



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 196]

SATURDAY, OCTOBER 10.

[1936

Factories and Shops Acts.

DETERMINATION OF THE SLATERS AND TILERS 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 wheresoever employed in the process, trade, or business of a slater, roof-tiler, ridger, shingler, or cement tiler (other than a tiler laying verandah or flooring tiles)" has made the following Determination, namely:—

(1) That on the 9th October, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.					Improvers.					Other Employees.				
WAGES.					WAGES.					WAGES.				
Per Week of 44 Hours.					Per Week of 44 Hours.					Per Hour.				
s. d.					s. d.					s. d.				
1st year	..	..	..	18 6	1st year	..	..	..	18 6	Slaters employed stripping or repairing roofs or recovering with second-hand materials	..	2 7½	115 6	
2nd "	..	..	..	27 6	2nd "	..	..	..	27 6	Other Slaters	..	2 6	110 0	
3rd "	..	..	..	37 0	3rd "	..	..	..	37 0	Tilers employed stripping or repairing roofs or recovering with second-hand materials	..	2 6	110 0	
4th "	..	..	..	46 0	4th "	..	..	..	46 0	All others	..	2 4½	104 6	
5th "	..	..	..	60 0	5th "	..	..	..	60 0					
PROPORTION (by any employer).					PROPORTION (by any employer).									
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 104s. 6d. per week of 44 hours.					One improver to the first six workers and thereafter one improver to every six or fraction of six workers receiving not less than the minimum wage of 104s. 6d. per week of 44 hours.									
An indenture of apprenticeship was approved on 18th December, 1911														

(3) TIME OF BEGINNING AND ENDING WORK—

8 a.m. .. 5 p.m. on five days in the week.

8 a.m. .. 12 noon on the other working day of the week on which the half-holiday is locally observed.

(4) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 44 hours in any week, shall be paid for at the rate of time and a half.

(5) ALLOWANCES FOR FARES, TRAVELLING TIME AND COUNTRY WORK.—The following allowances shall be paid:—

(a) For work done within such area as may be reached from Melbourne by tram or electric railway train—

The actual workman's fare from Melbourne to and from the job.

(b) For work done outside the area mentioned in clause (a)—

For all time actually travelling to and from the job 2s. 2½d. per hour shall be paid in addition to fares. Where the job necessitates the employee being away from home for a night, he shall be paid 6s. per day for the first four days of such absence. If he is absent from his home for a longer period than four days an allowance of 25s. per week shall be paid.

Published by Authority.

No. 1971

SATURDAY, OCTOBER 10.

[1936

DETERMINATION OF THE MEAT PRESERVERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 11th November, 1913, has had the power to "determine the lowest prices or rates which may be paid to any person—

- has made the following Determination, namely :—

- | Apprentices, Improvers, and Juvenile Workers. | | | | Other Employees. | | | |
|---|--|--|--|--------------------------|--|--|--|
| | | | | MEAT PRESERVING SECTION. | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

Shift Workers.—Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday or before 10.30 a.m. on Saturday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work fixed in clause (4). For any balance up to $8\frac{1}{2}$ hours on days Monday to Friday and $3\frac{1}{2}$ hours on Saturday time and a quarter shall be paid.

(3) **ORDINARY WEEK'S WORK.**—The number of hours which shall constitute a week's work shall be as follows:—

Males	46 hours	Which shall be worked in periods of $8\frac{1}{2}$ hours on each day from Monday to Friday and $3\frac{1}{2}$ hours on Saturday.
Females	44 hours	Which shall be worked in periods of 8 hours 10 minutes on each day from Monday to Friday and 3 hours 10 minutes on Saturday.

(4) **TIMES OF BEGINNING AND ENDING WORK.**—The times of beginning and ending work each day for persons other than potman or potman's assistant and shift workers shall be as follows:—

	Time of Beginning.	Time of Ending.
Mondays to Fridays	7.15 a.m.	5 p.m.
Saturdays	7.15 a.m.	11 a.m.

(5) **OVERTIME.**—The following overtime rates shall be paid for overtime:—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 46 hours in any week..	Time and a half
(b) Others (not being shift workers)	(1) Outside the hours fixed in clause (4) (Except after 12 noon on Saturday, when the rate shall be double time.)	Time and a half
	(2) Within the hours fixed in clause (4) in excess of the hours fixed in clause (3)	Time and a half
(c) Shift workers	(1) For work done in excess of $8\frac{1}{2}$ hours on any day from Monday to Friday or in excess of $3\frac{1}{2}$ hours on Saturday before 2.15 p.m.	Time and a half
	(2) After 2.15 p.m. on Saturday	Double time

(6) **MINIMUM OF OVERTIME.**—Employees called upon to work after meal time as provided in clause (7) after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(7) **MEAL HOURS.**—

(a) **Breakfast.**—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.15 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.—A period of one hour between 5 p.m. and 6 p.m. (when work is to continue after 6 p.m.) shall be allowed for tea.

(b) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(c) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

(8) **SUNDAYS AND HOLIDAYS.**—

(a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day (26th January), Labour Day (21st April), Good Friday, Easter Monday, King's Birthday, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Overtime at the rate of time and half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees (other than temporary workers) not called to work on a holiday shall be paid for such holiday at ordinary rates provided that any portion of the working week is or has been worked by them.

(9) **SMOKE-ON.**—A "smoke-on" period of fifteen minutes shall be allowed employees each morning and each afternoon during ordinary working hours without deduction of pay.

(10) **TEMPORARY WORKERS.**—Temporary workers shall be paid at the rate of time and a quarter, but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

(11) **LIMITATION OF PENALTY RATES.**—Where under any provision in this Determination (other than the provision contained in clause 7 (c)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

(12) **DEFINITIONS.**—

(a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;
Labelling, keying, wiping tins, and carrying off from filling table;
Filling or cleaning tins, jars, or moulds;
Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning or sterilizing tins, cartons, or bottles;
Taking away from machines;
Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins;

GENERAL.

(13) **MEAL MONEY.**—When an employee has provided himself with the customary meal because of receipt of notice of intention to work overtime, he shall be entitled to payment of 1s. 6d. for each meal so provided, in the event of the overtime work not being done or ceasing before respective meal time.

(14) **FIRST-AID CHEST.**—A first-aid chest, with all necessaries for same, shall be provided.

(15) MIXED FUNCTIONS.—Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

(16) DINING AND DRESSING ROOMS.—Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

(17) WASHING DOWN.—For the purpose of washing down, hoses and water-taps must be provided at convenient places.

(18) PAYMENT OF WAGES.—All employees to be paid weekly, and in the time of the employer.

(19) MINIMUM OF WORK.—All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

(20) WAITING TIME.—When an employee has been notified to start 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 of duty.

(21) WASHING FACILITIES.—A proper place shall be provided for the purpose of washing clothes.

D. BERRIMAN, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 9th September, 1936.

