

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

[1932

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

NOTE.—This Determination on the 23rd May, 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 to be paid to any persons employed in a factory in the process, trade, business, or occupation of manufacturing or preparing for trade or sale milk, cream, butter, or cheese," had made the following Determination, namely:—

(1) That on the 23rd May, 1932, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(A) EMPLOYEES IN CONDENSED MILK AND DRIED MILK FACTORIES.

No. 77.—4912.

## (3) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing (tins, cartons, or bottles ;
- Stamping or branding tins, cartons, cases, bottles, or labels ;
- Stamping, branding, lining, or nailing up boxes or shooks ;
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes ;
- Feeding or assisting on machines ;
- Feeding or taking away from automatic machines ; or
- Washing up (not to include scrubbing of floors by females).

(4) DEFINITIONS.—“Ordinary Worker” is a person who ordinarily works 8½ hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and 4½ hours between 7 a.m. and 12.45 p.m. on Saturday.  
“Shift Worker” is a person other than an ordinary worker.

(5) OVERTIME.—(a) *Ordinary Workers*.—All time worked in excess of 4½ hours on Saturday or 8½ hours on the other working days of the week or outside the hours fixed in Clause 4 shall be paid for at the rate of time and a half.

(b) *Shift Workers*.—All time worked in excess of 8 hours on any day shall be paid for at the rate of time and a half.

(6) MEAL INTERVAL.—An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed 45 minutes for meal ; such meal time to be not less than three hours, or more than five hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

(7) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum.

(8) NOTICE OF INTENTION TO WORK OVERTIME.—In the event of employees being required to work in excess of 60 minutes overtime in any one day, they shall be notified of such intention on the previous day. Failing such notice they shall be paid in addition to the overtime a sum of 1s. 6d. for meal.

When an employee has provided himself with customary meal because of receipt of notice of intention to work overtime in excess of 60 minutes in any one day, he shall be entitled to the sum of 1s. 6d. per meal so provided in the event of the overtime not being worked or ceasing before respective meal time.

(9) WAITING TIME.—When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

(10) ALLOWANCE.—When an employee is required by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(11) PAYMENT OF WAGES.—All wages shall be paid weekly.

(12) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(13) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Anzac Day, 3rd June (King's Birthday), Christmas Day, and Boxing Day ; 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.

## (1) (B) EMPLOYEES IN BUTTER, CHEESE, CASEIN OR ANY OTHER FACTORIES SUBJECT TO THIS DETERMINATION.

| Apprentices or Improvers.   | Juvenile Workers.   | Other Employees. |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
|---|---|------------------|--------|----------|----------------|----------|----------|----------------|----------|----------|----------|----------|----------|----------|------|------|----------|------|----------|----------|------|----------|---|
| <p>WAGES.</p> <p>Per week of 48 hours.</p> <p>Under 16 years .. 30s.</p> <p>16-17 years .. 35s. 6d.</p> <p>17-18 .. 40s.</p> <p>18-19 .. 45s. 9d.</p> <p>19-20 .. 50s. 9d.</p> <p>20-21 .. 55s. 3d.</p> <p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than 72s. per week of 48 hours.</p> <p><i>Females.</i></p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than 46s. 3d. per week of 48 hours.</p> | <p>WAGES.</p> <p>Per week of 48 hours.</p> <table> <tr> <th></th><th>Males.</th><th>Females.</th></tr> <tr> <td>Under 16 years</td><td>25s. 9d.</td><td>22s. 3d.</td></tr> <tr> <td>16-17 years ..</td><td>28s. 5d.</td><td>24s. 6d.</td></tr> <tr> <td>17-18 ..</td><td>35s. 6d.</td><td>28s. 6d.</td></tr> <tr> <td>18-19 ..</td><td>39s.</td><td>32s.</td></tr> <tr> <td>19-20 ..</td><td>46s.</td><td>35s. 9d.</td></tr> <tr> <td>20-21 ..</td><td>52s.</td><td>39s. 6d.</td></tr> </table> |                  | Males. | Females. | Under 16 years | 25s. 9d. | 22s. 3d. | 16-17 years .. | 28s. 5d. | 24s. 6d. | 17-18 .. | 35s. 6d. | 28s. 6d. | 18-19 .. | 39s. | 32s. | 19-20 .. | 46s. | 35s. 9d. | 20-21 .. | 52s. | 39s. 6d. | <p>WAGES.</p> <p>Wages per week of 48 hours.</p> <p>Milk or cream grader .. 87s.</p> <p>Creamery manager .. 85s.</p> <p>Milk or cream tester or neutralizer .. 82s.</p> <p>Foreman of shift or department or casein plant .. 81s.</p> <p>Butter-maker .. 84s.</p> <p>Operators of any of the following machines, viz. :—</p> <p>Separator .. 73s.</p> <p>Pasteurizer .. 73s.</p> <p>Weighing machine .. 73s.</p> <p>Storeman or packer .. 73s.</p> <p>Casein-maker .. 86s.</p> <p>Cheese-maker .. 87s.</p> <p>Other employees in cheese factories .. 72s.</p> <p>All other adult males .. 72s.</p> <p>All adult females .. 46s. 3d.</p> |
|   | Males.  | Females.         |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
| Under 16 years  | 25s. 9d.  | 22s. 3d.         |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
| 16-17 years ..  | 28s. 5d.  | 24s. 6d.         |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
| 17-18 ..  | 35s. 6d.  | 28s. 6d.         |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
| 18-19 ..  | 39s.  | 32s.             |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
| 19-20 ..  | 46s.  | 35s. 9d.         |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |
| 20-21 ..  | 52s.  | 39s. 6d.         |        |          |                |          |          |                |          |          |          |          |          |          |      |      |          |      |          |          |      |          |   |

## (2) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

- Patting, wrapping, stamping, or branding butter or cheese ;
- Blending or re-packing cheese ;
- Filling or cleaning cheese jars or moulds ;
- Filling or emptying casein trays ;
- Filling or drying casein in tunnels ;
- Filling casein into bags ;
- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing (tins, cartons, or bottles ;
- Stamping or branding tins, cartons, cases, bottles, or labels ;
- Stamping, branding, lining, or nailing up boxes or shooks ;
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes ;
- Feeding or assisting on machines ;
- Feeding or taking away from automatic machines ; or
- Washing up (not to include scrubbing of floors by females).

(3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.

(4) ALLOWANCE.—When an employee is required by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum.

(6) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(7) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Anzac Day, 3rd June (King's Birthday), Christmas Day, and Boxing Day; 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.

A. S. HAWSER, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 6th May, 1932.

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