



# VICTORIA GOVERNMENT GAZETTE.

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**FRIDAY, DECEMBER 23.**

**[1938**

Factories and Shops Acts.

## DETERMINATION OF THE BISCUIT BOARD.

NOTES:—(a) This Determination on the 24th December, 1938, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts 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 towns of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

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 employed in making biscuits," has made the following Determination, namely:—

(1) That on the 24th December, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES.			
		Male Apprentices or Improvers.	Female Apprentices or Improvers.			Per week of 44 hours.	
		s. d.	s. d.			s. d.	
Under 16 years of age	.. ..	22 9	21 0	Bakers	.. ..	90 0	
16 years of age	.. ..	28 0	21 0	Brakesman	.. ..	86 6	
17 "	.. ..	38 3	24 0	Machine Attendant	.. ..	84 0	
18 "	.. ..	44 6	28 6	Men carrying and stacking flour	.. ..	92 0	
19 "	.. ..	52 3	31 0	Mixers (including Wafer Mixers)	.. ..	90 0	
20 "	.. ..	58 3	33 9	Oven firemen	.. ..	90 0	
				Adult males operating "Enroba" chocolate dipping machine	.. ..	83 0	
				Despatch hands	.. ..	83 0	
				All other males	.. ..	81 0	
				All other females	.. ..	41 0	

  

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	
MALES.	
One male apprentice to every three or fraction of three male workers receiving not less than 81s. per week of 44 hours.	
FEMALES.	
One female apprentice to every three or fraction of three female workers receiving not less than 41s. per week of 44 hours.	
<i>Improvers.</i>	
MALES.	
Two male improvers to every male worker receiving not less than 81s. per week of 44 hours.	
FEMALES.	
Four female improvers to every female worker receiving not less than 41s. per week of 44 hours.	

(3) **TERMS OF ENGAGEMENT.**—Employees who work less than 44 hours in any week may be paid *pro rata* according to the number of hours worked.

(4) **OVERTIME.**—Any time worked in excess of 44 hours in any week shall be paid for at the rate of time and a half.

(5) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be made to female employees when work extends for more than two hours beyond the usual time of ending work, provided the employer has not given notice the day before of intention to work overtime.

(6) **ALLOWANCES.**—Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage:—

Adult males	..	..	..	..	..	2s. per week extra.
Males aged 19 years or 20 years	..	..	..	..	..	1s. 6d. per week extra.
All others	..	..	..	..	..	1s. per week extra.

(7) **TIME BOOK OR OTHER RECORD.**—The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer.

(8) **MEAL TIME.**—A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours continuous work. Such meal period shall not be calculated as time worked.

(9) **PICNIC DAY.**—The third Tuesday in February shall be a holiday for Union Picnic Day.

(10) **NIGHT WORK.**—

(i) All employees working on night work between the hours of 9 p.m. and 6 a.m. shall receive the rate of 2s. per night additional to the usual wage rate.

(ii) No female of any age shall be employed between the hours of 9 p.m. and 6 a.m.

(11) **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 Monday, Labour Day, King's Birthday, 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.

(12) **SICK PAY.**—

(i) Any adult employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to accident arising in the course of his or her employment or to personal ill-health, but such employee shall not be entitled to payment for non-attendance on the ground of such accident or personal ill-health for more than four days in each year. For the purposes of this clause "year" shall mean a period of twelve months commencing on 27th day of May in each year.

(ii) Any adult employee on piece-work not attending for duty on the ground of personal ill-health, shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if, during such period, he or she had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he or she shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) of this clause.

(13) **PIECE-WORK.**—The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the 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 the wages that are fixed by the Board for such work.

Melbourne, 9th November, 1938.

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

J. B. DEWAN, Secretary.