

## VICTORIA

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## SATURDAY, MAY 8.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE ICE BOARD.

Note.-This Determination on the 6th May, 1937, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale," has made the following Determination, namely:—

(1) That on the 6th May, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)		Apprentices or Improvers.					Other Employees.						
	,					₩6	ges per ek of Hours.					w	ages.
16 years 17 ,, 18 ,, 19 ,, And there	of age	   nimum ra	   te.			36 39 47	d. 6 8 3					Per Hour.	Per Week of 44 Hours.
PROPORTION (in any factory or place).  One apprentice to every three or fraction of three workers employed and receiving not less than 95s. 4d. per week of 44 hours. One improver to every ten persons or fraction of ten persons employed and receiving not less than 95s. 4d. per week of 44 hours.						Ice Pullers Ice Stackers Ice Packers		 ::		4. d. 2 2	95 <b>4</b>		

(3) Hours of Work:								
<ul><li>(a) Where shifts are worked the times of beginning and ending</li></ul>								
shall be as follows	:		m					
Day Shift—			Reg	me of inning.			me of ding.	
Monday to	Friday	in-	-Ce			121	<sub>.</sub> . )	
clusive			7	a.m.		3	p.m. or	
Saturday				a.m.			s.m.	
Afternoon Shift-		•••	•	ш.	٠.	• • •	ш. <sub>)</sub>	
Monday to		in-					``	
clusive	Liliany		2	p.m.		11	p.m. or	
Saturday				p.m.	• •			
Night Shift—	••	• •		p.u.		•	p.m.	
						-	>	
Sunday to Mo				$\mathbf{p.m.}$			a.m. ]	
Monday to Tu			11	p.m.		7	a.m.	
Tuesday to W						7	8.m.	
Wednesday to	Thursd	ay	11	p.m.		7	a.m. ≻or	
Thursday to I	riday	٠	11	p.m.		7	a.m.	
Friday to Sat	urday		11	p.m.		3	s.m.	
(b) Where shifts are not worked the number of hours to be worked								
on any one day shall be as follows :								
Monday, Tuesday, Wednesday, Thursday,								
Friday	., .,		,, -		,	8 1	hours or	
C			• •		• •	- :	hours	
Saturday			٠.			* '	ارسساس	

Alternatively during the period 16th October to 14th-April.

Monday, Tuesday, Thursd	lan	Time of Beginning.		Time of Ending.				
Friday, Saturday Wednesday	 	7 a.m. 7 a.m.		3 p.m. 11 s.m.				
Monday, Tuesday, Thursday,								
Friday, Saturday		3 p.m.		11 p.m.				
Wednesday	••	8 p.m.		7 p.m.				
Sunday to Monday	٠.	11 p.m.		7 a.m.				
Monday to Tuesday		11 p.m.	٠.	7 a.m.				
Tuesday to Wednesday		11 p.m.		3 a.m.				
Wednesday to Thursday	٠.			7 a.m.				
Thursday to Friday		11 p.m.		7 a.m.				
Friday to Saturday	٠.	11 p.m.		7 a.m.				

 $\begin{cases} \text{Monday,} & T \\ \text{Saturday} \\ \text{Wednesday} \end{cases}$ 

8 hours

The higher rate to be paid for each hour or fraction of an hour worked by any employee-

- (4) Special Rates.—Time and three-quarters shall be the rate for all work done on Sunday, and time and a half for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac 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, the special rate shall only be payable for work done on the day so substituted.
- (5) Time Rate.—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 at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.
  - (6) PAYMENT OF WAGES.—Payment of wages shall be made weekly during working hours.
- (7) Smoko Interval.—Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes interval for smoko between meals without deduction of pay.
- (8) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.
- (9) EMPLOYEES' REFRESENTATIVE.—(a) A representative of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall not be prevented by an employer from visiting and conversing with the employees at meal time or before or after the hours of work. (b) If any person so authorized makes himself objectionable during any such visit, whether to the employer or any manager or any foreman or any employee, his right to visit shall be determined by the employer affected and another person substituted in his place by the employees.

	H. J. RICHARDSON, J.P., Chairman.
•	GEO. E. PARR, Secretary.
Melbourne, 20th April, 1937.	
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