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GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1939

Factories and Shops Acts.

DETERMINATION OF THE NURSERYMEN'S BOARD.

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said District; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrnambool.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest price or rates which may be paid to any person or persons or classes of persons employed by a nurseryman in the business or occupation of a nurseryman," has made the following Determination, namely:—

(1) That on the 13th October, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) in running messages, waiting on workmen, cleaning up, or handling seedlings.	Other Employees.					
WAGES.	Per week of 44 hours.				WAGES.	Per week of 44 hours.			Per week of 44 hours.	
	Males.	Females.								
	s. d.	s. d.								
15 years of age or under ..	12 9	12 9	1st year ..	12 9	Propagators in charge of one or more employees working under glass ..	98 0				
16 years of age ..	17 0	16 0	2nd year ..	15 6	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting ..	87 6				
17 years of age ..	24 6	21 0	3rd year ..	18 0	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding ..	49 3				
18 years of age ..	31 9	27 9			Nursery labourers ..	81 0				
19 years of age ..	41 6	33 9								
20 years of age ..	52 9	38 0								
<p>PROPORTION.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 81s. per week of 44 hours.</p>										

(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) TIME OF BEGINNING AND ENDING WORK.—For all persons other than those engaged at watering—

Time of Beginning work, not earlier than—

8 a.m. 12 noon on Saturday (or the day on which the half-holiday is locally observed).
8 a.m. 5 p.m. on the other working days of the week.

Time of Ending work, not later than—

(5) OVERTIME.—The following rates shall be paid for overtime:—

Persons engaged at watering—

For all work done in any week in excess of the maximum number of hours fixed as a week's work—Time and a half.

All others—

For all work done outside the times of beginning and ending work } Time and a half.
For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work }

(6) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on Sunday, New Year's Day, Labour Day, Good Friday, Easter Monday, Anzac 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.

(7) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay:—Christmas Day, Good Friday, and Anzac Day.

(8) **ANNUAL HOLIDAYS.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 6) in each year on full pay and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purpose of this Clause, any service prior to the 8th January, 1938, shall not be taken into account.

(9) **SICK LEAVE.**—Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment one day for each three months' service but not exceeding four days in any year commencing from the 13th October, 1939.

(10) **PIECE-WORK.**—That the lowest piece-work prices shall be—

Washing, 2" to 4" pots	..	..	..	..	..	..	..	1s. 8d. per 24 dozen pots.
Washing, 4½" to 5" pots	..	..	..	..	..	..	..	1s. 8d. per 20 dozen pots.

J. W. CLARKE, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 25th September, 1939.