



VICTORIA GOVERNMENT GAZETTE.

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[1936

Factories and Shops Acts.

DETERMINATION OF THE PLASTIC MOULDING BOARD.

NOTE.—This Determination applies 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 person or persons or classes of persons employed in the process, trade, or business of wholly or partly preparing or manufacturing articles from synthetic resin, casein, or other substance of a similar nature" has made the following Determination, namely:—

(1) That this Determination shall come into force on the 3rd day of June, 1936.

(2) IMPROVERS OR JUVENILE WORKERS.
Wages Per Week of 48 Hours.

Males.							Females.					
Experience.	Commencing Age—						Experience.	Commencing Age—				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	15 0	15 0	18 6	25 0	30 0	37 6	1st year ..	15 0	17 6	20 0	25 0	27 6
2nd year ..	18 6	18 6	25 0	30 0	37 6	..	2nd year ..	17 6	20 0	25 0	27 6	..
3rd year ..	25 0	27 6	30 0	37 6	..	..	3rd year ..	25 0	27 6	30 0	..	..
4th year ..	30 0	32 6	37 6	..	..	..	4th year ..	30 0	32 6	..	..	..
5th year ..	42 6	47 6	..	..	..	..	5th year and until	35 0	..	..	..	..
6th year and until 21 years of age	50 0	..	..	..	..	..	21 years of age	..	..	..	..	..

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 70s. per week of 48 hours.

One female improver to every female worker receiving not less than 39s. per week of 48 hours.

NOTE.—The Wages Board has determined in accordance with Section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(3)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 48 hours.

Employees engaged on all classes of presses	80 0
Employees engaged in the mixing room or powder room	80 0
All others	70 0
<i>Casein Industry only—</i>	
Employees engaged on extruding machines	84 0
Employees engaged on lathe machines	90 0
Employees engaged on acid and/or formaldehyde baths	84 0
Employees engaged on cutting machines, drum sanding machines, tapping machines, polishing machines, grinding machines, or engaged on tanks or in drying room	80 0
All others	70 0

Night Shift.

Night shift employees shall be paid 1s. per shift in addition to the rates hereinbefore mentioned for day shift.

FEMALES.		Per week of 48 hours.
		<i>s. d.</i>
Employees engaged in the powder room		42 6
Employees engaged finishing, folding, labelling, despatching, examining, or on machines ..		40 0
All others		39 0

(4) **TIMES OF BEGINNING AND ENDING EACH SHIFT.**

<i>Day Shift.</i>	
Time of beginning.	Time of ending.
7 a.m.	6 p.m. on Monday to Friday.
7 a.m.	1 p.m. on Saturday.
<i>Night Shift.</i>	
8 p.m.	6 a.m.

(5) **OVERTIME.**—The following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (4)
 - (b) Within the hours fixed in Clause (4) in excess of the number of hours fixed for an ordinary week's work
- } Time and a half for the first four hours and double time thereafter.

(6) No employee under the age of 18 years shall work between the hours of 10.30 p.m. and 6 a.m.

(7) **DEFINITION.**—Juvenile workers are persons under 21 years of age (other than improvers) engaged on any work except moulding or laminating on presses, or handling drums of powder.

(8) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Melbourne Cup Day, 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 only be payable for work done on the day so substituted.

(9) **PAYMENT FOR HOLIDAYS.**—(a) All employees shall be entitled to the holidays mentioned in Clause (8) without deduction of pay.

(b) When the employer terminates the employment of an employee, unless through misconduct, within fourteen days of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one month prior to the termination of the employment.

(10) **MEALS.**—An interval of not less than 30 minutes shall be allowed day shift employees for the mid-day meal as near as possible to the middle of the day's work. Night shift employees shall have a meal interval of not less than 20 minutes in each shift, such interval shall count as time worked.

(11) **MEAL ALLOWANCE.**—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 1s. 6d. meal money.

(12) **PAYMENT OF WAGES.**—(a) Wages shall be paid not later than Friday in each week and during working hours.

(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

(c) If an employee leaves after giving notice as prescribed in Clause (13) or is dismissed, he shall be paid his wages on leaving, except in cases when the employment is terminated outside ordinary office hours, in which case he shall receive his wages on the first succeeding working day.

(13) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee.

(14) **SEATS FOR FEMALES.**—Seats where practicable shall be provided for all female workers whilst on duty.

(15) **REST INTERVAL FOR FEMALES.**—A specified rest time of ten minutes shall be allowed to all female employees in the forenoon, such rest period shall count as time worked.

(16) **BREAKDOWN IN MACHINERY.**—When a breakdown exceeding half an hour occurs an employee shall be entitled to half an hour's pay as compensation for waiting for a resumption of work.

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th May, 1936.