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Factories and Shops Acts.

DETERMINATION OF THE PLASTIC MOULDING 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 1st February, 1940, by the *Plastic Moulding Board*, and published in the *Government Gazette* on the 15th 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 process, trade, or business of wholly or partly preparing or manufacturing articles from synthetic resin, casein, or other substance of a similar nature.

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

(2) IMPROVERS OR JUVENILE WORKERS.

Wages per Week of 44 Hours.

Experience.	Males.						Experience.	Females.					
	Commencing Age—							Commencing Age—					
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st year ..	18	3	18	3	21	6	1st year ..	18	3	21	6	23	9
2nd year ..	22	0	22	0	30	0	2nd year ..	22	0	23	9	30	0
3rd year ..	30	0	33	0	36	3	3rd year ..	30	0	33	0	36	3
4th year ..	36	3	38	9	44	6	4th year ..	36	3	38	9	..	..
5th year ..	50	9	57	0	..	..	5th year and until	..	..	..	..	..	..
6th year and until	..	..	..	..	..	..	21 years of age	41	6	..	..	..	..
21 years of age	59	6	..	..	..	..			

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 82s. per week of 44 hours. | One female improver to every female worker receiving not less than 48s. per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(3)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 44 hours.

	<i>s.</i>	<i>d.</i>
Employees engaged on all classes of presses	90	0
Employees engaged in the mixing room or powder room	90	0
All others	82	0
<i>Casein Industry only—</i>		
Employees engaged on all classes of presses	90	0
Employees engaged on extruding machines	90	0
Employees engaged on lathe machines	96	0
Employees engaged on acid and/or formaldehyde baths	90	0
Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room	90	0
All others	82	0

Night Shift.

Night shift employees shall be paid 1s. per shift in addition to the rates hereinbefore mentioned for day shift.

FEMALES.

	Per week of 44 hours.	
	s.	d.
Employees engaged in the powder room	50	3
Employees engaged finishing, folding, labelling, despatching, examining, or on machines ..	47	0
All others	46	0

(4) HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked (except as to shift workers) between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to 12 noon on Saturday.

(5) CONTINUOUS WORK SHIFTS.—The ordinary hours of duty of employees on continuous work shifts shall not exceed 8 hours in any one day nor 48 in any one week nor an average of 44 per week during the period of employment upon such shifts, nor a total of 132 hours during any three consecutive working weeks of the period of employment upon such shifts without payment of overtime at the rates mentioned in clause (6).

Employees on continuous work shifts shall work such shifts up to six per week as may be required.

(6) OVERTIME.—The following rate shall be paid for all work done—

- (a) by employees on continuous work shifts in excess of 8 hours per shift, or in excess of 132 hours in three consecutive working weeks
 - (b) by employees other than those on continuous work shifts, in excess of 8 hours 48 minutes in any one day
- } Time and a half for the first four hours and double time thereafter.

Provided that in computing overtime under sub-clause (b) of this clause, each day's work shall stand alone.

(7) PROHIBITION OF EMPLOYMENT.—No employee under the age of 16 years shall work between the hours of 9 p.m. and 6 a.m. and no employee under the age of 18 years shall work between the hours of 12.30 a.m. and 6 a.m.

(8) DEFINITIONS.—“JUVENILE WORKERS.”—Juvenile workers are persons under 21 years of age (other than improvers) engaged on any work except moulding or laminating on presses, or handling drums of powder.

“NIGHT SHIFT.”—Night shift means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, 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. By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(10) PAYMENT FOR HOLIDAYS.—(a) All employees shall be entitled to the holidays mentioned in clause (9) without deduction of pay.

(b) When the employer terminates the employment of an employee, unless through misconduct, within fourteen days of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one month prior to the termination of the employment.

(11) MEALS.—An interval of not less than 30 minutes shall be allowed day shift employees for the mid-day meal as near as possible to the middle of the day's work. Night shift employees shall have a meal interval of not less than 20 minutes in each shift; such interval shall count as time worked.

(12) MEAL ALLOWANCE.—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 1s. 6d. meal money.

(13) PAYMENT OF WAGES.—(a) Wages shall be paid not later than Friday in each week and during working hours.

(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

(c) If an employee leaves after giving notice as prescribed in clause (14) or is dismissed, he shall be paid his wages on leaving, except in cases when the employment is terminated outside ordinary office hours, in which case he shall receive his wages on the first succeeding working day.

(14) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee.

(15) PRO RATA PAYMENT.—Any employee who works less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(16) SEATS FOR FEMALES.—Seats where practicable shall be provided for all female workers whilst on duty.

(17) REST INTERVAL FOR FEMALES.—A specified rest time of ten minutes shall be allowed to all female employees in the forenoon: such rest period shall count as time worked.

(18) BREAKDOWN IN MACHINERY.—When a breakdown exceeding half an hour occurs an employee shall be entitled to half an hour's pay as compensation for waiting for a resumption of work.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 18th April, 1940.