



VICTORIA GOVERNMENT GAZETTE.

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No. 69]

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.



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No. 70]

FRIDAY, APRIL 23.

[1937

Factories and Shops Acts.

DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTE.—This Determination on the 4th May, 1937, applied to the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder: such portions of the City of Sandringham as are not within the said district; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrnambool.

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 as gardeners or gardeners' labourers—

- (a) by a master gardener other than a market gardener;
- (b) in connexion with the laying out, cultivation, or keeping in order of a garden belonging to a private house;
- (c) in the laying out, cultivation; or keeping in order of a garden or lawn in connexion with a racecourse;
- (d) in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf links or putting green—

has made the following Determination, namely:—

(1) That on the 4th May, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices or Improvers.		Other Employees.				
Wages per week of 44 hours.		Wages per Hour.		Wages per Week.*	Hours per Week.	
s. d.		s. d.	s. d.			
15 years of age or under	.. .. 17 6	(a) Master gardeners' employees—			
16 years of age	.. .. 20 0	Foremen gardeners in charge of two or more employees			
17 years of age	.. .. 22 6	2 1	91 8	} 44'	
18 years of age	.. .. 32 0	Gardeners†—			
19 years of age	.. .. 39 0	1 4	58 8		
20 years of age	.. .. 46 6	1 5½	64 2		
PROPORTION (WITHIN ANY PLACE).		(b) Persons employed in connexion with the laying out, cultivation, or keeping in order of a garden belonging to a private house—				
		(1) Employed on Jobbing Work—				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners†—				
		Gardeners' labourers—				
One improver to every three or fraction of three workers receiving not less than the minimum wage.		21 years of age	.. .. 1 4	58 8	} 44'
		22 years of age	.. .. 1 5½	64 2	
JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens		23 years of age and over	.. .. 1 10	80 8	
		21 years of age	.. .. 1 2½	54 1	
Wages per week of 44 hours.		22 years of age and over	.. .. 1 8½	75 2	} 44
		23 years of age and over	.. .. 1 9	77 0	
s. d.		(2) All others—				
		Foremen gardeners in charge of two or more employees				
15 years of age and under	.. .. 17 6	1 11	84 4	} 44	
16 years of age	.. .. 20 0	Gardeners†—			
17 years of age	.. .. 22 6	21 years of age	.. .. 1 3½		57 9
No. 70—4176.		22 years of age	.. .. 1 5½		63 3
		23 years of age and over	.. .. 1 9	77 0	
		Gardeners' labourers—				
		21 years of age	.. .. 1 2½	53 2	} 44
		22 years of age and over	.. .. 1 8½	75 2	

Apprentices or Improvers.	Other Employees.			
	Wages per Hour.	Wages per Week.*	Hours per Week.	
	<i>s. d.</i>	<i>s. d.</i>		
	(c) Persons employed in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
	Foremen gardeners in charge of two or more employees			
	1 11	84 4	} 44	
	Gardeners†—			
	1 3½	57 9		
	1 5¼	63 3		
	1 9	77 0		
	Gardeners' labourers—			
	1 2½	53 2	} 44	
	1 8¼	75 2		
	(d) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green, in connexion with a golf links or putting green—			
	1 3½	57 9	} 44	
	1 9¼	77 11		
	Provided that any employee whose special duty it is to continuously attend, maintain, adjust and/or operate motor mowers shall, if over 23 years of age receive an additional amount of 5s. per week.			

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 20s. per week less. † See clause 9.—Definitions.

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons other than those engaged solely at watering—

Golf links or racecourses—

Time of beginning, not earlier than—	Time of ending Work, not later than—
7.30 a.m.	12 noon on Saturday (or the day on which the half-holiday is locally observed).
7.30 a.m.	6 p.m. on the other working days of the week.

Any other place—

7.30 a.m. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

(4) OVERTIME.—The following rates shall be paid for overtime—

Persons engaged solely at watering—

- (a) On golf courses .. For all work in excess of 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday .. } Time and a half.
- (b) Any other place .. For all work done in excess of the maximum number of hours fixed as a week's work .. }

All others—

For all work outside the times of beginning and ending work .. } Time and a half for the first two hours and thereafter double time.
 For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work .. }

(5) SPECIAL RATES.—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays	}	Persons employed on golf courses (other than those employed at watering or wiping greens)	Double time.
		All others	Time and a half.
New Year's Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day	}	All persons	Time and a half.

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.

(6) PAYMENT OF WAGES.—Payment of wages shall be made weekly.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by employer or employee. This provision shall only apply in respect to persons employed on golf courses.

(8) ANNUAL LEAVE.—Any employee who has been in full time service of any one employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause (5) in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service.

(9) DEFINITIONS.—For the purpose of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, grafting, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

J. W. CLARKE, Chairman.

GEO. E. PARR, Secretary.

Dated at Melbourne, the 19th day of April, 1937.