of employee mentioned in Table C, he shall be paid the sum (being the marginal difference) prescribed in the said Table C, applicable to such class of work.

Table B.

| 1st Column. | 2nd Column. | 3rd Column. | 4th Column. | 5th Column. | 6th Column. |
|---|------------------------------|-------------------|-------------------|----------------------------|---------------------------------|
| Place. | Needs Basic Wage for Adults. | Constant Loading. | Total Basic Wage. | Index Number Set Assigned. | Original Index Number Division. |
| | £ s. d. | s. d. | £ s. d. | | |
| Within the area to which this Determination applies | 4 1 0 | 6 0 | 4 7 0 | Melbourne | 957-969 |

The total basic wage for females employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work, or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work shall be 54 per cent. of the total basic wage shown in the 4th column.

MARGINAL RATES.

In addition to the basic wage mentioned in Table B, the margins set out in Table C shall be the minimum rate payable to employees therein named.

TABLE C.

Photolithography.

| | | | Per Week. | | | | |
|--|----|---|-------------------------|----|---|----|---|
| | | | £ s. d. | | | | |
| Operator | | } | Twenty-one years of age | .. | 1 | 13 | 0 |
| Half-tone colour negative separator and/or dot etcher | | | Thereafter .. | .. | 1 | 18 | 0 |
| Step and repeat printing down machine operative | | | | | | | |
| Printer | | | | | | | |
| Proofer | | } | | .. | 1 | 13 | 0 |
| Negative opaquer, retoucher, and/or plate worker | | | | .. | 1 | 8 | 0 |
| <i>Photogravure.</i> | | | | | | | |
| Operator employed in connexion with photogravure or rotogravure work | .. | } | Twenty-one years of age | .. | 1 | 13 | 0 |
| All others | .. | | Thereafter .. | .. | 1 | 18 | 0 |
| <i>Process Engraving.</i> | | | | | | | |
| Operator | | } | Twenty-one years of age | .. | 1 | 13 | 0 |
| Half-tone etcher | | | Thereafter .. | .. | 1 | 18 | 0 |
| Printer | | | | | | | |
| Line etcher | | | | | | | |
| Engraver | | } | | .. | 1 | 13 | 0 |
| Router | | | | .. | 1 | 13 | 0 |
| Mounter | | | | .. | 1 | 13 | 0 |
| Proofer | | | | .. | 1 | 8 | 0 |
| Negative retoucher, opaquer and/or plate worker | | | | .. | 1 | 8 | 0 |
| Females employed as retouchers of negatives or positives in connexion with photogravure or | | | | .. | 1 | 8 | 0 |
| rotogravure work, or as negative opaques, retouchers, and/or plate workers in | | | | .. | 1 | 8 | 0 |
| connexion with photolithography or process engraving work | | | | .. | 1 | 0 | 0 |

C. TURNBULL, Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd December, 1941.



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WEDNESDAY, DECEMBER 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE OVENMAKERS BOARD.

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

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

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

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

has made the following Determination, namely:—

(1) That on 25th December, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| | Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool. | | | Other Parts of Victoria where this Determination Applies. | | |
|---|---|----------------------|--------------------|---|----------------------|--------------------|
| | Weekly Rate. | Special War Loading. | Total Weekly Rate. | Weekly Rate. | Special War Loading. | Total Weekly Rate. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Fitters making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves— | | | | | | |
| Up to 3 ft. 6 in. in width | 102 0 | 3 0 | 105 0 | 97 0 | 3 0 | 100 0 |
| Between 3 ft. 6 in. and 5 feet in width | 105 0 | 3 0 | 108 0 | 100 0 | 3 0 | 103 0 |
| Fitters making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods | 115 0 | 4 0 | 119 0 | 110 0 | 4 0 | 114 0 |
| Fitters mainly engaged on sheetmetal work and sheetmetal workers preparing material for assembling | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Testers not engaged as fitters | 94 0 | 3 0 | 97 0 | 91 0 | 3 0 | 94 0 |
| Pattern and moulding box fitters and filers | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Painters, brush | 95 0 | 3 0 | 98 0 | 92 0 | 3 0 | 95 0 |
| Painters, spray | 98 0 | 3 0 | 101 0 | 95 0 | 3 0 | 98 0 |
| Press operators | 96 0 | 3 0 | 99 0 | 93 0 | 3 0 | 96 0 |
| Other power machinists | 93 0 | 3 0 | 96 0 | 90 0 | 3 0 | 93 0 |
| Polishers and grinders | 102 0 | 3 0 | 105 0 | 98 0 | 3 0 | 101 0 |
| Stove blacksmiths | 99 0 | 3 0 | 102 0 | 96 0 | 3 0 | 99 0 |
| Electroplaters in charge | 108 0 | 4 0 | 112 0 | 105 0 | 4 0 | 109 0 |
| Electroplaters' assistants | 97 0 | 3 0 | 100 0 | 94 0 | 3 0 | 97 0 |
| Labourers delivering material to and taking finished articles from fitters | 91 0 | 3 0 | 94 0 | 88 0 | 3 0 | 91 0 |
| Stove blacksmiths' strikers | 94 0 | 3 0 | 97 0 | 91 0 | 3 0 | 94 0 |
| Labourers directly assisting workmen whose margins exceed 15s. per week | 97 0 | 3 0 | 100 0 | 94 0 | 3 0 | 97 0 |
| All others | 88 0 | 3 0 | 91 0 | 85 0 | 3 0 | 88 0 |

(2)—continued.

PORCELAIN ENAMELLING SECTION.

| | Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool. | | | Other Parts of Victoria where this Determination Applies. | | |
|---|---|----------------------|--------------------|---|----------------------|--------------------|
| | Weekly Rate. | Special War Loading. | Total Weekly Rate. | Weekly Rate. | Special War Loading. | Total Weekly Rate. |
| Fusers | s. d. 106 0 | s. d. 3 0 | s. d. 109 0 | s. d. 103 0 | s. d. 3 0 | s. d. 106 0 |
| Mill hands and mixers | 97 0 | 3 0 | 100 0 | 94 0 | 3 0 | 97 0 |
| Sprayers | 98 0 | 3 0 | 101 0 | 95 0 | 3 0 | 98 0 |
| Shot and sand-blast dressers | 103 0 | 3 0 | 106 0 | 100 0 | 3 0 | 103 0 |
| Other dressers | 98 0 | 3 0 | 101 0 | 95 0 | 3 0 | 98 0 |
| Swillers, grippers, and brushes | 94 0 | 3 0 | 97 0 | 91 0 | 3 0 | 94 0 |
| Picklers | 94 0 | 3 0 | 97 0 | 91 0 | 3 0 | 94 0 |
| Rackman | 92 0 | 3 0 | 95 0 | 89 0 | 3 0 | 92 0 |
| All others | 88 0 | 3 0 | 91 0 | 85 0 | 3 0 | 88 0 |

(3)

UNAPPRENTICED MALE JUNIORS AND FEMALES.

| | Weekly Hiring. | Hourly Hiring. |
|---|----------------|----------------|
| | s. d. | s. d. |
| Junior Males— | | |
| Under 16 years of age | 17 0 | 18 3 |
| 16 and under 17 years of age | 28 9 | 30 9 |
| 17 and under 18 years of age | 50 9 | 54 0 |
| 18 and under 19 years of age | 63 9 | 68 3 |
| 19 and under 21 years of age | 77 0 | 82 0 |
| Adult Females— | | |
| If of less than twelve months' experience | 54 9 | 58 3 |
| Of twelve months' experience or more | 62 0 | 66 0 |
| Junior Females— | | |
| 1st year's experience | 14 0 | 15 0 |
| 2nd year's experience | 18 9 | 20 0 |
| 3rd year's experience | 32 3 | 34 6 |
| 4th year's experience | 40 3 | 43 0 |
| 5th year's experience | 46 3 | 49 3 |
| Thereafter until reaching 21 years | 51 9 | 55 0 |

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

- Leading hands in charge of not less than three and not more than ten employees, including apprentices, 6s. per week extra; more than ten and not more than twenty employees, including apprentices, 12s. per week extra; more than twenty employees, including apprentices, 18s. per week extra.
- Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes rest after every two hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- Dirty work, i.e., work which the foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- 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.
- Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

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

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

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

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

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

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

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

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

(h) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A contract for weekly employment may be terminated by an employer without liability to pay for more than time actually worked, for misconduct, or for absence from work without reasonable excuse. If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence including Saturday in shops working six days per week and one-fifth in shops working five days per week; provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring the total amount of the rates prescribed in clauses 1 and 3 hereof shall be increased by 5s. per week, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four hours' consecutive work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

(12) **PAYMENT OF WAGES.**—(a) Wages shall be paid weekly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

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

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

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

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

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

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

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

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

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

(b) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

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

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

D. GRANT, Chairman.

B. G. WILLIAMS, Secretary.

Melbourne, 10th December, 1941.

