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GOVERNMENT GAZETTE.

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[1932

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination on the 15th November, 1932, applied to the whole of the State of Victoria.

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 or persons or classes of persons employed in or in connexion with making coal gas for trade or sale, but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 15th November, 1932, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

	Wages per Week of 44 Hours.					
	Within the Metropolitan District as defined in the Factories and Shops Act; the City of Mordialloc; the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
*Under 15 years of age	14 4	15 2	14 6	14 0	15 7	13 1
*15 years and under 16 years of age ..	17 11	19 0	18 1	17 6	19 5	16 5
*16 " " 17 " " ..	21 6	22 9	21 9	21 0	23 4	19 8
*17 " " 18 " " ..	28 7	30 4	29 0	27 11	31 1	26 3
*18 " " 19 " " ..	35 9	37 11	36 3	34 11	38 11	32 9
*19 " " 20 " " ..	46 6	49 4	47 1	45 5	50 7	42 7
20 " " 21 " " ..	57 3	60 8	58 0	55 11	62 3	52 5

* Apprentices and Improvers under twenty years of age shall be paid 2s. per week extra if employed at shift work.

PROPORTION (IN ANY PLACE).

Apprentices.—One Apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.—Such number of Improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three workers receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.						
	Within the Metropolitan District as defined in the Factories and Shops Act.	Within the City of Mordialloc, and the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Stokers—							
Ordinary	85 3	81 6	91 3	88 1	84 9	93 9	75 6
Machine	86 10	..	..	..	..	..	..
Vertical	88 6	..	94 10	..	..	..	..
Yardmen and Labourers ..	71 6	71 6	75 10	72 5	69 11	77 10	65 6

(4) OVERTIME.—That the following rates shall be paid as overtime:—

To Stokers—

- (i) for any time in excess of eight hours in any one day
- (ii) for any time (excluding that provided for under (i)) in excess of 176 hours in a period of four weeks

To Other Workers—

- (iii) for any time in excess of eight hours in any one day
- (iv) for any time (excluding that provided for under (iii)) in excess of 44 hours in any week

} Time and a half for the first two hours of such work, and double time thereafter.

(5) TIME WAGES.—That any person employed on Time Wages, for less than the number of hours fixed for an ordinary week's work, shall, for each hour worked up to one-half of the hours fixed, be paid the ordinary wages rate with an addition of 33 per cent.

(6) SPECIAL RATES.—That time and a half shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Good Friday, Easter Monday, Eight Hours Day, and King's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(7) WEEKLY DAY OFF.—Every stoker shall be allowed, by rotation or otherwise, one clear day off in each week. A week shall be deemed to commence from the starting of the morning shift on Monday in each week.

(8) PAYMENT OF WAGES.—Payment of wages due up to 6 a.m. on the preceding Monday shall be made on Thursday of each week, or in accordance with the practice existing at the time of the making of this Determination, provided that such wages shall be paid not later than Friday of each week.

(9) ANNUAL LEAVE.—Every employee who serves an employer continuously for one year shall be allowed by the employer leave of absence in that year or in the following year for a continuous period of one week of seven days.

(10) ABSENCE THROUGH SICKNESS OR ACCIDENT.—(a) Any employee not attending for duty will lose his pay for the time of such non-attendance, unless he produces or forwards within twenty-four (24) hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment, or to personal ill-health, necessitating such absence.

(b) In the case of personal accident or personal illness necessitating such absence referred to in (a), the pay for the week in which such accident or illness occurs shall be calculated on his pay at ordinary rates for the six working days up to and including the day such accident or illness occurs. Provided, however, that if such accident or illness necessitates absence beyond the week in which same occurs, the employer will for such period of absence not exceeding in all ten days, pay the employee in the manner hereinbefore provided. The maximum amount of pay for days not worked owing to such accident or illness necessitating absence as aforesaid shall be a total of ten days' full pay in any year. For the purpose of this clause, a year shall be calculated as follows:—

For employees—

Of the Metropolitan Gas Co.	From 3rd October in each year to 2nd October next following
Of the Colonial Gas Association in its works at Box Hill, Footscray and Oakleigh; and of the Warrnambool Gas Corporation	From 1st October in each year to 30th September next following.
Of the Brighton Gas Co.	From 7th October in each year to 6th October next following.
Of the Ballarat Gas Co. and of the Bendigo Gas Co.	From 4th October in each year to 3rd October next following.
Of the Geelong Gas Co.	From 23rd August in each year to 22nd August next following.
Of the Castlemaine Gas Co.	From 1st December in each year to 30th November next following.
In any other establishment	From 1st August in each year to 31st July next following.

SAMUEL MAUGÈR, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 31st October, 1932.