



VICTORIA GOVERNMENT GAZETTE.

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No. 68]

THURSDAY, APRIL 22.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

NOTE.—(a) This Determination, on the 26th April, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council made thereunder; such portion of the City of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st December, 1922, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is carried on, and such power was conferred exclusively on the Restaurant Board.

(c) On the 4th December, 1929, the power to determine the lowest prices or rates which may be paid to any persons employed in any bread shop was taken from the Shops Board No. 18 (Miscellaneous Shops) and conferred exclusively on the Shops Board No. 19 (Confectionery, Pastry, Fruit and Vegetable).

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 confectionery and pastry shops, or fruit and vegetable shops," has made the following Determination, namely:—

- (1) That on the 26th April, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (2)

Apprentices or Improvers.		Other Employees.	
Males.	Females.	Wages per week of 48 hours.	
WAGES.		MALES—	
Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	s. d.
		21 years of age	55 0
		22 years of age	64 6
		23 years of age or over	75 0
		FEMALES	42 6
15 years of age or under ..	15 years of age or under ..		
16 years of age .. 22 6	16 years of age .. 18 0		
17 years of age .. 27 6	17 years of age .. 22 0		
18 years of age .. 35 0	18 years of age .. 26 0		
19 years of age .. 42 6	19 years of age .. 30 6		
20 years of age .. 51 0	20 years of age .. 35 6		

PROPORTION (in any Shop or Place).

One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 24 hours, at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the 24 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(5) SPECIAL RATES.—Time and a half shall be the special rate payable for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

(6) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages paid or forfeited, as the case may be, in lieu thereof.

(7) ALLOWANCE.—Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 1s. 6d. per week in addition to the ordinary rate.

J. K. McCASKILL, J.P., Chairman.

REX. L. CECIL, Secretary.

Melbourne, 5th April, 1937.



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FRIDAY, APRIL 23.

[1937

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 on the 21st April, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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

Experience.	Males.						Experience.	Females.				
	Commencing Age—							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.
1st year ..	s. d. 16 0	s. d. 16 0	s. d. 19 0	s. d. 26 3	s. d. 31 6	s. d. 39 3	1st year ..	s. d. 16 0	s. d. 10 0	s. d. 21 0	s. d. 26 3	s. d. 28 9
2nd year ..	19 6	19 6	26 3	31 6	39 3	..	2nd year ..	19 6	21 0	26 3	28 9	..
3rd year ..	26 3	28 9	31 6	39 3	..	..	3rd year ..	26 3	28 9	31 6	..	..
4th year ..	31 6	34 0	39 3	..	..	..	4th year ..	31 6	34 0	..	..	..
5th year ..	44 6	49 9	..	..	..	..	5th year and until 21 years of age	36 6	..	..	..	..
6th year and until 21 years of age	52 3	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 73s. per week of 48 hours. | One female improver to every female worker receiving not less than 40s. 9d. 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.	
	s.	d.
Employees engaged on all classes of presses	83	0
Employees engaged in the mixing room or powder room	83	0
All others	73	0
<i>Casein Industry only—</i>		
Employees engaged on all classes of presses	83	0
Employees engaged on extruding machines	87	0
Employees engaged on lathe machines	93	0
Employees engaged on acid and/or formaldehyde baths	87	0
Employees engaged on cutting machines, drum sanding machines, tapping machines, polishing machines, grinding machines, or engaged on tanks or in drying room	83	0
All others	73	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	44 6
Employees engaged finishing, folding, labelling, despatching, examining, or on machines ..	41 9
All others	40 9

(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 rates 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, Coronation Day in the year 1937, 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, 6th April, 1937.