



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 10.

[1938

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Flax Treating Section.)

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 which has the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;
 Preparing feathers;
 Treating flax;
 Treating pyrites and other metalliferous ores;
 Mixing seed and making poultry foods;
 Glass badging;
 Gold stamping;
 Ivory working;
 Show-card and ticket-writing;
 Manufacturing or preparing—
 Abrasive paper or cloth;
 Asbestos articles;
 Blue prints;
 Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
 Button badges;
 Carbon articles;
 Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
 Composition flooring;
 Cutlery;
 Artificial flowers and bouquets;
 Paper articles not subject to any Board heretofore appointed;
 Honey;
 Ink or adhesives;
 Lead and shot;
 Silk or parchment lamp shades;
 Mica products;
 Fishing and other nets;
 Ornaments for cakes;
 Plaster models;
 Sporting goods not provided for under any Board heretofore appointed;
 Surgical instruments;
 Toys;
 Watch cases"

has made, in respect of the Treating of Flax, the following Determination, namely:—

- (1) That this Determination shall come into force and be operative on and after the 14th March, 1938.
 (2) **WAGES PER WEEK OF 44 HOURS.**

(a) Improvers.	(b) Other Employees.																																																				
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;"><i>s.</i></td> <td style="width: 10%; text-align: center;"><i>d.</i></td> <td></td> </tr> <tr> <td>Under 17 years of age</td> <td style="text-align: right;">20</td> <td style="text-align: right;">0</td> <td></td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">25</td> <td style="text-align: right;">3</td> <td></td> </tr> <tr> <td>18 " "</td> <td style="text-align: right;">33</td> <td style="text-align: right;">9</td> <td></td> </tr> <tr> <td>19 " "</td> <td style="text-align: right;">45</td> <td style="text-align: right;">9</td> <td></td> </tr> <tr> <td>20 " "</td> <td style="text-align: right;">55</td> <td style="text-align: right;">9</td> <td></td> </tr> </table>		<i>s.</i>	<i>d.</i>		Under 17 years of age	20	0		17 years of age	25	3		18 " "	33	9		19 " "	45	9		20 " "	55	9			<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;"><i>£</i></td> <td style="width: 10%; text-align: center;"><i>s.</i></td> <td style="width: 10%; text-align: center;"><i>d.</i></td> <td style="width: 10%;"></td> </tr> <tr> <td>Foreman in charge</td> <td style="text-align: right;">4</td> <td style="text-align: right;">9</td> <td style="text-align: right;">0</td> <td style="text-align: right;">4 6 0</td> </tr> <tr> <td>Scutcher (hand)</td> <td style="text-align: right;">4</td> <td style="text-align: right;">3</td> <td style="text-align: right;">0</td> <td style="text-align: right;">4 0 0</td> </tr> <tr> <td>Scutcher (machine)</td> <td style="text-align: right;">4</td> <td style="text-align: right;">0</td> <td style="text-align: right;">0</td> <td style="text-align: right;">3 17 0</td> </tr> <tr> <td>All others</td> <td style="text-align: right;">3</td> <td style="text-align: right;">17</td> <td style="text-align: right;">0</td> <td style="text-align: right;">3 14 0</td> </tr> </table>		<i>£</i>	<i>s.</i>	<i>d.</i>		Foreman in charge	4	9	0	4 6 0	Scutcher (hand)	4	3	0	4 0 0	Scutcher (machine)	4	0	0	3 17 0	All others	3	17	0	3 14 0	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
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PROPORTION (in any place). One improver to each adult employee.																																																					

(3) **PROHIBITION OF EMPLOYMENT.**—The Board determines that no person shall be employed as an apprentice.

(4) **WEEKLY HOURS.**—That the number of hours to constitute an ordinary week's work shall be 44.

(5) **TIMES OF BEGINNING AND ENDING WORK.**—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).		Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

- (6) OVERTIME.—That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause (5); or
 (b) Within such prescribed times, but in excess of 44 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
 (b) If any of the above holidays occurs on a Sunday or Saturday and is 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 only when the working week consists of five and a half days.
 (c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
 (d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
 (e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (8) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
 (b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.
- (9) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause 2 (b) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.
 Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.
 The basic wage rates shown hereunder shall be adjusted as prescribed in clause 10.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	3 11 0.	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.		

- (10) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in June, 1938, the amounts of the basic wage shall be as prescribed in clause 9.
 (b) During each future successive period beginning with the first pay period to commence in a June, a September, a December, or a March, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied to a place is that assigned thereto in clause 9.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions	Basic Wage.
735-746	£ s. d. 3 0 0	834-845	£ s. d. 3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

- (11) MARGINAL RATES.—In addition to the basic wage provided in clause 9 the margins set out in this clause, plus 6s., shall be the minimum rate payable to employees therein named:—

	Per Week.
	£ s. d.
Foreman in charge of factory	12 0.
Scutcher (hand)	6 0
Scutcher (machine)	3 0

D. GRANT, Chairman.
 REX L. CECIL, Secretary.

Melbourne, 18th February, 1938.