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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE BRUSHMAKERS 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 in the process, trade, or business of a brushmaker" has made the following Determination, namely :—

1. That on the 8th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

(a) APPRENTICES OR IMPROVERS.

Experience.	Wages per week of 40 hours. Males. Percentage of Basic Wage.	Males. s. d.	Females. Percentage of Female Basic Wage.	Females. s. d.
1st year	24	57 0	38	67 6
2nd year	32	76 0	50	88 6
3rd year	47	111 6	70	124 0
4th year	½ minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.		88	156 0
5th year	¾		and thereafter the minimum wage or full piecework prices.	
6th year	¾			

PROPORTION.
(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two
Two to three .. ..
Three to five .. ..
Four to nine .. ..
Six to twelve .. ..
Seven to fifteen .. ..
Nine to eighteen .. ..
} Male workers receiving not less than 271s. per week of 40 hours or earning full piecework prices.

Females.

One female improver to one or two
Two to three .. ..
Three to five .. ..
Four to nine .. ..
Six to twelve .. ..
Seven to fifteen .. ..
Nine to eighteen ..
} Female workers receiving not less than 182s. per week of 40 hours or earning full piecework prices.

(b) OTHER EMPLOYEES.

	Wages per week of 40 hours. s. d.
Males.	
Persons employed at—	
Paint brush making	283 3
Hair pan work	277 0
Bass pan work	277 0
Hair dressing and mixing	277 0
Making twisted brushes	277 0
Making wire brushes	277 0
Bass broom drawing	277 0
Finishing	277 0
Boring (hand)	277 0
Lacquering or ducoing	271 0
Trimming machine (when employed solely at such machine)	262 0
Automatic boring and filling machinists ..	262 0
Filling machinists	262 0
Boring machinists	262 0
Females.	
Automatic boring and filling machinists ..	182 0
Filling machinists	182 0
Trimming machinists	182 0
Boring machinists	182 0
Bench drawing	184 0
Treadle knot-sizing machinists	182 0
Persons employed at lacquering or ducoing ..	182 0

No. 56.—12259/53.—PRICE 6D.

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males, other than work listed in the adult female classifications, shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

OVERTIME.

5. For all work done in excess of 40 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers .. .. Time and a half for the first four hours and double time thereafter.

Pieceworkers:—

For all time worked:—

Piecework earnings plus one half of time workers' ordinary rate for the first four hours and thereafter piecework earnings plus timeworkers ordinary rate.

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

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

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

SPECIAL RATES.

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

(b) All pieceworkers called upon to perform duty on the holidays mentioned in sub-clause (a) hereof, and on Sundays shall be paid, in addition to their peicework rates, the equivalent of the appropriate weekly rate calculated on a *pro rata* basis according to the number of hours worked.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day any other day be by Act of Parliament or Proclamation substituted for any of the above named holidays this provision shall apply only to the day so substituted.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday.

7A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clauses 6 and 7 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act* 1946—No. 5111.

SICK LEAVE.

9. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) During the first year—3¼ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case 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.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st May, 1950, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

TERMS OF ENGAGEMENT.

10. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) **Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.**

MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m

TEA MONEY.

12. Employees required to work overtime after 6 p.m. shall be paid 4s. for tea money.

Right of Entry of Union Official.

13. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.
(b) That he interviews employees only at the place where they are taking their meal.
(c) That not more than one representative in all be in any establishment at any one time.
(d) That no one representative visit an establishment more than once a fortnight.
(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

Piecework Prices.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:

Hair Pan Work, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

Section A. 4s. 0½d. per 100 knots—
Brooms and banisters made of kitool, union or double-drafted fibre.

Section B. 4s. 5½d. per 100 knots—
Ordinary, all hair and all bristle brooms up to 15 inches in length.
Ordinary, all hair and all bristle banisters.
Brooms and banisters made entirely or in part of single-drafted or rough fibre.
All brooms and banisters made of fibre in the inside and of any other material on the outside.
Flat-faced wall brooms (H.G. & Co. Pat.).
Baker's brushes (Banister Pat.).
Setting wings in punched brooms with holes bored ready for setting.

Section C. 5s. 0½d. per 100 knots—
Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.
Turk's-heads fibre or fibre centre.
Whisk or millet brooms and banisters.
Foundry brushes.

Section D. 5s. 8¾d. per 100 knots—
Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.
All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vallance brushes, bedroom sweepers, and telescope hearth.
Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.
Turk's-heads, Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.
Baker's bench brushes (paperhanger pattern).
Setting wings in punched brooms, boring included.

Section E. 6s. 8½d. per 100 knots—
Ordinary, all hair and all bristle brooms over 24 inches in length.
Double-ended wall brooms, round stock (J.Z. & Co. Pat.).

Winging hair brooms 1s. 6½d. per 100 extra on pan rates.
Refrigerating brushes 16s. 9d. each.
Pipe spiral brushes 1s. 7d. per foot per row.
Stipplers 8s. 4¼d. per 100 knots.
Turk's-head banisters if marked ready for boring 2s. 4¼d. per dozen less.
Dutching stocks 9¾d. per dozen stocks.
Pegging set work 1s. 6½d. per 100 holes extra.
Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 11d. under 6s. 1¼d.

Bass Pan Work, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

	s.	d.	
Brooms and banisters made of African bass, Giboon patent bass, bamboo, bassine, Bahia, and extra fine round stalks	4	0½	per 100 knots
Over 16 inches and up to and including 18 inches	4	9¾	,, ,,
Over 18 inches and up to and including 24 inches	5	4	,, ,,
Over 24 inches	6	3¼	,, ,,
Brooms and banisters made of cane and bass mixture and extra stiff bass	4	6	,, ,,
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms	5	2¾	,, ,,
Refilling scavenger brooms, bass (setting only)	3	4½	,, ,,
Refilling scavenger brooms, magpie (setting only)	3	7¾	,, ,,
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only)	4	0½	,, ,,
Refilling street sweepers, bass (setting only)	3	9	,, ,,
Refilling street sweepers, magpie (setting only)	4	0½	,, ,,
Refilling street sweepers, kingia cane or palmyra stalks (setting only)	4	5½	,, ,,
Sweep's heads	2	3	each
Dutching bass stocks	1	1½	per dozen extra

Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 1s. 1¼d. under 6s. 1¼d.

Marking and boring street rollers	1	6½	per 100 holes
Preparing wigfall stocks	1	11½	per dozen
All materials over 8 inches	0	2½	per 100 holes extra

Bench Drawing and Cutting Off.

Schedule A.—1s. 4d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, curriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 25s. in the case of males and 18s. 6d. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

Bench Drawing and Cutting Off—*continued.*

	s.	d.	
Rock brushes and all brushes drawn with stiff broom bass	2	0¼	per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating	1	10	,, ,,
Root drawing bristle	2	3¼	,, ,,
Drawn bristle paperhangers and banisters, and iron venetian blinds	2	3¾	,, ,,
Stereotype brushes	4	0¼	,, ,,
Car-roof brushes	3	0	,, ,,
Drawn bottle brush tips	3	8	per doz. tips
Drawn bottle brush shafts	7	0¼	per doz. shafts
Combing and cleaning wool, shoe, or stove brushes	1	4	per doz. brushes extra
Billiard brushes (fixing up wings)	3	8	per doz. brushes
Seaming brushes	5	3¾	,, ,,
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material	2	3¾	per 100 holes
Dry rubbers	1	7¼	,, ,,
All wheel brushes (other than wire wheel)	1	7¼	per 100 holes
Wire wheel brushes, with soft brass wire	3	8	,, ,,
Wire wheel brushes, with stiff brass wire	5	3¾	,, ,,
Bristle ring	2	3¾	,, ,,
All bone	1	4	,, ,,
Sprigging	1	4	per doz. brushes extra
Refill hair brushes	2	0¼	per 100 holes net
Leather dog and horse body brushes	1	10	,, ,, ,,
Hair brooms	1	4¾	,, ,, ,,

All mill work to be paid for at the time rate of 4s. 4d. per hour net.
Time rate for work unspecified 4s. 0¼d. per hour net.

Drawn Bass Work.

	s.	d.	
African and Bahia	3	1	per 100 holes
Bassine	2	9¾	,,
Cut off to pattern	4	0	,,
Split cane	4	9¾	,,

Steel Wire Brushes.

	s.	d.	
Filling only with hard or soft wire laced	2	3¾	per 100 knots
Filling only with hard wire	1	6½	,, ,,
Making tube brushes on screwed shanks	8	4¼	per doz.
Tube brushes on screwed shanks, if trimmed	9	2¾	,,
Drawing flat steel wire brushes	3	10¾	per 100 knots
Drawing flat steel wire brushes, if trimmed	4	3¾	,, ,,
Drawing round steel wire brushes	2	11	,, ,,
Drawing round steel wire brushes, if trimmed	3	4	,, ,,
Filling with wire 2 inches in length and under	3	3¼	,, ,,

Hairs.

Dressing.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4¼ Inch.	4½ and 4¾ Inch.	5 Inch and over.
Per doz. lb.	38s. 5¾d.	34s. 2¼d.	27s. 9¼d.	25s. 8d.	21s. 3¾d.	19s. 3¼d.	17s. 0¾d.	14s. 11d.

	s.	d.	
Cleaning any one size* of own job	4	3	per doz. lb. extra
All dressing jobs where there is more than ½ inch in size to be taken off	1	0¼	in size per doz. lb. extra on the dressing job
All bristles or mixings usually tied up in two handfuls or under	0	8½	per doz. lb. less on above rates, if not tied up
All bristles or mixings usually tied up over two handfuls	0	6¼	per doz. lb. less on above rates, if not tied up
Three or more colours	2	1¼	per doz. lb. extra
Black and white mixings	2	1¼	,, ,,

Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.

* The size shall mean ¼ of an inch.

Mixing and Shake-up Jobs.

Fibre, Horsehair, or Kitool Material.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4¼ Inch.	4½ and 4¾ Inch.	5 Inch and over
Per doz. lb.	34s. 2¼d.	29s. 11¼d.	25s. 8d.	21s. 3¾d.	19s. 3¼d.	17s. 0¾d.	14s. 11d.	12s. 9¾d.

Cutting own material 11½d. per dozen lb. extra on above prices.
Mixing Drafts and Fibre, if cut taper for painters' brushes, 2s. 1¼d. per dozen lb. extra.
Mixing White Fibre—

	s.	d.	
5-in. and over 5-in. material	13	10¾	per doz. lb.
4¾-in and 4½-in. material	14	11	,, ,,
4¼-in. and 4-in. material	17	0¾	,, ,,
3¾-in. and 3½-in. material	19	3¼	,, ,,
3¼-in material	21	3¾	,, ,,
3-in. material	25	8	,, ,,
2¾-in. material	29	11¼	,, ,,
2½-in. material	34	2¼	,, ,,

Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 1s. 0¼d. per dozen lb. extra on mixing rates.
Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 2s. 1¼d. per dozen lb. extra on mixing rates.
Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 4s. 3d. per dozen lb. extra on mixing rates.
Mixing drafts and bristles, 1s. 0¼d. per dozen lb. extra on sizes 3½ inch, 3¾ inch, and 4 inch.
If rough cocoa fibre be used, the rates to be double the above on mixing rates.

	s.	d.	
Sorting ordinary material	6	4¾	per doz. lb.
Sorting Lily material from Souchoy material	12	9¾	,, ,,
Dressing riftings	34	2¼	,, ,,
Cutting back of material	6	4¾	,, ,,

Turning hairs, 2s. 1¼d. per dozen lb. extra.
Bass and cane mixing—time rates.

CHINA MIXING.

	3 Inch.	3¼ Inch.	3½ Inch.	3¾ Inch.
Per dozen lb.	30s. 1½d.	26s. 9¾d.	23s. 5d.	20s. 1d.

China draggings, 50 per cent. on dressing rates.
Time rate for work unspecified—6s. 3½d. per hour.

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 25s. in the case of males and 18s. 6d. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adult males set out in clause 2 (*b*) are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934 the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 16.

Provided that the piecework prices shall be increased or decreased by the same amount and at the same time as such basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (*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 1954, the amount of the basic wage shall be as prescribed in clause 15.

(*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 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 ·103 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.

(*d*) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(*e*) The wages of juvenile workers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th December, 1953.

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