



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 252]

THURSDAY, JUNE 20.

[1940

Factories and Shops Acts.

DETERMINATION OF THE UNDERTAKERS BOARD.

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, since the 17th February, 1932, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business or occupation of an undertaker, or maker of coffins," has made the following Determination, viz.:—

(1) That on the 21st June, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.	Per Week of—
WAGES.	Per Week of 44 Hours. s. d.	WAGES.	Per Week of 44 Hours. s. d.	WAGES.	s. d.	s. d.	Hours.
1st year's experience..	27 6	Under 18 years of age	40 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	108 0	103 6	44
2nd " "	37 6	18-19 years of age ..	55 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	102 6	98 6	44
3rd " "	47 6	19-20 " "	70 0	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	103 6	100 0	44
4th " "	62 6	20-21 " "	90 0	Other chauffeurs ..	98 0	94 6	44
5th " "	82 6			Workers engaged in driving or grooming horses, washing vehicles, cleaning harness, doing general stable work, or placing remains of deceased persons in coffins ..	98 0	94 6	46*
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		Provided that persons who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.			
One apprentice to every two or fraction of two workers receiving not less than 94s. 6d. per week of 46 hours.		One improver to every seven or fraction of seven employees receiving not less than 94s. 6d. per week of 46 hours.					
An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.							

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.		Time of Ending.	
Monday to Friday, 8 a.m.	5.30 p.m.
Saturday, 8 a.m.	12.15 p.m.

On Monday to Friday a meal interval of 60 minutes shall be allowed.

(4) OVERTIME.—

Outside the hours fixed as the times of beginning and ending work
 Within the hours so fixed in excess of the number of hours as fixed for a week's work } Time and a half.

(5) **TERMS OF ENGAGEMENT.**—Any employee (other than casual employees) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this determination and shall in addition be paid at overtime rates for work done in excess of or outside the ordinary hours of employment.

(6) **CASUAL LABOUR.**—Casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of 12s. 6d. per day.

(7) **ANNUAL HOLIDAY.**—(a) 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 in each year on full pay in addition to holidays mentioned in clause 9.

(b) Notwithstanding anything contained in sub-clause (a) an employee who has been in the continuous employment of an employer for not less than nine months, either from the date of his first commencing work with such employer or from the date when he resumed work after a holiday as hereinbefore provided, and who is dismissed for any reason (other than misdeemeanour) shall be entitled to one half a day's holiday pay for each month of such employment.

(8) **PAYMENT OF WAGES.**—All wages must be paid on Thursday, and in the employer's time. Any time waited in excess of fifteen minutes after finishing time shall be paid for at overtime rates.

(9) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, and Picnic Day.

(10) **PICNIC DAY.**—The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong.

(11) **EXTENDED JOURNEY.**—A motor driver shall not be required to travel on any journey extending over 110 miles from the employer's headquarters unless accompanied by a male adult employee.

(12) **TERMINATION OF EMPLOYMENT.**—Except in a case where an employee has been guilty of a misdeemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(13) **SPECIAL RATES.**—Double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, and Picnic 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. Provided that persons employed at cleaning out stables, feeding, grooming and bedding-down horses shall be paid for the first two hours' work at the ordinary rate.

PIECEWORK.

(14) That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All inside Measurements (head to heel)	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	31 3	33 3	34 11	27 6	29 6	31 8
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) .. .	27 10	29 10	31 8	24 4	26 3	28 4
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long .. .	23 3	24 2	26 2	20 6	21 10	22 10
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long .. .	18 7	20 0	21 9	16 6	17 9	18 7
Common coffins, over 4 ft. 9 in. long .. .	3 9	4 4	4 11	3 1	3 8	4 4
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness ..	4 4	4 11	5 7	3 8	4 4	4 11
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long .. .	17	2 each		14	5 each	
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long .. .	14	0 "		11	2 "	
Common coffins, up to 2 feet long .. .	18	8 per dozen		14	2 per dozen	
Common coffins, over 2 feet and up to 3 feet long .. .	25	3 "		20	1 "	
Common coffins, over 3 feet and up to 4 ft. 9 in. long .. .	34	6 "		26	11 "	
Inside shells for lead coffins .. .	12	3 each		8	0 each	
Cover lids, up to 2 feet wide .. .	17	3 per dozen		11	7 per dozen	
Cover lids, over 2 feet wide .. .	26	0 "		18	8 "	
	s. d.			s. d.		
Extra for common coffins or coverlids if glued .. .					0 9 each.	
Extra for lids made with two or three decks .. .					7 6 "	

DEFINITION.

"Best" coffin means a coffin which bears any ornamentation other than a plinth.

H. J. RICHARDSON, J.P., Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 4th June, 1940.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 253]

THURSDAY, JUNE 20.

[1940

Factories and Shops Acts.

DETERMINATION OF THE TANNERS (FURRED SKINS) BOARD.

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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

(1) That on 19th June, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

Other Employees.

WAGES PER WEEK OF 44 HOURS.			
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 to 15 years of age ..	14 9	50 6	13 9
15 to 16 ..	19 6		16 0
16 to 17 ..	27 0		20 6
17 to 18 ..	34 0		27 3
18 to 19 ..	44 0		34 3
19 to 20 ..	51 6		40 6
20 to 21 ..	64 0	83 0	45 3

WAGES PER WEEK OF 44 HOURS.

Males.

	<i>£ s. d.</i>
Beam fleshers, pullers on upright knife, shavers ..	4 18 6
Operators of rotary shaving knife	5 3 0
Other males	4 3 0

Females.

Females employed in beaming, fleshing, or slickering of any furred skins	4 18 6
Other females	2 10 6

PROPORTION (IN ANY PLACE).

Apprentices and Male Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

Female Improvers.

One female improver to one,
Three female improvers to two,
And thereafter,
Three additional female improvers to every two additional
An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.

} Female workers receiving not less than the minimum wage.

- (3) DEFINITIONS.—“Flesher” is an adult person removing flesh from raw wet skins on a beam or upright knife.
 “Shaver” is an adult person shaving partly dressed skins with a sharp-edged knife.
 “Puller” is an adult person employed pulling wet raw skins over an upright knife.

(4) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44.

(5) 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.

(d) No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(6) SHIFTS—

(a) Day Shift.—The times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—				Time of Ending (not later than)—	
8 a.m.	1 p.m. on Saturday.
8 a.m.	6 p.m. on the other working days of the week.

Provided that if the majority of the employees in any department desire to begin work at 7.30 a.m., the work may begin in that department at 7.30 a.m.

(b) Afternoon, Night, or Other Shift—

(i) Hours.—The hours of duty on any shift other than day shift shall be arranged mutually between the employer and the majority of the employees, providing that 9 hours shall be the maximum duration of such shift.

(ii) Wages.—An addition of 5 per centum shall be added to the rates fixed for a day shift.

(7) OVERTIME.—All time worked—

(a) Outside the times of beginning and ending work prescribed in clause 6 (a) and agreed upon in 6 (b).

(b) Within such times, but in excess of 44 hours in any one week shall be paid 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.

(8) HOLIDAYS.—All employees shall be granted the following holidays without deduction of pay, viz.:—Good Friday, Labour Day, Christmas Day, Boxing Day, New Year's Day, and the intervening working days between the two last named holidays. If any of the above holidays occur on a Saturday or a Sunday and are 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. Provided that any employee who has been in the service of an employer for less than six months shall only be entitled to holiday payment for one day of each month of service in lieu of the aforementioned holidays.

When employment is terminated within twelve months and after three months' service, payment equivalent to one day's pay for each month of service shall be paid in lieu of the above holidays. Provided, however, that in no circumstances shall payment be made for more than ten holidays in any one year of service, the year to commence on 1st January.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Labour Day (21st April), Christmas Day, or Boxing Day, and the intervening working days between Boxing Day and New Year's 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.

(10) MEAL TIME.—Meal time shall be taken between 12 noon and 2 p.m.

(11) TOOLS AND APPLIANCES.—Every employer shall provide gloves, apron, leggings with vamps attached, or any tools or implements of trade required by employees in the performance of their duties.

R. J. EDWARDS, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 4th June, 1940.