



VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 370]

THURSDAY, DECEMBER 16.

[1937

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

NOTES.—(a) This Determination on the 13th December, 1937, 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 hereunder; such portions of the City of *Sartringham* as are not included in the said Metropolitan District; the cities of *Ballarat*, *Bendigo*, *Geelong*, *Geelong West*, and *Warrnambool*; the town of *Newtown* and *Chilwell*; and the boroughs of *Eaglehawk* and *Sebastopol*.

IN accordance with the provisions of the *Factories and Shops Acts*, the *Wages Board* which since the 22nd November, 1937, has had the power to determine the lowest prices or rates which may be paid to any persons, employed:—

(a) in the process, trade, or business of—

- (i) making flock, mungo, felt, or wadding;
- (ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any *Wages Board* heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

- (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—

has made the following Determination, namely:—

(1) That on the 13th December, 1937, 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.	Age.	Males.	Females.			
<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 16 years ..	18 0	16 0	Under 16 years	18 0	17 0			
16 years ..	23 0	18 0	16 years ..	23 0	20 0			
17 ..	31 0	21 0	17 ..	31 0	23 0			
18 ..	34 0	25 0	18 ..	34 0	25 0			
19 ..	45 0	30 0	19 ..	45 0	30 0			
20 ..	51 0	34 0	20 ..	51 0	34 0			
PROPORTION (IN ANY PLACE).			DEFINITION.					
<i>Apprentices.</i>			(a) Persons under 21 years of age (other than apprentices or improvers) employed:—					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Bagging or bailing flock.					
			Bagging or bailing cuttings.					
			Picking sweepings.					
<i>Improvers.</i>			(b) Felt or Wadding Trade.—Persons under 21 years of age (other than apprentices or improvers) who, if males, are engaged on any work for which the rate of wages fixed in this Determination does not exceed 76s. per week, or who, if females, are engaged on any work for which the rate of wages fixed in this Determination does not exceed 42s. 6d. per week. Proportion (in any factory or place). Not more than two juvenile workers to each adult worker.					
Two improvers to every three or fraction of three workers receiving not less than the minimum wage.								
						MALES.		
						Woollen pickers ..	<i>s. d.</i>	<i>s. d.</i>
						Feeders of—		
						Rag machines ..	83 0	46 6
						Other machines ..	81 0	81 0
						Rippers ..	81 0	46 6
						Person in charge of milling machine ..	81 0	..
						Persons in charge of hardening machine ..	81 0	..
						Persons in charge of tentering machine ..	81 0	..
						Assistant to persons in charge of milling machine ..	78 6	..
						Assistant to person in charge of hardening machine ..	78 6	..
						Assistant to person in charge of tentering machine ..	78 6	..
						Cotton pickers ..	76 0	46 6
						All others ..	76 0	46 6
						Leading hands, if in charge of four or more workers ..	5s. a week extra	
						FEMALES.		
						Feeders of rag machines ..	51 0	50 0
						Feeders of machines other than rag machines ..	45 0	43 0
						Rippers ..	42 6	32 0
						Woollen pickers ..	45 0	32 0
						Cotton pickers ..	42 6	32 0
						All others ..	42 6	32 0
						Leading hands, if in charge of four or more workers ..	5s. a week extra	

(3) **SHIFT WORK.**—(a) By mutual agreement between the employer and employees, shifts may be worked between midnight on Sunday and midnight on the following Saturday.

(b) In addition to the rates set out in Clause (2) of this Determination, adult workers employed on afternoon and/or night shift shall be paid 2s. per week. Male junior employees shall be paid 1s. 6d. per week extra if engaged on afternoon and/or night shift.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

(4) **TIME OF BEGINNING AND ENDING WORK.**—For workers other than shift workers:—

Time of Beginning.	Time of Ending.
7 a.m.	6 p.m.

on six days in the week.

(5) **OVERTIME.**—

Shift workers—

- (a) all time worked before or after the usual hours of commencing and finishing a shift in excess of 44 hours;
- (b) within the usual hours of commencing and ending a shift in excess of 44 hours;

Other workers—

- (a) all time worked before or after the times of beginning and ending work prescribed in Clause (4) herein; or
- (b) within such times of beginning and ending work in excess of 44 hours in any week—

shall be paid for at the rate of time and a half.

(6) **PROHIBITION OF EMPLOYMENT.**—No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

(7) **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.

(8) **TEA MONEY.**—Any employee required to work overtime for a period in excess of one hour after the time fixed in clause (4) for ending work shall be allowed 1s. tea money in addition to overtime rates as proscribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(9) **TERMS OF EMPLOYMENT.**—Employees who work less than 44 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(10) **HOLIDAYS.**—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Good Friday, Easter Monday, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays proscribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays proscribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(11) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, 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, then the special rate shall be payable only for the day so substituted.

(12) **PIECEWORK.**—That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
	s. d.	s. d.	s. d.	s. d.
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6
Hosiery	28 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3	16 6	4 9	9 6
Bespoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9	3 6	1 0	2 0
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
Ripping.				
		Ripping and Sorting to Grade or Quality.		
		Males.	Females.	
		Males.	Females.	
		s. d.	s. d.	
Ripping woollens—				
By machine	3 3	2 0	6 3	4 0
By hand	9 6	5 9	19 0	11 6

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

R. J. EDWARDS, Chairman.

D. B. MORGAN, Secretary.

Dated at Melbourne the 29th day of November, 1937.