



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 72]

THURSDAY, APRIL 29.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE TEA PACKING BOARD.

NOTE.—This Determination on the 23rd April, 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 thereunder, and such portions of the City of Sandringham as are not included in 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.

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 (other than persons subject to the Determination of the *Grocers Board*) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling," has made the following Determination, namely:—

- (1) That on the 23rd April, 1937, the previous Determination of this Board shall be revoked and replaced by this Determination.
- (2)

Apprentices or Improvers.				Adults.		
WAGES.	MALES.		FEMALES.	WAGES.		
	Per week of 48 hours.		Per week of 48 hours.	Males.	Per week of 48 hours.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>			
14 years .. .. .	13	9	..	Foreman, i.e., a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees ..	89s.	
15 years .. .. .	18	0	16	9	Headman, i.e., a person who directs employees under, and takes his instructions from, the foreman ..	82s. 6d.
16 years .. .. .	22	0	18	6	All other adult workers .. .. .	77s.
17 years .. .. .	27	3	22	3		
18 years .. .. .	34	0	26	3		
19 years .. .. .	38	9	29	6		
20 years .. .. .	49	9	33	6		
<p>PROPORTION (within any factory or place).</p> <p><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 77s. per week of 48 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 43s. 6d. per week of 48 hours.</p> <p><i>Improvers.</i></p> <p>One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 77s. per week of 48 hours.</p> <p>One female improver to every four or fraction of four female workers receiving not less than 43s. 6d. per week of 48 hours.</p>				<p><i>Females.</i></p> <p>Headwoman, i.e., a person who directs employees under and takes her instructions from, the foreman ..</p>		49s. 9d.
				All other adult females .. .. .	43s. 6d.	

JUVENILE WORKERS.

WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

<i>Under 16 years of age.</i>		<i>Under 18 years of age.</i>		<i>Under 21 years of age.</i>	
General work, i.e., all work except—		General work, i.e., all work except—		General work, i.e., all work except—	
(a) Bulk blending, i.e., mixing;		(a) Bulk blending, i.e., mixing;		Moving by hand, unassisted, packages	
(b) Moving by hand, unassisted, packages exceeding 35 lb. gross weight;		(b) Moving by hand, unassisted, packages exceeding 70 lb. gross weight;		exceeding 100 lb. gross weight—	
(c) Ramming with a rammer exceeding 3 lb. in weight;		(c) Ramming with a rammer exceeding 4 lb. in weight;			
(d) Packing tea with a machine other than a power-driven machine—		(d) Packing tea with a machine other than a power-driven machine—			
	Per week of 48 hours.		Per week of 48 hours.	18 years	.. .. 34s.
14 years .. ..	13s. 9d.	16 years .. ..	22s.	19 years	.. .. 38s. 9d.
15 years .. ..	18s.	17 years .. ..	27s. 3d.	20 years	.. .. 40s. 9d.

FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

<i>Under 18 years of age.</i>		<i>Under 21 years of age.</i>	
General work, i.e., all work except—		General work, i.e., all work except—	
Packing tea with a hand or power-driven machine—		Packing tea with a hand machine—	
	Per week of 48 hours.		Per week of 48 hours.
15 years .. ..	16s. 6d.	18 years	.. .. 26s. 3d.
16 years .. ..	18s. 6d.	19 years	.. .. 29s. 6d.
17 years .. ..	22s. 3d.	20 years	.. .. 33s. 6d.

(3) OVERTIME.—All work done in excess of 48 hours in any week shall be paid for at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, 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 only be payable for work done on the day so substituted.

(5) 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. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

(6) SICK PAY.—Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 23rd April.

(7) PIECE-WORK.—The Board determines under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928*, No. 3677, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed by the Board for such work.

H. J. RICHARDSON, J.P., Chairman.

J. W. RYAN, Secretary

Melbourne, 8th April, 1937.