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Factories and Shops Acts. DETERMINATION OF THE SALTWORKERS BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act 1934* (No. 4275).

NOTE.—This Determination applies to the whole of the State of Victoria.

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a Determination made on the 7th February, 1940, by the Saltworkers Board, and published in the *Government Gazette* on the 20th February, 1940, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the trade of gathering, extracting, manufacturing or refining salt.

(1) The adjusted rates herein shall be paid as from the beginning of the first pay period commencing in May, 1940.

2 (a)

WAGES.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
MALES.	MALES.	MALES.	
Per Week of 44 Hours.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
s. d.	s. d.	s. d.	s. d.
14 years of age .. 19 6	14 years of age .. 19 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works—	
15 " " .. 25 6	15 " " .. 25 6	Foreman—i.e., one who has the control of more than six men	2 4 ¹ / ₁₁ 103 0
16 " " .. 31 0	16 " " .. 31 0	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men	2 2 ¹ / ₂₂ 95 6
17 " " .. 40 0	17 " " .. 40 0	Truckman or brakeman—	
18 " " .. 50 6	18 " " .. 50 6	(a) Power trucks	2 1 ¹⁷ / ₂₂ 94 6
19 " " .. 62 0	19 " " .. 62 0	(b) Horse trucks or wagons	2 0 ⁸ / ₂₁ 89 6
20 " " .. 73 0	20 " " .. 73 0	Employees in charge of movement of sea water and engaged in preparation of brine	2 1 ⁵ / ₂₂ 92 6
		Thatcher of salt stacks	2 1 ⁵ / ₂₂ 92 6
FEMALES.	FEMALES.	Stack builder, where mechanical stackers are used	2 1 ⁵ / ₂₂ 92 6
Per Week of 44 Hours.	Per Week of 44 Hours.	All others	2 0 ⁸ / ₂₂ 89 6
16 years of age .. 17 6	16 years of age .. 17 6	<i>Shed and Factory Hands.</i>	
17 " " .. 19 6	17 " " .. 19 6	Persons employed treating, crushing, or refining salt:—	
18 " " .. 24 6	18 " " .. 24 6	Shed hand in charge of seven or more men	2 3 ²¹ / ₂₂ 102 6
19 " " .. 30 0	19 " " .. 30 0	Shed hand in charge of six or less men	2 2 ¹ / ₂₂ 95 6
20 " " .. 35 6	20 " " .. 35 6	Shed hand who is required to stack	2 0 ⁸ / ₂₂ 89 6
		Shift Foreman—	
		In charge of a wet and dry plant	2 6 ³ / ₂₂ 110 6
		In charge of a dry plant	2 3 ²¹ / ₂₂ 102 6
		In charge of a wet plant	2 3 ²¹ / ₂₂ 102 6
		Millwrights	2 3 ²¹ / ₂₂ 102 6
		Hydro Operator	2 0 88 0
		All Others	1 11 ¹⁵ / ₂₂ 86 6
		FEMALES.	
		Per week of 44 hours	1 1 ⁵ / ₂₂ 48 6

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 5 per cent.

(3) TIMES OF BEGINNING AND ENDING WORK :—

(a) When day shift only is worked—

Time of Beginning.	Time of Ending.
7.30 A.M.	12 NOON Saturday.
7.30 A.M.	6 P.M. on the other working days of the week.

The abovementioned times of beginning and ending work may be varied on any job by mutual consent of the employer and a majority of the employees.

(b) Shift workers—

(i) *Where Two Shifts are Worked.*—An employer may require two shifts a day to be worked provided that the time of beginning the first shift shall be not earlier than 6 a.m. and that the time of ending the second shift shall be not later than 1 a.m. on the following morning, and also provided that the ordinary spread of hours of each shift shall not exceed eight hours.

(ii) *Where three shifts are worked—*

	Time of Beginning.	Time of Ending.
First shift	8 a.m.	4 p.m.
Second shift	4 p.m.	12 midnight
Third shift	12 midnight	8 a.m.

(4) *HOURS FOR A WEEK'S WORK.*—The hours for an ordinary week's work for all employees shall be 44 hours per week provided that the hours of shift workers may be varied by agreement between an employer and an employee so that 48 hours may be worked one week, and 40 hours during the succeeding week, which hours shall be the hours of duty.

(5) *OVERTIME.*—Except as provided in sub-clause (c) overtime shall be payable as follows :—

(a) Any employee who works in excess of the maximum number of hours fixed for a week's work shall be paid for such work at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

(b) Any employee who works outside the hours fixed in clause (3) shall be paid for such work at the rate of time and a half for the first four hours and thereafter at the rate of double time.

(c) The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(6) *EMPLOYEE REPORTING FOR WORK AND NOT ALLOWED TO START.*—An employee who reports for work and is not allowed to start shall be paid for two hours' work. Provided that this clause shall not operate if a stoppage of work has taken place through some cause over which the employer has no control.

(7) *EMPLOYEE WORKING IN WET PLACES.*—Any employee who is required to work in water exceeding 4 inches in depth shall be provided with gum boots or shall receive an allowance of 1s. per day for each day he is so required to work.

(8) *HOLIDAYS.*—Employees shall be entitled to the following holidays without reduction of pay :—The days observed as New Year's Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(9) *SPECIAL RATE FOR WORK DONE ON SUNDAYS AND HOLIDAYS.*—Double time shall be payable for all work done on Sundays or on any of the days mentioned in clause (8) except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to the work of installing new machinery.

(10) *ANNUAL LEAVE.*—An employee on completion of each twelve months' continuous service with an employer shall be entitled to six days' leave with full pay. Where an employee does not complete a term of twelve months' service he shall be entitled to leave with full pay as follows :—

After completing four months' continuous service—Two days' leave.

After completing each subsequent two months' continuous service—One day's leave.

(11) *MIXED DUTIES.*—An employee who is required to do work for which a higher rate is fixed than that provided for his ordinary duties shall if such work exceeds a total of two hours on any day be entitled to be paid for all work done on such day at the higher rate.

(12) *TOOLS.*—The employer shall provide an employee with all tools necessary for the work to be done.

(13) *PAYMENT OF WAGES.*—Wages shall be paid during an employee's ordinary working hours, and such payment shall be made at least once in each fortnight.

(14) *CRIB TIME.*—An employee on shift work shall be allowed a crib time during each shift. For the purpose of administering this clause crib time shall be deemed to mean time taken for a meal at suitable opportunities in a shift so as not to interfere with an employee's duties.

(15) *RIGHT OF ENTRY OF UNION OFFICIAL.*—Provided he reports to the works manager before so doing a duly accredited representative of the Australian Workers Union not more often than once a fortnight shall have the right to enter during the midday meal hour the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods the employer may refuse the right of entry.

(16) *LIMITATION OF WORK.*—

(a) No employee under 18 years of age shall be required to wheel on a two-wheel truck a weight exceeding 2 cwt.

(b) No employee under 18 years of age shall be required to press salt into blocks exceeding 5 lb. in weight.

(17) *SHELTER SHEDS.*—Efficient shelter sheds shall be provided for all employees.

(18) *PIECEWORK.*—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework 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 piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 23rd April, 1940.