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WEDNESDAY, MARCH 24.

[1948

Factories and Shops Acts.

DETERMINATION OF THE WIREWORKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of—

A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire, wire nails, or wire mattresses,"
has made the following Determination, viz.:—

1. That as from the beginning of the first pay period to commence after the 1st December, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Wages per week of 44 hours until the 31st December, 1947, and thereafter 40 hours.

Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.																																										
<p>Wages Per Week Apprentices and Improvers.</p> <p><i>s. d.</i></p> <p>Under 16 years .. 30 0</p> <p>16 to 17 years .. 40 6</p> <p>17 to 18 years .. 50 0</p> <p>18 to 19 years .. 63 6</p> <p>19 to 20 years .. 78 0</p> <p>20 to 21 years .. 98 6</p> <p>Thereafter .. Minimum Wage</p> <p>PROPORTION.</p> <p>(In any factory or place.)</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 138s. per week.</p> <p>An indenture of apprenticeship prescribed has been approved.</p> <p><i>Improvers.</i></p> <p>One improver to every two workers receiving not less than 138s. per week.</p>	<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p>Wages Per Week</p> <p><i>s. d.</i></p> <p>Under 16 years .. 30 0</p> <p>16 to 17 years .. 40 6</p> <p>17 to 18 years .. 50 0</p> <p>18 to 19 years .. 63 6</p> <p>19 to 20 years .. 78 0</p> <p>20 to 21 years .. 98 6</p> <p>PROPORTION.</p> <p>One juvenile worker to every six workers receiving not less than 138s. per week</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <p>Wages Per Week.</p> <p><i>s. d.</i></p> <p>Under 16 years .. 30 0</p> <p>16 to 17 years .. 40 6</p> <p>17 to 18 years .. 50 0</p> <p>18 to 19 years .. 63 6</p> <p>19 to 20 years .. 78 0</p> <p>20 to 21 years .. 98 6</p> <p>PROPORTION.</p> <p>One juvenile worker to every adult weaver receiving not less than 138s. per week.</p>	<p>WAGES.</p> <p>(a) Until the 31st December, 1947.</p> <table> <tr> <th>—</th><th>Per Hour.</th><th>Per Week.</th></tr> <tr> <td><i>s. d.</i></td><td><i>s. d.</i></td><td></td></tr> <tr> <td>Wire-workers or Weavers ..</td><td>3 17/11</td><td>138 0</td></tr> <tr> <td>Tinners ..</td><td>3 219/22</td><td>142 6</td></tr> <tr> <td>Oxy-Welders ..</td><td>3 17/11</td><td>138 0</td></tr> <tr> <td>Storemen ..</td><td>3 17/11</td><td>138 0</td></tr> <tr> <td>Paint spraying operators ..</td><td>3 17/11</td><td>138 0</td></tr> </table> <p>(b) After the 31st December, 1947.</p> <table> <tr> <th>—</th><th>Per Hour.</th><th>Per Week.</th></tr> <tr> <td><i>s. d.</i></td><td><i>s. d.</i></td><td></td></tr> <tr> <td>Wire-workers or Weavers ..</td><td>3 5 1/2</td><td>138 0</td></tr> <tr> <td>Tinners ..</td><td>3 6 1/2</td><td>142 6</td></tr> <tr> <td>Oxy-Welders ..</td><td>3 5 1/2</td><td>138 0</td></tr> <tr> <td>Storemen ..</td><td>3 5 1/2</td><td>138 0</td></tr> <tr> <td>Paint spraying operators ..</td><td>3 5 1/2</td><td>138 0</td></tr> </table>	—	Per Hour.	Per Week.	<i>s. d.</i>	<i>s. d.</i>		Wire-workers or Weavers ..	3 17/11	138 0	Tinners ..	3 219/22	142 6	Oxy-Welders ..	3 17/11	138 0	Storemen ..	3 17/11	138 0	Paint spraying operators ..	3 17/11	138 0	—	Per Hour.	Per Week.	<i>s. d.</i>	<i>s. d.</i>		Wire-workers or Weavers ..	3 5 1/2	138 0	Tinners ..	3 6 1/2	142 6	Oxy-Welders ..	3 5 1/2	138 0	Storemen ..	3 5 1/2	138 0	Paint spraying operators ..	3 5 1/2	138 0
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3.

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

Time of Ending.

7.45 a.m. 5.30 p.m. on each of five days of the week.
 7.45 a.m. 12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.

4. (a) For work done within the times of beginning and ending work in excess of 44 hours until the 31st December, 1947 and thereafter 40 hours in any week, time and a half.

(b) For all work done outside the times of beginning and ending work the wages rates shall be time and a half for the first four hours and double time thereafter. In computing overtime each day's work shall stand alone.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MEAL ALLOWANCE.

5. Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a reasonable meal by the employer or paid an allowance of one shilling and sixpence.

SPECIAL RATES.

6. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day, and King's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

7. Ordinary rates shall be paid, if not worked, for the days observed as:—New Year's Day, Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and King's Birthday.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946 No. 5111* and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours until the 31st December, 1947, and thereafter 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an incident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

Definition.

(e) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

ALLOWANCES.

10. Any employee engaged on work away from the workshop shall be—

- (a) conveyed to and from work free, or allowed the fares necessarily expended in going to and fro;
- (b) paid the ordinary rate of wages for time occupied in travelling.

PROHIBITION OF EMPLOYMENT.

11. No person under the age of 16 years shall be engaged in the operation of paint-spraying.

PIECE-WORK.

12. The lowest piece-work prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.

SCHEDULE.

Baskets—		s. d.
Fry-baskets, 2 inches deep, long or drop handles	0 3½	per inch.
Vegetable baskets, 4½ inches deep, long or drop handles	0 4½	"
(To be made in not less than one dozen lots, assorted sizes.)		
Cages, cockatoo—		s. d.
18-in.	6 0	each
20 "	6 7	"
22 "	9 8	"
24 "	11 9	"
(To be made in lots of not less than half-a-dozen of each size.)		
Cages, canary (common)—		s. d.
9-in., with bell-tops	12 0	per dozen.
9 " without bell tops	11 2	"
(To be made in three (3) dozen lots.)		
Cages, parrot (common)—		s. d.
12-in.	14 9	per dozen.
14 "	16 9	"
16 "	19 6	"
18 "	22 3	"
20 "	29 9	"
(To be made in not less than four (4) dozen lots, assorted or otherwise.)		
Cages, parrot (galvanized)—		s. d.
12-in.	14 9	per dozen.
14 "	16 9	"
16 "	19 6	"
18 "	22 3	"
20 "	29 9	"
(To be galvanized after made, and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 1½d. each extra.)		
Cage fronts—		s. d.
Wiring fronts, wood frames provided	7 10	per dozen.
Wire fronts (all wire)	15 5	"
Diamond Work—		s. d.
4-in. mesh, 9 gauge wire	23 3	per 100 square ft.
3 " 9 "	23 3	" "
2½ " 10 "	31 0	" "
1½ " 10 "	38 8	" "
1 " 12 "	35 0	" "
1 " 13 and 14 gauge wire	58 0	" "
1½ sq. crimped mesh, 12 gauge wire	23 3	" "
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra.		
(To be made in quantities of not less than 100 square feet.)		
Dog muzzles, complete, with binding and straps		s. d.
(To be made in quantities of not less than one gross, assorted.)		12 0 per dozen.
Door mats		s. d.
Fender sheets—		0 7½ per square foot.
½-in. mesh		s. d.
¾ "		0 4½ per square foot.
1 "		0 5½ " "
(To be made in not less than one (1) dozen lots.)		
Fixing sheets on frames		1 4½ each.
Making frames, brass tops and plates, all sizes		5 6 " "
" " without brass top and plates, all sizes		4 7 " "
Fern baskets—		s. d.
8-in.	5 6	per dozen.
10 "	6 7	"
12 "	8 4	"
(To be made in lots of not less than one (1) gross.)		
Floral designs—		s. d.
8-in.	4 7	per dozen.
10 "	4 7	"
12 "	4 7	"
14 "	7 5	"
16 "	7 5	"
Flowerstands—		s. d.
½ round, 3 steps	16 9	each
" 4 "	25 11	"
Oblong Gothic	9 4	"
Flat back, 3 steps	16 9	"
" 4 "	25 11	"
Gridirons—		s. d.
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70 0	per gross.
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch size	78 7	"
(To be made in lots of not less than one (1) gross.)		
Rat traps, patent, ½-in. mesh, finished		s. d.
" " flat bottomed		78 2 per dozen.
(To be made in " " not less than one (1) dozen lots.)		85 6 "
Rat traps (square)—		s. d.
12-in. finished	22 3	per dozen.
14 "	27 10	"
16 "	31 9	"
(To be made in three (3) dozen lots, assorted.)		

With an addition of $7\frac{1}{2}$ per cent.

PIECE-WORK PRICES—continued.

						s.	d.	
Riddles—								
20-in.,	1	in. mesh, 17 gauge wire or one gauge heavier	..	..	..	2	2½	each
"	1	" " 16 " " " " " "	..	..	..	1	10½	"
"	1	" " 15 " " " " " "	..	..	..	1	10½	"
"	1	" " 14 " " " " " "	..	..	..	1	8½	"
"	1	" " 13 " " " " " "	..	..	..	1	8½	"
22-in.,	1	" " 17 " " " " " "	..	..	..	2	2½	"
"	1	" " 16 " " " " " "	..	..	..	1	10½	"
"	1	" " 15 " " " " " "	..	..	..	1	10½	"
"	1	" " 14 " " " " " "	..	..	..	1	8½	"
"	1	" " 13 " " " " " "	..	..	..	1	8½	"
(To be made in not less than four (4) dozen lots, assorted meshes.)								
Screens—						s.	d.	
5 feet x 2 ft. 6 in.	..	..	..	..	..	15	11	each for all meshes.
6 " x feet ..	..	..	..	..	..	18	8	" "
(To be made in not less than six lots, assorted meshes.)								
Sewer vent pipe covers—						s.	d.	
1½-in. ..	..	..	..	..	..	7	0	per dozen.
2 " ..	..	..	..	..	..	7	5	"
2½ " ..	..	..	..	..	..	8	4	"
3 " ..	..	..	..	..	..	9	2	"
3½ " ..	..	..	..	..	..	10	1	"
4½ " ..	..	..	..	..	..	12	0	"
Sieves—						s.	d.	
18-in. ..	..	..	..	..	..	8	4	per dozen.
20 " ..	..	..	..	..	..	8	4	"
22 " ..	..	..	..	..	..	8	4	"
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)								
Straight work—						s.	d.	
1-in. mesh, 16 and 12 gauge wire laced with 22 gauge	..	..	..	..	..	0	4½	per square foot.
" 14 " 10 " " 20 " "	..	..	..	..	..	0	4½	" "
" 12 " 8 " " 18 " "	..	..	..	..	..	0	6½	" "
Wall ties—						s.	d.	
6-gauge wire ..	..	..	..	..	..	7	5	per cwt.
8-gauge wire ..	..	..	..	..	..	9	4	"
Wall ties (dimple)—						s.	d.	
6-gauge wire ..	..	..	..	..	..	10	2	per cwt.
8-gauge wire ..	..	..	..	..	..	12	0	"
Wall ties (simplex), 10-gauge wire ..						s.	d.	
..	..	..	..	..	..	15	11	per gross.
Weaving (sieve cloth)—						s.	d.	
1-in. mesh, 17 and 18 gauge wire	..	..	..	..	..	13	8	per 100 square feet.
1-in. " 17 " 18 " " " "	..	..	..	..	..	13	8	"
3 mesh, 3 holes to inch, 18 gauge wire	..	..	..	..	..	13	8	"
4 " 20 gauge wire ..	..	..	..	..	..	13	8	"
5 " 21 " " " " " "	..	..	..	..	..	13	8	"
6 " 22 " " " " " "	..	..	..	..	..	13	8	"
7 " 23 " " " " " "	..	..	..	..	..	13	8	"
8 " 24 " " " " " "	..	..	..	..	..	15	6	"
9 " 25 " " " " " "	..	..	..	..	..	15	6	"
10 " 25 and 26 gauge wire ..	..	..	..	..	..	15	6	"
12 " 26 " 27 " " " " "	..	..	..	..	..	19	6	"
14 " 27 " 28 " " " " "	..	..	..	..	..	23	3	"
16 " 28 " 29 " " " " "	..	..	..	..	..	23	3	"
18 " 29 " 30 " " " " "	..	..	..	..	..	31	0	"
20 " 30 to 32 " " " " "	..	..	..	..	..	31	0	"
24 " 32 and 33 " " " " "	..	..	..	..	..	38	8	"
Weaving (medium cloth)—						s.	d.	
1-in. mesh, 15 and 16 gauge wire	..	..	..	..	..	23	3	per 100 square feet.
3 " 15 " 16 " " " " "	..	..	..	..	..	23	3	"
4 " 16 to 18 " " " " "	..	..	..	..	..	23	3	"
5 " 17 and 18 " " " " "	..	..	..	..	..	23	3	"
6 " 18 " 19 " " " " "	..	..	..	..	..	23	3	"
7 " 19 " 20 " " " " "	..	..	..	..	..	23	3	"
8 " 19 " 20 " " " " "	..	..	..	..	..	23	3	"
9 " 19 " 20 " " " " "	..	..	..	..	..	23	3	"
10 " 19 to 21 " " " " "	..	..	..	..	..	27	0	"
12 " 23 and 24 " " " " "	..	..	..	..	..	31	0	"
14 " 25 " 26 " " " " "	..	..	..	..	..	31	0	"
16 " 26 " 27 " " " " "	..	..	..	..	..	38	8	"
18 " 27 " 28 " " " " "	..	..	..	..	..	38	8	"
20 " 28 " 29 " " " " "	..	..	..	..	..	42	6	"
24 " 28 " 29 " " " " "	..	..	..	..	..	46	6	"
(To be made in lengths of not less than fifty (50) yards.)								
Weaving (stick work)—						s.	d.	
7 and 8 mesh, 17 and 18 gauge wire	..	..	..	..	..	31	0	per 100 square feet.
9 " 10 " 18 " " " " "	..	..	..	..	..	31	0	"
12 to 14 " 20 to 22 " " " " "	..	..	..	..	..	46	6	"
16 " 18 " 23 and 24 " " " " "	..	..	..	..	..	46	6	"
20 " 23 " 24 " " " " "	..	..	..	..	..	46	6	"
24 " 25 " 26 " " " " "	..	..	..	..	..	54	0	"
(To be made in lengths of not less than thirty (30) yards.)								

With an addition of 7½ per cent.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 are based upon the following basic wage rates for adult males, and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased as prescribed in clause 14. Wages of apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the needs basic wage; such adjustment to be made to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the basic wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

15. In addition to the basic wage provided in clause 13, the margins set out in this clause shall be the minimum rate payable to employees therein named.

Classification.	Margins Per Week.
	s. d.
Wire-workers or Weavers	29 0
Tinners	33 6
Oxy-Welders	29 0
Storemen	29 0
Paint spraying operators	29 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th December, 1947.

The first of these is the fact that the medical profession is not a homogeneous group. There are many different types of physicians, and each type has its own set of interests and concerns. For example, a general practitioner may be more concerned with the health of the community as a whole, while a specialist may be more concerned with the health of his or her patients. This diversity of interests makes it difficult to reach a consensus on many issues.

The second factor is the fact that the medical profession is a powerful one. It has the ability to influence public policy in a significant way. This power is derived from the fact that the medical profession is the only one that has the authority to practice medicine. As a result, the medical profession has been able to secure many favorable laws and regulations for itself.

The third factor is the fact that the medical profession is a self-regulating one. It has the ability to set its own standards and to enforce them. This self-regulation is done through the medical boards, which are made up of physicians. The medical boards have the power to license physicians, to revoke licenses, and to impose fines and penalties on physicians who violate the rules. This self-regulation has been one of the main reasons why the medical profession has been able to maintain its high standards of care.

The fourth factor is the fact that the medical profession is a highly organized one. It has a long history of working together to achieve its goals. This organization is based on the fact that the medical profession is a profession, and as such, it has the right to self-govern. The medical profession has been able to maintain its organization through a combination of self-regulation and the support of the public.

The fifth factor is the fact that the medical profession is a highly educated one. Its members are trained in the latest medical knowledge and techniques. This education is what makes the medical profession so effective in its work. The medical profession has been able to maintain its high level of education through a combination of self-regulation and the support of the public.

The sixth factor is the fact that the medical profession is a highly ethical one. Its members are bound by a code of ethics that is designed to protect the interests of their patients. This code of ethics is one of the main reasons why the medical profession has been able to maintain its high standards of care. The medical profession has been able to maintain its high level of ethics through a combination of self-regulation and the support of the public.

The seventh factor is the fact that the medical profession is a highly respected one. Its members are held in high esteem by the public. This respect is what makes the medical profession so powerful. The medical profession has been able to maintain its high level of respect through a combination of self-regulation and the support of the public.

The eighth factor is the fact that the medical profession is a highly innovative one. Its members are constantly working to develop new medical techniques and treatments. This innovation is what makes the medical profession so effective in its work. The medical profession has been able to maintain its high level of innovation through a combination of self-regulation and the support of the public.

The ninth factor is the fact that the medical profession is a highly collaborative one. Its members work together to achieve their goals. This collaboration is one of the main reasons why the medical profession has been able to maintain its high standards of care. The medical profession has been able to maintain its high level of collaboration through a combination of self-regulation and the support of the public.

The tenth factor is the fact that the medical profession is a highly committed one. Its members are dedicated to the health of their patients. This commitment is what makes the medical profession so effective in its work. The medical profession has been able to maintain its high level of commitment through a combination of self-regulation and the support of the public.