VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE (i).—By proclamation issued by the Governor in Council on the 26th October, 1948, the trade of 'watch and clock making' was proclaimed an apprenticeship trade under the Apprenticeship Acts throughout the metropolitan district. By a further proclamation dated the 22nd March, 1949, such proclamation was varied by the substitution of the words :—'Clock making, watch making, watch and clock making' for the words 'watch and clock making.'

NOTE (ii).—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, business, or occupation of a watch or clock maker (including repairers)" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Apprentices. (Other than those covered by the Apprenticeship Commission).	Percentage of Basic Wage.	£ s. d.	Improvers.	Percentage of Basic Wage.	£ s. d.	Other Employees.	£ s. d.
Watchmaking or Watchmaking and Clockmaking.							
1st year's experience	26	3 1 6	1st year's experience	26	3 1 6		
2nd year's experience	35	4 3 0	2nd year's experience	45	5 6 6	Watchmaker	14 12 0*
3rd year's experience	48	5 14 0	3rd year's experience	49	5 16 0		
4th year's experience	65	7 14 0	4th year's experience	62	7 7 0	Clockmaker	13 6 0
5th year's experience	86	10 4 0	5th year's experience	78	9 5 0		
6th year's experience	100 % + 13s.	12 10 0	6th year's experience	95	11 5 0		
Clockmaking only.							
1st year's experience	26	3 1 6					
2nd year's experience	35	4 3 0					
3rd year's experience	48	5 14 0					
4th year's experience	67	7 19 0					
5th year's experience	95	11 5 0					

An amended form of Indenture has been prescribed by the Board.

* Includes a sum of 8s. as a tool allowance.

No. 639.—4181/54.—PRICE 6D.

APPRENTICESHIP.

(Other than for apprentices covered by the Apprenticeship Commission.)

3. (a) An employer shall not employ any minor in watch or clockmaking and/or repairing unless under a contract of apprenticeship, provided that any person who, on the 1st August, 1947, was employed as an improver may continue to be so employed and paid at the rate prescribed in clause 2 for an improver of like experience.

As from the 1st August, 1947, no person may be bound as an apprentice to the trade except with the permission of the Chairman of the Wages Board.

Proportion.

(b) One apprentice to every two or fraction of two workers, other than apprentices, receiving not less than the minimum wage for a tradesman as fixed from time to time, provided that an employer may, on application to and with the consent of the Wages Board, after satisfying such Board that he has the plant, equipment, and staff necessary for the proper tuition of each apprentice, take apprentices in excess of the proportion herein prescribed.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;

(ii) the date of birth of the apprentice;

(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;

(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;

(v) the date at which the apprenticeship is to commence or from which it is to be calculated;

(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Adult Apprentices.

(e) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-first birthday may, by consent of the Secretary for Labour, serve as an apprentice until he completes his indenture.

Annual Leave, Sick Leave &c.

(f) The conditions as to hours of work, holidays, annual leave, and sick leave herein prescribed for adult employees shall apply to apprentices.

Lost Time.

(g) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(h) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Probationary Period.

(i) Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first six months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

Tools.

(j) The employer shall supply all necessary tools in the first year of apprenticeship, and the apprentice shall supply all tools excepting a lathe in the second and succeeding years, provided that the apprentice shall supply his own lathe by the beginning of the fifth year.

HOURS OF WORK.

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7.30 a.m. and 6 p.m. on Monday to Friday inclusive, and 8 a.m. and 1 p.m. on Saturday.

Provided that the spread of hours or daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and his employees.

OVERTIME.

5. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or an improver the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

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

(b) An employee required to work overtime in excess of one hour after the usual time of ceasing work and who was not notified on the previous day of the intention to work such overtime shall be paid 2s. 6d. as tea money in addition to overtime rates for work done.

HOLIDAYS.

6. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday Queen's Birthday, Labour Day, Anzac Day, 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. Should the 25th December, in any year occur on a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January in any year occur on a Sunday the following Monday shall be deemed to be New Year's Day.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee engaged on piece-work shall be paid for such holidays at the appropriate time rate of pay.

6A. 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 clause 6 hereof.

SPECIAL RATES.

7. Double time shall be paid for all work done on Sundays and any of the holidays prescribed in clause 6 hereof.

PAYMENT OF WAGES.

8. (a) Wages shall be paid weekly or fortnightly.

(b) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus ten per cent, together with any payment to which he is entitled pursuant to the provisions of the Act referred to in clause 10 hereof.

ANNUAL HOLIDAY.

10. 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.

11. (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 48 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 July, 1948, shall be disregarded.

Provided further that 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.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. A duly accredited representative of the Jewellers, Watchmakers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes 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 right of entry.

WORK GIVEN OUT.

13. Any person or body of persons covered by this Determination who issues, gives out, or authorizes or permits to be issued or given out any watches and/or clocks whatsoever for the purpose of being cleaned or repaired by any process subject to the jurisdiction of this Board shall, notwithstanding the fact that the person to whom the work is issued or given out supplies additional material, keep a record book which shall contain a correct description of such work and the price paid for same. A similar record shall be kept by the person to whom such work is issued or given out.

An employee who supplies additional material used in the replacement and repair of watches and/or clocks, shall be re-imbursed for the cost of same.

An employee who repairs watches or clocks outside the employer's recognised workshop or establishment, shall keep a book recording the description and type of watch or clock itemising the nature of repairs and the piecework prices paid for same. The said book shall be signed by the recipient on each occasion.

The records herein prescribed shall be available for inspection by an official of the Department of Labour on demand.

PIECEWORK.

14. (*a*) The lowest piecework prices payable for the following kinds of work shall be :—

	s. d.
Overhaul and Regulate—	
10½ Ligne and over	13 0
9¾ Ligne and under	14 6
Sweep centre second all sizes	15 0
Shock proof watches all sizes	15 0
Stop watches 1/5, 1/10, 1/100 all sizes	15 6
Calander watches date-o-graph interval timers	as per quote
Automatic watches all sizes	as per quote
Chronographs	as per quote
Chronographs with split second	as per quote
19 Jewel watches and above all sizes	16 6
Complicated watches	as per quote

	Without Overhaul. s. d.	With Overhaul. s. d.
Staff (Fitting only)—		
10½ Ligne and over	12 6	7 6
9¾ Ligne and under	14 0	8 0
Shock proof watches all sizes	14 6	9 6
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Lever Pallet (push and screw all sizes)	14 6	8 6
Stem and button (Fitting only)—		
10½ Ligne and over	9 0	5 0
9¾ Ligne and under	10 0	6 0
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Two piece snap in type (male and female)	16 6	10 0
Button only	1 6	1 6
Mainspring (Fitting only)—		
10½ Ligne and over	8 6	3 6
9¾ Ligne and under	9 0	4 6
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Chronographs	as per quote	
Jewels (Fitting only)—		
Pallet stone	7 6	5 0
Impulse pin	6 6	4 0
Balance jewel or endstone	5 6	2 0
Wheel jewel (friction or setting)	5 6	3 6
Wheels (Fitting only)—		
Crown or castle (all sizes)	5 0	3 0
Hour or minute (all sizes)	5 0	3 0
Train wheel (all sizes)	5 0	3 0
Intermediate wheel (all sizes)	5 0	3 0
Clicks and keyless springs (Fitting only)		
Clicks all sizes	4 0	3 0
Click springs all sizes	4 0	3 0
Return bar spring all sizes	4 0	3 0
Shipper spring all sizes	4 0	3 0
Pinions (Fitting only)—		
Centre wheel—solid type (all sizes)	5 0	3 6
Centre wheel—hollow type (all sizes)	5 0	3 6
3rd, 4th escape wheel (all sizes)	5 0	3 6
Cannon pinion (all sizes)	5 0	3 0
Repivoting per pivot (all sizes)	as per quote	
Watch hole closing (all sizes per bearing)	..	0 6
Watch hole bushing (all sizes per bouchon)	..	3 0
Hairsprings (Fitting only)—		
Flat all sizes	7 6	5 0
Brequet all sizes	12 6	7 6
Recoiling—10s. per hour all sizes or as per arrangements	as per quote	
Pins (Fitting only)—		
Index—Brequet or flat all sizes	..	2 6
Regulator boot all sizes	..	4 6
Screws (Fitting only)—		
Bolt	4 6	3 0
Shoulder	..	1 0
Case	..	1 0
Jewel, plate, dial	..	1 0
Transmission (arbor screw)	..	1 0
Hands (Fitting only)—		
Plain each all sizes	0 9	0 9
Luminous each all sizes	1 0	1 0
Sweep centre second all sizes	1 6	1 6
Second all sizes	1 0	1 0
Repaint luminous per hand all sizes	0 9	0 9

Winding Mechanisms—
Bolt piece 10s. per hour or as per arrangement
Cover piece 10s. per hour or as per arrangement
Return bar 10s. per hour or as per arrangement
Sleeve (Inverted or screw) as per arrangement

An employee shall be paid ten per cent. over and above the piecework prices for all work done outside the employer's recognised workshop or establishment.

(*b*) From the piecework prices prescribed in sub-clause (*a*) hereof shall be subtracted the sum of 1s. where a week of 40 hours has been worked, and a proportionate sum shall be added where less than a week of 40 hours has been worked. This added amount represents the sum by which the Basic Wage has been varied since the said piecework prices were determined.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adults set out in clause 2 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.

The piecework prices prescribed in clause 14 are based upon a basic wage of £11 18s. per week. The earnings of pieceworkers shall be adjusted at the same time as adjustments are made to wages rates by adding to or subtracting from the sum prescribed in clause 14 (*b*) the amount of the variation in the 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 August, 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 an August, a November, a February, or a May, 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 of apprentices and improvers 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 21st April, 1954.

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