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AMENDING DETERMINATION OF THE SADDLERY AND HARNESS BOARD.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of manufacturing harness, saddlery, or whippetings" has made the following Determination, namely:—

(I.) Deleting clauses 3, 4, 5, 6 and 7, and inserting in lieu thereof the following:—

3.

WAGES PER WEEK.

| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| | £ s. d. | £ s. d. |
| Journeyman | 15 6 0 | 15 3 0 |
| Journeywomen | 10 8 0 | 10 6 0 |

(a) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

(b) Female working on large machines (7.5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

4. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males :—

- (a) Hand stitching or machine sewing with waxed thread of buggy, gig, or cab saddles, winker eyes, fronts, drops, padtops, pad or saddle cloths, folded hand parts, collar side pieces or housings for gig, carriage, spring cart or van harness.
- (b) hand stitching or machine sewing all other harness ;
- (c) hand stitching or machine sewing with waxed thread (other than beeswax), all classes of saddlery and leather goods other than harness ;
- (d) quilting or cross barring panels ;
- (e) cutting out, preparing, edging, creasing and finishing all classes of work.

APPRENTICES—MALES.

5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

| | Wages Per Week. | |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
| | s. d. | s. d. |
| Five-year terms— | | |
| First year's experience | 75 6 | 74 6 |
| Second year's experience | 88 0 | 87 0 |
| Third year's experience | 125 6 | 124 0 |
| Fourth year's experience | 201 0 | 198 6 |
| Fifth year's experience | 251 0 | 248 0 |
| Four-year term— | | |
| First year's experience | 75 6 | 74 6 |
| Second year's experience | 125 6 | 124 0 |
| Third year's experience | 201 0 | 198 6 |
| Fourth year's experience | 251 0 | 248 0 |

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupation under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiphong maker; (5) Collar maker.

(e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

(j) 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.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

(n) 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.

(o) *Tools of Trade* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

6. (a) Junior workers may be employed at the following rates of pay :—

| Age. | Wages Per Week. | |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
| | s. d. | s. d. |
| Under 16 years of age | 75 6 | 74 6 |
| 16 and under 17 years of age | 100 6 | 99 0 |
| 17 and under 18 years of age | 125 6 | 124 0 |
| 18 and under 19 years of age | 150 6 | 149 0 |
| 19 and under 20 years of age | 201 0 | 198 6 |
| 20 and under 21 years of age | 251 0 | 248 0 |

(b) The proportion of junior workers and apprentices allowed shall be :—

| Male Employee receiving at least Adult Male Rate. | Junior Workers including Apprentices. |
|---------------------------------------------------|------------------------------------------------------|
| 1 | 1 |
| 2 to 20 | 1 for every 2 such male employees |
| Over 20 | A further 1 for every 3 such male employees over 20. |

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay :—

| Age. | Wages Per Week. | |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mldura and Gippsland Districts. | Other Parts of Victoria. |
| | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 75 0 | 74 6 |
| 16 and under 17 years of age | 94 0 | 93 0 |
| 17 and under 18 years of age | 107 0 | 106 0 |
| 18 and under 19 years of age | 120 6 | 119 0 |
| 19 and under 20 years of age | 131 6 | 130 0 |
| 20 and under 21 years of age | 163 6 | 162 0 |

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 3.

(a) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(b) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

(II.) Deleting clause 21 and inserting in lieu thereof the following :—

SICK AND ACCIDENT PAY.

21. An employee who is absent from work on account of personal illness or incapacity due to any cause other than his own misconduct shall be entitled to leave of absence without deduction of pay, subject to the following conditions :—

(a) An employee shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.

(b) An employee shall within twenty-four 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 illness or incapacity and the estimated duration of the absence.

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee absent through illness or incapacity shall not be entitled in any year (whether in the employ of one employer or several except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.

(e) An employee employed under any system of payment by results (clause 34) entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(f) An employer in the first six months of employment of an employee shall not be liable to pay the employee for more than 3½ hours' absence owing to such ill health or incapacity in respect of each completed month of employment with that employer.

(g) If the full period of leave as prescribed above is not granted in any year with an employer, such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding 160 hours' working time, which shall be the maximum amount of leave to which any employee may be entitled in any year without deduction of pay.

(h) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

P. A. RANGLES, J.P. Chairman.

J. V. WILLOX, Secretary.

Melbourne, 1st February, 1956.

