



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 219]

SATURDAY, NOVEMBER 21.

[1936

Factories and Shops Acts.

DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination on the 20th November, 1936, 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 person or persons or classes of persons employed in or in connexion with making coal gas for trade or sale, but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 20th November, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

	Wages per Week of 44 Hours.					
	Within the Metropolitan District as defined in the Factories and Shops Act; the City of Mordialloc; the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
*Under 15 years of age	15 7	16 2	15 10	15 1	15 9	14 5
*15 years and under 16 years of age ..	19 6	20 3	19 10	18 10	19 9	18 0
*16 " " 17 " "	23 5	24 3	23 9	22 7	23 8	21 7
*17 " " 18 " "	31 2	32 4	31 8	30 2	31 7	28 10
*18 " " 19 " "	39 0	40 5	39 8	37 8	39 5	36 0
*19 " " 20 " "	50 8	52 7	51 6	49 0	51 3	46 10
20 " " 21 " "	62 5	64 8	63 5	60 4	63 1	57 7

* Apprentices and Improvers under twenty years of age shall be paid 8s. per week extra if employed at shift work.

PROPORTION (IN ANY PLACE).

Apprentices.—One Apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.—Such number of Improvers as shall not, together with Apprentices, exceed, in the aggregate, one to every three or fraction of three workers receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.						
	Within the Metropolitan District as defined in the Factories and Shops Act.	Within the City of Mordialloc and the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	<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>
Stokers—							
Ordinary	93 4	88 0	97 6	96 8	91 10	95 1	82 0
Machine	95 1	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Vertical	96 10	.. .. .	101 4	.. .. .	.. .. .	.. .. .	.. .. .
Yardmen and Labourers	78 0	78 0	80 10	79 3	75 5	78 10	72 0

(4) OVERTIME.—That the following rates shall be paid as overtime:—

To Stokers—

- (i) for any time in excess of eight hours in any one day
 (ii) for any time (excluding that provided for under (i)) in excess of 176 hours in a period of four weeks

To Other Workers—

- (iii) for any time in excess of eight hours in any one day
 (iv) for any time (excluding that provided for under (iii)) in excess of 44 hours in any week

} Time and a half for the first two hours of such work, and double time thereafter.

(5) TIME WAGES.—Any person 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 22 hours be paid—

- (a) In any week in which two or more Public Holidays occur At the ordinary wages rate with an addition of fifty per centum.
 (b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum.

(6) SUNDAYS AND HOLIDAYS.—(a) The following days shall be holidays:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day and Boxing Day. Any days which are prescribed by the laws of the State to be observed in lieu of the holidays abovementioned will be treated as the days to which this clause applies.

(b) All employees other than shiftmen, night watchmen, and men employed lighting or extinguishing outside lamps shall be free from duty on holidays without loss of pay for the day, but any employee may be required for duty on any Sunday or holiday, and if so required, shall (if not a night watchman or a man employed lighting and extinguishing outside lamps) be entitled to double rate for the day. The rates for shiftmen for Sundays and holidays shall be time-and-a-half for Sundays, and double time for holidays.

(7) SHIFT WORK.—(a) All shift work shall be so arranged as to allow each man by rotation or otherwise one clear day off in each week. A week shall be deemed to commence from the starting of the morning shift on Monday in each week.

(b) For all duty on his day off in the week, not being a Sunday or a holiday, the minimum ordinary rate prescribed for a shiftman shall be increased by one half, but in the case of a Sunday or a holiday shall be doubled.

(c) For all time on a Sunday (not being his day off) the minimum ordinary rate for a shiftman shall be increased by one half.

(d) For all duty on holidays the minimum ordinary rate prescribed for a shiftman shall be doubled.

(8) PAYMENT OF WAGES.—Payment of wages due up to 6 a.m. on the preceding Monday shall be made on Thursday of each week, or in accordance with the practice existing at the time of the making of this Determination, provided that such wage shall be paid not later than Friday of each week.

(9) ANNUAL LEAVE.—Every employee who serves an employer continuously for one year shall be allowed by the employer leave of absence in that year or in the following year for a continuous period of one week of seven days.

(10) ABSENCE THROUGH SICKNESS OR ACCIDENT.—(a) Any employee not attending for duty will lose his pay for the time of such non-attendance, unless he produces or forwards within twenty-four (24) hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment, or to personal ill-health, necessitating such absence.

(b) In the case of personal accident or personal illness necessitating such absence referred to in (a), the pay for the week in which such accident or illness occurs shall be calculated on his pay at ordinary rates for the six working days up to and including the day such accident or illness occurs. Provided, however, that if such accident or illness necessitates absence beyond the week in which same occurs, the employer will for such period of absence not exceeding in all ten days, pay the employee in the manner hereinbefore provided. The maximum amount of pay for days not worked owing to such accident or illness necessitating absence as aforesaid shall be a total of ten days' full pay in any year. For the purpose of this clause, a year shall be calculated as follows:—

For employees—

Of the Metropolitan Gas Co.	From 3rd October in each year to 2nd October next following.
Of the Colonial Gas Association in its works at Box Hill, Footscray and Oakleigh; and of the Warrnambool Gas Corporation	From 1st October in each year to 30th September next following.
Of the Brighton Gas Co.	From 7th October in each year to 6th October next following.
Of the Ballarat Gas Co. and of the Bendigo Gas Co.	From 4th October in each year to 3rd October next following.
Of the Geelong Gas Co.	From 23rd August in each year to 22nd August next following.
Of the Castlemaine Gas Co.	From 1st December in each year to 30th November next following.
In any other establishment	From 1st August in each year to 31st July next following.

A. S. HAUSER, P.M., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 5th November, 1936.