



# VICTORIA GOVERNMENT GAZETTE.

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[1931

*Factories and Shops Act 1928 (No. 3677).*

## DETERMINATION OF THE PAPER BOARD.

**NOTE.**—(1) This Determination on the 23rd November, 1931, applied to the whole of the State of Victoria.

„ (2) On the 4th July, 1916, the Paper Board was given exclusive power to “determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with making paper, cardboard, carpet felt, or any similar products.”

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person employed making paper, cardboard, carpet felt, or any similar products,” has made the following Determination, namely:—

(1) That on the 23rd November, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Apprentices or Improvers.   |                             |           |           | Other Employees.  |           |              |                |           |
|---|-----------------------------|-----------|-----------|---|-----------|--------------|----------------|-----------|
| Age.  | Wages per Week of 48 Hours. |           |           | WAGES PER WEEK OF 48 HOURS.   |           |              |                |           |
|   | Males.                      |           | Females.  | Males.  |           | Day Workers. | Shift Workers. |           |
|   | <i>s.</i>                   | <i>d.</i> | <i>s.</i> | <i>d.</i>   | <i>s.</i> | <i>d.</i>    | <i>s.</i>      | <i>d.</i> |
| 15 years and under .. .. .  | 15                          | 0         | ..        | ..  | 85        | 1            | 88             | 1         |
| 16 years .. .. .  | 18                          | 0         | 16        | 0   | 82        | 4            | 85             | 4         |
| 17 years .. .. .  | 20                          | 0         | 17        | 4   | 87        | 1            | 70             | 1         |
| 18 years .. .. .  | 31                          | 3         | 22        | 3   | 71        | 7            | 74             | 7         |
| 19 years .. .. .  | 42                          | 6         | 26        | 9   | 66        | 2            | 69             | 2         |
| 20 years .. .. .  | 56                          | 0         | 33        | 9   | 63        | 6            | 66             | 6         |
| <i>Apprentices.</i>   |                             |           |           | Machinemen .. .. .<br>Beatermen .. .. .<br>Breakerman .. .. .<br>Head boilerman, head finisher, or head ragcutter ..<br>Board paster in charge, head baler, head yardman,<br>wire drum repairer, man working flying fox hoist,<br>cutterman in charge of separate machines .. ..<br>Assistant finishers, guillotine men, lining machine<br>men, knivesmen and cuttermen on paper and board<br>machines, boilermen, glazing machine men, rip-<br>ping and rewinding machine men, assistant rag-<br>cuttermen, tractor drivers, motor drivers in yard,<br>hoist man, railway and delivery men, men engaged<br>in parcelling and tying boards or balers .. ..<br>All others .. .. .<br><br>Ragcutter cutting carpet felt shall be paid 6d.<br>per shift or day extra.<br><br>Females .. .. . |           |              |                |           |
| PROPORTION (in any factory or place).   |                             |           |           |   |           |              |                |           |
| MALES.  |                             |           |           |   |           |              |                |           |
| One male apprentice to every three or fraction of three male workers receiving not less than 63s. 6d. per week of 48 hours.     |                             |           |           |   |           |              |                |           |
| FEMALES.  |                             |           |           |   |           |              |                |           |
| One female apprentice to every three or fraction of three female workers receiving not less than 35s. 4d. per week of 48 hours. |                             |           |           |   |           |              |                |           |
| An indenture of apprenticeship prescribed by the Board was approved on 4th June, 1924.  |                             |           |           |   |           |              |                |           |
| <i>Improvers.</i>   |                             |           |           |   |           |              |                |           |
| PROPORTION (in any factory or place).   |                             |           |           |   |           |              |                |           |
| MALES.  |                             |           |           |   |           |              |                |           |
| Three male improvers to every five or fraction of five male workers receiving not less than 63s. 6d. per week of 48 hours.      |                             |           |           |   |           |              |                |           |
| FEMALES.  |                             |           |           |   |           |              |                |           |
| One female improver to each female worker receiving not less than 35s. 4d. per week of 48 hours.                                |                             |           |           |   |           |              |                |           |

(3) OVERTIME.—Any employee who works for any time in excess of 45 hours in any week shall be paid for such extra time at the rate of time and a half.

In the event of one holiday occurring in a week and not being worked, overtime rate shall be paid for any time worked in excess of 40 hours.

In the event of two holidays occurring in a week and not being worked, overtime rate shall be paid for any time worked; in excess of 32 hours.

(4) DEFINITION.—Shift worker means any person employed in a continuous process where three shifts are worked for six days a week, and in which alternative weekly shifts are worked by such person.

(5) MEAL ALLOWANCE.—A meal allowance of 1s. 6d. shall be paid to any male employee over 16 years of age, when ordered to work overtime without notice the day before such overtime is required, and provided a minimum of 4 hours' overtime per day is worked.

(6) PAYMENTS FOR PUBLIC HOLIDAYS.—Eight hours' pay at ordinary rates shall be paid for the following holidays, if not worked:—New Year's Day, Foundation Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, Christmas Day, Boxing Day, and Anzac Day, or such other days as are observed in lieu of any of the above days, excepting—

(a) In the event of Anzac Day falling on a Sunday, no payment shall be made for that day.

(b) In the event of a holiday falling on a Saturday, and not being worked, day workers shall be paid ordinary rates for 4 hours 40 minutes, to make up a full week of 48 hours.

(c) In the event of any of the above holidays not being worked, day-workers shall have the option of working three-quarters of an hour at ordinary rates, to make up a full week of 48 hours.

(7) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate payable for all work done on Sundays, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), Anzac Day, Christmas Day, Boxing Day, and Foundation Day (26th January); but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

H. J. RICHARDSON, J.P., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 4th November. 1931.