



VICTORIA GOVERNMENT GAZETTE.

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No. 84]

WEDNESDAY, MAY 3.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BUTTER BOARD.

NOTE.—This Determination on the 1st May, 1933, applied to the whole of the State of Victoria.

NOTE.—On 21st June, 1913, the powers of the Butter Board were extended by the Governor in Council to enable it to deal with storemen, packers, or sorters employed in a factory in connexion with the trade or business of manufacturing or preparing for trade or sale milk, cream, butter, or cheese.

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 1st May, 1933, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

EMPLOYEES IN CONDENSED MILK AND DRIED MILK FACTORIES.

Apprentices or Improvers.		Juvenile Workers.				Other Employees.		
WAGES.		WAGES.				WAGES.		
Per week of 48 hours.		Per week of 48 hours.				Per week of 48 hours.		
<i>s. d.</i>		Males.		Females.		Shift Workers.	All Others.	
<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
Under 16 years	23 0	Under 16 years	24 0	21 3	Milk or cream grader, tester or neutralizer	83 6	83 6	83 6
16-17 years	33 0	16-17 years	26 6	23 3	Foreman of shift or department	83 6	83 6	83 6
17-18 "	37 0	17-18 "	33 0	27 0	Operator of any of the following machines—			
18-19 "	42 0	18-19 "	36 3	31 6	Milk drier (roller system)	76 6	76 6	76 6
19-20 "	47 3	19-20 "	43 0	34 0	Milk drier (sprayer system)	77 6	77 6	77 6
20-21 "	51 6	20-21 "	48 6	37 6	Vacuum pan—condensery	78 6	78 6	78 6
PROPORTION (IN ANY PLACE).					Vacuum pan—dried milk	77 6	77 6	77 6
<i>Males.</i>					Evaporator	76 6	76 6	76 6
One apprentice to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours.					Homogenizer or visiolizer	75 0	75 0	75 0
<i>Females.</i>					Cream retort	73 6	71 6	71 6
One improver to every eight or fraction of eight workers receiving not less than 68s. 6d. per week of 48 hours.					Powder sifter	73 6	69 6	69 6
					Tubular heater or ejector	74 6	71 6	71 6
					Separator	73 6	69 6	69 6
					Pasteurizer	73 6	69 6	69 6
					Weighing machine	73 6	73 6	73 6
					Storemen or stackers or packers	73 6	70 6	70 6
					Washers of vacuum pan, vacuum holding vats, or evaporator	73 6	71 6	71 6
					All other male adults	73 6	68 6	68 6
					Headwoman, i.e., a person who has charge of employees under, and takes her instruction from, the foreman .. .. .	..	48 9	48 9
					Females operating dried milk automatic filler .. .. .	..	46 9	46 9
					All other females .. .. .	..	44 0	44 0
					Persons employed cleaning drying boxes, where the artificial temperature is over 112° Fahr., shall be paid 6d. per hour in addition to their ordinary wage.			
					Persons operating more than 2 vacuum pans shall be paid 4s. per pan extra.			
					Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 1d. for each flying clean or 6d. for each full clean in addition to the ordinary week wage for employee concerned.			

(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 for more than two hours per day).

(4) DEFINITIONS.

Ordinary working hours shall mean work done between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and between 7 a.m. and 12.45 p.m. on Saturdays.

Shift worker means a worker who may be required to work outside the ordinary working hours or on Sundays or holidays, on six days of eight hours each in each week. No female or juvenile shall be employed as a shift worker.

(5) OVERTIME.—(a) Shift workers.—All time worked in excess of 8 hours in any day shall be paid for at the rate of time and a half.

(b) Other workers.—All time worked in excess of 4½ hours on Saturdays or 8½ hours on the other working days of the week or outside the ordinary working hours fixed in clause 4 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) CONTINUITY OF WORK.—The work of each day or shift shall be continuous with the customary break for a meal.

(8) 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.

(9) 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.

(10) 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.

(11) 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.

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

(13) 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.

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

Apprentices or Improvers.	Juvenile Workers.		Other Employees.	
WAGES.	WAGES.		WAGES.	
Per week of 48 hours.	Per week of 48 hours.		Wages per week of 48 hours.	
s. d.	Males.	Females.	s. d.	
Under 16 years 30 0			Milk or cream grader 83 6	
16-17 years 35 6			Creamery manager 81 6	
17-18 " 40 0			Milk or cream tester or neutralizer 80 0	
18-19 " 45 9	Under 16 years 25 9	22 3	Foreman of shift or department or casein plant 81 0	
19-20 " 50 9	16-17 years .. 28 6	24 6	Butter-maker 81 0	
20-21 " 55 3	17-18 " 35 6	28 6	Operators of any of the following machines, viz:—	
	18-19 " 39 0	32 0	Separator 69 6	
	19-20 " 46 0	35 9	Pasteurizer 69 6	
	20-21 " 52 0	39 6	Weighing machine 69 6	
			Storeman or packer 69 6	
			Casein-maker 82 6	
			Cheese-maker 83 6	
			All other adult males 68 6	
			All adult females 46 3	
PROPORTION (IN ANY PLACE).				
Males.				
One apprentice to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours.				
One improver to every eight or fraction of eight workers receiving no less than 68s. 6d. per week of 48 hours.				
Females.				
One apprentice and one improver to every three or fraction of three workers receiving not less than 46s. 3d. per week of 48 hours.				

(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.

(3) The following rates shall be paid for all work done :—

(a) In factories in which the week's work is done in 5½ days—
(i) In excess of 4½ hours on the usual half-holiday } Time and a half.
(ii) In excess of 3¾ hours on any other day }
(b) In factories in which the week's work is done in 6 days—
In excess of 8 hours on any day Time and a half.

(4) **TIME BOOK OR OTHER RECORD.**—That every employee shall indelibly record his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(5) **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.

(6) **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.

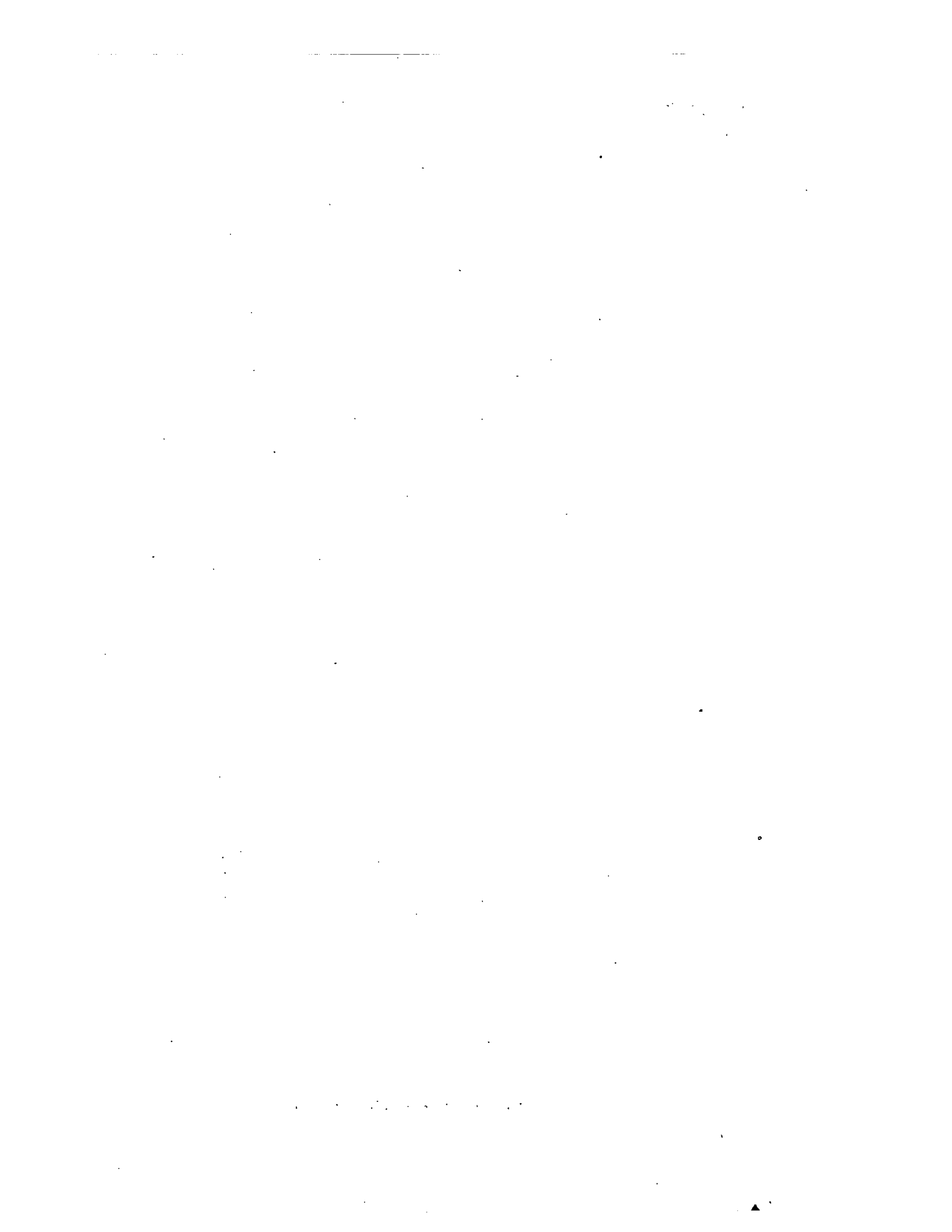
(7) **TERMINATION OF EMPLOYMENT.**—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(8) **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. HAUSER, P.M., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 7th April, 1933.





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No. 85]

THURSDAY, MAY 4.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

This Determination on the 10th May, 1933, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928 (No. 3677)*, and the Order in Council made thereunder extending such Metropolitan District, such portions of the city of Sandringham as are not included in the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the boroughs of Eaglehawk and Sebastopol; the town of Newtown and Chilwell; and such portion of the area vested in or under the control of the State Electricity Commission as is within a radius of one mile and a half of the Yallourn Post Office.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board which now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter.
- (ii) in assisting a Storeman, Packer, or Sorter.
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch.

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted or packed for trade or sale.

but not including any person subject to the jurisdiction of any of the following Boards:—

<ul style="list-style-type: none"> Aerated Water Trade Board Agricultural Implements Board Agricultural Implements Board (Country) Bedstead Makers Board Biscuit Board Boarding Houses Board Brewers Board Butter Board Candlemakers Board Cardboard Box Trade Board Cigar Trade Board Confectioners Board Cordage Board Fellmongers Board Flock Board Flour Board Flour Board (Country) Furniture Board (Picture Frames) Furniture Board (Wood, Mantelpiece, or Overmantel) 	<ul style="list-style-type: none"> Glassworkers Board Grocers Sundries Board Ham and Bacon Curers Board Hotel and Restaurant Board Ice Board Jam Trade Board Leather Goods Board Marine Stores Board Meat Preservers Board Millet Broom Board Nailmakers Board Paper Board Paper Bag Trade Board Pastrycooks Board Plate Glass Board Polish Board Pottery Board Printers Board Printers Board (Country) Printers Board (Provincial) 	<ul style="list-style-type: none"> Rubber Trade Board Shops Board No. 1 (Boot Dealers) Shops Board No. 9 (Drapers and Men's Clothing) Shops Board No. 12 (Fuel and Fodder) Shops Board No. 13 (Fuel and Fodder—Country) Shops Board No. 14 (Furniture Dealers) Shops Board No. 15 (Grocers) Shops Board No. 16 (Hardware) Soap and Soda Board Starch Board Tea Packing Board Tinsmiths Board Wholesale Grocers Board Wireworkers Board Woodworkers Board Woodworkers Board (Country) Woolen and Cotton Trade Board,"
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has made the following Determination, namely:—

(1) That on the 10th May, 1933, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2) **APPRENTICES AND IMPROVERS.**

	Wages Per Week.			Number (in any place).
	Males.		Females.	
	Bread-making Establishments.	Any Other Place.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	} 45 0	14 9	14 9	<p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS.</p> <p>One male improver to every four or fraction of four male workers receiving 65s. 6d. per week.</p> <p>FEMALE IMPROVERS.</p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving 36s. 9d. per week.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving 36s. 9d. per week.</p>
16 to 17 years of age		19 9	19 9	
17 to 18 years of age		25 9	21 9	
18 to 19 years of age		35 9	25 6	
19 to 20 years of age	57 6	45 9	27 9	
20 to 21 years of age	72 6	56 9	31 9	
				<p>Provided that any female improver employed packing or sorting laundry-work shall, after completing 3 years' experience, be paid the wage fixed for an adult.</p>

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

(3)

JUVENILE WORKERS.

Juvenile workers, i.e., males or females under 21 years of age (other than apprentices or improvers) employed exclusively at wiping eggs.

Wages per week of 48 hours.

MALES.				FEMALES.			
				s. d.			
Under 15 years of age	..	..	15 0	Under 16 years of age	..	..	15 6
15 to 16 years of age	..	..	17 6	16 to 17 years of age	..	..	20 0
16 to 17 years of age	..	..	22 6	17 to 18 years of age	..	..	23 6
17 to 18 years of age	..	..	30 0	18 to 19 years of age	..	..	27 6
18 to 19 years of age	..	..	44 0	19 to 20 years of age	..	..	33 6
19 to 20 years of age	..	..	55 0	20 to 21 years of age	..	..	38 6
20 to 21 years of age	..	..	60 0				

(4)

OTHER EMPLOYEES.

MALES.

	In other parts of Victoria where this Determination applies.													
	Within a radius of one mile and half of the Yallourn Post Office.	Males employed in (or on) or in connexion with—												
		Storemen employed in Figured, Roll, and Sheet Glass Stores and Storemen employed receiving Stores and Tools into Engineering Establishments or who in charge of, or issue such stores and tools for use in such establishments.	Wharves, Wharf Sheds, Customs Railway Sheds, or Frustrating Sheds.	Potato or Onion Stores.	Lime, Cement, or Plaster Store.	Plurous Plaster Stores, or Wholesale Softgoods Warehouses.	Roof Factories, or Wholesale Chemists' Warehouses.	Bulk Paper Stores.	Bread-making Establishments.	Match Factory Stores, or Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Bulk Salt Stores, Electrical Machinery, or Storemen employed in such Stores in which Sausage Casings are Stored, Packed or Sorted.	Any Other Place.	
48 Hours. s. d.	48 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	
Storeman, Packer or Sorter in any Store, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—														
(a) Works singly	82 0	74 6	85 3	74 3	71 0	70 0	72 6	74 6	82 6	74 6	72 6	74 6	70 0	
(b) Supervises or directs the number of male persons 18 years of age or over indicated hereunder, viz. :—														
(a) 1, 2, 3, 4, 5, or 6 such persons	84 3	76 9	85 3	74 3	73 6	72 3	74 9	76 9	89 3	76 9	74 9	76 9	72 3	
(b) 7 or more such persons	98 3	90 9	85 3	74 3	87 6	86 9	89 6	90 9	103 9	90 9	89 6	90 9	86 9	
Storeman in charge of a bulk store removed from the main place of business	82 0	74 6	..	..	..	70 0	72 6	74 6	..	74 6	72 6	74 6	70 0
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	..	..	73 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	..	70 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	..	70 0
Egg packers, sorters or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	..	68 0
All male adults not otherwise provided for	77 6	70 0	85 3	74 3	68 3	65 6	67 9	70 0	82 6	70 0	67 9	70 0	65 6	

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed.

FEMALES.

	Females employed in or in connexion with—	
	Manufacturing Chemists' Factories.	Any Other Place.
	WAGES PER WEEK OF—	
	46 Hours.	48 Hours. <small>Provided that females employed in or in connexion with any establishment in which the hours for males are fixed at less than 48 per week shall be subject to the same number of hours as those fixed for males.</small>
	<i>s. d.</i>	<i>s. d.</i>
Female Packer or Sorter in any Store, who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—		
(a) Works singly	38 9	38 9
(b) Supervises or directs the number of female persons 18 years of age or over, indicated hereunder, viz. :—		
(a) 1, 2, 3, 4, 5, or 6 such persons	41 9	41 9
(b) 7 or more such persons	47 6	47 6
Egg Packers, Sorters or Testers—		
With less than eight weeks' experience .. .. .	..	39 0
With eight weeks' or more experience .. .. .	..	42 0
All female adults not otherwise provided for	36 9	36 9

(5) TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS—

	Times of beginning. Not earlier than—	Times of ending. Not later than—
On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed	7 a.m.	12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

(6) HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced)	10 hours.

(7) OVERTIME.—The following rates shall be paid for all work done :—

(a) by persons employed in Bread-making Establishments—	
In excess of the number of hours fixed in clause (6), or	} Time and a half.
In excess of 44 hours in any week	
(b) by all persons other than those employed in Bread-making Establishments—	
Between midnight and 7 a.m.	4s. per hour.
At any other time outside the times of beginning and ending work as fixed in clause (5)	} Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week	

(8) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday (3rd June), Christmas Day, or 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 only be payable for work done on the days so substituted.

(9) TIME RATE.—Any person (other than (a) those in potato or onion stores, on wharfs, or in wharf sheds, customs railways sheds or fumigating sheds, or (b) juvenile workers) 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 the maximum number of hours fixed in this Determination be paid at the ordinary wages rate with an addition of fifty per centum.

(10) RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.—The maximum weight to be lifted by any female over 18 years of age, employed in an Egg Store, shall be thirty pounds.

(11) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(12) PIECE-WORK.—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3877), that any employer may fix and pay piece-work prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO FEMALES EMPLOYED AT WIPING, PACKING, SORTING, OR TESTING EGGS.

(13) REST PERIODS.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(14) TEA MONEY.—Females required to work overtime shall receive 1s. tea money on each occasion of working overtime.

R. J. EDWARDS, Chairman.

H. N. JONES, Secretary.

Dated at Melbourne this 24th day of April, 1933.
