



# VICTORIA GOVERNMENT GAZETTE.

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[1939

Factories and Shops Acts.

## DETERMINATION OF THE TENNIS STRINGS BOARD.

NOTE.—This Determination on the 12th day of May, 1939, 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 rate which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making strings for tennis rackets, has made the following Determination, namely:—

- (1) That on the 12th May, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination  
(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.
Wages per Week of 46 Hours.			Wages per Week of 46 Hours.		Wages per Week of 46 Hours.
Age.	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years .. ..	26 6	26 6	26 6	26 6	Males .. .. 99 6
17 years and under 18 years ..	35 6	31 0	35 6	31 0	Females .. .. 50 0
18 " " 19 " "	44 6	35 9			
19 " " 20 " "	53 3	40 0			
20 " " 21 " "	62 0	44 6			
PROPORTION (IN ANY PLACE).			Definition of Juvenile Workers.		
<i>Apprentices.</i>			Persons other than apprentices or improvers under—18 years of age doing general work, i.e., all work except—		
One apprentice to every three or fraction of three workers receiving not less than 99s. 6d. per week of 46 hours.			(a) picking out or selecting.		
<i>Improvers (Males).</i>			(b) making in the raw state.		
Four improvers to each male worker receiving not less than 99s. 6d. per week of 46 hours.			(c) twisting in the dry state.		
<i>Females.</i>			PROPORTION (IN ANY PLACE).		
Two improvers to each female worker receiving not less than 50s. per week of 46 hours.			<i>Males.</i>		
			Six juvenile workers to each worker receiving not less than 99s. 6d. per week of 46 hours.		
			<i>Females.</i>		
			Three juvenile workers to each worker receiving not less than 50s. per week of 46 hours.		

- (3) ORDINARY WEEK'S WORK.—Forty-six hours shall constitute an ordinary week's work to be worked as follows :—  
 On the day on which the half holiday is usually observed .. .. 4½ hours between 7.15 a.m. and 12 noon.  
 On all other working days of the week .. .. 8½ hours between 7.15 a.m. and 5.30 p.m.
- (4) OVERTIME.—That the following rates shall be paid for all work done :—  
 (a) Outside the hours fixed in clause (3) .. .. Time and a half. Excepting after 12 noon on the day on which the half-holiday is usually observed when the rate shall be double time.  
 (b) Within the hours fixed in clause (3) in excess of either—  
     (1) The number of hours fixed as a day's work, or  
     (2) The number of hours fixed as a week's work  
     } Time and a half.
- (5) MEAL INTERVAL.—That a meal interval of at least half an hour shall be allowed to employees between the hours of 12 noon and 2 p.m.
- (6) SMOKO INTERVAL.—Employees shall be allowed 15 minutes smoko each forenoon and afternoon without deduction of pay.
- (7) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.
- (8) SPECIAL RATES.—Double time shall be the rate to be paid for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, 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, then the special rate shall be payable only for the day so substituted.
- (9) NOTICE OF INTENTION TO WORK OVERTIME.—(a) In every case where practicable an employer shall give twenty-four hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime, he or she shall receive One shilling and sixpence as tea money in addition to any other special payments provided.  
 (b) In every case where an employee has been notified that he or she is required to work overtime and attends for that purpose but is not required, he or she shall be paid One shilling and sixpence tea money, except where the failure to find employment is due to the accidental breakdown of necessary machinery.
- (10) NOTICE OF TERMINATION OF EMPLOYMENT.—That from any time not later than the expiry of the first week's employment, employment shall be by the week and shall be terminable forthwith at the expiry of any working week.
- (11) TERMS OF EMPLOYMENT.—Where an employee's services are terminated a week before the occurrence of a holiday and he or she is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he or she is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday, and he or she is re-employed immediately after the holiday, payment shall be made for such holiday.
- (12) WATERPROOF CLOTHING.—When an employee is called upon to work in a wet department he shall be provided by the employer with a waterproof apron and waterproof covering for his legs and when using dyes or acids injurious to the skin shall be provided with rubber gloves.

RAY. H. BEERS, P.M. Chairman.

D. B. MORGAN, Secretary.

Melbourne, 27th April, 1939.