



# VICTORIA GOVERNMENT GAZETTE.

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[1938

Factories and Shops Acts.

## DETERMINATION OF DRY BATTERIES BOARD.

NOTE.—This Determination on the 3rd day of September, 1938, applied 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 (other than persons subject to the Determination of the Tinsmiths Board) employed in the process, trade, or business of wholly or partly preparing or manufacturing dry cell electric batteries" has made the following Determination, namely:—

(1) That on the 3rd day of September, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	17 9	17 9	20 3	25 3	30 6	35 6	1st year ..	15 3	17 3	20 3	25 3	30 3
2nd " ..	20 3	21 3	26 3	32 6	38 0	..	2nd " ..	18 3	21 3	26 6	31 6	..
3rd " ..	25 3	27 9	34 6	40 6	..	..	3rd " ..	22 9	27 9	33 0	..	..
4th " ..	33 0	37 6	44 6	..	..	..	4th " ..	28 9	34 3	..	..	..
5th " ..	43 0	48 6	..	..	..	..	5th year and until 21 years of age ..	35 3	..	..	..	..
6th year and until 21 years of age ..	55 3	..	..	..	..	..						

### PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 78s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 42s. 6d. per week of 44 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.

(a) Males.		Per week of 44 hours.
		s. d.
Operator responsible for mixing ..	.. ..	88 0
Employees engaged on soldering connexions and terminals ..	.. ..	84 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	.. ..	84 0
Operator of power driven machines ..	.. ..	82 0
Hand stamper ..	.. ..	81 0
All others ..	.. ..	78 0
(b) Females.		
Employees engaged on soldering connexions and terminals ..	.. ..	45 9
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	.. ..	45 9
Operator of power-driven machines ..	.. ..	44 6
Hand wrapper ..	.. ..	44 6
All others ..	.. ..	42 6

(4) **HOURS OF EMPLOYMENT.**—The ordinary hours for a week's work shall be 44 per week, to be worked in five days of eight hours, and one day (Saturday) of four hours, or five days of eight hours forty-eight minutes each.

(5) **OVERTIME.**—Time and a half shall be paid for all work done—

(a) In excess of four hours on Saturday and eight hours on other days. } Where an ordinary week's work is worked on six week days.

(b) On Saturdays, and in excess of eight hours } Where an ordinary week's work is worked on five days (Monday to } Friday).

(6) **CONTRACT OF EMPLOYMENT.**—(a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or on days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days of sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 3 (a) hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of females and improvers), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

(7) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

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.

(8) **MEAL ALLOWANCE.**—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 1s. 6d. meal money.

(9) **MEAL BREAK.**—The meal-break shall be a period of not less than thirty minutes between noon and 2 p.m.

(10) **REST INTERVAL.**—There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Friday inclusive, in each week for each employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

(11) **SEATS FOR FEMALES.**—Seats where practicable shall be provided for all female workers whilst on duty.

(12) **PAYMENT OF WAGES.**—(a) Wages shall be paid during working hours not later than Friday in each week.

(b) Where the services of an employee are dispensed with wages shall be paid on the day of dismissal or forwarded by post on the day following.

(13) **PIECE-WORK.**—The Board determines under the provisions of the Factories and Shops Acts that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than 10 per centum in addition to the wages rates that are fixed by the Board for such work.

D. GRANT, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 10th August, 1938.