



# VICTORIA GOVERNMENT GAZETTE

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[1935

Factories and Shops Acts.

## DETERMINATION OF THE SUGAR REFINERS BOARD.

NOTE.—This Determination on the 1st December, 1935, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in connexion with the trade of sugar refining," has made the following Determination, namely:—

(1) That on the 1st December, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	Adult Males.	
	s. d.	s. d.	s. d.	s. d.		s. d.
Under 16 years ..	16 11	16 11	16 11	16 11	Raw Sugar Store—	
16 years ..	22 2	18 6	22 2	18 6	Men unstriking ..	77 0
17 " ..	31 1	20 7	31 1	20 7	Men cutting in ..	78 0
18 " ..	39 7	24 10	39 7	24 10	Elevator attendant ..	76 0
19 " ..	46 11	30 1	46 11	30 1	Wash tank hands ..	73 0
20 " ..	55 4	36 11	55 4	36 11	Riggers ..	78 0
PROPORTION (IN ANY PLACE).  <i>Males.</i>  One apprentice and one improver to every three or fraction of three workers receiving not less than 70s. per week of 44 hours.   <i>Females.</i>  One apprentice and one improver to every three or fraction of three workers receiving not less than 38s. 6d. per week of 44 hours.					Melting House—	
					Washing fugalman ..	76 6
					Melter attendant ..	73 0
					Mixer ..	73 0
					Carbonation House—	
					Men on liquor filter presses ..	74 6
					Men on mud ..	74 0
					Leading hand ..	79 0
					Men on gas tank ..	75 0
					Men on crushing and stacking lime ..	73 0
					Man washing and checking filter press sheets ..	73 0
					Char End—	
					Kiln repairers ..	73 0
					Kiln firemen ..	79 0
					Wet charmen ..	79 0
					Char runners ..	79 0
					Pan Floor—	
					1st sugar boilers ..	93 0
					2nd sugar boilers ..	86 0
					Pan attendant, attending triple effect ..	73 0
					Refined sugar fugalmen ..	76 6
					Jelly House—	
					Leading hand ..	76 6
					Jelly fugalman ..	73 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands) ..	76 0
					Ising mill attendant ..	73 0
					Driers (leading hand) ..	74 0
					Driers (others) ..	72 0
					Automatic scale attendant ..	76 0
					Leading hand packing floor ..	76 0
					Golden Syrup and Treacle Shop—	
					Man packing and weighing (bulk) ..	73 0
					Liquor runners ..	79 0
					Assistants ..	73 0
					All others ..	70 0
					Adult Females ..	38 6

(3) **DEFINITION OF JUVENILE WORKERS.**—Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

(4) **OVERTIME.**—(a) *Workers Employed on Shifts.*—All work done in excess of 8 hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half.

(b) *All Others.*—All work done in excess of 8 hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

(5) **LATE ATTENDANCE.**—Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.

(6) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—(a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time, 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.

(b) Employees (other than casual employees) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

(7) **ANNUAL LEAVE.**—Each employee shall be allowed in each year, commencing with the year 1936, leave of absence for six consecutive working days on full pay (the equivalent of forty-four hours' pay) at the convenience of the employer in respect of service during the previous year.

Provided that where an employee has worked for a period of less than twelve months in any year such employee shall be allowed leave on a proportionate basis for each completed two months of continuous service.

Employees dismissed for misconduct or who voluntarily terminate their employment shall not be entitled to any annual leave.

(8) **SICK PAY.**—Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of forty-four hours' pay) in each calendar year.

Personal ill-health does not include ill-health which is the result of an accident, or ill-health the result of misconduct.

(9) **MEAL ALLOWANCE.**—A meal allowance of 1s. 6d. shall be paid to employees (other than casual employees) when required to work overtime without notice being given the day before such overtime is required, and provided a minimum of two hours' overtime is worked.

(10) **PIECE-WORK.**—The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, 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 that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 6th November. 1935.