

275-

[CONFIDENTIAL.]

(Rough Draft for Consideration Only.)

No. , 1914.

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## A BILL

To make further provision for regulating the hours of ordinary time and the payment for overtime in industries ; to further regulate the making, varying, and amending of awards and industrial agreements ; to amend the Industrial Arbitration Act, 1912, and certain other Acts ; and for other purposes.

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**B**E it enacted by the King's Most Excellent Majesty, by and with the advice and consent of the Legislative Council and Legislative Assembly of New South Wales in Parliament assembled, and by the authority of the same, as follows :—

**1.** This Act may be cited as the "Eight-hours Act, 1914." It shall be construed with the Industrial Arbitration Act, 1912, hereinafter referred to as "the Principal Act."

**2.** For the purposes of this Act, the expression "employees of the Crown" includes—

- (a) Employees of commissions, trusts, boards, or other bodies discharging functions on behalf of the Crown; and
- (b) employees of persons who are contractors for the execution of public works when such employees are employed upon or in connection with such works.

**3.** For the purposes of this Act, "continuous processes" mean industrial processes in which one hundred and forty-four hours or more per week are worked.

**4.** The following directions shall be observed by the court and the boards in making awards, and by the parties in making industrial agreements :—

- (a) In the industries of mechanics and labourers who are employed in continuous processes or in underground occupations, ordinary time shall not be worked on more than six out of seven consecutive days, and such time shall not exceed eight hours on any such day.
- (b) In the industries of clerks, mechanics, and labourers (other than domestic and rural workers) who are not employed in continuous processes or in underground occupations, ordinary time shall only be worked from Monday to Saturday inclusive in any week; and such time shall in the case of employees of the Crown not exceed forty-four hours per week, or eight hours on each day from Monday to Friday inclusive, and four hours on Saturday, and in the case of other employees shall not exceed forty-eight hours per week or eight and three-quarter hours on each day from Monday to Friday inclusive and four and a quarter hours on Saturday.
- (c) in underground occupations, or occupations in which the conditions as to ventilation, lighting, and limitation of approaches are similar to those obtaining in underground occupations, ordinary time shall include permitted intermissions for rest and meals, and shall be reckoned from bank to bank;

(d)

277

*Eight-hours.*

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- (d) Intermissions for rest, other than "smoke oh's", and for meals, in any day on which eight and three quarter hours, or less, are worked, shall not exceed a total of one hour.
- (e) Overtime worked in excess of the ordinary times or hours above limited shall be paid for at the rate of not less than ordinary time and a quarter:

Provided that notwithstanding the terms of any industrial agreement a greater number of hours than above specified may be fixed by award if the court or board certifies that for reasons of paramount public interest such greater number of hours should be worked in the industry:

Provided also that, subject to the last proviso, where in any industry the ordinary time of work is at the commencement of this Act fixed by award or industrial agreement or by well established practice in the industry, such time shall not be exceeded in any award or industrial agreement made after such commencement in respect of such industry.

**5.** Application may be made at any time during the currency of an award in force at the commencement of this Act to make such variations or amendments as are necessary to bring it into conformity with or to give effect to the provisions of this Act.

**6.** Any award or industrial agreement made after the commencement of this Act in contravention of its provisions shall be void.

**7.** Nothing in this Act shall affect any industry to which the Early Closing Act, 1899, the Early Closing (Amendment) Act, 1900, the Butchers' Shops Sunday Closing Act, 1902, the Early Closing (Hairdressers' Shops) Act, 1906, the Saturday Half Holiday Act, 1910, or the Early Closing (Amendment) Act, 1910, applies.

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